Changing the Culture of Child Welfare in New Jersey

by Bob Mahon

On January 5, 2003, Newark police recovered 7-year-old Faheem Williams’ broken and withered body in the basement of a relative’s home. Faheem’s tragic death while under supervision of the New Jersey Division of Youth and Family Services (DYFS), added to years of negative press and public outrage directed at the agency, compelled Governor James McGreevey to settle a longstanding lawsuit over treatment of children in foster care and to launch a major reform of the state’s public child welfare system. This reform effort has opened the door to social work educators helping to build a new relationship between DYFS and New Jersey’s colleges and universities, one aimed at expanding the knowledge and skills of the state’s child welfare workforce.

Today, the Rutgers School of Social Work (SSW), working with other universities, plays a key role in this new university/agency partnership through three initiatives: the Public Child Welfare Intensive Weekend Program (PCWIW), the Baccalaureate Child Welfare Education Program (BCWEP), and the New Jersey Child Welfare Training Partnership (NJCWTP). These initiatives demonstrate the School’s commitment to helping improve services to vulnerable children and families throughout New Jersey. The partnership involves providing a pathway to a Master of Social Work (MSW) for current DYFS workers, recruiting and preparing Bachelor of Social Work (BSW) students to work in DYFS, and ongoing staff training.

To see how SSW and the university/agency partnership is changing the culture of child welfare in New Jersey, we spoke with six leaders in this effort: SSW dean Richard L. Edwards, DYFS director Christine Mozes, NJCWTP program director DuWayne Battle, Public Child Welfare Intensive Weekend program director Erika Deglau, and DYFS worker John Ramos. John is involved in the Weekend Program and has completed the SSW Institute for Families Rutgers case practice model training. A brief description of each program follows:

Public Child Welfare Intensive Weekend Program (PCWIW)
This specialized master’s degree program at SSW enables DYFS workers to earn their MSW with a concentration in practice and research in child welfare.

Funded by the Department of Children and Families (DCF), the program was tailored specifically for these workers by the School of Social Work and DCF’s New Jersey Child Welfare Training Academy.

The program combines research, class instruction, and fieldwork. Students work at their regular DYFS jobs four days a week and attend classes on Friday, Saturday, and Sunday once a month. The program also requires fieldwork one day a week in a job other than the student’s usual position. The coursework combines direct practice and management concentrations. DYFS employees in the program sign an agreement that requires them to continue employment at the agency for two years after completing their MSW degrees in return for the educational support provided.

Baccalaureate Child Welfare Education Program (BCWEP)

BCWEP is a consortium of undergraduate social work programs working in partnership with the Department of Children and Families to recruit and retain DYFS caseworkers. Established in 2005, the program supports undergraduate social work students during an internship year at DYFS. Students in local DYFS offices throughout the state work under the supervision of credentialed field instructors and take at least one specialized course in child welfare. Successful applicants for the program must commit to working for at least two years in a caseworker position within the Division of Youth and Family Services.

The Richard Stockton College of New Jersey Social Work Program leads a consortium composed of its counterparts at Rutgers, Georgian Court University, Kean University, Monmouth University, Ramapo College of New Jersey, and Seton Hall University.

New Jersey Child Welfare Training Partnership (NJCWTP)

In January 2007, DCF selected the Rutgers School of Social Work to coordinate a partnership with select colleges and universities throughout the state to develop and implement the New Jersey Child Welfare Training Partnership. In partnership with DCF and the New Jersey Child Welfare Training Academy, NJCWTP takes the lead role in working with The Richard Stockton College, Kean University, and Montclair State University to offer training statewide and provides in-service training to DYFS workers. To date, more than 4,000 case-carrying DYFS staff members have received the mandatory training.

(continued on page 3)
As Dean of the Rutgers School of Social Work, it is my pleasure to share with you the most recent issue of our newsletter. The School continues to thrive and grow as we introduce new programs, hire new faculty and engage in new community initiatives.

We have many exciting developments to share with you in this Spring/Summer 2008 issue:

This issue's feature article focuses on child welfare in New Jersey and the role that Rutgers School of Social Work plays in training the Department of Children and Families (DCF) workforce — both current and future workers.

Since our last issue there have been several changes to the faculty. We hired 11 new faculty members who bring with them a variety of practice expertise and research interests. In addition, we reorganized our Office of Field Education into a more cohesive unit encompassing the three campuses of Newark, New Brunswick, and Camden to better serve students, field instructors, and field agencies.

We have formed new partnerships with a number of entities in the community, both in New Jersey and abroad. We are excited about a grant from the Verizon Foundation that allows the school to offer a “Violence Against Women Continuing Education Certificate Program.” Domestic violence is a pervasive problem that affects millions of women each year. This program allows individuals in the nonprofit sector and corporate America to receive specialized training in this area. In addition, we continue to work closely with Ben-Gurion University in Israel. We have plans underway for a second study abroad trip to Israel and we are co-sponsoring a joint conference on disaster response to be held at Ben-Gurion University in January 2009.

Finally, we celebrate the accomplishments of the students, faculty, and alumni. This spring the School of Social Work hooded 380 graduates, including seven from our PhD program. We had two faculty members participate in the Fulbright Scholars Program and one whose illustrious career was highlighted with a building being named in his honor. We held two endowed lectureships, open to alumni, students, and friends, each of which will become an annual occurrence.

We look forward to a new school year beginning this fall and to continuing our mission of strengthening family and community well-being through education, research, and training.

— Dean Richard L. Edwards

FDC RECEIVES RECOGNITION

Julissa Vizcaino (left), Family Development Credential State Coordinator, and Yvonne Hatchett, Special Assistant to Congressman Donald Payne, at the Rowan University event on July 17th.

Congressman Donald Payne of the 10th District presented Julissa Vizcaino and the Rutgers SSW Institute for Families with a plaque recognizing the contributions made by The Family Development Credential program (FDC) and congratulating IFF on a successful first year. The FDC program trains Family Workers in the state’s Abbott School Districts. It is considered a model program and is currently under consideration for expansion with other populations.

Rutgers School of Social Work Gets High Rankings

#9 RESEARCH UNIVERSITY FACULTY SCHOLARLY PRODUCTIVITY

#15 JOURNAL ARTICLES PUBLISHED

#30 BEST GRADUATE SCHOOLS
Richard Edwards became dean of Rutgers’ School of Social Work in August 2005. Before coming to Rutgers, he was Alumni Distinguished Professor of Social Work at the University of North Carolina at Chapel Hill. From 1992 to 2000, he served as dean of UNC’s School of Social Work. He is a past president of the National Association of Social Workers and has consulted internationally on the teaching and practice of social work. The Rutgers School of Social Work, established in 1954, offers both undergraduate and graduate degrees in social work.

RICHARD L. EDWARDS

On changing the culture of child welfare:
“The issues of child welfare in this state and others are critical, sometimes involving life and death decisions. Children deserve to have services provided by those who are well educated and trained to deal with the serious issues that confront us.

“When I assumed my post as dean, Rutgers President Richard McCormick and Executive Vice President Philip Furmanski shared with me how important they thought it was for the SSW to be involved in a collaborative relationship with DYFS to help the agency deal with the issues it was confronting. Since I have a decades-long interest in child welfare, it was a natural for me to see what we could do as a school to help DYFS build its training capacity.”

On SSW’s role in educating the child welfare workforce:
“I wanted a program that would help DYFS employees get their MSWs with the least disruption to their work schedule. One program, in place when I was dean of Case Western Reserve University’s Mandel School of Applied Social Sciences, became the model for our discussions on a child welfare intensive weekend program.

“This model helps DYFS staff get their MSWs in three years, as opposed to our four-year part-time program. For the DYFS staff, we offer classes on a sequential basis and use both Web-based and in-class instruction. Best of all, workers can do one of their two required field placements in their current DYFS office, while the other field placement is in a purchase of service agency.

“The program provides DYFS staff with an opportunity to network with colleagues across New Jersey and to learn how things are done in different parts of the state. This process builds some strong relationships within DYFS and helps students learn from each other.

“The weekend program has been very well received by DYFS staff and administrators. These employees are hungry to get an MSW and to gain knowledge and skills that can help them do their job better. The model has worked so well that we’ve been in discussions with mental and behavioral health administrators who want a similar model for their staff.”

On the child welfare training role of SSW’s Institute for Families:
“While our DYFS training and staff development programs, such as BCWEP and NJCWTP, are housed within the Institute for Families, the goal is the same: changing the child welfare workforce.

“We need to do more; we must improve the professional qualifications of caseworkers providing services to our at-risk children and families.

“The Institute for Families brings together all the services not directly part of the academic program. IFF is working very hard to wed professional development, training, and community engagement efforts with our academic programs.”

Christine Mozes was named DYFS director in March 2008 after serving as deputy director for two years — most notably as the lead in the statewide implementation of DCF’s Case Practice Model. Previously, she was a regional assistant director with oversight of seven counties in New Jersey’s southern region and a DYFS area director with complete management responsibilities over Mercer and Burlington counties. She also worked with Catholic Charities for more than a decade, starting as a caseworker providing in-home therapy to DYFS families and then serving as area director for behavioral health services. Mozes received her MSW from the Rutgers SSW and received her Bachelor of Social Work from The Richard Stockton College of New Jersey.

CHRISTINE MOZES

On the role of social work education in changing the culture of child welfare in New Jersey:
“The Rutgers weekend program is wonderful for staff because they can work full time, go to school on weekends, and may have the ability to do their internships within the Division. The weekend program benefits DYFS because having degreed social workers, whether bachelor’s or master’s, is what we have been trying to accomplish since the start of the reform.

“Our partnership with SSW’s training program helps tremendously since as part of the modified settlement agreement all casework and supervisory staff are required to have 40 hours of continuing education credits every year beginning with calendar year 2008. We’re also partnering with SSW to develop curriculum for other staff populations within DYFS.”

On recruiting BSW students as DYFS workers:
“The BCWEP program means that students actually work in DYFS and get a sense of what the work is during their senior year internship. They even go through their pre-service training during that year, so that when they graduate they are prepared to begin work with us immediately and have a true understanding of the work they will be performing.”

On changing the culture of child welfare in New Jersey:
“We have seen real positive changes in staff practice. We are being monitored closely by the federal court-appointed monitor for how we are effecting change and it is through training and education that we will be able to sustain that change.

“Two years ago, you would not have heard of casework staff asking for a family team meeting. Today, that’s routine. Our staff is beginning to recognize the value of the Case Practice Model that was developed in 2007 but began its phased roll out in 2008.”

(continued on next page)
[The Case Practice Model is a statement of best practice with guiding principles and expectations intended to improve outcomes for NJ’s most vulnerable children and families. The case practice model helps to establish clarity about how DYFS treats children and families and how families and their natural support networks are engaged in the decisions affecting their safety and well-being.]

“Training in the Case Practice Model is changing the dynamic in child welfare. Families are saying good things. For many years, child welfare seemed to be about having power over families; today, we are sharing that power. While first and foremost safety is the priority, sharing power through respect and empathy can actually lead to better assessment which provides for a better case plan, which ultimately enhances safety.

“SSW and IFF are our critical partners. As we move forward in child welfare reform, we will need to continue to work closely with them on new training needs as we mature in the Case Practice Model.”

ELIZABETH BOWMAN

On the role of partnership in changing the culture of child welfare:

“The New Jersey Child Welfare Training Partnership represents a unique partnership between universities and the child welfare system. Since a social work degree is the preferred degree in child welfare, it made sense to offer this training from schools of social work.

“The success of our partnership is that all of the participants, in both the state and university system, believe that this is the right way to go and that the Case Practice Model is the right approach for New Jersey’s children and families.”

On the scope of the training:

“The goal of the State and the NJCWTP is to have workers, supervisors, and leadership — everyone who works with families — trained in the Case Practice Model.

“We’ve had an overwhelmingly positive response to the program, based in large part on the fact that all levels of DYFS staff get the training, all the way up the chain of command. This helps reinforce the program and the values it teaches.”

On the role of DYFS:

“The training is about how you work with children and families, and DYFS has been working very hard to reinforce the key points in this training within their local offices. DYFS deserves tremendous credit for embracing this model at the same time that they are doing business every day.”

V. DUWAYNE BATTLE

On the benefits of BCWEP for students:

“It’s amazing to see these students grow because of the classroom instruction, the specialized training DYFS offers, and their field experience. They are ready to enter this field, confident of their skill level and prepared to make a difference.

“We’ve made a concerted effort to integrate classroom training with the focused training from DYFS, and with the mentoring of field instructors. All this coming together builds confidence. Many people get on-the-job training but never have the chance this program offers to step back and dialogue about what they are learning on the job.

“We’re attracting some of the best and brightest students to this program, students who might not have otherwise thought about child welfare as a career.

“In evaluating this program, I’m certain we will find that these students really believe they can — and will — make a difference. They have energy and enthusiasm, and a “yes, we can” attitude about child welfare.”
ERIKA DEGLAU

On what makes PCWIW unique:
“PCWIW is the only, or one of very few, programs exclusively for public child welfare employees that uses this intensive weekend structure to enable employees to remain on the job while they pursue their degree.

On the impact of PCWIW training:
“Offering courses consecutively provides an intensity of focus on a particular subject matter — students apply what they learn in class to their field and workplace experience.

“Currently, we have over 100 students from a large DYFS workforce. That seems a drop in the bucket, but we expect that many of these students will take supervisory or leadership roles as they continue their careers, which means that their influence extends beyond their individual work.”

On changing the culture of child welfare:
“PCWIW has the good fortune of coinciding with a changing practice focus within DYFS. We consistently hear from students that what they are learning in the classroom and field about family engagement and different theoretical approaches to work with children and families is relevant to these new reform expectations, gives them additional perspectives on how to approach the work, and helps them be more effective.”

Ericka Deglau, PhD, directs the Rutgers Public Child Welfare Intensive Weekend Program. She has also served as Special Assistant to the Dean of the Rutgers School of Social Work. Previously, Deglau was a Project Manager in the Department of Psychiatry, New Jersey Medical School, University of Medicine and Dentistry of NJ, where she assisted in a longitudinal study of the consequences of child abuse and neglect into adulthood and subsequent parenting. She also served as Director of Program Development and Research for the Hyacinth AIDS Foundation in New Brunswick, NJ, and was Program Director, HIV Services and Outreach Coordinator at the Lower East Side Family Union in New York. Deglau has also worked internationally with SSW Dean Richard Edwards and Maria Roth of Babes Bolyai University, Romania, on a presentation to the 18th Annual Conference of the Alliance of Universities for Democracy, Cluj, Romania, on alternative approaches to providing social work education to employed individuals. Her international work includes discussions and presentations in France on challenges in social work and social work education and analysis and presentation of data from women’s calls to France’s national AIDS helpline. Deglau received her PhD in Anthropology from the New School for Social Research, NY, her MSW from the Hunter College School of Social Work, NY; her BS from Wheelock College, Boston, MA. She is a licensed social worker in New Jersey and a member of the National Association of Social Workers and the Council on Social Work Education.

John Ramos, Jr., has served in many positions within the Division of Youth and Family Services, where he is now a Case Practice Model Implementation Specialist, providing DYFS central office support to field offices that are incorporating the new Case Practice Model into their work. Skilled in intake, special response, and permanency planning, Ramos has held many supervisory positions in DYFS offices, including the DYFS Camden North Local Office the Gloucester and Burlington offices, the Camden area Special Response Unit, and the DYFS Central Regional Office. Previously, he was a senior case manager with Volunteers of America-Delaware Valley. He is also an active community volunteer. Ramos expects to receive his MSW from Rutgers University, and received his BS from The College of New Jersey. He is certified in Child Sexual Abuse Forensic Interviewing and received post-baccalaureate training in child advocacy at Montclair State University.

JOHN RAMOS, JR.

On the benefits for DYFS staff:
“In the weekend program, we spend time in cohorts with other DYFS workers from across the state. The program promotes a group feeling, helps us connect the pieces of the puzzle, and helps us see the whole child welfare picture. We receive a rich education that can assist us in performing our jobs!

“The PCWIW curriculum is based on evidenced-based research, on measurable outcomes of what works best. Instead of reinventing the wheel, we learn what has worked in other states and how we can best put it into practice in the field here in New Jersey. We have classes that include direct practice, administration and child welfare.”

On the benefits for families and children:
“The end result is that families get a more accomplished workforce, one that looks at addressing their underlying needs and focuses on empathy, respect, and genuineness. The family becomes a partner with DYFS in a strength-based approach.

“The weekend program helps us know what works with families, how to take advantage of the resources available through DYFS and our community partners, how to build a more competent workforce, and how to retain the workers we have today.”

Spring / Summer 2008
On June 25, 2008, The Verizon Foundation presented the Rutgers School of Social Work with a check in the amount of $200,000 to fund a Violence Against Women Continuing Education Program.

“Each year, 1.4 million women are abused in the United States, while over 50 percent of all US women have experienced physical or sexual violence at some point in their lifetime. The pervasiveness of violence against women affects all of society, especially professionals in the human service, health, and criminal justice fields.

“However, many of these professionals have received limited training and education on violence against women, and many of them are left with a desire to seek additional education on the issue in order to better serve their clients. This certificate program is designed to help meet this need,” said Judy Postmus, Director of the Center on Violence Against Women and Children, Rutgers School of Social Work. More than 80 people attended the luncheon hosted by The Verizon Foundation and Rutgers, the State University of New Jersey. Anne Milgram, New Jersey Attorney General and graduate of Rutgers College, was the keynote speaker. Ms. Milgram was uniquely qualified to give the keynote address as she began her career as assistant district attorney in the New York County District Attorney’s Office as a member of the Domestic Violence Unit.

The Continuing Education Program offers four certificates in Violence Against Women:

1) Foundation Certificate
2) Advanced Certificate
3) Clinical Certificate
4) Nonprofit, Management Advocacy, and Policy Certificate

In addition, a new online course is available for the first time this fall.

Professional training and continuing education make up just one of the focus areas of the Center on Violence Against Women and Children. Other areas of focus include research, community partnerships, and MSW education. For more information on the Continuing Education Program or the Center on Violence Against Women and Children, please visit us on the web at http://vawc.rutgers.edu or call 732-932-7927.
Whether you are in Africa, Asia, Eastern Europe, or New Jersey, there are problems that individuals and society face that are similar: human trafficking, HIV/AIDS, disabilities, family violence, juvenile and adult crime, poverty, inequality, and more. The Center for International Social Work (CISW) at the Rutgers School of Social Work aims to be a leader in increasing awareness of shared human problems and solutions.

Under the guidance of center director Rebecca Davis, the center has been very active since its inception in 2007.

CISW has developed two courses for MSW students at the School of Social Work. The first is a course on International Social Work. This course focuses on social work in developing countries. The second is a course on working with immigrants and refugees. Because we have so many immigrants here in New Jersey, the face of social services has changed tremendously; we are working in an international context. Dr. Davis explains, “Here in New Jersey, a large percentage of our immigrant population live transnationally — they live in more than one culture. With internet they can live here and still communicate with loved ones far away. They send money back to their country to support their family. The world is so different. We hope to raise awareness, but also give people competencies and skills to work in that environment.”

CISW sponsored two study abroad trips. In January students visited Israel and in June students visited Hungary and Romania. In addition to learning about the profession of social work and social welfare issues in each of the countries visited, the students learned about issues particular to the country. In Israel that meant a focus on children and families living under duress. In Hungary and Romania the focus was on growing concerns for vulnerable children and families in the years since the initiation of social welfare reforms post-Communism.

CISW hosted two visiting faculty as part of the Junior Faculty Development Program (JFDP). JFDP is a program within the U.S. Department of State. The overall goal is to provide university instructors from Eurasia and South East Europe with training in their respective fields. Taliya Mussayeva, from the Social Work Program at Baku State University in Azerbaijan, and Lusine Karamyan, from the Social Work Program at Yerevan State University in Armenia, attended classes, participated in faculty meetings, and made presentations at various professional and educational meetings between January and May 2008. CISW has had requests from faculty in Kuwait and Lesotho, Africa, to spend sabbaticals at Rutgers.

Recently, CISW received a grant from JBS International in collaboration with USAID to study the status of social work, social work education, and the social work workforce in 21 of the former Soviet bloc countries. In the coming months, CISW looks forward to hosting activities around the 60th Anniversary of the Declaration of Human Rights.

CISW, in conjunction with the Rutgers community at large, will host a series of coordinated events focused on Human Rights.

The Center for International Social Work is working in conjunction with the Office of Field Education to create international field placements and Rutgers Study Abroad to develop international, cross-discipline summer studies programs.

Dr. Rebecca Davis has 15 years of experience in international social work and international development, primarily in Central and Eastern Europe. She lived and worked in Romania for 10 years, initially going on a Fulbright to teach social work (’92-’94). After that she worked on a number of different United States Agency for International Development (USAID)-funded projects in civil society development and international education with World Learning. From 1998 to 2002, she was the Director of the Child Welfare and Reform Protection Project, a $6.3-million USAID project granted to World Vision to reduce dependency on child institutionalization by piloting community care programs. Since returning to the US, she has completed a comparative country study on the evolution of community-based services in the former Soviet bloc countries. She is a consultant on child welfare reform to Save the Children/UK in Bosnia and Herzegovina. Prior to her international work, Dr. Davis worked in various clinical, management, and educational positions in North Carolina. Dr. Davis received her Master of Social Work in 1974 from UNC/Chapel Hill and her Doctorate in Child and Family Studies in 1983 from UNC/Greensboro. She holds clinical social work licenses in New Jersey and North Carolina.

For more information on the Center for International Social Work, please visit us on the web at http://cisw.rutgers.edu
ABOUT THE FULBRIGHT SCHOLAR PROGRAM

The Fulbright Scholar Program sends faculty and professionals abroad to teach and conduct research with the goal of fostering mutual understanding and knowledge between the US and other countries. Senator J. William Fulbright, who created the program after World War II, stated, “The Fulbright Commission aims to bring a little more knowledge, a little more reason, and a little more compassion into world affairs and thereby increase the chance that nations will learn at last to live in peace and friendship.” The Fulbright Program is sponsored by the United States Department of State, Bureau of Educational and Cultural Affairs, and sends more than 800 US faculty and professionals abroad each year.

MICHAEL LaSALA: Fulbright Scholar in Estonia

Michael LaSala, Associate Professor at the Rutgers School of Social Work and Director of the MSW Program, spent the 2007-2008 academic year at Tallinn University in Tallinn, Estonia. Estonia is the smallest of the Baltic States and gained its independence from Russia in 1991. Dr. LaSala’s primary responsibility as a Fulbright Scholar in Estonia was teaching current concepts in family therapy to child protection workers. He states, “In Estonia child protection is very child centered. Their attitude is ‘we need to protect the child from the big bad parents.’ What I was trying to introduce was the idea that the way to help the child was through the family. What I taught was how to use family therapy techniques to help engage parents and help them improve their parenting so that removing the child would not be inevitable.” He noted that because of the child-centered nature of child welfare in Estonia, there was not a real push to reunite the child with the family as there is here in the United States. Social workers in Estonia have complete autonomy to remove children from homes and place them in orphanages. Different from the US, their system does not require a judge to review the case when a child has been removed from the home.

LaSala was also asked by Tallinn University to comment on their social work curriculum. LaSala states, “The curriculum had many strengths. It was research-based: students learn research design and create their own studies. They write a thesis at the Masters and Bachelors levels.” One weakness of the curriculum, as noted by LaSala, was a lack of emphasis on field placement. The students at Tallinn University spend about six weeks in field for the entire Master’s program. “In class you are talking to students who have never had ongoing clients. You wonder how much they will remember when they are out in the field.”

Another difference LaSala noted is that a value intrinsic to our profession here in the United States — the concept of advocacy — seemed to be missing from practice in Estonia. LaSala shared, “I went to a mental hospital and the workers talked about their frustrations of not having enough medications, not having enough money to take care of the patients, and I asked about advocacy groups and talked a little about advocacy groups in the US like NAMI that have been successful raising awareness and getting funding from the government. I was later told that the concept didn’t get across because the translator didn’t know how to translate it.”

In addition to teaching at Tallinn University, Dr. LaSala gave numerous talks on helping children at risk for violence to Estonian family therapists, child psychiatrists, psychologists, and social workers.

LaSala would recommend the Fulbright Scholar Program to other professionals. “As a professor and teacher, the big reward is from teaching something that people will really use. I definitely felt that and I will always treasure that.”

Michael C. LaSala, PhD, LCSW, is Director of the MSW Program and Associate Professor, where he teaches courses in psychotherapy, family practice, and diversity and oppression. He has also taught family therapy at conferences and universities in Italy, Latvia, and Sweden. Before joining Rutgers, Dr. LaSala practiced social work for 15 years with children and families at the direct practice, supervisory, and administrative levels, and he currently practices psychotherapy part-time. Dr. LaSala’s current research and clinical interests are in the area of gay and lesbian couples and families, and his work has been published in academic journals in the US.
DEAN RICHARD L. EDWARDS: Fulbright Senior Specialist in Israel

The Fulbright Senior Specialist Program is a relatively new program under the Fulbright banner that allows for shorter visits than the traditional Fulbright Scholar Program. The shorter visit, two to six weeks, allows the scholar to more easily work around professional commitments at home. The Council for International Exchange of Scholars builds lists of qualified specialists in a variety of disciplines. Host institutions can then request Senior Specialist Scholars for specific purposes.

Dean Richard Edwards was invited by the faculty in the Department of Social Work at Ben-Gurion University of the Negev (BGU) in Beer-Sheba, Israel, for a variety of projects. The Dean accepted the invitation and spent three weeks engaged in a variety of activities, including:

• A presentation on the perception and status of social work as a profession in Israel and in the United States. This presentation was part of the 25th anniversary celebration of the BGU Department of Social Work.

• Lecturing to social work students in a variety of classes, and conducting a workshop on fundraising for non-governmental organizations (nonprofits).

• Participating in the planning for a conference that will be co-sponsored by BGU and RSSW on “Crisis as an Opportunity: Organizational and Professional Response to Disasters,” to be held at Ben-Gurion University on January 8-9, 2009.

• Visiting sites throughout Israel as part of the planning of a student study tour to Israel that will take place January 1-16, 2009.

• Meetings with representatives from the US Embassy and the head of the Fulbright Commission in Israel to discuss the ongoing collaboration between Rutgers and Ben-Gurion University.

• Meetings with faculty from the BGU branch campus in Eilat and with representatives from social service agencies in the southernmost part of Israel to consider local needs for professional development and opportunities for future collaboration.

• Along with BGU Professor Richard Isralowitz, a former Visiting Professor at RSSW, meeting with the High Commission for the Southern Region of Jordan in Aqaba to review prospects for Jordanian and Israeli collaboration on various higher education and social issues.

The relationship between Rutgers School of Social Work and Ben-Gurion University Department of Social Work was established when Richard Isralowitz came to Rutgers as part of the Visiting Scholars Program. Dean Edwards explains, “We began looking at some ways to collaborate and it became increasingly clear to me that there were many parallels between New Jersey and Israel. The two entities are roughly the same size geographically and relatively close in terms of population size. Another similarity is the ethnic and racial diversity of each locale. In both instances we are dealing with large immigrant groups that are coming in en masse. In Israel, in recent years, there has been a major influx of Russians, Ethiopians, and refugees from Darfur, among other groups. Similarly, in recent years, New Jersey has seen a large influx of Indians, Koreans, Hispanics, and others. In addition, both places are dealing with people who speak many different languages, have a lot of needs, and place burdens on the social structure and agencies, such as the public school and health care systems. I think there are many things that we can learn from each other.”

Through the work of Dean Edwards and Richard Isralowitz, the two schools began what is hoped to be a long-term partnership. Elements of the collaboration so far include: a joint research project between BGU and RSSW Center on Violence Against Women and Children under Dr. Judy Postmus’s leadership, a two-week study tour in January of 2008 that included 12 students and 3 RSSW faculty, and a visit to RSSW by Dr. Julia Mirsky, Director of the MSW program at BGU. Future plans include additional exchanges with faculty and students, future joint research projects, and an annual study tour, the second of which is being planned for January 2009.

WINTER STUDY ABROAD IN ISRAEL
January 1-16, 2009

Rutgers University, School of Social Work, in cooperation with Ben–Gurion University, Spitzer Department of Social Work, presents Winter Study Abroad Program in Israel for Students and Alumni. Spend two weeks in Israel getting to know the country and the people on our Winter Study Abroad Program. Travel to the Sea of Galilee, Bah’ai Gardens, Jerusalem, and the Dead Sea. Visit social service agencies and attend lectures by faculty in the Department of Social Work, Ben–Gurion University. For more information contact corrinewarrener@ssw.rutgers.edu.
The Doctoral Program at Rutgers School of Social Work is enjoying continued growth and success under the leadership of program director Allison Zippay, Associate Professor of Social Work. The doctoral program prepares students for careers in higher education, research and advanced positions in social policy and administration. Recently, the Rutgers PhD program was ranked 9th nationally in faculty publications by Academic Analytics (2007).

There are currently 46 students in the program, including 11 from other countries. The enrollment is highly competitive with a targeted incoming class of about 6 students accepted from more than 50 applicants. Students are engaged in a wide variety of research topics, including welfare reform, youth aging out of foster care, homeless mothers and children, work-life balance among parents with chronically ill children, intersection of domestic violence and nonprofit advocacy organizations, among others.

The research conducted by the students is carried out through a number of venues both within the School of Social Work and in the broader arena of Rutgers University. The Institute for Families at Rutgers School of Social Work is an umbrella for a number of research centers and institutes with which doctoral students may work, including The Center for Gambling Studies, Center on Violence Against Women and Children, and the New Jersey Child Support Institute. Students also work with faculty at the renowned Rutgers Institute for Health, Health Care Policy, and Aging.

Most of the program’s 163 graduates are employed as university faculty, researchers, or executive administrators. Alumni have been employed at universities including: UCLA, Boston College, Fordham, Rutgers, Columbia, Ohio University, University of Minnesota; University of Texas, Tufts, University of Connecticut, and Einstein School of Medicine. Research positions include: Policy Analyst, Center on Disability, University of Tennessee; Research Analyst, US Center for Medicare and Medicaid Services; Research Associate, Institute for Health, Health Care Policy, and Aging; Policy Analyst, Veterans Administration. Administrative positions have included: Deputy Director, Boggs Center on Disabilities; Program Officer, Carnegie Foundation.

Beginning in the fall of 2009, Rutgers School of Social Work will offer a combined MSW/PhD program. This exciting new program is intended for students who know early in their MSW degree program that they would like to apply to the PhD program. Only 1-2 students will be accepted annually for this competitive program.

Allison Zippay received her MSW and PhD from University of California, Berkeley. She was a Teaching Fellow and Exchange Scholar at Harvard University in the Department of Sociology and Public Policy. She also attended the Wellesley College Management Institute for Women in Higher Education in 2006-07. Dr. Zippay took over as the PhD program chair in January 2007.

For more information on the doctoral program at Rutgers School of Social Work, please visit us on the web at http://socialwork.rutgers.edu/phd.

2008 GRADUATES

GLADSTONE, AMY – Title: “Homeless Mothers: Coping and Adaptation.” Committee – Chair: Allison Zippay; Members: Antoinette Farmer, Paul H. Glasser; Outside Member: Heather Strange.


KNOX, MICHAEL – Title: “Adult Medicaid Beneficiaries with Developmental Disabilities and Epilepsy: Profiles of Service Use and Costs.” Committee – Chair: Stephen Crystall; Members: Chien-Chung Huang, Jonathan Prince; Outside Members: Robert Like (UMDNJ Medical School), and Usha Sambamoorthi (Morehouse School of Medicine).

LANGE, RICHARD T. – Title: “Verbal Abuse by Parents Who Maltreat or Are At-Risk for Maltreatment of Children: Predictors and Interventions.” Committee – Chair: Judith Baer; Members: Michael LaSala, Cassandra Simmel; Outside Member: Elaine Herzog (UMDNJ).

VELEZ, JUDITH – Title: “Crossing Cultures: How Hispanic Youth Adapt.” Committee – Chair: Judith Baer; Members: Shari Munch, Claudia Moreno; Outside Member: Peter J. Guarnaccia.

“Our PhD students conduct research on critical social problems, including poverty, addiction, homelessness . . . . They generate knowledge that makes a difference to community well-being and practice.” — ALLISON ZIPPAY
Professors Uri Bibi and Ruth Eithan Speak to Students at School of Social Work — February 13, 2008

Professors Uri Bibi (left) and Ruth Eithan (right) of the Department of Sociology at Sapir Academic College in Sderot, Israel, spoke on their experiences studying the effects of constant terrorism on civilian populations, with a particular focus on the city of Sderot, Israel, which has for a number of years been subject to a continuous barrage of rockets and shelling from Gaza that has taken a drastic toll on life in and around the city.

A Conversation with Howard Dubowitz — April 21, 2008

The Institute for Families and the Public Child Welfare Intensive Weekend Program at Rutgers School of Social Work hosted “A Conversation with Howard Dubowitz” entitled “Neglected Children: Concepts, Controversies, and Challenges.” Dr. Dubowitz, MD, MS, is a Professor of Pediatrics and Director of the Center for Families at the University of Maryland School of Medicine, Baltimore. The discussion was moderated by William Waldman, Lecturer and Executive in Residence at Rutgers School of Social Work.

Harold and Marguerite Demone Lecture — April 23, 2008

Former Dean Harold Demone

This endowed lectureship on alcohol and other addictions is named for and made possible by the generous support of the former dean of the Rutgers School of Social Work (1977-1987), Hal Demone, and his wife Marguerite. Our guest speaker for the Inaugural Harold and Marguerite Demone Lecture was Philip J. Cook, PhD, ITT/Sanford Professor of Public Policy and Professor of Economics and Sociology at Duke University. Dr. Cook’s lecture was entitled “Paying the Tab: The Case for Raising Alcohol Excise Tax.”

Blanche Grosswald Memorial Lecture — February 27, 2008

From left: James Cone (husband of the late Blanche Grosswald), Vivian Grosswald Curran, and Dean Richard Edwards. Blanche Grosswald was a professor of Social Work at Rutgers University from 2001 to 2003. Her life and work embodied the principles of social work. She was passionate about her beliefs in human rights and autonomy, and she was a dedicated researcher and teacher. Her family and friends established this annual lectureship to honor her memory. Our guest speaker for the Inaugural Blanche Grosswald Memorial Lecture was Vivian Grosswald Curran, JD, PhD, the sister of Blanche Grosswald and Professor of Law at the University of Pittsburgh. Her lecture was entitled “Human Issues in the Era of Globalization.”

The School of Social Work Hosts Special Guest Lectures

The Institute for Families and the Public Child Welfare Intensive Weekend Program at Rutgers School of Social Work hosted “A Conversation with Howard Dubowitz” entitled “Neglected Children: Concepts, Controversies, and Challenges.” Dr. Dubowitz, MD, MS, is a Professor of Pediatrics and Director of the Center for Families at the University of Maryland School of Medicine, Baltimore. The discussion was moderated by William Waldman, Lecturer and Executive in Residence at Rutgers School of Social Work.

Professors Uri Bibi and Ruth Eithan Speak to Students at School of Social Work — February 13, 2008

Professors Uri Bibi (left) and Ruth Eithan (right) of the Department of Sociology at Sapir Academic College in Sderot, Israel, spoke on their experiences studying the effects of constant terrorism on civilian populations, with a particular focus on the city of Sderot, Israel, which has for a number of years been subject to a continuous barrage of rockets and shelling from Gaza that has taken a drastic toll on life in and around the city.

Harold and Marguerite Demone Lecture — April 23, 2008

Former Dean Harold Demone

This endowed lectureship on alcohol and other addictions is named for and made possible by the generous support of the former dean of the Rutgers School of Social Work (1977-1987), Hal Demone, and his wife Marguerite. Our guest speaker for the Inaugural Harold and Marguerite Demone Lecture was Philip J. Cook, PhD, ITT/Sanford Professor of Public Policy and Professor of Economics and Sociology at Duke University. Dr. Cook’s lecture was entitled “Paying the Tab: The Case for Raising Alcohol Excise Tax.”
Toni De Palma (BA in Psychology, Douglass College Class of ’87, MSW, School of Social Work, Class of ’90) always knew she wanted to work with kids and make a difference in their lives. She also had another idea, “I always wanted to be a writer as a young child, but I didn’t think it was a realistic dream. I knew I wanted to do something with kids or for kids. I guess that’s where the social work came into play.” Well, Toni has been a successful school social worker for more than 15 years and last year, her dream of being a writer came true with the publication of her first novel, *Under the Banyan Tree*.

The young adult novel details the story of a young runaway. “The character, who is 15, is really trying to find her place in the world. Her mom has abandoned the family. Her dad is an alligator wrestler in the Everglades. He is emotionally confused and bumbling and really doesn’t know how to help her with the loss of her mother. She decides to run away to Key West and lands at the Banyan Tree hotel.” When asked how she got the idea for the novel, De Palma says that while it is not a non-fiction piece and she didn’t draw directly from her clients, she did draw on her experiences as a school social worker, working with adolescents and young adults. “I have met a lot of kids who are needy, who are looking for their place in the world. Kids who are in that developmental stage, where you are looking for your identity, looking for where you belong. I’ve always been around that and related to that. I’ve been empathetic towards kids and understood what they are feeling. That translated right into my character.”

De Palma reminds us that books can be a great tool for parents and professionals when talking to young people. “We tend to think that reading is something that you do when kids are really young. Then when they learn to read you don’t need to read to them anymore. But I think sharing stories with your kids is a great way to connect with them . . . Sometimes it’s easier to talk about characters and the situations they are in than to talk about your own feelings.” De Palma experienced this recently when a teacher in the Toms River School District assigned her book to a class. The teacher used the book as an opportunity to talk about the dangers of running away and hitchhiking. There was a teenage boy in the class whose father had lost his driver’s license as a result of a DUI and forced his son to hitchhike with him. The boy, after reading the book and being part of the classroom discussion, told his guidance counselor that he realized that wasn’t in a good situation. “That has been one of the best moments for me as a result of this book. I’ve always sensed that literature could be very powerful, especially if teachers use literature like that and really talk to the kids.”

Toni De Palma is currently employed part-time in the Lakewood Public Schools as a school social worker.

In naming the building in honor of William Waldman, the New Jersey Community Development Corporation salutes the distinguished career of William Waldman, long-serving Commissioner of the New Jersey Department of Human Services and an ardent advocate of innovative and effective programs and services to meet the needs of vulnerable children and families.

Today, kids who turn 18 and leave the foster care system are usually woefully unprepared to make a successful transition to adulthood. Unfortunately, too many young people “age-out” of foster care and become homeless, get in trouble, and are alone and vulnerable. To address this problem, NJCDC worked with the NJ Department of Children and Families to create Independence House, which provides housing and support services for young people in need of guidance and support. The residents receive assistance in building independent living skills and in developing vocational interests. After a period ranging from 12 to 24 months, residents leave Independence House better prepared to live rewarding, productive lives.

Currently, Bill Waldman is Lecturer and Executive in Residence at Rutgers School of Social Work and President of the New Jersey Chapter of the National Association of Social Workers.
When you do the book work, you are a student. When you do the field placement, you become a social worker.

RENEE MICHELSON
Director of Field Education

Rutgers School of Social Work operates one of the largest field education programs in the country, serving more than 750 students at a time, a massive task considering that 750 field placements must be identified, monitored, and evaluated. Out of the 750 field placements, 551 are in nonprofit agencies, 192 are in public agencies, and 13 are in for-profit organizations. Students are in the field two full days per week during their first year and three full days during their second year in the MSW program. This represents thousands of hours of service to the public, nonprofit, and for-profit human services organizations throughout New Jersey.

Besides its reorganization, the Office of Field Education is implementing other changes as well. For the first time, Field Instructors are now able to take the Seminar in Field Instruction (SIFI) course on-line. All Field Instructors who supervise students in their agency are required to take this course. Traditionally it is offered in eight three-hour sessions. Creating an on-line option for SIFI allows increased access and flexibility. Ms. Michelsen explains, “It is extraordinarily flexible and that’s what these supervisors needed. Some are evening supervisors, some are weekend supervisors, and they are never going to be able to leave their agency for that many hours. They want to do it at home on the weekend when they can read the material.”

In addition, the Office of Field Education together with the Center for International Social Work is in the process of developing international placements for students. International placements will be done in the form of block field placements where students work for an agency full-time. Together with Rebecca Davis, Director of the Center for International Social Work, Renee Michelsen traveled to Eastern Europe this summer with the intention of exploring agencies that might be willing to take students from the United States. To date, she has four agencies that are willing to take students from Rutgers School of Social Work. These include a child welfare agency in Hungary; an agency in Romania that works with Roma or Gypsy population — they are especially interested in someone who wants to focus on housing issues; a faith-based organization that provides very basic living services for Gypsy families — they provide a lunch program where the kids get basic school skills and a hot meal; and finally a large human services center in rural Romania.

One of the greatest challenges is meeting the needs of the non-traditional and part-time students, many of whom are working and have complex family responsibilities. Our goal is to work with community agencies to identify opportunities for students, including field hours outside of the customary business day. Our plan is to develop an advisory board comprised of representatives of community agencies to assist in this process.

The Rutgers field education program continues to develop new opportunities in field education. These include the specialty placements in Gerontology and Violence Against Women and Children, which offer students grant-based stipends and opportunities to rotate through a range of services within their field placements. The value of the field placement cannot be stated strongly enough. Says Michelsen, “When you do the book work, you are a student. When you do the field placement, you become a social worker.”

RENEE MICHELSEN, LCSW
Lecturer and Director of Field Education

Renee Michelsen graduated from the University of Delaware with a Bachelor’s degree in Community and Family Services. After graduating with her MSW from Bryn Mawr College in 1984, Ms. Michelsen was hired as Director of Social Work at a Geriatric Center at Morristown Memorial Hospital. She stayed with Morristown Memorial, which became Atlantic Health System, for 19 years and managed a variety of geriatric programs and grants. Programs included a Senior Membership Educational Program, Personal Emergency Response Program (“I’ve fallen and I can’t get up!”), and an Elder Care Consultation and Referral Service. In addition, Ms. Michelsen was appointed by Governor Whitman to serve on the Governor’s State Commission on Aging and the Governor’s Council on Elder Care. After leaving Atlantic Health, Ms. Michelsen joined Saint Barnabas Hospice and Palliative Care
Ms. Michelsen has many years of experience in clinical work and direct practice, administration, and management. In addition to her position as Director of Field Education, Ms. Michelsen teaches in the School of Social Work.

IRMA TERRON-WEPNER, LCSW
Instructor and Associate Director of Field Education, Newark

Irma Terron-Wepner was born in Puerto Rico and moved to Hoboken, NJ, at age 8. She received her Master’s degree in Social Work from Fordham University Graduate School of Social Services in 1983. She worked at Christ Hospital in Jersey City for 18 years, and rose to the title of Co-Director of the Counseling and Resource Center. Immediately prior to coming to Rutgers, she was employed at Bayonne Medical Center for 10 years as the Director of Mental Health and Social Services. Ms. Terron-Wepner has extensive experience in direct service to clients with mental health, sexual assault, and child abuse and addictions issues. She also has many years of experience in the supervision and administration of grant-funded programs, staff/resource management, and regulatory processes. In addition to her duties as Associate Director of Field Education for the Newark Campus, Ms. Terron-Wepner teaches in the School of Social Work.

MELISSA HIGGINS, LCSW
Instructor and Associate Director of Field Education, New Brunswick

Melissa Higgins received her MSW from the Rutgers School of Social Work in 1991. From 1991 to 1995 she served as Clinical Supervisor and Family Therapist at Catholic Charities in Flemington, NJ. In 1995 Ms. Higgins became Executive Director of Women Helping Women, an agency dedicated to providing affordable services to women, young girls, and teens struggling with issues related to domestic violence, sexual abuse, divorce, depression, loss, self-esteem, peer pressure, relationships, and addiction. Ms. Higgins received the NASW/NJ chapter “2007 Trail Blazer of the Year” for her work empowering women, teens, and girls. Ms. Higgins’ clinical specialties include PTSD, women’s issues, therapy groups, and gay and lesbian issues. In addition to her duties as Associate Director Field Education for the New Brunswick Campus, Ms. Higgins teaches in the School of Social Work.

LESLEY DANIELS, LSW
Instructor and Associate Director of Field Education, Camden

Leslie Daniels has extensive experience in working with infants, children, and adolescents. After graduating with an MSW from the University of Pennsylvania in 1993, Ms. Daniels worked in the Children’s Home Society of New Jersey as a Social Worker. She then worked as Outreach Program Director in the Healthy Mothers Healthy Babies Program (Camden Healthy Start) of the Southern New Jersey Perinatal Cooperative and went on to the position of Director of Social Services at Dooley House, an acute care facility for medically fragile infants and children. Most recently Ms. Daniels served as Director of Child and Family Services at Millhill Child and Family Development Corporation in Trenton. Ms. Daniels has taught as an adjunct professor at Rider University and Camden County College. In addition to her duties as Associate Director of Field Education for the Camden Campus, Ms. Daniels teaches in the School of Social Work.

Rutgers University
School of Social Work
Spring / Summer 2008

15
Greetings to all alumni of the School of Social Work, including the Class of 2008, whom I had the privilege of addressing at graduation!

Another school year has ended and another will soon begin. Your alumni association is busy making preparations for the upcoming school year, which will surely be an exciting and challenging one, given the major changes being made to the university alumni structure. As you may have heard, there will be one alumni association representing all alumni — the Rutgers University Alumni Association (RUAA). Membership in the RUAA is free and automatically granted to all graduates of Rutgers University, or any of its predecessor schools, upon graduation. For more information about these changes, see: http://rutgers.imodules.com/s/896/start.aspx

Your School of Social Work Alumni Association (SSWAA) will continue to partner with Dean Edwards and the School of Social Work (SSW) on mutual interests, events, and activities that support both students and alumni.

This past school year brought two exciting programs to alumni for credit toward licensure. In the fall, Dr. Sarah McMahon presented “Survivors of Sexual Violence: What Every Social Worker Should Know.” Dr. McMahon is on the faculty of SSW and Associate Director for the Center on Violence against Women and Children here at Rutgers SSW. In the spring, Mr. Bill Waldman presented on “Macro-Trends Affecting Social Welfare Policy and Social Work Practice.” Mr. Waldman has served as Lecturer and Executive in Residence at our school since 2001. Plans will soon be made to again offer a continuing educational program in the fall.

This past school year through July 2008, your SSWAA has contributed a total of $16,000 to various school-related programs that directly benefit students. A contribution of $15,000 was made to the School of Social Work Endowed Fellowship, which is earmarked for a second-year MSW student(s) based on need and merit. An additional $1,000 was contributed to help students offset travel expenses while attending professional conferences. This brings the total contributions made in recent years by your Association to $61,000! Thanks to all members for making this possible!

Your Association through its Board members also formally participates in Homecoming activities and partners with the SSW on a tent display, the Hall of Distinguished Alumni awards, and, of course, graduation. This year, SSWAA Board members were invited to pre-graduation activities, most notably, the Scholarship Recognition Reception. Donors like the SSWAA got to meet and sit with scholarship recipients and their families. This was a memorable event for all who attended.

For more information about meetings, programs and events, please contact me at tpacia@alumni.rutgers.edu.

Tom Pacia,
LCSW (SSW ’74)
President, SSWAA

---

ALUMNI

Marta C. Batlle (SSW ’80)
I continue to work as a School Social Worker at NJ Registered Day School in Newark. This is a special education school for students 5-21 within the Autistic spectrum. I also work as a Psychotherapist at UMONTO-UBHC in Newark in Individual, Group, and Family therapy.

Rachel Bronstein (SSW ’01)
Rachel Bronstein was awarded the Social Worker of the Year (2007) by the New Jersey Association of School Social Workers.

Nancy C. Crafts (DC ’62, SSW ’86)
Nancy Cox (62) Crafts has a private practice in Cape May Court House, NJ, as well as an aerobics studio in Avalon. She received her MSW in 1986.

Joanne A. Dix (SSW ’77)
After 27 years at Capital Health System at Mercer in Trenton as a Clinical Social Worker for Maternal Child Health (Maternity, NICU, Prenatal Clinic and Pediatrics), I am looking towards retirement in the near future. I will miss my community, families, and clients but hope to mentor a committed social worker to carry on the practice.

Mary W. Feith-Stewart (SSW ’93)
Mary retired from the NJ Division of Youth and Family Services after 25 years of service. She spent her career finding temporary (foster) and permanent (adoption) homes for many children. Mary now has much time to devote to her three grandchildren, Melinda, 8; Dorian, 5; and Alyssa, almost 3.

Frances L. Gizzi (SSW ’92)
Fran was awarded the 2007 William L. Pursley Award by the Council on Compulsive Gambling of New Jersey, Inc., for her contribution to the field of problem and compulsive gambling.

M. Joyce Grady (SSW ’68)
I am now a member of the OLLI RU Advisory Council and look forward to enhancing the vital and appreciated senior program as I join the Curriculum Committee. I taught Social Work Masters Interns for 22 years at Roosevelt Hospital and was a Rutgers Adjunct Professor until my 1992 retirement.

Jo Ann M. Hardy (SSW ’83)
I continue in my position as LCSW with the JFK Johnson Rehab Inst. Center for Head Injuries. More importantly, however,
**DEVELOPMENT NEWS**

*Introducing . . . Judy Zenowich, Director of Development*

Judy joined the School of Social Work in October 2007. She spent numerous years in the financial services industry in New York City in a number of capacities, including finance, marketing, and real estate. After leaving financial services, she took a year off to rethink her “next career” and ended up providing care and support for three family members who faced medical emergencies. During that time, she began talking to the Rutgers Foundation and ultimately found her way to the School of Social Work. “When I learned about the social issues the school was addressing, particularly the family issues, I realized how intensely I could relate to their mission. It felt very natural for me to join a school that is educating social work professionals to help those in need.”

Judy is passionately focusing on reconnecting alumni with the school, raising scholarship funds for students, and supporting faculty research and program endeavors.

Judy graduated from Grove City College with a Business Education degree; at Homecoming 2007 she received an Alumni Achievement Award in Business from her alma mater. During her career, she also received the Distinguished Woman of the Year Award in 2001 from the Boy Scouts of America. She makes her home in Maplewood with her husband Dan and son Kip.

**Our Fundraising Focus . . .**

As a new member of the School of Social Work, I want to thank all of you for your generous gifts to the school this year. We are so grateful for each and every gift.

If I’m asked to describe what I see happening at the school, in three words: “Change is Good!” As you read this newsletter, you will get a sense of what I am referring to.

My goal is to help you consider how you might enrich the lives of students during the upcoming year with your tax-deductible gift. You might choose to make an outright gift to establish an endowed scholarship for students in perpetuity; or you might choose a planned gift that will generate income to you and to the school during your retirement years. Our top funding priorities include:

- Academic Excellence Fund
- Endowed Scholarship Fund
- Institute for Families
- Center on Violence Against Women and Children
- Center for Gambling Studies
- Center for International Social Work
- Gerontological Studies
- Doctoral Student Support
- Children in Need

At the School of Social Work, our goal is to prepare social workers who can truly make a difference in the lives of those they serve. With more than 90% of our students requiring some kind of financial aid and with tuition costs on the rise, your gift makes a bigger difference than you might think!

If I can be of assistance to you, please call me at 732-932-7253 x104 or email me at judyzeno@ssw.rutgers.edu. I look forward to talking with you soon.

Regards,
Judy Zenowich
Director of Development

**NEW WEBSITE FOR ALUMNI!!**

A dynamic website and online community with social and job networking. Connect with your classmates, join groups and clubs. Visit our site (http://ralumni.com) for a free RU email address, keep your contact info current, and receive Rutgers Magazine.

---

**NEWS**

I would like to announce the births of my three grandchildren: Joshua (2/6/04) and twins Ryan and Alexandra (8/5/06). The happy but exhausted parents are my daughter Christine Hardy, RC ’96, and her husband Daniel Kaus, RC ’96. I am a very proud mother and grandmother.

- Eloise J. Sulzman (SSW ’88)
  After retiring from the State of NJ in July 2003, I continued to work with adolescents and their families through the Vineland office of a Cherry Hill non-profit. As I have my LCSW, I have been approved by several insurance companies and EAPs. I also see adults and children. My cocker spaniel (a certified therapy dog) provides assistance. She and I also visit our local library and a nursing home on a regular basis.

- Brenda L. Swann-Douglas (DC ’74, SSW ’87)
  I am pleased to announce my niece Jessica Adams and my nephew Anthony Barnett Jr. will both attend RU (New Brunswick) in the fall.

- Deborah B. Taggart (SSW ’80)
  Proud Nana to first grandson, Jake Matthew Locker, born May 10, 2007.

- Keesha P. Thompson (SSW ’06)
  I am now the Director of Social Services at Windsor Gardens Care Center in East Orange, NJ. I have been working there for approximately eight months. I am having a great experience here and I thoroughly enjoy working with the residents.

- Renee L. Weiss (UCNB ’64, SSW ’68)
  After graduating from GSSW ’68, I worked for 12 years in an outpatient children’s psychiatric facility, trained in various clinical settings as an intern. I have been in private practice, 1980-2007, as a Licensed Clinical Social Worker and Licensed Marriage and Family Therapist. I work in two offices (Short Hills and Flemington) full-time and have always loved my work. I can thank Rutgers, Professors Neal Brown, and Herbert Strean for an inspiring educational experience at GSSW.
ELIZABETH ANGELL  
Associate Professor

Dr. Angell completed her MSSW and PhD from the University of Wisconsin, Madison (1993 and 1999 respectively), where she practiced in settings serving adults with severe and persistent mental illness. After earning her doctorate, she completed a postdoctoral fellowship at the University of Pennsylvania, Social Work Mental Health Research Center. Immediately prior to coming to Rutgers, Dr. Angell was Associate Professor at the University of Chicago, School of Social Service Administration (SSA), where she earned tenure in July 2007. Her research interests focus on service delivery to individuals with serious mental illness, and much of her recent work focuses on how treatment adherence problems are addressed in mental health practice and how the quality of treatment relationships shapes both service utilization and treatment outcomes among those with co-occurring problems (e.g., substance use and criminal justice issues). Other research she has conducted addresses problems of stigma and social isolation among this population. Ms. Diksies has worked closely with a wide range of agencies, including schools, DYFS, and the juvenile justice system. For the past seven years, she has developed and implemented a summer camp that addressed the needs of this population. Ms. Diksies has worked extensively in the mental health field as a clinician, supervisor, trainer, and director of outpatient psychology and addiction services. In his career, he has enjoyed developing many programs, including a domestic violence treatment program, a children's intensive outpatient program, and an intensive outpatient detoxification program. He has also been on staff at a physical rehabilitation and brain injury hospital, where he coordinated mental health and crisis services and provided ongoing training to the medical staff. Mr. Behan has a deep connection to Rutgers, where he received his undergraduate degree in psychology as well as his Master’s in Educational Psychology from Montclair State University. Ms. Diksies has extensive experience working in the field of psychology. Her primary interest is working with children and adolescents who have been victims of abuse and neglect. She has managed several programs that addressed the needs of this population. Ms. Diksies has worked closely with a wide range of agencies, including schools, DYFS, and the juvenile justice system. For the past seven years, she has developed and implemented a summer camp that aims to teach children and adolescents how to resolve conflicts in a peaceful manner. Presently Ms. Diksies is focusing her efforts on improving the quality of social services in the community. She intends to accomplish this by introducing students to MSW-level classes through non-matriculated courses offered by the Professional Development Department.

DOUG BEHAN  
Instructor and Continuing Education Coordinator

Mr. Behan has over 20 years of experience in a variety of social work settings. He has worked extensively in the mental health field as a clinician, supervisor, trainer, and director of outpatient psychology and addiction services. In his career, he has enjoyed developing many programs, including a domestic violence treatment program, a children's intensive outpatient program, and an intensive outpatient detoxification program. He has also been on staff at a physical rehabilitation and brain injury hospital, where he coordinated mental health and crisis services and provided ongoing training to the medical staff. Mr. Behan has a deep connection to Rutgers, where he received his undergraduate degree in psychology as well as his Master’s in social work. In recent years he has been teaching at the school as an adjunct faculty member. Prior to his current position, Mr. Behan was very excited to take on the role of Continuing Education Coordinator as well as to join the faculty as an instructor. He is looking forward to helping the program build and expand upon its long history of high quality educational programming for the New Jersey social work and human services community.

MARIAN DIKSIES  
Instructor and Professional Development Coordinator

Ms. Diksies recently obtained her second Master’s degree in May 2008 from Rutgers School of Social Work. In 2002, she received her first Master’s in Educational Psychology from Montclair State University. Ms. Diksies has extensive experience working in the field of psychology. Her primary interest is working with children and adolescents who have been victims of abuse and neglect. She has managed several programs that addressed the needs of this population. Ms. Diksies has worked closely with a wide range of agencies, including schools, DYFS, and the juvenile justice system. For the past seven years, she has developed and implemented a summer camp that aims to teach children and adolescents how to resolve conflicts in a peaceful manner. Presently Ms. Diksies is focusing her efforts on improving the quality of social services in the community. She intends to accomplish this by introducing students to MSW-level classes through non-matriculated courses offered by the Professional Development Department.
Dr. Joo received his MSW from the University of South Carolina in 2001 and his PhD from the George Warren Brown School of Social Work at Washington University in St. Louis in 2006. He was a postdoctoral research fellow in the Martha N. Ozawa Center for Social Policy Studies at Washington University for one year following receipt of his PhD. He came to the Rutgers School of Social Work in the fall of 2007 as a Research Assistant Professor. Dr. Joo's research interests include child development and the effects of poverty on the well-being of children and families. A native of Korea, Dr. Joo also is interested in comparative studies of differences in children’s living status and outcomes in Korea and the United States. His dissertation was entitled, “Long-term Impacts of Early Childhood Care and Education on Children’s Academic, Behavior, and School Outcomes: Is Head Start More Effective Than Private Preschools and No Preschools for Poor Children?” Dr. Joo currently has six articles published or in-press, with another three under review.

Dr. Nepomnyaschy earned her MSW from Rutgers in 1991 and her PhD from Columbia University School of Social Work in 2003. She was a postdoctoral research fellow at Columbia University for two years following receipt of her PhD. Since 2005 she has been employed at Columbia University as a Associate Research Scientist. She was a school social worker in Bridgewater, NJ, from 1991 to 1999. Dr. Nepomnyaschy’s research interests include child and family policy, health disparities, poverty and inequality, and child health and well-being. The title of her dissertation was “The Effects of Child Support Enforcement on the Lives of Fragile Families.” She currently has ten articles either published or in-press, four articles under review, and two book chapters and several grant proposals currently under review.

Dr. Liliane Cambraia Windsor is a NHSN Summer Training Research Institute Fellow and currently serves as editor of El Faro, La Voz de la Red, the newsletter of NHSN. Her research has focused primarily on substance abuse and oppression, with special emphasis on Latino and African diaspora populations using quantitative and qualitative methods. Dr. Windsor has participated in numerous studies of substance abuse and oppression in Texas, Brazil, and New York. She received her PhD in Social Work from The University of Texas at Austin in the summer of 2008, with nearly 20 published articles and chapters. Currently, Dr. Windsor serves as a reviewer for the Journal of Social Work Education. She is principal investigator in a project developing evaluation methods for culturally competent practices in substance abuse treatment programs serving Latinos and African Americans. Born and raised in Brazil, she received her Bachelor of Science degree in Education from FCH-FUMEC, Brazil, in 1998. She moved to Texas in 2000 to pursue her Master of Science and PhD in Social Work from The University of Texas at Austin.

Donna received her MSSW from the University of Texas at Austin in 1999. She is a licensed social worker in New Jersey. She has worked in management positions in private industry. In the social work arena, Donna was Project Director for a US Department of Justice Victims of Violent Crime grant. She also served as Director of Professional Development for the NASW Texas Chapter. Since 2004, Donna has worked for the NASW New Jersey Chapter, and she came to us from the position of Assistant Executive Director. In addition to teaching three courses per year in the school of social work, Donna is the lead person in the area of alumni affairs. In addition, she is managing editor of our newsletter, the point person in the developing our strategic marketing approach, upgrading the content of our website, and various other communications projects.
Understanding police interactions with people who have serious mental illness. Psychiatric Services, 58:787-793.

**Judith Baer**


**Debra Castaldo (adjunct)**


**Stephen Crystal**


**Patricia Findley**


**Emily Greenfield**


**Chien-Chung Huang**


**Jeeonghee Kim**


**Michael LaSala**

LaSala, M.C. (2007). Old maps, new territory: Family therapy theory and gay and


JUDITH MCOYD


SARAH MCMACON


SHARI MUNCH


LIA NOWER


N. ANDREW PETERSON


JUDY POSTMUS


KATHLEEN POTTECK


JONATHAN PRINCE


CASSANDRA SIMMEL


JILL WITMER SINHA


(continued on next page)
ALLISON ZIPPAY

Selected Conference Presentations by Faculty


Grants and Contracts

Dr. Rebecca Davis, Lecturer and Director of the Center for International Social Work, in collaboration with Dr. Allison Blake, Lecturer and Director of the Institute for Families, have been awarded a one-year contract from JBS/Aguirre International with funding from the US Agency for International Development (USAID) for a project titled “Best Practices in Social Work Education” in the amount of $39,200. The main purpose of this project is to study the social work profession and social work education in 21 countries of the former Soviet Bloc. The countries included are: Albania, Armenia, Azerbaijan, Belarus, Bosnia, Bulgaria, Croatia, Georgia, Kazakhstan, Kosovo, Kyrgyzstan, Macedonia, Moldova, Romania, Russia, Serbia, Montenegro, Tajikistan, Turkmenistan, Ukraine, and Uzbekistan.

Dr. Chien-Chung Huang, Associate Professor, was awarded a two-year contract from the National Institute for Health for a project titled “Public Policy and Early Family Formation” in the amount of $154,500. The specific aim of the project is to examine the relationship between public policy and family formation outcomes of young men and women, with focus on childhood support enforcement. Specifically, using the 1997 cohort of the National Longitudinal Survey of Youth, the project will examine what effects state child support enforcement, welfare policy, and the Earned Income Tax Credit program have on young men and women.

Dr. Antoinette Farmer, Associate Dean and Professor, has been awarded a Research Council Grant by Rutgers, The State University of New Jersey, for a project titled “Childhood Sexual Abuse, Parenting, and Child Well-Being” in the amount of $1,000. The project will study the effects of childhood sexual abuse in relation to parenting behaviors.

Dr. Patricia Findley, Assistant Professor, has received official news that a grant...
application in which she is involved with her colleagues from the Veterans Administration, entitled, “Stroke Prevalence, Incidence and Outcomes in Veterans with Diabetes,” has been approved in the amount of $98,000. Patricia is a co-investigator on this grant and it includes 15 hours a week funding for a doctoral student. The grant is a one-year project to allow the team to mine a chart review database of nearly 20 VA hospitals created with a tool that they developed over the past several years. Along with some specific team medical objectives, Dr. Findley’s focus will be on the role of psychosocial supports in the prevention of secondary stroke.

Dr. Emily Greenfield, Assistant Professor, was awarded $15,000, representing a portion of a larger University block grant from the Johnson and Johnson Foundation. The allocation was used to provide stipends to participants in the Gerontology Fellowship Program at the Rutgers University School of Social Work, which, in partnership with community agencies, provides specialized education and training to prepare graduate social work students to work in the field of aging. The Fellows are second-year MSW students who are selected through an application process.

Dr. Jeounghee Kim, Assistant Professor, has been awarded a two-year grant from the Silberman Foundation for a project titled “The Dynamics of Union and Income Status of Socioeconomically Disadvantaged Women: Evidence from Multilevel Multi-process Event History Analyses” in the amount of $35,176. The goal of this project is to fill the gaps in our current knowledge and to offer policymakers research-based evidence on the relationship among women’s income status, socioeconomic disadvantages, and union status.

Dr. Darcey Merritt received a grant from the Rutgers Office of Research and Sponsored Programs for a project entitled “Trends Among Children Served by the Child Welfare System” in the amount $1,500.

Dr. N. Andrew Peterson, Associate Professor, has been awarded a three-year grant from the State of New Jersey Department of Human Services – Division of Addiction Services, for a project titled “Evaluation of New Jersey’s State Prevention Framework” in the amount of $600,000. The main goal of this project is to act as an external evaluator, and perform the tasks of monitoring the implementation and impact of Strategic Planning Framework (SPF) and State Incentive Grant (SIG) based upon observations, interviews, data, meeting minutes, memorandum (including emails), and written reports generated by the project.

Dr. Judy Postmus, Assistant Professor and Director of the Center for Violence Against Women and Children, was awarded a two-year contract from the Allstate Foundation for a project titled “Validating Allstate’s National Model on Helping Survivors of Violence Achieve Economic Self-Sufficiency” in the amount of $299,849. The goal of this project is to perform an organizational analysis of Allstate’s Moving Ahead through Financial Management curriculum and providing a roadmap to replicate it as a national model.

Dr. Judy Postmus, Assistant Professor and Director of the Center for Violence Against Women and Children, was awarded a one-year contract from the State of New Jersey – Department of Children and Families, titled “DCF Domestic Violence Policy and Domestic Violence Case Practice Protocol” in the amount of $30,000. The goal of this project is to develop a training curriculum for Division of Youth and Family Service (DYFS) workers, based on the new domestic violence policy and domestic violence case practice protocol developed by Department of Children and Families.

Dr. Judy Postmus, Assistant Professor and Director of the Center for Violence Against Women and Children, was awarded a six-month contract from the State of New Jersey – Department of Children and Families, titled “DCF Domestic Violence Policy and Domestic Violence Case Practice Protocol” in the amount of $30,000. The goal of this project is to develop a training curriculum for Division of Youth and Family Service (DYFS) workers, based on the new domestic violence policy and domestic violence case practice protocol developed by Department of Children and Families.

Dr. N. Andrew Peterson, Associate Professor and Director of the Center for Violence Against Women and Children, in collaboration with Dr. Rebecca Davis, Lecturer and Director of the Center for International Social Work, has received a $50,000 grant from the Rutgers Vice President for Research to launch a new multidisciplinary research program in collaboration with the Spitzer Department of Social Work at Ben-Gurion University (BGU) in Israel. The program will consist of three interrelated and mutually supporting components: 1) faculty forums where faculty from Rutgers and BGU meet to develop a research agenda; 2) a Master’s degree summer study course, preparing students to implement cross cultural research; and 3) implementation of research projects.

Dr. Judy Postmus, Assistant Professor and Director of the Center for Violence Against Women and Children, was awarded a grant from the Johnson and Johnson Foundation, in the amount of $47,552. The goal of this project is to plan a high-quality outcome evaluation that accurately reflects the priorities, goals, and objectives of these programs funded by the Division on Women.

Dr. Judy Postmus, Assistant Professor and Director of the Center for Violence Against Women and Children, in collaboration with Dr. Rebecca Davis, Lecturer and Director of the Center for International Social Work, has received a $50,000 grant from the Rutgers Vice President for Research to launch a new multidisciplinary research program in collaboration with the Spitzer Department of Social Work at Ben-Gurion University (BGU) in Israel. The program will consist of three interrelated and mutually supporting components: 1) faculty forums where faculty from Rutgers and BGU meet to develop a research agenda; 2) a Master’s degree summer study course, preparing students to implement cross cultural research; and 3) implementation of research projects.

RUTGERS COMMUNITY MOURNS DEATH OF STUDENT

KRYS TAL SKINNER

In March of this year, Krystal Skinner was killed in an apparent domestic violence situation. Krystal, who had a two-year-old child, was a senior in our Bachelor of Arts in Social Work (BASW) program in Camden, scheduled to graduate in May. She was enrolled in the Baccalaureate Child Welfare Education Stipend Program, with a field placement in a DYFS office and looking forward to a job with DYFS upon her graduation. Krystal was posthumously inducted into the Phi Alpha National Social Work Honor Society in April and awarded her BASW degree in May.

Professor DuWayne Battle, Director of the BASW Program, in remembering Krystal said, “Krystal was a loving mother to her precious son, a beloved daughter and granddaughter, an only sister, a niece, a cousin, a good friend, an honor student, a great leader, and a hard worker. She was spirited, determined, effervescent, and committed. And she will be missed.”

The Undergraduate Social Work Organization (USWO) in Camden is planning a Krystal Skinner Memorial Walk to raise domestic violence awareness. The proceeds from the walk will go to the Krystal Skinner Memorial Scholarship Fund. For more information, please contact Mara Easley at measley@camden.rutgers.edu.
Rutgers School of Social Work 2008 Graduates

Nicole D. Adams ‡
Anne M. Adamson ‡
Jennifer Odette Ailabouni †
Jennifer M. Alonso **
Anita Anantharaman ‡
Beverly M. Andres †‡
Michael David Askin ‡
Rebecca K. Aspray ‡
Jacqueline Avilés
Ibidunmoye Mopelela Awoyale
HyunKyung Baek
Michael Deshun Bailey
Tara L. Bailey ‡
Sheila L. Baker
Charilene Breeden Balaam
Cherilyn Balchan ‡
Elizabetth Ann Baralecki ‡
Shawn M. Baratz
Allison L. Baron ‡
Tova J. Baron
Donna Marie Bassano ‡
Kimberly A. Bayardelle ‡
Bonnie S. Becker †‡
Lesley-Ann Becker †‡
Johanna Marie Beduñh ‡
Doris Behlau
Myra K. Belasco ‡
Veronica Beltres
Sarah Elizabeth
    Ben Younes-Millot **‡
    Beata Berent ** ‡
    Bridgette M. Bergman ‡
    Natalie S. Berosh †‡
    Danielle M. Biasotto
    Elina Maria Birbilis ‡
    Daniel J. Blane
    Chanta Janine Blue ‡
    Karen Scott Boates ‡
    Kristine Marie Bolognini ‡
    Bruce A. Booth **‡
    Dirk Boschen ‡
    Jessica Lynn Bowker ‡
    Laura M. Bradley ** ‡
    Kimberly A. Bradley ‡
    Rachel L. Brennan ‡
    Katherine S. Brounstein
    Frederick Brown III ‡
    Owen A. Buchanan **
    Karen Adel Buroff †‡
    Keshet Y. Burt-Hedrick ‡
    Caitlin Booth Bushey †‡
    Lauren Michele Caravaglia ‡
    Nicole Marie Carroll ‡
    Chiquita M. Carter
    Megan Anne Casper ‡
    Maria D. Castner ** ‡
    Julie Ann Caubet ‡
    Colleen M. Cech Stevens ‡
    Nancy Charlene Cedeño-Morris †‡
    Dawn Marie Cerruto ‡
    Cynthia L. Chadwick †‡
    Susan M. Chan **‡
    April Joy Chestang ‡
    Latoya Shari Church
    Donna M. Cisco **
    Erin E. Clark ‡
    Sarah Marie Clarke †‡
    Christine Ann Clayton **‡‡
    Jacqueline Anne Collard
    Teresa Ann Colombo ‡
    Kristen L. Constantine ‡
    Jess Adam Converse
    Ashley Sue Copeland ‡
    Lindsey Wilcox Costello †‡
    Jamie Lynn Coyne ‡
    Danielle Cranmer
    Laura P. Crisafi †‡
    Sara A. Crisona ‡
    Shonn Yvette Crowe **
    Jose Alberto Cruz * †‡
    Ralph Gregory Cuseglio ‡
    Clarissa Lee D’Ambra ‡
    Terry Renee Daniels ‡
    Renée S. Davidson ‡
    Bernadette L. Davis ‡
    Cynthia Elizabeth De Felice
    Jennifer Ann Decker
    Nicholas DeGennaro †‡
    Gwenn R. Dickenson
    Jaclyn E. Digesere ‡
    Marian R. Diksies ‡
    Danielle L. DiMatteo ‡
    Leonard M. Domanski †‡
    Tiffany N. Donaldson
    Breanne Donnelly †‡
    Angela Dooley ‡
    Magalie Dougé ‡
    Leslie Leigh Douma ‡
    Kimberly Marlene Doyle **‡
    Jaime E. Dresher
    Kara E. Dreuxel
    Kristin N. Dunne †‡
    Chinwwe Nmaezi Duru ‡
    Sofia M. Dushkin
    Tara Lyn Dworak ‡
    Lillian Sara Easaw ‡
    Rashada L. Ellis
    Manoucheka Emmanuel
    Daniel O. Esochaghi
    Crystal D. Fair
    Rebecca Falkenstein
    Jeffrey Andler Feldman †‡
Rutgers School of Social Work 2008 Graduates (continued from page 25)

Victoria Michelle Mahand
John Brian Mahoney ‡
Stephanie F. Manbeck †‡
Allison D. Mandel
Erin Alexis Marean ‡
Melody Lauren Margolis ‡
Olivia M. Marinelli
Jamie Danielle Maronski ‡
Janelle K. Marro ‡
Maria Edith Martinez ‡
Norah Rose M. Masingale
Amanda Marie Mathisen ‡
Kelly Marie McConnell †‡
Amy C. McCoy †‡
Amy Elizabeth McCree
Timothy FX McGough
Bernadette Gail McInnes ‡
Michele E. Mendenhall †
Pamela E. Messinger ‡
Paula Metzger ‡
Charity A. Middleton-Chervinsky **
Valeska Andrea Millan †‡
Emily Brooke Miller ‡
Maria Amparo Miyamoto ‡
Joanna Ashley Morano

David C. Morgado ‡
Lynn Michele Morgan †
Kate Alison Mulford ‡
Cari Beth Mulligan ‡
Antoinette M. Munar ** †‡
Kerri A. Murphy †‡
Laura J. Murray †‡
Dushyanthi R. Naveendra
Careen Sirri Neba
Dennze Margaret Nelson
Christine L. Newman ‡
Emily L. Nichols †‡
Maria N. Nikolaidou
Marella Anne Nordstrom †‡
Diana Nugiel †‡
Barrie S. Nulman †‡
Baaba Ofori-Donkoh
Geoffrey Ojok
Charles William Oldknow ‡
Ariaceliz Ortiz
Martin J. O’Toole †‡
Patricia Oviedo †‡
Darryl Parraway †‡
Kathleen Elizabeth Pascale
Kimberly M. Pawlowski
Kristi Lee Pawlus ‡
Iris Michelle Pencheff **‡
Patricia Veronica Pencil ‡
Lesley A. Perez-Moreno ‡
Sahrina Perry
Elizabeth Perry
Sofia Ferreira Pinto ‡
Nicola A. Pinto
Sharon Lynne Pluck **‡
Douglas L. Popper †‡
Stephanie J. Porreca †‡
Norma E. Quijano-Brown ‡
Dina Ellyn Rabhan **‡
Linda J. Ramirez ‡

Kristina I. Reilly ** †‡
Marninne Rejouis
Jennifer Rerngsamai †‡
Thomas Ricciardi ‡
Jason L. Richardson
Robert W. Riehl ‡
Ariaeal Brie Rivera †‡
Maria Enitt Rivera ‡
Arlene Sunga Rodrigo
Joanna Maria Rodriguez
Lucy E. Rodriguez **‡
Yris Y. Rojas-Acevedo
Florentina Roman ‡
Heather Gail Roman ‡
Jeanne Elizabeth Ross-Neuwirth †‡
Phillip Jermaine Roundtree **
John Cornelius Roy II ‡
Starla Marie Rudolph **†‡
Martina Del Carmen
Ruiz Ballesteros
Keith G. Sadler †‡
Raja Salloum ‡
Tina L. Salti †
Samuel Saylor Samsel **‡
Lisa R. Sapperstein **‡
Lori Jill Sardoff **‡
Susan Grace Saylor ‡
Kathleen E. Schaffer †
Christina R. Schettini
Kari A. Schifman †‡
Kristen P. Schiller †
Jessica Beth Schor †‡
Lauren Marnie Schwartz **
Rachel Helen Schwartz †‡
Charles A. Scova †‡
Shelene M. Seufert †‡
Jennifer Gayle Shamy ‡
Bianca Shmulevich
Tracy Denise Sieper ‡

Rutgers School of Social Work
Spring / Summer 2008
26
Risa L. Simpson-Davis ‡
Renu R. Singh
Edith L. Slater ‡
Charles G. Smith ‡
Shyon Kerry-Ann Smith
Jennifer L. Snyder ‡
Olusola E. Songonuga **
Brian Keith Stemetzki ** ‡
Jaymie Louise Swanson ‡
Erlin M. Swetits †‡
Amy Elizabeth Taklif **
Edward Hernando Tamallanca
Rachael Elizabeth Tanner ‡
Jessica Rose Tarabocchia
Ann F. Thoresen ‡
Mary E. Thorp †‡
Kasey Leigh Torre ‡
Luz M. Torres
Katrina A. Tripp
Stephan Turner ‡
Virginia Shulman Twersky †‡
Tricia Anne Tyburczy ‡
Karina Veliz
Kristyn Tessa-Marie Verderosa
Timothy Duffy Vermillion †‡
Ana M. Vidal Vilas ‡
Alba J. Vizzaino
Jennifer M. Waddington ‡
Lindsay C. Wagner †‡
Michele Denise Wakefield
Steven M. Walenta ‡
Heather Lynne Ward †‡
Brooke M. Warley †‡
Nicole M. Wells-Gimmino
Mary L. Welsh
Antonia M. Wheelwright
Melissa Leigh White
Ericka T. Williams **‡
Salena A. Williams †‡
Emily Marie Wilson †‡
Megan D. Winship †‡
Sabrina P. Wisniewski ‡
John M. Woltersberger
Megan L. Wyckoff **‡
Shakirah Shikee Jackson Wynn ‡
Yai-Dea Yang †‡
Bonnie Yee
Suk Bong Yoon *
Mariam Yowakim ‡
Jaime Lynn Zanders †‡
Aliza Ella Zimmer ‡
Lizet Zuniga †‡

* October 2007 graduate
** January 2008 graduate
† Phi Alpha Honor Society
‡ Dean’s List – GPA 3.7 and above

Dual Degree in Law (Rutgers) and Social Work
JD and MSW
Emily Brooke Miller

Dual Degree in Divinity (Princeton Theological Seminary) and Social Work
MDiv and MSW
Charles A. Scoma
Rachael Elizabeth Tanner

Certificate in Gerontology
Michael David Askin *
Ibidunmoye Mopelola Awoyale
Tara L. Bailey *

Jennifer Velez, Esq., Commissioner of the New Jersey Department of Human Services and a Rutgers School of Law graduate, was the graduation speaker.