
Todd Sage, PhD, LMSW, CASAC-MAC
University at Buffalo School of Social Work
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Education

Ph.D.	University of North Dakota, 2019 Doctorate of Philosophy in Education & Human Development Dissertation: Priming learning to improve applicability of motivational interviewing for child welfare workers Chair: Myrna Olson, Ed.D. ISBN: 9781085798587
M,S,W,	Portland State University, 2008 School of Social Work, Portland, OR
B.A.S.W.	California State University, San Bernardino, 2005 School of Social Work
A.S.	Barstow Community College, 2005 Administration of Criminal Justice, Barstow, CA

Academic Employment History

08/23 to Present	Clinical Associate Professor, School of Social Work, University at Buffalo, SUNY, Buffalo, NY
08/17 to 08/23	Clinical Assistant Professor, School of Social Work, University at Buffalo, SUNY, Buffalo, NY
8/15 to 8/17	Assistant Professor, Department of Social Work, National Child Welfare Workforce Institute (NCWWI) & IV-E Program Coordinator, University of North Dakota, Grand Forks, ND
8/14 to 8/15	Adjunct Professor, Department of Social Work, University of North Dakota, Grand Forks, ND

Social Work Practice Experience

08/16 to 08/17	Licensed Addiction Drug Counselor, Meridian Behavioral Health, Douglas Place, East Grand Forks, MN
08/13 to 08/17	New Choices Specialist (Group Facilitator), Community Violence Intervention Center (CVIC), Grand Forks, ND

08/14 to 08/15	Guardian ad Litem, Youth Works, Bismarck, ND
2015	Per-Diem Child Protection Case Worker, Walsh County Social Services, Grafton, ND
08/13 to 08/14	Medical Social Worker, Altru Health Systems, Grand Forks, ND
08/11 to 08/13	Child Protection Social Services, Multi-County Worker & State Wide Conflict Case Worker, Grand Forks County Social Services, Grand Forks, ND
08/11 to 08/13	Child Forensic Interviewer, Grand Forks County Social Services, Grand Forks, ND
08/06 to 08/11	Child Protection Social Services, Oregon Department of Human Services, Gresham, OR
08/05 to 08/06	8/05 to 8/06 Social Security Disability Analyst, The state of Oregon, Department of Human Services, Salem, OR
08/98 to 08/02	8/98 to 8/02 Supply NCOIC (92Y), Honorable Discharge, U.S. Army, Fort Bragg, NC

Funded Research

2019 to 2024 Sage, T. (Co-Investigator), Semanchin Jones, A. (PI). "Erie County Child Welfare Leadership Partners (ECCWL-Partners)." Children's Bureau, National Child Welfare Workforce Institute - \$622,529 (Total Funding for 5 years).

2019 to 2020 Sage, T. (Principal Investigator). "Motivational Interviewing: A MOOC Coursera Course for Health Professionals." SUNY Innovative Instruction Technology Grant (IITG) - \$20,000.

Peer-reviewed Publications

Book Chapters

1. **Sage, T.**, Sage, M., & Reddish, N. (in press). Trauma informed motivational interviewing as a child welfare family engagement intervention. In K. Briar Lawson & P. Day (Eds.), *Child neglect, inequity, and poverty, Volume 2*. Child Welfare League of America.

Peer-reviewed Articles

Lynch, M., **Sage, T.**, Hitchcock, L., & Sage, M. (2021). A heutagogical framework for the use of internet communication technologies (ICTs) assignments in higher education. *The Internet and Higher Education*, 51, Article 100810.
<https://doi.org/10.1016/j.iheduc.2021.100810>

Hitchcock, L. I., **Sage, T.**, Lynch, M., & Sage, M. (2020). Podcasting as a pedagogical tool for experiential learning in social work education. *Journal of Teaching in Social Work*, 40(5), 1-15. <https://doi.org/10.1080/08841233.2020.1816364>

Sage, M., Randolph, K., Fitch, D., & **Sage, T.** (2020). Internet use and resilience in adolescents: A systematic review. *Research on Social Work Practice*, 31(3), 231-245.
<https://doi.org/10.1177/1049731520967409>

Kruger, J. S., & **Sage, T.** (2020). Video grading: Enhancing clarity and connection. *Journal of Educational Technology Systems*, 48(3), 407-415.
<https://doi.org/10.1177/0047239519867326>

Sage, M., Wells, M., **Sage, T.**, & Devlin, M. (2017). Supervisor and policy roles in social media use as a new technology in child welfare. *Children and Youth Services Review*, 78, 1-8.
<https://doi.org/10.1016/j.childyouth.2017.04.018>

Sage, M., & **Sage, T.** (2016). Social media use in child welfare practice. *Advances in Social Work*, 17(1), 93-112. <https://doi.org/10.18060/20880>

Sage, M., & **Sage, T.** (2016). Social media and e-professionalism in child welfare: Policy and practice. *Journal of Public Child Welfare*, 10(1), 79-95.
<https://doi.org/10.1080/15548732.2015.1099589>

Invited Articles

Sage, M., & **Sage, T.** (2025). Generative AI in child welfare practice: Opportunities and risks. *CW360°*. Center for Advanced Studies in Child Welfare.
<https://cascw.umn.edu/professional-development/cw360deg>

Sage, M., **Sage, T.**, & Wells, M. (2025). Supervisor and policy roles in social media use as a new technology in child welfare. *CW360°*. Center for Advanced Studies in Child Welfare. <https://cascw.umn.edu/professional-development/cw360deg>

Rubin, A., Lynch, M., **Sage, T.**, & Sage, M. (2024). Embracing AI chatbots in social work education: A guide for social work practicum educators. *Figshare*. <https://doi.org/10.6084/m9.figshare.25374337.v1>

Other Invited Publications

Sage, T. (2018, June 4). Incorporating Flipgrid into the social work classroom. *SocWorkEd*. <http://www.laureliversonhitchcock.org/2018/06/04/incorporating-flipgrid-into-the-social-work-classroom-tips-for-socworked/>

Peer-Reviewed Presentations

Sage, T., & Sage, M. (2025, May 20-22). *Engaging, effective training in motivational interviewing for child welfare workers* [Conference presentation]. Title IV-E Roundtable, Tuscaloosa, AL, United States.

Sage, T., & Sage, M. (2025, May 20-22). *Scaling motivational interviewing in child welfare: Lessons learned in fidelity monitoring and implementation* [Conference presentation]. Title IV-E Roundtable, Tuscaloosa, AL, United States.

Sage, M., **Sage, T.**, & Maslo, M. (2024, October). *Harnessing implementation science for organizational motivational interviewing* [Conference presentation]. Motivational Interviewing Network of Trainers (MINT) Annual International Forum, Christchurch, New Zealand.

Sage, T., Sage, M., & Bechtold, T. (2024, October). *Trauma-informed motivational interviewing: Self-regulation and co-regulation* [Conference presentation]. Motivational Interviewing Network of Trainers (MINT) Annual International Forum, Christchurch, New Zealand.

Sage, T., Sage, M., Franz, A., & Henretta, K. B. (2024, May 22). *Cultivating compassion: Transforming child welfare practice through increasing the workforces' trauma-informed beliefs* [Conference presentation]. National Title IV-E Roundtable, Burlington, VT, United States.

Sage, T., & Sage, M. (2024, April 4-7). *Cultivating resilience and empowerment with trauma-informed motivational interviewing* [Conference presentation]. Virginia State Prevention Conference on Child Abuse and Neglect, Richmond, VA, United States.

Sage, T., Sage, M., & O'Brien (2023, May). *Implementation of Trauma-Informed Motivational Interviewing in VA Child Welfare*. [Oral Presentation] Title IV-E National Round Table, New Orleans, LA

Sage, T. (2021, April). *Breaking down borders: Collaborative online international learning in social work*. [Oral Presentation] Social Work Distance Education, San Antonio, TX, United States. (virtual conference)

Sage, M., Randolph, K., Fitch, D., & **Sage, T.** (2021, January) *Beyond Social Media Benefits and Harms for Adolescents: Assessing Contributors to Resilience to Inform Interventions*. [Oral Presentation] Society for Social Work and Research. 25th Annual Conference. (virtual conference).

Sage, T. & Sage, M. (2020, October). *Motivational Interviewing as a Family First Evidence-Based Practice in Child Welfare*. [Oral Presentation] A Call to Action to Change Child Welfare, virtual Kempe Conference, NY.

Sage, M., **Sage, T.**, & Sage, R. (2020, June). *Authentic audiences in higher education: Using the SAMR model to improve student engagement*. [Oral Presentation] The Future of Education, Edition 10, Florence, Italy. (Conference Cancelled)

Sage, T. (2020, March). *Breaking down borders: Collaborative online international learning in social work*. [Oral Presentation] Social Work Distance Education, San Antonio, TX, United States. (Conference Cancelled)

Kruger, J.S., **Sage, T.**, & Blymire, W. (2020, Feb) *Interdisciplinary collaboration models in a student-run free clinic*. [Oral Presentation]. Faculty Society for Student Run-Free Clinics. Orlando, FL.

ovalle, R., Grabowski, K., & **Sage, T.** (2020). *Implementation of trauma-informed care in a student-run free medical clinic*. [Oral Presentation]. Faculty Society for Student Run-Free Clinics, Orlando, FL.

Sage, M. & **Sage T.** (2019, May). *Social media in the child welfare workplace: Considerations for policy and practice*. [Workshop]. 2019 National Title IV-E Roundtable on Child Welfare Training and Education, Atlanta, NJ.

Rembold, E., Jones, N., & **Sage, T.**, (2019, April). *Evaluating client technology use in social work practice*. [Poster presentation]. Social Work Distance Education Conference, San Antonio, TX.

Felong, T., Mechanic, H., Burghardet, D., Diletti, S., & **Sage, T.** (2018, March). *Concerned question to quality improvement: Investigating primary care options for our patients with Medicaid*. [Oral presentation]. Society of Student Run Free Clinics Conference, Kansas City, MO.

Jones N., Sage, M., **Sage, T.**, & Rembold, E. (2018, November) *Evaluating client technology use: Social work's role in assessment and interprofessional teams*. [Workshop presentation]. Council on Social Work Education Annual Program Meeting (APM), Orlando, FL.

Sage, T.,& Goldkind, L. (2018, November). *Integration versus electives: Approaches to technology content in SW curricula*. [Workshop presentation]. Council on Social Work Education Annual Program Meeting (APM), Orlando, FL.

Sage, M., **Sage, T.**, & Wells, M. (2018, July). *Ensuring the sustainable and ethical use of technology in human services*. [Oral presentation]. Joint World Conference on Social Work, Education, and Social Development, Dublin, Ireland.

Sage, T. (2018, July) *Motivational Interviewing as a promising practice in child welfare*. [Oral presentation]. Joint World Conference on Social Work, Education, and Social Development, Dublin, Ireland.

Jones, N., Hitchcock, L., Sage, M., & **Sage, T.** (2018, July). *Visualizing data: Infographics for teaching and learning about social welfare*. [Workshop]. Joint World Conference on Social Work, Education, and Social Development, Dublin, Ireland.

Sage, T., & Jones, N., (2018 April). *Using interactive platforms outside learning management systems to enhance student engagement*. [Oral presentation]. Social Work Distance Education Conference, San Antonio, TX.

Sage, M. Hitchcock, L. Singer, J. **Sage, T.** (2018, January 14). *Social media as a tool for scholarship*. [Panel presentation]. 22nd Annual Conference of the Society for Social Work and Research (SSWR), Washington, DC.

Sage, T. Beal, B, Jones, N. (2017, October 19). *How to use and maximize Twitter engagement at conferences*. [Oral presentation]. Council on Social Work Education Annual Program Meeting (APM), Dallas, TX.

Sage, M., Belluomini, E., Hitchcock, L., & **Sage, T.** (2017, April 13). *Integrating technology-rich assignments in the curriculum*. [Workshop]. Social Work Distance Education Conference, San Antonio, TX.

Sage, T. (2017, February). *Preparing child welfare social workers*. [Workshop]. The Association of Baccalaureate Social Work Program Directors Conference, New Orleans, LA.

Sage, M., Wells, M., & **Sage, T.** (2016, November). *Social media policies from classroom to the field*. [Panel presentation]. Council on Social Work Education Annual Program Meeting (APM), Atlanta, GA.

Fitch, D., Sage, M., & **Sage, T.** (2016, November). *Supporting student engagement in online environments*. [Panel presentation] Council on Social Work Education Annual Program Meeting (APM), Atlanta, GA.

Sage, T (2016, November). *Teaching Motivational Interviewing in an interdisciplinary collaborative practice*. [Workshop presentation] Council on Social Work Education Annual Program Meeting (APM). Atlanta, GA.

Sage, T., & **Sage, M.** (2016, April). *Social media policies: Transition from student to intern to practicing social worker*. [Paper presentation]. Social Work Distance Education Conference, Indianapolis, IN.

Sage, T., & **Winger, A.** (2016, April). *Problem-based learning in social work: Effective instructional design for online education*. [Paper presentation]. Social Work Distance Education Conference, Indianapolis, IN.

Erickson, E., **Sage, M.**, & **Sage, T.** (2016, March). *Preparing social work students to become resilient child welfare, social workers*. [Paper presentation]. The Association of Baccalaureate Social Work Program Directors (BPD) Annual Program Meeting, Dallas, TX.

Sage, T., & **Sage, M.** (2016, March). *Professional online identities for students and faculty*. [Oral presentation]. The Association of Baccalaureate Social Work Program Directors (BPD) Annual Program Meeting, Dallas, TX.

Sage, T., & **Sage, M.** (2015, October). *Social media in the child welfare environment: Implications for education, training, ethics*. [Oral presentation]. Council on Social Work Education Annual Program Meeting (APM), Denver, CO.

Sage, T., & **Sage, M.** (2015, July). *We're all friends here: Social media ethics in a rural context*. [Paper presentation]. Institute for Social Work and Human Services in Rural Areas, Vermillion, SD.

Sage, M., & **Sage, T.** (2015, July). *The Indian Child Welfare Act of 1978: The slow path to compliance*. [Oral presentation]. National Institute for Social Work and Human Services in Rural Areas, Vermillion, SD.

Sage, M., & **Sage, T.** (2015, April). *Modalities for teaching clinical practice skills in an online classroom*. [Oral presentation]. Social Work Distance Education Conference, Indianapolis, IN.

Sage, T., & **Sage, M.** (2015, March). *Social media in the child welfare workplace*. [Oral presentation]. The Association of Baccalaureate Social Work Program Directors (BPD) Annual Program Meeting, Kansas City, MO.

Sage, T., & **Sage, M.** (2014, October). *Social media use in the child welfare workplace: Implications for educators*. [Oral presentation]. Council on Social Work Education Annual Program Meeting (APM), Tampa, FL.

Invited and Other Presentations

Sage, T., Johnson, A., & Synor, P. (2018, November 1). *VideoAnt peer review to enhance clinical skills in an online motivational interviewing graduate course*. [Poster presentation]. The University at Buffalo Educational Design Collaborative (UB EDC) and the Center for Educational Innovation (CEI), University at Buffalo, Buffalo, NY.

Sage, T. & Sage M. (2018, November). *Motivational Interviewing: Beyond the basics*, [3-hour workshop]. Alumni event, School of Social Work, University at Buffalo, Buffalo, NY.

Sage, T. & Sage M. (2018, June). *Intermediate Motivational Interviewing*, [4-hour workshop]. Homeless Alliance of Western New York, Buffalo, NY.

Sage, T. & Sage M. (2018, May). *Introduction to Motivational Interviewing*, [4-hour workshop]. Homeless Alliance of Western New York, Buffalo, NY.

Sage, M., & Sage, T. (2016, February). *Social media ethics in practice*. [Workshop]. North Dakota Indian Child Welfare Conference of the Native American Training Institute, Mandan, ND.

Sage, T. (2015, February). *Effects of domestic violence and the New Choices Program*. [Oral presentation]. The University of North Dakota School of Law, Grand Forks, ND.

Sage, T. (2015, February). *Social media ethics in child welfare practice*. [Workshop]. North Dakota Indian Child Welfare Conference of the Native American Training Institute, Mandan, ND.

Sage, T. (2014, November). *Men who batter and the New Choices Program*. [Workshop]. Community Violence Intervention Center, Grand Forks, ND.

Sage, M. & Sage T. (2014, November). *Ethical use of social media*. [Workshop]. Head Start Annual Conference, Grand Forks, ND.

Sage, M. & Sage, T. (2013, August). *Introduction to Motivational Interviewing for in-home early intervention professionals*. Prevent Child Abuse North Dakota, Bismarck, ND.

Sage, T. (2013, June). *Childhood exposure to violence: Our community's role in creating a safer tomorrow*. [Workshop approved for 6 CEUs]. Safer Tomorrows Summit, Fargo, ND.

Sage, T. (2013, May). *Domestic violence and child maltreatment*. [Workshop approved for 1.5 Social Work CEUs]. Safer Tomorrows Summit, Fargo, ND.

Sage, T. (2012, November). *Child abuse training* [Workshop approved by North Dakota Peace Officer Standards and Training Board #GFSS1201 for 3 CEUs]. Nelson/Griggs/Steele County Sheriff's Departments, Nelson, ND.

Podcasts

Sage, T. (2019, January 14). Privatization in public child welfare...good for the state or good for the child? [Audio podcast episode]. In *inSocialWork® Podcast Series*.
<https://www.insocialwork.org/episode.asp?ep=255>

Awards

2023 Excellence in Interprofessional Education Collaboration Award, University at Buffalo's Lighthouse Clinic, *Reducing Barriers to Care and Impact of Social Determinants of Health*. Interprofessional Education Collaborative (IPEC).

Professional Associations

- Council on Social Work Education (CSWE)
- The Association for Addiction Professionals (NAADAC)
- Motivational Interviewing Network of Trainers (MINT)

Teaching and Advising

University at Buffalo

SW 500, Social Work Policy and History	MSW, Seated
SW 506, Theory of Organizational Behavior & Development	MSW, Seated
SW 510, Scientific Methods in Social Work	MSW, Seated
SW 514, Evaluation in Social Work	MSW, Seated
SW 520, Interventions I	MSW. Seated/Online
SW 521, Interventions II	MSW. Seated/Online
SW 527, Interventions with Groups	MSW, Online
SW 554, Motivational Interviewing	MSW, Online
SW 560, Nature and Treatment of Alcohol and Other Drug Problems	MSW, Seated/Online
SW 569, Community Social Work	MSW, Online
SW 587, Addiction and the Family	MSW, Online
SW 728, Public Health SW in Action	MSW, Seated
SW 852 Independent Study	MSW, Online
SW 973, Social Work in Medical Settings	MSW, Online
SW 997, Community Social Work in Action	MSW, Online

University of North Dakota

SWK 255 Introduction to Social Work	BSW, Seated/Online
SWK 317, Social Work Research	BSW, Online

SWK 493A, Social Work Child Welfare and Trauma-Informed Care	BSW, Online
SWK 540, Human Behavior in the Social Environment	MSW, Online
SWK 545, Practice with Individual and Families	MSW, Online
SWK 560, Hospital Social Work	MSW, Online
SWK 530, Advanced Practice with Individuals	MSW, Seated
SWK 533, Advanced Practice with Families	MSW, Seated/Online
SWK 630, Masters Project Development	MSW, Seated/Online
SWK 631, Masters Project Implementation	MSW, Seated/Online

MSW Independent Project Supervision

VanGrinsven, C. (2017). *Contemporary analysis comparing medication-assisted and behavioral modalities in the effectiveness of opioid addiction treatment.*

Bonham, T. (2017), *Trauma-focused cognitive behavioral therapy for foster care children and youth for long-term successful treatment.*

Cummings, K. (2017). *Identifying elements of a possible engagement strategy for engaging domestically violent males and non-offending partners at the child and family services intake level in Winnipeg, Manitoba.*

Moor, C. (2017). *Absent fathers during the child protective services process: An exploration of diligent efforts.*

Nieto, T. (2017). *Crow Creek Sioux Tribal Teen Court Services: Empowering the Dakota Youth to give back to the community.*

Johnson, B. (2017). *Attachment Theory: A key piece of permanency in the child welfare system.*

Nevins-Kvaal, K. (2016). *The Biopsychosocial Benefits of Cycling for Veterans With Sustained Amputation or Mobility-Interfering Injuries.*

Pineda, C. (2016). *Literature review of social work practice with Mexican Immigrant Families.*

Service to the School and University

2023 to present, Advanced Health Care Course Cluster Chair, School of Social Work, University at Buffalo

2023 to present MSW Field Educator, Sage Training and Consulting

2022 to present HOMES Committee, Member, University at Buffalo

2019 to present MSW Field Educator, Lighthouse Free Medical Clinic, University at Buffalo

2019 to 2025 MSW Field Liaison, Erie County Department of Social Services, University at Buffalo

2017 to 2024 MSW Curriculum Committee, Member, School of Social Work, University at Buffalo

2017 to 2024, Addictions Studies Committee, Member, University at Buffalo

2017 to present Member, Admissions Committee, School of Social Work, University at Buffalo

2017 to 2023 Faculty Advisor, School of Social Work, University at Buffalo

2018 to 2019 Fulbright Addictions Grant Committee, Member, University at Buffalo

2017 to 2019 Addictions Sequence Course Cluster Chair, School of Social Work, University at Buffalo

2018 CAST Child Welfare Certificate Ad-hoc Committee, Member, School of Social Work, University at Buffalo

2015 to 2016 Ombudsman Hiring Committee, Member, University of North Dakota

2014 to 2017 Member, BSW/MSW Admissions Committee, University of North Dakota

Service to the Community

2023 to present Chair, Western New York State Citizen Review Board Panel for Child Protective Services

2019 to 2023 Member, Western New York State Citizen Review Board Panel for Child Protective Services

2019 to present Member, *Student Run Free Clinic Faculty Association (SRFCFA)*, Faculty Development Committee

2018 to present Member, *Student Run Free Clinic Faculty Association (SRFCFA)*, Conference Planning Committee

2018 to 2020 Member, *Council on Social Work Education (CSWE)*, Substance Misuse Curriculum Guide Ad-hoc Committee

2019 to 2020 Motivational Interviewing Trainer, *Pinnacle Family Services*

2019 Motivational Interviewing Trainer, *Seneca Strong*

2017 to present Faculty Advisor, *Lighthouse Free Medical Clinic Managers Group*

2012 to 2015 Member, *Community Violence Intervention Center (CVIC)*, Grand Forks, ND, Safer Tomorrows Training Curriculum Committee

2011 to 2014 Member, *Community Violence Intervention Center (CVIC)*, Grand Forks, ND, DELTA/RPE Committee

Service to the Profession

Regular Reviewer:

Journal of Student-Run Free Clinics;

Technology Track, CSWE Conference, Social Work Distance Education Conference

Occasional Reviewer:

Social Work Distance Education; Erie County RFP Funding

Web Links

Academia.edu Profile	https://und.academia.edu/ToddSage
Google Scholar Profile	https://scholar.google.com/citations?user=cMRPy9oA AAAJ&hl=en
LinkedIn Profile	https://www.linkedin.com/in/todd-sage-ph-d-ba014016/
ResearchGate Profile	https://www.researchgate.net/profile/Todd_Sage
Publons Reviews Profile	https://publons.com/researcher/1722679/todd-sage/
ORCID Scholarly Profile	https://orcid.org/0000-0001-9879-5080
Twitter Profile	https://twitter.com/socialworksage

Professional Licenses

Office of Alcoholism and Substance Abuse Services, State of New York, Credentialed Alcohol and Substance Abuse Counselor II (CASAC 2) #33938

University of The State of New York, Department of Education, Licensed Master Social Worker (LMSW) #101464

Minnesota Certification Board- Alcohol and Drug Counselor (ADCMN) #7630

National Certification Committee for Addiction Professionals (NAADAC) Master Addiction Counselor #509219

Inactive: Certified Drug and Alcohol Counselor (CADC I), Addiction Counselor Certification Board of Oregon (ACCBO), Portland, OR, License #11-06-68

Professional Development

2018 Alcohol and Other Drugs Education Program (NIAAA Fellowship), Butler Institute for Families, Graduate School of Social Work, University of Denver, Denver, CO.

2016 Instructional Design & Technology e-Learning, Graduate Certificate, School of Education, University of North Dakota, Grand Forks, ND.

2016 College Teaching, Graduate Certificate, School of Education, University of North Dakota, Grand Forks, ND.

2013 Duluth Model-Creating a Process of Change for Men Who Batter (Certification), Domestic Abuse Intervention Programs (DAIP), Duluth, MN.

2011 Child Forensic Interviewing Training Certificate, National Children's Advocacy Center (NCAC), Huntsville, AL.

2007 Alcohol and Chemical Dependency Certification Coursework, Portland Community College, Portland, OR.