

# PARTNERING *for* CHANGE

A PUBLICATION FOR ALUMNI AND FRIENDS OF THE RUTGERS SCHOOL OF SOCIAL WORK

## PROMOTING GENDER EQUALITY

HOW SOCIAL WORKERS ARE HELPING ADVANCE THE STATUS OF WOMEN  
THROUGH RESEARCH AND PRACTICE

**RUTGERS**

School of Social Work



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“There are two powers in the world; one is the sword and the other is the pen. There is a third power stronger than both, that of women.”

MALALA YOUSAFZAI

Researchers at Rutgers School of Social Work are identifying some of the most significant barriers to advancement that women face — and what needs to be done to overcome them.







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MESSAGE FROM THE DEAN

Dear Friends,

As we enter into a new decade, Rutgers School of Social Work is proud to celebrate the 100th anniversary of the 19th Amendment's ratification. Within these pages you'll read about the students, alumni, and faculty who are committed to keeping the history of women's suffrage alive by promoting voter registration opportunities and access for those who have historically been disenfranchised. We also talk with faculty members researching women's issues and working to break down the barriers that continue to prevent their advancement.

Since our last publication, our faculty members have seen many accomplishments, from being awarded multi-million dollar grants, to publishing major research, and more. Lia Nower, Professor and Director of the Center for Gambling Studies & Addiction Counselor Training (ACT) Program, received a research award from the National Council on Problem Gambling while Sarah McMahon, Associate Professor and Director of the Center on Violence Against Women and Children, was named Rutgers University's Special Advisor for Campus Climate, to name just a few.

We also hosted an array of events last fall. In October, we honored alumnus William Waldman at a gala supporting the establishment of the William Waldman Endowed Fellowship. Created upon Waldman's retirement from his position as Professor of Professional Practice, the fellowship will assist students who, like Waldman, would otherwise have difficulty attending or remaining in school as they balance education with family and work. The following month, we hosted our Annual Winter Alumni Reception, a gathering for our alumni to celebrate and network. We now look forward to presenting the Fourth Annual Challenging Racial Disparities Conference on June 2, 2020. Robin DiAngelo, Ph.D. and author of *White Fragility: Why It's So Hard for White People to Talk about Racism*, will be the event's keynote speaker.

Stories about our alumni are too within these pages. You'll read about Gerald Amada, whose research – largely regarded as the first of its kind – focuses on how college administrators and professors can appropriately deal with disruptive college students; Kanako Okuda, a former dancer from Japan who immigrated to America and found her passion for social work; and Ariaceliz Ortiz, who made a gift in honor of her late father as a way to help students committed to serving others, regardless of their grades.

As always, we would like to hear from you. Please consider sending in a class note for the next issue of our magazine. We want to share your professional and personal success stories with our entire alumni community and friends.

Sincerely,

Cathryn C. Potter, M.S.W., Ph.D.  
DEAN AND DISTINGUISHED PROFESSOR  
RUTGERS SCHOOL OF SOCIAL WORK





## ASSOCIATE PROFESSOR SARAH MCMAHON NAMED SPECIAL ADVISOR FOR CAMPUS CLIMATE

Sarah McMahon, Associate Professor and Director of the Center on Violence Against Women and Children at the School of Social Work, has been named Special Advisor for Campus Climate at Rutgers University.

In this role, McMahon reports to Barbara A. Lee, Senior Vice President for Academic Affairs, on matters involving the university's efforts to address sexual violence and relationship abuse. She provides leadership across all Rutgers campuses, coordinating efforts to address these issues and offering guidance for university-wide initiatives to ensure that they are consistent, inclusive, and aligned with best practices.

"I welcome the opportunity to serve in this role and to work with our many partners across the university to create campus climates that are welcoming, safe, and respectful. I am appreciative that Rutgers' leadership remains committed to addressing these issues and making them a priority across the Rutgers campuses," said McMahon.

McMahon has led a number of research projects related to campus violence funded at the federal, state, and local levels, and currently leads the Enhancing Victim Services Project supported by a Victims of Crimes Act (VOCA) grant. In 2014, she was invited to collaborate with the White House Task Force to Protect Students from Sexual Assault through the testing of a campus climate survey tool. McMahon was appointed to the NJ Campus Sexual Assault Task Force by Governor Christie and as co-chair of the Safe and Inclusive Campuses Workgroup for the N.J. State Plan for Higher Education by Governor Murphy. She also serves as past Chair of the N.J. Domestic Violence Fatality Review Board and current Chair of the Advisory Board for the National Sexual Violence Resource Center.



## PROFESSOR LIA NOWER RECEIVES RESEARCH AWARD FROM THE NATIONAL COUNCIL ON PROBLEM GAMBLING

Dr. Lia Nower, Professor and Director of the Center for Gambling Studies & Addiction Counselor Training (ACT) Program, received the Research Award from the National Council on Problem Gambling (NCPG) in Washington, D.C. She was also named chair of the NCPG's Research Committee through 2021.

This award is given to an international scholar whose work has made a significant global impact and has published the best original peer-reviewed research article on problem gambling and gambling disorder within the past year. The research must contribute substantially to the understanding of the disorder and include the impact, quality, and relevance to gamblers and their families.

Dr. Nower was selected based on her body of work and, specifically, a paper published last year in *SUCHT*, the premier addiction journal in Germany. That paper, entitled "Widening the Net: A Syndemic Approach to Responsible Gambling," co-authored with Rutgers alumnus Dr. Kyle Caler, applies a public health framework to identifying individuals with gambling problems across multiple societal systems and triages them to a holistic, integrated resource network. The framework for the article was introduced to regulators at a summit in Berlin last year and serves as the basis for projects in the State of New Jersey.



## PROFESSOR ANTOINETTE Y. FARMER APPOINTED TO COUNCIL ON SOCIAL WORK EDUCATION COMMISSION ON EDUCATIONAL POLICY

Antoinette Y. Farmer, Ph.D., Professor and former Associate Dean for Academic Affairs, has been appointed as a member of the Council on Social Work Education (CSWE)'s Commission on Educational Policy (COEP) for a three-year term. COEP identifies pedagogical concerns in social work education and works with other CSWE bodies to address these issues. The commission reviews current CSWE programs related to educational policy and planning, and suggests activities that would strengthen and expand CSWE's leadership role in matters of education. In addition, the commission periodically writes a statement of social work curriculum policy that is used by the Commission on Accreditation to formulate CSWE's accreditation standards.

Dr. Farmer's research examines the social and interpersonal factors that affect parenting as well as how parenting practices influence adolescent high-risk behaviors, such as delinquency and substance use. Another strand of her research focuses on social work education, where she studies the effects of the implicit curriculum on students' outcomes and the use of research methods to study issues affecting diverse groups.





## ERICA GOLDBLATT HYATT JOINS #YOUKNOWME MOVEMENT TO ADVOCATE FOR WOMEN'S RIGHT TO CHOOSE

Erica Goldblatt Hyatt, Assistant Teaching Professor and Assistant Director of the DSW Program at Rutgers School of Social Work, has joined countless others in the #YouKnowMe movement, sharing her abortion story and advocating for women's right to choose.

Goldblatt Hyatt got an abortion after learning her son had a rare condition and would likely not make it to term. It was her first baby. Her son was diagnosed with Congenital High Airway Obstruction Syndrome because his trachea did not form. He also had Trisomy 16, a chromosomal abnormality which often leads to miscarriage. Doctors told Goldblatt Hyatt and her husband that their son would either die of heart failure in the womb or be born brain dead. Given the grave prognosis, the couple decided to end the pregnancy.

Goldblatt Hyatt chose to tell her story because she believes it's a reflection of the values she holds so strongly as a social worker. She says, "For me, the issue centers around autonomy and choice, and valuing women's voices as well as trusting them to make decisions on behalf of themselves and their families. Social work as a profession seeks to empower individuals to do this, too."

"My concern is especially for women of color in this country who are subjected to higher mortality rates in pregnancy and postpartum, as well as women of low income who, should abortion bans continue,

will not have the means to access safe abortions out of state," she continues. "So many women are stigmatized and afraid to speak up so, as a woman with privilege and dedication to empowering and supporting those of different backgrounds, I feel responsible and advocate for safe reproductive healthcare. It's also one of the ways I find meaning in the journey I walked with my son."

In addition to her advocacy work, Goldblatt Hyatt was named a faculty fellow at the Rutgers Center for Historical Analysis (RCHA)'s Life and Death project for the 2019-2020 academic year. The seminar unites interdisciplinary faculty and researchers to explore what it means to be alive or dead. It will consider the legal, social, political, religious, and ethical ramifications of medical and scientific developments as they relate to the creation of life and the end of it.

Goldblatt Hyatt proposes a qualitative exploration of maternal-fetal medicine specialists (MFMs) and later abortion patients to understand how the diagnosis of fetal anomaly after 24 weeks' gestation, also known as the age of viability, influences whether providers are likely to recommend abortion. The implications of these findings on the field of reproductive health, rights, and social justice can inform policy and practice with women and their families.

# FACULTY NEWS

## VOICES *in the* NEWS

*"By focusing on positive expressions of masculinity, such as the ability to be respectful in relationships, this program helps boys find positive ways to prevent violence and to cope with violence to which they may already have been exposed."*

### **Are You Raising Your Son with Old-School Thinking?**

Professor and Associate Director of the Center on Violence Against Women and Children Victoria Banyard in *Psychology Today*

*"Technology has definitely had some downsides. We haven't seen the widespread adoption of electronic medical records improve our outcomes."*

### **The Future of Healthcare**

Distinguished Research Professor Stephen Crystal on NJTV's Think Tank with Steve Aduato

*"Those who report fully income pooling tend to report higher quality relationships, and higher levels of trust toward their partner."*

### **For richer, for poorer: sharing money in marriage**

Postdoctoral Associate Kasey Eickmeyer in *Marketplace*

*"The victim has more power when they're trying to get out, and homicide is the only way [the abuser] can maintain control... Even though New Jersey has relatively tough gun laws, the fact that other states don't allow for weapons to come into the state."*

### **A Newark cop shot his wife, authorities said. One person a week is killed by a family member in New Jersey.**

Assistant Research Professor Laura Johnson in *NJ.com*

*"Childcare in New Jersey can be expensive and can run \$1,600 a month for the care of an infant or \$1,200 a month for a toddler. Head Start and Early Head Start provide a crucial role for low-income families particularly in areas with low-population density. State and local governments should look at establishing more of these programs where needs persist."*

### **Head start programs alleviate supply gap of center-based childcare in NJ**

Associate Professor Jeounghee Kim in *Newsweek*

*"Policymakers need to be aware of these harmful effects on the economic stability and security of vulnerable families when there are discussions about the provision of safety net benefits, such as food stamps, Medicaid, and other forms of public assistance."*

### **Study: Women Who Survive Physical, Sexual Intimate Partner Violence Are 25% More Likely to Be Broke**

Associate Professor Lenna Nepomnyaschy in *The Swaddle*

*"Almost half, I think 46% of those who played video games, also bought loot boxes. And among the loot box players, they were significantly more likely to also have gambling problems and/or problems with video gaming."*

### **Episode 941: Three Bets**

Professor and Director of the Center for Gambling Studies & Addiction Counselor Training (ACT) Program Lia Nower on NPR's *Planet Money*



# FACULTY ACCOLADES

FROM PUBLISHING  
 GROUNDBREAKING  
 RESEARCH TO EARNING  
 SIGNIFICANT AWARDS,  
 RUTGERS SCHOOL OF SOCIAL  
 WORK IS PROUD TO SHARE  
 SOME OF OUR FACULTY  
 MEMBERS' MOST RECENT  
 ACHIEVEMENTS.



**Victoria Banyard, Professor and Associate Director of the Center on Violence Against Women and Children,** published the article “‘What would the neighbors do?’ Measuring sexual and domestic violence prevention social norms among youth and adults” in the *Journal of Community Psychology* with co-authors Katie Edwards and Andrew Rizzo.



**Qiana L. Brown, Assistant Professor of Social Work and Urban-Global Public Health,** was awarded a Clinical and Translational Science Awards (CTSA) Program KL2 career development award from the New Jersey Alliance for Clinical and Translational Science (NJ ACTS) as part of its Translational Scientist Junior Faculty Scholar Program. Dr. Brown was also selected by the International Consortium for Health Outcomes Measurement to join an international, multidisciplinary team of scientists, practitioners, and people in recovery to develop global outcome measures for disorders related to substance use and addictive behaviors. In addition, she served as a panelist at the New Jersey Department of Health’s population health summit “Maternal Outcomes Matter” on September 23, 2019.

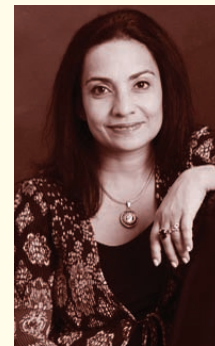


**Laura Curran, Associate Professor and Associate Dean for Academic Affairs,** authored the article “Schools of social work admissions policies regarding applicants with histories of criminal convictions” in the *Journal of Social Work Education* with Raymond Sanchez Mayers, Laura DiMarcantonio, and Fontaine H. Fulghum.



**Professor Antoinette Y. Farmer** was honored by the Council on Social

Work Education (CSWE) for her mentoring of Mark Lamar, Associate Professor of Professional Practice & Executive Director of the Office of Field Education. The recognition comes through the CSWE Council on the Role and Status of Women in Social Work Education (CORSEW) and the Mentoring Recognition Program. She also published the article “Examining Relationships Among Student Empowerment, Sense of Community, and the Implicit Curriculum: A Multigroup Analysis of Race and Ethnicity” in the *Journal of Social Work Education* with co-authors Sheila M. McMahon, N. Andrew Peterson, and Shari E. Miller, which first appeared online.



**Assistant Professor of Teaching Rupa Khetarpal** was a speaker at the 5th Annual Racism in Medicine Conference. She discussed the challenges that refugees endure and ways to address their well-being within their current existence in the U.S.



**Mark Lamar, Associate Professor of Professional Practice & Executive Director of the Office of Field Education** has been selected to mentor a 2019-

2020 Network for Social Work Management (NSWM) Policy Fellow. Lamar will work one-on-one with a fellow to further their change strategy and thoughtfully develop their work in preparation for presenting at NSWM’s 31st Annual Management Conference.



**Assistant Professor Jamey Lister** published the article “Gender-specific predictors of methadone treatment outcomes among African Americans at an urban clinic” in *Substance Abuse* with co-authors Suzanne Brown, Mark K. Greenwald, and David M. Ledgerwood.



**Associate Professor Raymond Sanchez Mayers** published the articles “Developing a program for social work with Latino populations: A case study” in *Social Work Education* with co-authors Laura Cuesta, Rebecca Davis, and Laura Curran and “Using a virtual agency to teach research” in the *Journal of Teaching in Social Work* with co-authors Rachel Schwartz, Laura Curran, and Fontaine H. Fulghum.



**Sarah McMahon, Associate Professor and Director of the Center on Violence Against Women and Children,** published the articles “Reasons for Nondisclosure of Campus Sexual Violence by Sexual and Racial/Ethnic Minority Women” in the *Journal of Student Affairs Research and Practice* with co-author Rita C. Seabrook and “The Impact of Campus-Level Factors on Peers’ Perceived Ability to Support a Survivor” in the *Journal of Interpersonal Violence* with Ph.D. student Julia Cusano.



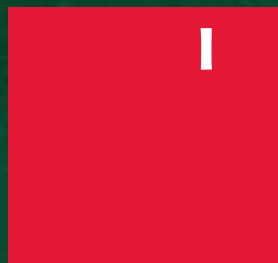
**Professor Kathleen J. Pottick** was elected as a Fellow of the American Academy of Social Work and Social Welfare, an honor society of distinguished scholars and practitioners that convenes thought leaders and recognizes fellows for their accomplishments that promote social good by advancing the fields of social work and social welfare. The induction ceremony for newly-elected fellows was held at the Society for Social Work and Research (SSWR) on January 17, 2020.



**Assistant Professors Abigail Williams-Butler and Adrian Gale** published the article “Gender differences among Black adolescents in foster care: The relationship between relational permanence and psychological well-being” in the *Journal of Public Child Welfare* with co-author Marquitta Dorsey.



# NEW FACULTY: FIVE OBJECTS THAT MATTER



In continued expansion of our innovative programs, Rutgers School of Social Work is pleased to announce the appointment of three new tenure-track faculty members.

Assistant Professor Woojin Jung's research focuses on development aid policy as a strategy to alleviate global poverty. She examines whether the poorest benefit from community development projects in fragile states, using artificial intelligence and spatial analysis. Her research addresses the problem of identifying and characterizing poverty in data-sparse contexts.

Assistant Professor Jamey Lister researches the characteristics, consequences, and treatment of addictive disorders among underserved populations. His work aims to address the ongoing epidemic of opioid-related overdose deaths, barriers to evidence-based treatment, and improve addiction treatment services.

Assistant Professor Mark Van der Maas's research interests include refining public health approaches to addressing problem gambling during market expansion, exploring how patterns in gambling behaviors reflect the aging of the U.S. population, and critically examining responsible gambling policies across jurisdictions.

We asked each of them to identify five meaningful objects in their offices.



WOOJIN JUNG



**Lemon latte cup:** My day doesn't start without having a cup of coffee. Brewing coffee, making quasi-latte art, and tasting coffee are some of the most important rituals of my day. It's next to impossible for me to resist the aroma of coffee, particularly on a rainy day, which makes its scent deeper.



**Old wallet:** I used to lose wallets within a week or two of purchasing them. It didn't matter whether it was a brand-name wallet or not. The only way to break this jinx was to have someone else buy one for me. Today, I never lose wallets if someone buys them for me. My boyfriend – now my husband – bought one for me a long time ago, and I kept it for ten years. Then my mom gave me this special gift on my birthday. I still use it and have taken it with me as I traveled to more than 30 countries around the world.



**"Tokki," or Snow Ball:** This bunny is named Snow Ball. Its other name is "Tokki," meaning bunny in Korean. It's my daughter's stuffed animal, but my little son carries it with him all the time. I enjoy playing with Tokki with my son and my daughter because it's a lot of fun for them. If my kids want to skip breakfast or don't go to bed on time, Tokki whispers to them in a sweet voice, and they magically listen. I can't stop loving the things my kids and husband love.



**Peak powdered milk:** In a remote village on the other side of the globe, I was getting hands-on experience in community development. I lived in a guest house and enjoyed drinking powdered milk – white as snow and sweet as vanilla ice cream. One day, I was mixing the powder with a bottle of water, waiting for it to dissolve, and thought, "I love it, but why is there no cold milk?" Then I looked around, and there was no refrigerator. Then I realized there was no power and no running water. Drinking a cold glass of milk needed a whole system of infrastructure in place. When the government fails to provide essential public goods, each individual needs to find his or her own solution, which is inefficient and costly. People unfairly shoulder the double burden of getting by and filling the service gaps. Peak powdered milk encouraged me to think about these concepts and ushered me into the field of international development.



**Papyrus journal:** I like to open my travel journal on airplanes so I can daydream in the clouds. I take a pencil with an eraser so I can scribble something and feel okay making mistakes. I like the touch of a pencil sketching lines and letters in paper – crisp, smudgy, or wrinkled. Sometimes, I just end up drawing a face with big, starry eyes. I've also used this journal to make a bucket list, and I've already checked off three items: working in an international organization, getting a doctorate, and becoming a faculty member. Now, I'd like to enrich my life with the arts so I can communicate more with the world. One day I hope to mark off my entire list and start adding new items.



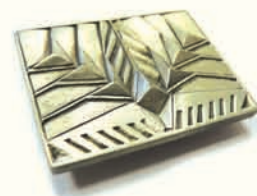


JAMEY LISTER

**The James Listers:** This is me on Father’s Day in 1981 with my grandpa and dad. We share names, and were all raised in rural towns where self-reliance was valued while healthcare was nonexistent. My grandpa taught me something important – addiction is complex. He had a wonderful spirit, but his alcohol use disorder brought pain. My dad incorporated those childhood lessons as he built our family. In my life, I was fortunate to experience love from both men.



**Detroit map art:** This piece sits in my office and reminds me of a great chapter in my life! I met my wife, Holly, in Detroit while we both worked with an addiction clinic. The map reminds me of many cherished memories, running routes, and friends. Detroit will always be a special place for my scholarly work, too, as it’s where my mission to create knowledge that helps people with addiction from underserved communities fully developed.



**Biltmore magnet:** This magnet highlights the importance of family. My wife and I lived apart when she was completing her psychology internship in Connecticut as I was starting on the tenure track in Michigan. We missed each other dearly! The morning she moved we bought matching magnets to remind us of each other when apart. That trinket symbolizes the value hope can have during struggle. My mother would be proud – she sends similar keepsakes to my family members.

**A gambling game passed down:** This poker game has a meaning few would guess when they see it on my office shelf. I received this from one of my mentors, David Ledgerwood, upon starting my first faculty position. Dave previously received the game from his mentor, Nancy Petry. Both Dave and Nancy are gambling scholars and people that I model myself around, and I look forward to the day when I pass the game on to one of my mentees.



**Headphones:** Music has always been a central part of my life. I’ve played in bands, wrote my own music, and almost always have music playing while I work. When I first started writing in college, I regularly ran into writer’s block. One of the biggest things that helped me break free was music – it helped me concentrate better. Nowadays, I also use my headphones to provide me privacy as I walk around campus, breathe, and recharge.



MARK VAN DER MAAS



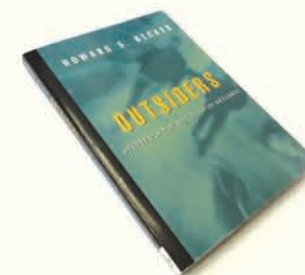
**Hummel statuette:** I received this figurine after my grandmother passed away. It represents the dogs I’ve had throughout my life that have helped me a lot. When I first moved to New Jersey, my dog got me out of the house and into my new community every day. Having a reason to walk down the street and see friendly faces has really made my transition easier.

**Toronto Blue Jays commemorative glass:** I spent the last 10 years in Toronto, and it’s a great city. I grew up in a small town in Ontario, and while I loved growing up there, the community was fairly homogeneous. The different cultures, neighborhoods, foods, music, and languages that you come into contact with every day in Toronto help you realize that it’s the differences between people that make life interesting.



**Ursula K. Le Guin’s “Those who walk away from Omelas”:** Ursula K. Le Guin’s short story “Those who walk away from Omelas” has had a big impact on me. It’s a story about a paradise that is supported by the complete suffering of one person. Often, gambling policy is viewed in terms of the large amount of funds it can generate in contrast to the relatively few people who develop a gambling disorder. This story reminds me that these kinds of calculations diminish the suffering of real people and should be resisted.

**Wedding ring:** My relationship with my wife, Jeanette, is very important to me. The support she has given me has been a critical part of any successes I’ve had or am likely to have in the future (and vice versa, I hope). Coming to Rutgers is a big step for us, but the help that we’ve received from the faculty and staff has made the move here far more enjoyable than we could have hoped.



**Howard S. Becker’s *Outsiders*:** *Outsiders* is a fantastic piece of scholarship. This book, in particular, has taught me a lot about the connections between power, what we define as deviant or wanted behavior, and our understandings of morality. I also admire Becker’s approach to research and writing as a craft as well as a science. His approach reminds me that rigor and accessibility do not have to be contradictory in the social sciences. ■





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# 100 YEARS OF WOMEN'S SUFFRAGE

BY LAURIE ZAZENSKI

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SOCIAL WORKERS HAVE LONG BEEN ON THE FRONT LINES OF ADVANCING DEMOCRACY THROUGH VOTING RIGHTS ADVOCACY. AS WE CELEBRATE THE 19TH AMENDMENT'S CENTENNIAL ANNIVERSARY, SCHOOL OF SOCIAL WORK ALUMNI AND STUDENTS DISCUSS THE ENDURING CONNECTIONS BETWEEN SOCIAL WORK AND DEMOCRACY AND SHARE HOW THEY'RE WORKING TO PROMOTE EQUAL ACCESS TO VOTING.







*Dawn Clarke '68 registers incoming MSW students to vote at the School of Social Work's fall orientation.*

### FIGHTING FOR THE RIGHT TO VOTE

The fight for women's suffrage – the right to vote in political elections – began during a movement for women's rights in the mid-19th century. It took nearly a hundred years of ambition, persistence, and heroism, but on August 26, 1920, the 19th Amendment was officially adopted. For the first time, American women were enfranchised, pushing them one step closer toward equality with men.

Susan B. Anthony, Elizabeth Cady Stanton, and Sojourner Truth are some of the leaders most commonly associated with the women's suffrage movement, but many others were also deeply involved, including social worker Alice Paul, a Quaker born in New Jersey who believed in gender equality. Even though Paul was a fundamental figure in women's history, her story is often overlooked. Mae Silver '58, social worker, historian, and author, stresses the importance of teaching Paul's history to social work students. "She was not only extremely important in founding the National Women's Party and getting us the right to vote, but she was also a social

worker. If social work students want to understand women's history, they need to know about her," says Silver, whose work examines local history with a social work perspective.

In 1917, after many years advocating for women's suffrage, Paul organized the Silent Sentinels, a group of women who courageously picketed in front of the White House, serving as a constant reminder of their cause. Paul and the Silent Sentinels endured regular harassment and abuse – and many were jailed – but they were steadfast in their beliefs. The following year, President Woodrow Wilson ultimately announced his support for women's suffrage, and the amendment was later ratified.

### ENSURING EQUAL ACCESS

Just over a decade after women were given the right to vote, Dawn Clarke '68 was born on a farm in rural Vermont. At a young age, Clarke was put in charge of working the farmland with her brother and grandfather while Clarke's father was off fighting in World War II. It's perhaps

this experience that cultivated Clarke's tireless work ethic and boundless energy as she continues to promote voter equality at 85 years old.

Clarke first got involved in voter services and registration when she joined the League of Women Voters New Jersey in the late 1970s. "The whole idea of trying to make democracy work made good sense to me as a social worker, so I jumped in and became very active with the League," she says. Eventually, Clarke became the League's Vice President of Voter Service. For a decade, she promoted voter services for the State and provided moderating and moderator training.

Today, she continues to be an active League member, registering voters and training groups to provide voter registration services. "We've made a lot of advances in New Jersey, but it's important to keep co-opting people to ensure that everyone is registered and that they want to vote. We want to empower people who are ordinary citizens to register other people to vote." In fact, Clarke and her colleagues regularly visit high schools throughout New Jersey



*Student Noelia Vicente '20, this year's Andrew Goodman Foundation Vote Everywhere Fellow at Rutgers School of Social Work.*

and train 16- and 17-year-old students to register their 18-year-old peers to vote. "It's a great way for them to become activists early on," she says.

In addition, Clarke volunteers her time registering incoming students to vote at the School of Social Work's MSW orientation, also explaining to them the importance of registering clients to vote.

One of Clarke's most ambitious efforts is providing voter registration services for prisoner reentry programs. Those who are convicted of a felony in New Jersey lose their right to vote while imprisoned, but Clarke and other League members are making it their duty to ensure people understand that when they come off parole or probation, they can vote – they just have to re-register.

"Our goal is to make sure everyone knows their rights because there are a lot of people out there trying to suppress this population's vote. I urge these individuals to go back to their communities and share this information. An awful lot of people are afraid to register, so they need to keep hearing from a reliable source that they can vote. And although we're working on legislation to allow people who are on parole or probation to vote, we're still not there," she says.

### SHARING LESSONS FOR FUTURE GENERATIONS

Despite the progress women have made in the last century, there is still much more work to be done. History continues to offer valuable lessons in the fight for democracy and social justice, but

many fear that losing sight of the past will impact our ability to create change in the future.

"Everyone needs to understand the significance of history. If we don't know what worked then, we're going to have a tough time knowing how we can effect change today. Oftentimes we'll win an issue, and then the next generation forgets how hard we fought for it. We have to continually be aware of our history," says Clarke.

Silver echoes this sentiment, saying, "Being educated in the history of women's rights, including stories of pioneers like Alice Paul, promotes empowerment. There are still some places where women are struggling for freedom and equality, so there's a fight that still has to go on. We just have to keep working at it."

### PROMOTING VOTING ON CAMPUS

BASW student Noelia Vicente '20 is doing her part as this year's Andrew Goodman Foundation Vote Everywhere Fellow at Rutgers School of Social Work. Last fall, she led several voter registration events and created presentations encouraging social work students to engage in voter services.

"Rutgers has a voting coalition, and my job is to incorporate Andrew Goodman Foundation's mission of voting rights advocacy, civic youth leadership, and voter registration education through a social work lens of issue-based advocacy," she says. "As future social workers, it is important for students to be well versed in voting knowledge in case the opportunity arises to help clients register to vote."

With a focus on the upcoming presidential election, Vicente is confident that the voter education initiatives being implemented will recapture the confidence of Americans – especially the younger population. Voter registration rates and voter turnout have been increasing slowly but steadily with people doing their own research on candidates who have the public's interest in mind.

"This being said, it is challenging and continues to be an uphill battle getting people to realize it is their civic duty. But I believe we are in the middle of a crucial paradigm shift, and I'm hopeful for the future," says Vicente.

Clarke, Silver, and Vicente's work serves as a powerful reminder of the longstanding ties between social work and democracy. Social workers have played – and will continue to play – a big part in the fight for women's equality and universal suffrage, especially for society's most vulnerable populations and those who have been historically disenfranchised. ■



Fighting for voting rights and increasing voter participation is key to the mission of the social work profession. Associate Professor Lenna Nepomnyaschy shares tips for setting up voter registration drives and other efforts to increase voter participation.

- **Connect with local organizations that are engaged in these efforts. You can find a list of non-partisan organizations at [votingissocialwork.org/online-tools](http://votingissocialwork.org/online-tools)**
- **Pick a good location to reach as many people as possible, especially in communities where people may not already be registered. Good spots include transportation hubs (near the subway, train, bus stops, etc.), outside of schools, community or sporting events, and grocery stores.**
- **Know your state's voting deadlines and laws.**
- **Print lots of forms, bring pens, and don't forget postage stamps so people can drop the forms right in the mailbox. You can also volunteer to bring them to the local post office.**

These efforts help promote and safeguard our democracy, and

- **Improve individual well-being**
- **Strengthen organizations and communities**
- **Influence government decision making**
- **Promote social policies that progress social justice**
- **Fight against voter suppression**





## BREAKING DOWN BARRIERS

Researchers at Rutgers School of Social Work are identifying the most significant barriers to advancement that women face — and what needs to be done to overcome them.

BY MELISSA KVIDAHL REILLY

T

he field of social work enjoys a rich tradition of female leadership, whether women are holding historical positions (Frances Perkins, first female cabinet member 1933-1945, and architect of the New Deal), winning landmark awards (Jane Addams, Nobel Peace Prize, 1931), or fighting for equality (Dorothy Height, founder, YWCA Center for Racial Justice, 1965). It's no secret: women have been historically prominent in the field of social work, breaking glass ceilings and helping other women advance past barriers that previously held them back.

Today, a cohort of female researchers carries the torch at Rutgers School of Social Work, where they address some of the most prominent barriers to advancement that women currently face. Here are just a few.

### WORKPLACE SEGREGATION

When it comes to workplace advancement, women face overt barriers like sexual harassment and pay disparity. But they also face systematic barriers, which are a bit harder to recognize since they're not perpetuated by just one colleague or supervisor. Instead, they represent many factors, which together prevent women from reaching their full potential.

Associate Professor Jeoungee Kim says one of the more significant systematic barriers in preventing women's advancement in the workplace is gender segregation — which refers to the fact that some occupations are primarily held by women — and the disparities that result. Overall, occupations primarily held by men tend to be well paying and highly respected, while female-dominated professions are often undervalued by society and, therefore, underpaid. "As you start to look at people without a college or graduate school education, gender segregation and associated barriers become even more evident," Kim says. "It's in these jobs that we see a microcosm of what's happening in the larger economy."

That's why Kim's research centers on low-wage home healthcare, a gender-segregated occupation where 90 percent of workers are women, largely without higher education. "These jobs are feminized, pink-collar jobs, so we don't value them very much and the compensation is therefore very low," she says. "This goes to the heart of gender segregation in occupation: Why are female workers so much poorer than their male counterparts? Because they're in a gender-segregated sector that doesn't pay well."

Indeed, the pay gap is magnified in gender-segregated occupations. These workers generally face wage and hour violations, meaning they don't get paid for overtime, aren't afforded breaks, and often don't make minimum wage. In fact, Kim estimates that 20 to 30 percent of direct-care workers are subject to wage theft on the part of individual family members who unknowingly hire them below minimum wage, or third-party agencies who knowingly cut labor costs to increase profit margins.





Jeounghee Kim, Associate Professor



Sarah McMahon, Associate Professor and Director, Center on Violence Against Women and Children



Qiana L. Brown, Assistant Professor of Social Work and Urban-Global Public Health



Shari Munch, Associate Professor

Yet another barrier to women's advancement in the workplace surrounds their health and safety. Again, in the segregated direct-care sector, these barriers are clearly on display: these jobs are physically and emotionally draining; they are around-the-clock; and they rarely afford employees a way to better their conditions or get justice. As a result, employees in these sectors stay silent on issues like harassment and assault in the workplace, or health concerns like long hours. Or, they simply quit, says Kim.

In addition to conducting research that identifies these barriers, Kim encourages those

manifestation of what's going on in the larger economy in the sense that the barriers they face are magnified, but mirrored in the general female workforce."

**VIOLENCE**

Violence against women falls into a number of different categories, including domestic and dating violence, campus violence, sexual assault, stalking, and others. What they have in common, though, are similar negative outcomes. And they all tend to prevent advancement in one way or another.

result in poorer performance when they do attend. "Plus, when it comes to workplace harassment or dating violence, women may try to avoid the person doing it to them, which can lead to additional missed opportunities for advancement within their professional lives," explains Sarah McMahon, Associate Professor and Director of the Center on Violence Against Women and Children.

In addition to the acute consequences suffered by victims, a generalized culture of violence also presents a barrier to women overall. "Girls and women experience a barrier when they

**THE TRUTH IS THAT IN IDENTIFYING THE INEQUITIES IN PINK-COLLAR JOBS, RESEARCH ON GENDER SEGREGATION HIGHLIGHTS ISSUES IMPACTING FEMALE EMPLOYEES ACROSS THE BOARD.**

working in public policy to offer solutions, for example, raising price caps in Medicaid and child-care subsidy programs, or providing incentives like higher rates for care producing positive outcomes. But this is just the beginning.

The truth is that in identifying the inequities in pink-collar jobs, research on gender segregation highlights issues impacting female employees across the board. "This sector itself is important," Kim explains. "It represents a

Violence of any kind against women negatively impacts their mental and physical health, which is a significant barrier in and of itself. However, health impacts lead to a variety of related consequences when it comes to women's academic and professional advancement. Students in school are more likely to fail or drop out. Attending medical appointments or following up with the criminal justice system can require women to miss work or school, and

perceive their safety to be at risk, and have to continuously consider their safety and well-being because there's a constant threat of violence out there," McMahon says. "Studies say just the threat of violence can affect women's choices, from where they're walking at night to where they should go to school or accept work."

At Rutgers School of Social Work, McMahon's academic research about campus sexual violence brings about real change. First, it helps

community perceptions of health and safety are negatively impacted in the presence of violence. "This points to the fact that these types of violence have short and long term impacts," she adds, "affecting girls' and women's ability to move forward in the short and long term."

**GENDER BIAS IN HEALTHCARE**

For many women, the inability to access healthcare is a barrier to their advancement, putting them in a position where they're not getting preventive care or are unable to treat a condition or afford a prescription. But what about women who have access? Even then, says Associate Professor Shari Munch, gender-based barriers still exist.

Generally, gender bias in healthcare refers to the notion that somatic complaints by female patients are more likely to be labeled by physicians and other healthcare professionals as psychosomatic or "all in their head." Munch's research confirms that this can represent a significant barrier for those seeking care. In terms of outcomes, if a doctor harbors a gender bias (e.g., a presumption that females are hysterical or weak), women may experience delays in diagnosis or treatment, and unnecessary exacerbations of an illness.

identify the challenges right here on campus: 20 to 30 percent of Rutgers students surveyed said they've experienced some kind of sexual violence since coming to campus; half said they experienced dating violence specifically, which includes not just physical abuse but also psychological, digital, and financial abuse. McMahon's survey also found that victims hesitate to come forward because they worry about the response they might get. "We need to think about how we respond, and that victims are aware of that response," McMahon says. "We need to provide a confidential space where people feel comfortable coming forward."

To that end, McMahon and the Center on Violence Against Women and Children are playing a key role in a \$2 million federal grant awarded to Rutgers, intended to facilitate additional support for victims of sexual assault and dating violence. The Center will help oversee the delivery of services, from crisis intervention to counseling, advocacy, education, and training, to ensure they're effective.

"We know this type of violence impacts women and prevents their advancement," McMahon says. "We also know this type of violence has a ripple effect across their families, communities, and society as a whole." Indeed, domestic violence increases the chance that there's also child abuse in the home, affecting children's wellbeing and ability to advance. And, during pregnancy' negatively impacts their work life, home life, and social life, not to mention their physical comfort." In terms of advancement, Munch cites one woman in her study as a prime example: "She hid in the bathroom at work, vomiting, because she was an hourly worker and unable to take sick time," Munch says. "If she missed her job, she missed her paycheck."

Negative outcomes can be even more significant when race is factored in. According to the Centers for Disease Control and Prevention, Black mothers are more than three times as likely to die from pregnancy-related causes than White mothers. "A significant driver in these disparities is racism, which includes how Black lives are devalued in the healthcare system and in society," explains Assistant Professor Qiana L. Brown. "The negative effects of racism on health, to include maternal and child health, are well documented in scientific literature and most recently in *U.S. News & World Report*. As scientists, researchers, and practitioners, we need to resolve this issue in order to promote the health and advancement of all women and children."

Brown, who is also Director of the School of Social Work's Substance Use Research, Evaluation, and Maternal and Child Health (SURE MatCH) Group, says the barriers are even more pronounced when it comes to women with substance-abuse disorders. "Problematic substance use can impact many areas of life. For example, prenatal substance use is associated with a host of poor maternal and child health outcomes. Often, substance-use treatment centers are not designed to address the unique needs of women, such as counseling for intimate partner violence, prenatal care, or childcare. The lack of women-centered services is a major barrier to treatment and thus a barrier to the health and well-being of women trying to recover from substance use or substance-use disorders," she explains.

SURE MatCH Group aims to be a leading authority in improving the health and well-being of women, youth, families, and communities as it relates to recovery from and preventing substance-use disorders. The group works to achieve this vision by conducting and disseminating research that informs practices and policies that help prevent substance-use disorders and aid people in recovery.

Together, Rutgers School of Social Work faculty, staff, students, alumni, and friends are playing an important role in addressing these and other barriers that affect women, their families, their communities, and beyond. ■





*Gala*

## HONORS WILLIAM WALDMAN'S LONGTIME CAREER AT RUTGERS AND DEDICATION TO SOCIAL WORK

**O**n October 11, 2019 Rutgers School of Social Work hosted a celebration in honor of William Waldman's dedication to social justice at Rutgers University and beyond. The gala, hosted at The Heldrich in downtown New Brunswick, supported the establishment of the William Waldman Endowed Fellowship, which was created upon Waldman's recent retirement from his position as Professor of Professional Practice. The Fellowship will assist students who, like Waldman, would otherwise have difficulty attending or remaining in school as they balance education with family and work.

The evening's program included a panel presentation on the need for bipartisan support to advance social justice, a hallmark of Waldman's career in government. Panelists included Governor James J. Florio (49th Governor of the State of New Jersey), Jen Velez (Executive Vice President of Community and Behavioral Health at RWJBarnabas), Maxim Thorne (Managing Director of the Andrew Goodman Foundation), Deborah Spitalnik, PhD (Founding Executive Director of The Boggs Center on Developmental Disabilities), Tessa Farah, MSW (School of Social Work

alumna and former student of Bill's), and Dr. V. DuWayne Battle (Associate Professor of Teaching and Director of the Baccalaureate Social Work Program) who served as moderator.

Waldman joined the School's faculty in 2001 and also served as faculty advisor for the Daniel Jordan Fiddle Foundation Fellowship and Andrew Goodman Foundation Vote Everywhere Fellowship. He has been an integral part of the School for many reasons, particularly the breadth and depth of his expertise and the humility and caring he brought to teaching.

With 50 years of practice experience encompassing casework, supervision, management, policy development, and governance, Waldman held leadership positions in numerous public and private organizations at the local, state, and national levels. He served as Commissioner of Human Services and a member of the Cabinet of three governors of the State of New Jersey.

Cathryn C. Potter, Dean and Distinguished Professor at Rutgers School of Social Work, commented, "A devoted advocate and enthusiastic teacher, Bill's impact on the field of social work cannot be overstated. We have been privileged to have him on our faculty for nearly two decades, and with his departure, the School will continue to work to honor his legacy by educating the leaders of tomorrow." ■



## ARIACELIZ ORTIZ '08

**Ariaceliz Ortiz, who earned her MSW from Rutgers School of Social Work, made a gift in memory of her father, Felix Ortiz Pizarro. Despite only receiving an elementary-level education, Felix Ortiz Pizarro instilled in his children a love of learning and a passion for serving others. Ortiz shares the story of her journey to social work and how establishing the award helped her cope with her father's untimely death.**

### **Why did you choose to study social work?**

**Ariaceliz Ortiz:** As an undergraduate student studying sociology and criminal justice, one of my professors suggested I consider continuing my studies in social work. She encouraged me to apply to the School of Social Work's MSW program, and I was accepted. I chose to complete my courses in Newark where I could be close to my family.

### **What did you do after you received your MSW?**

**AO:** I began working in outpatient mental health and an involuntary short-term care facility – an involuntary psych unit – at a local hospital. I also started volunteering with the Northern New Jersey Trauma Recovery Network and have continued to volunteer for them. One of my specializations is EMDR for trauma. Recently, I was working with children separated from their families at the border. When families are reunited, I provide the children with trauma care. Just recently I was

asked to be a part of a film documenting the experience of one of the children I work with who was separated from his family.

### **Where are you currently working?**

**AO:** I am the clinical supervisor for an organization providing behavioral and mental health services for individuals, couples, and families. I'm thankful to be doing community-based work because it's needed now more than ever. What's interesting is I did my field work in 2006 at this organization. It's funny how things come full circle. You never know where your internship might take you.

### **How do you manage to care for your family, work a full-time job, and volunteer?**

**AO:** I balance everything with self care, and I've learned to say no to certain things. You have to know what you want to do and use it as your compass because you just can't do it all. I also learned that prioritizing family and health is more important than anything. But a lot of times it's easier said than done. We want to pay off our student loans when we're fresh out of school, and we want to make names for ourselves and gain all the skills we can, but we have to be realistic about how much we can handle.

### **Why did you choose to make a gift in memory of your father last year?**

**AO:** My father passed away very unexpectedly

from a massive heart attack on January 23, 2019. It was truly a shock because he was very physically fit and loved biking and running. I made the gift as a way to honor my father as part of my healing from grief. My dad only went up to the second grade in school in Puerto Rico, but he was always big on being of service to others. Taking care of his family, friends, and neighbors was most important to him. He always said it didn't matter what kind of degree you had, but "if you weren't of service to others, you were wasting your time on Earth." That's a great quote from our Puerto Rican hero Roberto Clemente.

### **Who will benefit from the gift?**

**AO:** An MSW student who demonstrates a commitment to serving others, regardless of their grades.

### **What advice would you give to students currently earning their MSW degrees?**

**AO:** No matter what, go with your gut. You may get pressured in different ways in this field, but if things don't feel right, honor that. At the end of the day, wrong is wrong – even if everyone is doing it – and right is right even if no one is doing it. When in doubt, always go back to NASW's code of ethics and your board regulations. ■





## TURNING GRIEF INTO ACTION: HOW A DANCER BECAME A SOCIAL WORKER

By Samuel Leibowitz-Lord '21



SW alumna Kanako Okuda '19, Director of Field Education at Hunter College Silberman School of Social Work, had no idea she would become a social worker.

Originally a dancer from Japan, Okuda came to the United States in the 1980s to live every performer's dream – to work in New York City. Immigrating to America with only 50 words of English, she experienced difficulty acclimat-

ing to the culture. Okuda also had no idea she had arrived during a crisis that would fundamentally alter the country's social fabric.

"My lack of English prevented me from fully understanding things at first," Okuda recounts. "I started to notice many of my friends and colleagues in the dance world were getting very sick, but I didn't know what was wrong with them. I finally learned that there was a crisis going on – the AIDS/HIV epidemic."

time to seasoned professionals seeking an advanced practice degree. It transforms students into experts that unite scholarship with practice experience. Students are able to work full time while completing the degree in three years.

With interest in the program, Okuda secured an interview. "One thing I really liked about Rutgers was that the interviewers saw the possibility in me. They felt like they could help me and not the other way around. I was completely sold," she says. "When I enrolled in the program, the support I received was amazing." Okuda says. "I felt from day one the DSW faculty, advisors, and students were incredibly supportive. They were always available for anything I needed."

Okuda felt immediately at home in the program and, as a result, took an active role in her education. She appreciated the ability to question established theory at the doctoral level and was given the opportunity to publish research during her first year of study. In her third and final year in the program, Okuda and her cohort were tasked with creating a website to disseminate their research, a project that seemed

*"I felt from day one the DSW faculty, advisors, and students were incredibly supportive. They were always available for anything I needed."*

— KANAKO OKUDA '19

To deal with life in an unfamiliar country and the heartbreak of losing her friends, Okuda turned to an interfaith ministry. She obtained her green card by studying to become a reverend and thought about ways she could combine her passion for dancing with ministry.

"By the time I got my green card, I faced many losses. I realized it was time for me to move on from dancing," she says. "I asked myself what I wanted to do, and I decided that I wanted to help other people in a more meaningful way."

Okuda enrolled in ESL classes and soon became drawn to social work as a career option. She decided to pursue a bachelor of social work degree and later an MSW. Her first job in the field involved working with children and families. Eventually, she found a position as a social worker in the pediatric oncology wing of Morgan Stanley Children's Hospital, where she would spend the next eight years.

While working at the hospital, Okuda taught social work classes and worked as a field instructor, which reconnected her with the academic side of social work. Soon, she was approached by Hunter College, and Okuda quickly accepted their offer for the Director of Field Education position.

With a variety of new responsibilities on her plate, Okuda realized she needed to return to the classroom once again – but this time as a student. Searching for doctoral programs, she learned about Rutgers School of Social Work's Doctor of Social Work degree. Rutgers' program is one of a handful that provides education on the ground and in real

daunting but had the potential to be an incredible learning opportunity.

"The website project forced me to think about how to make my research more approachable to a wide audience. My advisors made it clear that in order to be helpful to people, whatever knowledge I create has to be easily digested by my audience. I had never thought about the importance of keeping my audience in mind when writing in the past, but so many journal articles I had previously read were extremely hard to read. I always thought, 'If I'm a doctoral student and I can't read it, who is this for?' So, the website project gave me the chance to think about how to best articulate my work."

Okuda's website addressed the language barrier in academic social work publications by offering simple, easy-to-read guides for social workers in the field to help them deal with the daily anxieties of the job. She provided direct, actionable responses to common issues in social work pulled from high-level academic sources.

The website was an instant success. "Within three days of my website going online, 17 schools of social work and three organizations had already endorsed my project," Okuda says. "I was very grateful that my hard work was shared so widely and was seen as meaningful."

Okuda's experience immigrating to America shaped her view of social work and secured her desire to be a better communicator. "Rutgers' DSW program helped me express my passion," she says. Now Okuda is encouraging others in the field to do the same. ■





## NEARLY 60 YEARS AFTER GRADUATING, RUTGERS SSW ALUM CONTINUES TO TRAILBLAZE IN SOCIAL WORK

By Samuel Leibowitz-Lord '21

S

ince its founding, Rutgers School of Social Work has provided fertile ground for innovative minds to bring new and revolutionary ideas to the field. Dr. Gerald Amada '62 has carved out a space for himself as a powerful voice in social work, having published 12 books and spoken at over 150 college and university conferences. Much of his research, largely regarded as the first of its kind, focuses on

how college administrators and professors can appropriately deal with disruptive college students. His career is a testament to the pioneering spirit of those students who have attended the School of Social Work.

Dr. Amada's journey to the field of social work began in 1960. Working at a summer camp and unsure of what to do next, he saw a poster about careers in social work. The director of the summer camp, a social worker himself, helped Dr. Amada set up an interview at Rutgers School of Social Work, and he was admitted a week before classes started that year.

While at Rutgers, Dr. Amada found both his passion for the field as well as for his late wife, then Marcia Hirshberg. "My experiences were very much shaped and enriched by Marcia," Dr. Amada recounts. "I met her the first day at orientation. We were at the bookstore, and I had forgotten to carry enough cash to purchase my newly assigned books. Marcia loaned me the needed cash, and we almost immediately became close friends after that. She was my primary source of support, encouragement, and kindness throughout my two years at the School."

After graduating, Dr. Amada worked at a state mental health clinic in Trenton that was soon thereafter incorporated into Trenton State Hospital. Two years later, he accepted a position with the California State Department of Mental Hygiene as a therapist, treating patients who had been discharged from state mental hospitals. Preferring to live in the Bay Area, he next accepted a position with a Jewish children's agency in San Francisco. Several years later, Marcia, while working at a convalescent hospital in Marin County, founded the Marin County Alzheimer's Association, for which she received several awards for her exceptional work in this field. After a stint as a therapist in a private agency in San Francisco, Dr. Amada received an offer that would alter his career entirely; he undertook the position of Director of the City College of San Francisco Mental Health Program, giving him the unique opportunity to develop a new and innovative mental health service for its students, the success of which was contingent on whether students utilized the service in significant numbers. "I didn't, at the time, have ambitions for doing this kind of work, but it turned out wonderfully well," he says.

In 1970, Dr. Amada began this new program, an on-campus mental health service, with a small staff. As the program continued, he began to notice that more and more college students were reported as exhibiting behavioral difficulties. By the late 1970s, he observed these behavioral problems were becoming increasingly more prevalent and threatening.

"Too often, one of two things happened; administrators, when consulted by faculty regarding disruptive students, either gave bad advice, or were dismissive," he says. "Faculty didn't know whether to send these

students for discipline or therapy."

To solve this problem, Dr. Amada created his own model based on his experiences as a consultant to faculty and administrators. The model focused on clarifying disciplinary procedures and encouraging instructors to use their own authority and prerogatives in dealing with misconduct in the classroom. When faculty and administrators began to apply Dr. Amada's principles and methods in the classroom, they largely found positive results.

Dr. Amada received his Ph.D. in social and clinical psychology from the Wright Institute, Berkeley, California in 1977. In 1984, he was the recipient of the Award of Excellence conferred by the National Special Needs Personnel, Category of Administrator Post-Secondary Education, Region 5 (covering 18 states).

Dr. Amada began to collaborate and consult with other college psychotherapists, exchanging strategies and principles for dealing with misconduct on their respective college campuses. After publishing an article on his work with college students in the *Journal of American College Health*, he received an invitation to be the keynote speaker at a bi-national conference sponsored by Concordia University in Montréal. This conference was held in the wake of a horrendous massacre that took place at École Polytechnique College in Montréal in 1989.

When he asked why he was selected to receive the distinction of being the keynote speaker, he says, "I was told that my article was the only one they could find that provided relevant and effective guidelines and principles for dealing with misconduct on the college campus. I didn't realize, until then, that I was something of a pioneer."

As more and more institutions and administrators, including investigators of the Virginia Tech shooting, sought out Dr. Amada's practical and theoretical model, he published books on his work: *Mental Health and Student Conduct Issues on the College Campus*, *Coping with Misconduct in the College Classroom*, and *Coping with the Disruptive College Student*.

When asked about his thoughts on college student behavior today, Dr. Amada has observed a noticeable increase in violent incidents on college campuses. Yet, it is also true, he asserts, that colleges are, for the most part, pretty safe havens for students. Dr. Amada's research on the Virginia Tech massacre did reveal, however, that there is often a lack of clarity from faculty and administrators as to how to appropriately enlist help from the colleges' mental health and disciplinary systems.

"Even if a disruptive student is mentally ill, schools have an obligation to protect all students from the misconduct of others," Dr. Amada says. "There needs to be more training on how to gauge when discipline is appropriate, and how to administer it."

Now, 57 years after graduating, Dr. Amada continues to write and review articles for psychology journals and speak at conferences. He has written books about his experiences doing individual psychotherapy, and even a few novels, including his dog's autobiography. Dr. Amada's professional career shows that Rutgers School of Social Work has been the starting point for innovators in the field who find inspiration in both their peers and their education. ■



## ALUMNI GATHER FOR ANNUAL WINTER ALUMNI RECEPTION

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ast November, nearly 100 School of Social Work alumni and friends reunited for the Annual Winter Alumni Reception. Attendees packed Rutgers Visitor Center on Busch Campus to reconnect and network over free food, drinks, giveaways, and — as always — a photo booth.

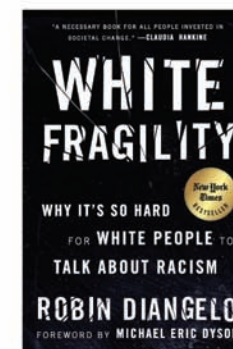
Dean Cathryn C. Potter welcomed guests to the event, and Dawn Apgar,

Ph.D. SSW'93, '02, President of the School of Social Work's Alumni Council and former Deputy Commissioner for the NJ Department of

Human Services, introduced William "Bill" Waldman SSW'72, the 2019 Outstanding Alumni Award recipient.

After serving for nearly 20 years as Professor of Professional Practice, Waldman retired from his position at the School of Social Work last July. Last October, the School of Social Work hosted a gala to honor Waldman's career and help establish the William Waldman Endowed Fellowship. The Fellowship will assist students who, like Waldman, would otherwise have difficulty attending or remaining in school as they balance education with family and work. An end-of-year crowdfunding campaign also supported the Fellowship.

Stay tuned for details about the 2020 Annual Winter Alumni Reception. ■



## FOURTH ANNUAL CONFERENCE ON CHALLENGING RACIAL DISPARITIES

Designed with the practitioner in mind, this conference will provide social workers and allied professionals with a dynamic learning opportunity on the topic of racial disparities.

Cost: \$99 including lunch and NJ/NY/PA social work education credits.

TUESDAY, JUNE 2, 2020 AT 9AM  
BUSCH CAMPUS CENTER, PISCATAWAY, NJ 08854

To view a full line-up and register, visit  
[RaceConference2020.rutgers.edu](http://RaceConference2020.rutgers.edu)

Questions?  
Contact [ce@ssw.rutgers.edu](mailto:ce@ssw.rutgers.edu) or 848-932-8758

Keynote Speaker: Robin DiAngelo, PhD  
Associate professor at the University of Washington School of Social Work  
Bestselling author of *White Fragility: Why It's So Hard for White People to Talk About Racism*



**Frank L. Greenagel II, RC'01, SSW'06, EJB'15** published *Video Game Addiction 101: A Primer on Internet Gaming Disorder*. The book illustrates video game addiction's similarities to substance-misuse disorders and problematic gambling while showing how little is known about pathology and treatment. Greenagel and co-author Andrew Walsh explain the psychology of game design, showing how manufacturers intentionally make games to be addictive, while also offering recommendations for parents, researchers, clinicians, educators, and policy makers.

**Dr. Robin Creswick Fenley '96** retired from her role as Assistant Commissioner at the New York City Department for the Aging in November 2019. She began her career as a nursing home social worker, later working as an elder abuse program manager for a community organization. Dr. Creswick Fenley then became the Director of the Alzheimer's & Long Term Care Unit at the Department for the Aging before stepping into her role as Assistant Commissioner. During her tenure at the Department for the Aging, she earned a Ph.D. in social gerontology from Fordham University. Her retirement plans include teaching the next generation of social workers and working to foster an interest in the very real need of gerontological social workers.

**Aisha M. Martin '01** opened a mental health practice, Woodley Park Clinical Services, in Washington, D.C. In the first three months after it opened last summer, the practice has welcomed more than 70 clients and is continuing to grow.

**Susan B. Van Vleet '76** traveled to Geneva to lead Women Moving Forward® workshops for P&G and Pepsi, among others. Women Moving Forward®, a workshop she designed 41 years ago, has been hosted at hundreds of companies and organizations, including the School of Social Work's Office of Continuing Education, in 18 countries across the world.

**REMEMBERING Carol Throop Pollak '61** died on May 22, 2019. Upon her graduation from college, Carol began her long career in social work in Chicago as a caseworker in the Illinois Department of Public Aid. While earning her MSW at Rutgers, and throughout her career, Carol's husband, Bill, reports that Carol often stressed how fine her student colleagues were and how critically they enriched her social work education. After earning her MSW at Rutgers, she continued in the field, changing jobs as her husband's occupational wanderlust moved them around. She was the first social worker in a mental health center in Grinnell, Iowa, and also worked in Washington, D.C., as a social work director in a small, long-stay hospital for chronically-ill children. After moving to

Chicago, Carol first worked at Michael Reese Hospital with clinics in pediatric neurology and cardiology, often occupying her evenings with a support group she developed for parents with children suffering from heart disease. Later, she worked for 13 years in the Illinois Department of Services for Crippled Children, first as a social worker, and later as a regional administrator. In retirement, she and Bill moved to California to be with their daughter Sarah and her family. There Carol volunteered as a master gardener, first working at the program's telephone help desk and later working in a brain-injury day program helping patients work on gardening projects. She is survived by Bill, two daughters, and two grandsons.

### IN MEMORIAM

We extend our deepest sympathy to the loved ones of the deceased alumni and friends listed below whose passing has been shared with the school between June and November 2019.

Kathleen M. Baker CCAS'94, SSW'95

Frank M. Becallo NCAS'73, SSW'75

Ann L. O'Neil Enscoe SSW'77

M. Joyce Grady SSW'68

Joel C. Jaspin SSW'67

Sandra Katz SSW'71

Harriet Lenzing CNUR'66, SSW'71

Joanne Luppino-Esposito SSW'82

Loretta McGinn SSW'89

Carol Miller SSW'87

Theodore Walden GSED'78

Marie Zofrea SSW'82

e n d p a g e

“I am no bird; and no net ensnares me: I am a free human being with an independent will.”

CHARLOTTE BRONTË





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*Students mingle outside the School of Social Work in the 1960s. The School has been housed primarily in this building since its founding in 1954 but is expanding to new locations across campus.*

