Susan Smalling is an assistant professor and the field coordinator for the St. Olaf College Social Work and Family Studies Department. She started her career working in an adventure based residential treatment program for adolescents in central Minnesota and later moved on to county social work practice in the chemical dependency area. She completed her masters in social work as a Child Welfare Fellow at the University of Minnesota Duluth. Susan received her PhD from the Mandel School of Applied Social Sciences at Case Western Reserve University. Her research interests include American Indians and social work education, LGBT issues and cultural competence across all practice levels. Outside of her university endeavors, Susan has provided consulting and training on various aspects of cultural competence for organizations like the Cleveland Clinic and the University of Akron Police Department.