

REBECCA T. DAVIS, Ph. D., LCSW

Work Phone: 732-932-8003 Ext. 19

E-Mail: redavis@ssw.rutgers.edu

Demonstrated expertise in direct clinical practice, evaluation, and education and training in social work with children and families at-risk in the US and internationally, with an emphasis on changing practices that positively impact reforms.

EDUCATION:

1983	Ph. D., Child Development and Family Relations	University of North Carolina at Greensboro
1974	Master of Social Work	University of North Carolina Chapel Hill
1969	BA Sociology	University of North Carolina at Greensboro

PROFESSIONAL LICENSES

New Jersey Licensed Clinical Social Worker #44SC05208000

North Carolina Licensed Clinical Social Worker #0000079

PRESENT EXPERIENCE

School of Social Work, Rutgers, The State University of New Jersey 10-01-05-Present
Lecturer and Director
Center for International Social Work

Responsible for curriculum development and teaching direct practice courses in the MSW Program, including the Public Child Welfare Intensive Weekend Program, and International Social Work, serving as Director of Study Abroad in Child Welfare Reform in Hungary and Romania. Advisor to UNICEF's Better Care Network Global Child Welfare Exchange Initiative and international consultant in child welfare reform, most recently to Save the Children/Bosnia.

JBS International, Aguirre Division, Washington, DC 11/03-Present
International Consultant/Social Sector Reform

International consultant in social sector reform, non-profit development & social work. Recently completed a study on social work and social work education in 21 countries of the former Soviet Bloc. Additional evaluation research completed on: *Armenia* (Team leader – Research on best practice in community-based social protection services with emphasis on NGO sector and partnerships with universities and public services); *Azerbaijan* (Team member – Community Development Assessment for USAID/Azerbaijan); *Bosnia and Herzegovina* (Team leader – Evaluation of Children at Risk Program for USAID/BiH); *Romania* (Team leader – Research on best practice models/follow-up to child welfare reform initiatives) and *Russia*

(Team member – Research on best practices in social protection for high-risk children and families). As part of the Global Evaluation and Monitoring (GEM) activities, served as evaluation specialist on social services for vulnerable populations to the Social Sector Team, through a contract with the United States Agency for International Development (USAID), Europe and Eurasia Bureau. Currently conducting research on social work in Sub Saharan Africa.

PAST EXPERIENCE

Princeton Behavioral Health Care 6/04 to 10/05
Princeton, New Jersey
Clinical Social Worker (Part-time)

Providing clinical services to individuals and families with mental health and substance abuse problems within a community-based, partial hospitalization program.

Fordham University 9/03- 6/05
Graduate School of Social Service, New York, NY
Adjunct Faculty: Teaching clinical practice

Henry J. Austin Health Center (Federally Qualified Health Center) 6/03 – 5/04
Health Center for Homeless Program, Trenton, New Jersey
Clinical Social Worker III
Healthcare for Homeless Program

Provided clinical social work services with a team of medical professionals and community behavioral health specialists to homeless and uninsured individuals and families through counseling, case management, advocacy, and community liaison.

Child Welfare League of America 11/02 to 5/03
and the New Jersey Department of Youth and Family Services
Child Welfare Case Reviewer

Reviewed child welfare cases based on criteria developed by the Child Welfare League of America to determine the safety, well-being and permanence of children in placement in response to legal action against the State of New Jersey's child welfare system.

World Vision International 6/98 to 6/02
Project Director/Senior Technical Advisor
Child Welfare and Projection Project/Romania

Primary implementer responsible for program structure, operations, and impact for USAID/Romania Mission's program to improve children's welfare through a \$6.3 million Cooperative Agreement. Responsibilities included coordinating at the policy and program level with major donors, including The World Bank, UNICEF, and the European Union for implementing the National Strategy for Child Welfare and Protection. Managed and monitored 7 subcontracts, 21 grants to grassroots non-profits, program budgets, 8 managers and 150 staff.

Within an emerging public policy framework supportive of family/community care models rather than the traditional residential care, 35% more children were being served in community rather than residential programs at the end of the 4 years. Other outcomes include the creation of a continuum of community services including prevention, family reunification and preservation, independent living services for adolescents, foster care and in-country adoption, serving 4500 children in 3 pilot counties sustainable through the public services; creation of a national system for continuing education of public child welfare workers with 4 curricula developed and tested, 20-30 trainers trained for each curricula, and 3000 child welfare workers trained in 50% of the counties to date; implementation of a community grassroots advocacy campaign in 7 counties linking as many as 15 organizations and 50 volunteers per county from the public/private sectors, churches, and media.

**Child Rights Representative
Middle East/Eastern Europe Region
Policy and Advocacy Division**

10/2000-6/02

Regional representative on the NGO/UNICEF Committee for CEE/CIS and Baltics responsible for monitoring and influencing regional issues and activities on Child Rights and Advocacy. Assisted in the design, data collection, analysis and final report of a 5-country research study on neighborhood definitions of child abuse and neglect for World Vision International's policy development initiative, in collaboration with Chapin Hall Center for Children and the International Society for the Prevention of Child Abuse and Neglect (ISPCAN). Lectured at International Conferences on Child Abuse and Neglect Prevention in Africa, Asia and Europe.

**World Learning for International Development
Washington, DC
Country Training Director/Romania**

6/96 to 6/98

Managed Global Training for Development (GTD) programs supportive of the strategic objectives in democracy, local government, environment, private enterprise, and social sector reform for the USAID/Romania Mission. Responsible for coordinating the development of and writing the annual country training plan for implementers and USAID. Provided an integrated package of technical training for about 100 senior-level professionals and political leaders annually, that included training needs assessment, training program development, trainee recruitment and selection, orientations, logistical arrangements, monitoring and evaluation, and follow-up technical assistance and training. Training programs were organized in the US, Central and Eastern Europe, and in Romania.

**National Association of Social Workers/Support Centers of America 8/94-8/95
World Learning – Democracy Network Program 8/95-6/96
Consultant and Technical Trainer for NGO Development/Romania**

Developed curricula and trained in Management of Non-Profits in all sectors including democracy, professional and business associations, environment, health and child welfare with a primary focus on advocacy. Provided technical assistance to a new professional association, The Romanian Association for the Promotion of Social Work, including development of the board, membership, and chapters. Outcomes included the

approval of the Code of Ethics for Social Workers and an initiative that has resulted in the development of 7 additional Romanian social work associations. Liase with USAID, the Contracting Agencies, and newly organizing social work schools, non-profits and public social services entities. Included, monitoring, reporting and evaluation responsibilities.

**United States Peace Corps/Romania
Consultant and Trainer**

5/93-8/93

Responsible for orientation and training of Peace Corps Volunteers in social work education and NGO Development

**University of Bucharest, Social Work Department
Fulbright Scholar to Romania**

9/92-7/94

Developed curricula and taught in the recently opened Schools of Social Work on Social Work Practice and Child Welfare; Collaborated on development of policy and practice for field instruction, in collaboration with the US Peace Corps, USAID and European Union Donors. Published a training curriculum on the Foundations of Social Work Practice and Child Welfare Practice for community social workers without professional training. Provided technical assistance to PVO's and governmental organizations on social work education and program design in Romania, Croatia, Bosnia and Hungary.

**Bowman Gray School of Medicine
Wake Forest University/Winston-Salem, North Carolina
Northwest Area Health Education Center (AHEC)**

1/90-9/92

Assistant Professor and Director for Mental Health Education

Greensboro Area Health Education Center (AHEC)

10/88-12/89

Assistant Director for Mental Health Education

Developed annual training plans for local community mental health authorities and community based mental health PVO's that responded to policy and program requirements. Developed curriculum and served as trainer. Provided clinical teaching for medical students and residents in psychiatry, general medicine and family practice, including the establishment of social work as part of the medical team within the a family practice setting for evaluation of psychosocial problems, and child maltreatment.

**The Evergreens Nursing Home
Greensboro, North Carolina
Director of Social and Behavioral Services**

5/83-10/89

Developed the newly established Department of Social and Behavioral Services in a

large non-profit nursing home; supervised a team of social workers, recreation therapists, and volunteers; Developed one of the first community-based, Day Health Centers for the disabled and frail elderly in North Carolina.

University of North Carolina at Greensboro/NC

Curriculum Development in Child Welfare 1979-1981
Lecturer, Social Work Department 1982-83

Developed Child Welfare Curriculum under a Child Welfare Training Grant and taught bachelor-level courses in Child Welfare, Human Behavior and the Social Environment, and Field Seminar; Served as faculty liaison with community social services agencies.

Charter Hills Hospital 1981-82
Greensboro, North Carolina
Director, Social Services Department

Developed and managed social work services in a new psychiatric, in-patient 100-bed facility for adults and adolescents. Clinical responsibilities as individual, marital, family and group therapist for adolescents; Consultation/liaison responsibilities with referring agencies and professionals; Discharge planning and follow-up.

Randolph County (NC) Mental Health Clinic 1974-79
Wilson County (NC) Department of Social Services 1969-73

SELECTED WORKING PAPERS AND PUBLICATIONS

Davis, R. (in press). Construction a profession of social work: The role of social work supervision. *Social Work Review*, 1.

Davis, R. (2009). *Human capacity within child welfare systems: The social work workforce in Africa*. Report for the Global Health Technical Assistance Project, The QED Group, LLC, with CAMRIS International, and Social & Scientific Systems, Inc., to the United States Agency for International Development (USAID).

Davis, R. & Blake, A. (2008). *Social work education and the practice environment in Europe and Eurasia*. Report for the Social Transition Team, Office of Democracy, Governance and Social Transition of the United States Agency for International Development (USAID/E&E/DGST) by Creative Associates International, Inc., and the Aguirre Division of JBS International, Inc.

Davis, R. (2006). *A comparative country study of the evolution of community-based social services in the former Soviet Bloc*. Report for the Social Transition Team, Office of Democracy, Governance and Social Transition of USAID by Aguirre International.

Davis, R. & Aulenbach, K. (2005). *Emerging Practices in Community Based Services for Vulnerable Groups: A Study of Social Services Best Practices in Armenia*. Report for the Social Transition Team, Office of Democracy, Governance and Social Transition of USAID

by Aguirre International.

Davis, R. & Aulenbach, K. (2005). *Promising practices in community-based social services in CEE/CIS/Baltics: A framework for analysis*. Report for the Social Transition Team, Office of Democracy, Governance and Social Transition of USAID by Aguirre International.

Davis, R. T. (2005). Child Welfare Reform in a Global Context: A Blueprint for Analysis. *Child Welfare Specialty Section*. Washington, DC: NASW.

World Vision International. *Crying Out: Children and Communities Speak on Abuse and Neglect*, April, 2002. (Researcher and co-author/editor)

Edwards, R. E., Roth, M., Davis, R. T., and Popescu, L. (2000). The Role of Global Collaborative Efforts to Develop Romania's Child Protection and Social Work Education Systems. *Canadian Social Work*, Special Issue, July, 2000.

Davis, Rebecca T. (1997). *Use of Authority and Values in Social Work Supervision: The Romania Experience*, (for Croatian publication).

Davis, Rebecca T. (1996). *Social Work in Romania Today*. Washington, DC: NASW Publications, (Unpublished manuscript).

Davis, Rebecca T. and Saur, William G. (1995). *Foundations of Social Work Practice*, A Curriculum developed for Holt International Children's Services/Romania funded by USAID.

Davis, Rebecca T. and Saur, William G. (1995). *Child Welfare Practice*, Curriculum developed for Holt International Children's Services/Romania funded by USAID.

Davis, Rebecca T. (1989). Elder Abuse and Neglect. In Staab, A. and Lyles, M. F. Manual of Geriatric Nursing. Lenview, IL: Scott, Little, Brown.

Recent Workshop Presentation

Davis, R. December 1, 2009. *The Neglected Agenda: Social Work and the Child Welfare Workforce in Africa and the Former Soviet Bloc*. Presented at a Conference on The Neglected Agenda: Protecting Children Without Adequate Parental Care, Wilton Park Conference Centre, England. Organized by UNICEF and Save the Children.

Davis, R. November 7, 2009, *Transitions in the Former Soviet Bloc: Social Work Education and Practice*. Roundtable Presentation at the Council on Social Work Education, Annual Program Meeting, San Antonio, Texas.

Davis, R. & Blake, A. July 12, 2009. *The Professionalization of Social Work: Transitions in the Former Soviet Bloc Countries*. Presented at the Third Annual

Conference on International Social Work, Jersey City, NJ. Organized by Rutgers University and Monmouth University.

Davis, R. & Chitereka, C. April 28, 2009. *Cultural Norms and Human Rights Violations: Case Studies of Zimbabwe and Central and Eastern Europe*. Organized by the Middlesex County Resource Center.

Davis, R. February 24, 2009. *Universal Declaration of Human Rights: A Social Work Perspective*. Organized by the Middlesex County Resource Center.

Davis, R. & Blake, A. February 10, 2009. *The Professionalization of Social Work: Transitions in the Former Soviet Bloc Countries*. Presented at a Conference for USAID Social Transition Team & JBS/Aguirre International. Washington DC.

Davis, R. & Behan, D. April 15, 2009. *Human Rights and Social Work: Thinking Globally; Acting Locally*. Organized by the Center for International Social Work and Institute for Families, Rutgers University School of Social Work. Piscataway, NJ.

Davis, R. April 30, 2008. *Global Perspectives on Children at Risk*. Conference Organized by the New Jersey League of Women Voters, Westfield, NJ.

Building Social Systems in Emerging Democracies: Promising Practice in Community Based Services. November 5, 2007. The University in the 21st Century organized by the Alliance for Universities for Democracy (AUDEM) and the Council on Social Work Education (CSWE), Cluj-Napoca, Romania.

Romania's Revolution: Romania Learns to Invest in Children and Youth. October 26, 2006. Teach Europe, organized by the Center for European Studies, Rutgers University.