

# **DOUGLAS BEHAN, DSW, LCSW**

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## **EDUCATION**

Rutgers University – Doctorate in Social Work  
Rutgers University – Master’s in Social Work  
Rutgers University – Bachelor of Arts Degree in Psychology

## **PROFESSIONAL EXPERIENCE**

### **RUTGERS UNIVERSITY, SCHOOL of SOCIAL WORK    New Brunswick, NJ**

**Director of Continuing Education** 10/08 - Present

**Associate Professor of Professional Practice**

- ◆ Oversight of the largest university-based social work continuing education program in the country with a mission to provide training for human service professionals.
- ◆ Responsible for general and financial management of the Office of Continuing Education with an annual revenue over \$950,000.
- ◆ Responsibilities include strategic planning, marketing, program development, and the delivery of over 350 webinars and in person trainings for professionals each year.
- ◆ Program management of multiple grant funded and custom designed training projects.
- ◆ Oversight of development and implementation of a custom built learning management registration and user account system.
- ◆ Leader on multiple international training programs. Development and oversight of US-based training programs for Chinese professionals. Development, delivery and oversight of training programs conducted in China and India.
- ◆ Teach the courses Clinical Social Work I and Clinical Social Work II – individual, family, couple, and group therapy theory and skills.
- ◆ Multimedia Project Clinical Advisor for third-year students in the DSW Program in 2022 - present.
- ◆ Curriculum coordinator for the courses Clinical Social Work II and Clinical Social Work with Families.
- ◆ Lead teacher for the Human Behavior in the Social Environment course 2013-2016
- ◆ Consistent recipient of superior teaching evaluations.
- ◆ 2022 – Awarded promotion from Assistant to Associate Professor of Professional Practice

**Continuing Education Coordinator** 5/08-10/08

- ◆ Responsible for development and delivery of continuing education workshops for human service professionals.
- ◆ Responsible for program development, interviewing and hiring instructors, ensuring workshop content utilizes effective delivery methods, evaluating workshop quality, and future planning to meet educational needs of participants.

**Training Coordinator – N.J. Child Welfare Training Partnership** 11/07 – 5/08

- ◆ Responsible for delivery of intensive three-day training sessions to child welfare personnel in service of a statewide reform initiative.
- ◆ Successful engagement of adult learners via multi-modal training methods to ensure transfer of learning.
- ◆ Developed program training manual and multiple training tools to assist training staff in delivery of curriculum.
- ◆ Designated as a lead trainer.

**ST. LAWRENCE REHABILITATION CENTER** Lawrenceville, NJ 2000-2007**Mental Health Coordinator**

- ◆ Coordinated all mental health activities for a 130-bed acute physical rehabilitation hospital.
- ◆ Clinical responsibilities: cognitive and psychosocial assessments, anxiety and pain management, psychotherapy, crisis intervention leader, patient & staff education, consultation with professional staff regarding psychological issues.
- ◆ Brain Injury Rehabilitation program: psychotherapist on a specialized multidisciplinary team treating patients with traumatic brain injuries. Responsibilities: assessment, cognitive remediation, behavior management, supportive individual & family therapy.
- ◆ Member of the Cardiac, Pain Management, and Medication Management Committees. Chair of Behavior Management and Restraint Committee.
- ◆ Staff Training: Conducted monthly trainings for medical and rehabilitation staff. Multiple center-wide presentations on psychosocial issues and behavioral healthcare.

**RUTGERS UNIVERSITY- SCHOOL of SOCIAL WORK** 2005, 2006**Adjunct Lecturer**

- ◆ Developed and delivered interactive, multimodal lessons.
- ◆ Designed tests, assignments & classroom exercises.

**HUNTERDON MEDICAL CENTER** Flemington, NJ**Director Outpatient Psychological Services** 1998-2000**Director Addiction Treatment Services**

- ◆ Administrative, supervisory & clinical oversight of two departments with over twenty professional staff.
- ◆ Prepared and awarded three grants to fund a new satellite office.
- ◆ Developed satellite office from building construction to program implementation.
- ◆ Responsible for preparation for JCAHO Certification. Received a departmental inspection score of 98.
- ◆ Designed and implemented marketing campaigns.
- ◆ Responsible for department budgets, policy development, and staff recruitment.

**Coordinator Outpatient Psychological Services** 1995-1998

- ◆ Multiple administrative, supervisory and clinical responsibilities.
- ◆ Provided clinical supervision for Ph.D and Master's level clinicians.
- ◆ Responsible for design, collection, and analysis of departmental performance data.

- ◆ Designed and monitored department performance improvement projects.
- ◆ Provided individual, couple, group and family therapy.

**RICHARD HALL MENTAL HEALTH CENTER** Bridgewater, NJ 1990-1995

**OPTIONS Program Coordinator/Senior Social Worker**

- ◆ Developed a treatment program for domestic violence offenders including authorship of a 24-week curriculum with learning materials, facilitation of groups, and extensive coordination with the legal system and outside agencies.
- ◆ Case assignment and oversight of all domestic violence treatment in the center.
- ◆ Responsible for training and supervising staff on domestic violence treatment.
- ◆ Community education via presentations, consultation and the use of media.

**Outpatient Psychotherapist**

- ◆ Psychotherapy caseload treating individuals, couples, families & groups.
- ◆ Provided staff training in brief treatment and family therapy.
- ◆ Member of the Sexual Abuse Treatment Team, Parole Group Facilitator

**CLIFTON MENTAL HEALTH SERVICES** Clifton, NJ 1988-1990

Full psychotherapy caseload in a busy training oriented clinic.

## PUBLICATIONS

**Behan, D.** (2022). Do clients train therapists to become eclectic and use the common factors: A Qualitative study listening to experienced psychotherapists. *BMC Psychology* 10, 183.

<https://doi.org/10.1186/s40359-022-00886-6>

Nower, L., Li, W, Stanmyre, J.F. & **Behan, D.** (2021). Gambling knowledge and experience among social work practitioners. (Manuscript submitted for publication).

**Behan, D. & Sharpe, G.** (2021). The big pivot: moving a continuing education program online. *Professional Development: The International Journal of Continuing Social Work Education*, 25(1), 27-31.

**Behan, D.** (2020). Beyond the “sage on the stage”: helping experts become effective teachers. *Reflections: Narratives of Professional Helping*, 26(4), 8-15.

**Behan, D.** (2019). "Demoralization during medical illness: A case of common factors treatment." *Clinical Social Work Journal* 47, no. 3: 266-275.

**Behan, D., Findley, K., Germak, A. & Huang, C.** (2014) Building China’s social service capacity: lessons learned from professional training program collaborations, *Human Service Organizations Management, Leadership & Governance*, 38:4, 348-359, DOI: [10.1080/23303131.2014.896299](https://doi.org/10.1080/23303131.2014.896299)

Website: [www.WhatWorksInTherapy.com](http://www.WhatWorksInTherapy.com)

### CREREDENTIALS/AFFILIATIONS

New Jersey Licensed Clinical Social Worker #SC 04471  
Pennsylvania Licensed Clinical Social Worker #CW 013968  
Visiting Professor, Beijing Normal University, Beijing China, 2012-2015  
Diplomate in Clinical Social Work, 1993  
Member National Association of Social Workers, 1988-present  
Advisory Council Member –Rutgers University, Center on Violence Against Women & Children, 2009-2016  
Advisory Council Member –Rutgers University, School of Social Work, Gerontology Consortium  
New Jersey Task Force on Child Abuse and Neglect, Protection Committee Workgroup, 2012-2022  
Board Member - Women’s Crisis Services, Flemington, NJ, 1997-1999

### TEACHING/COURSE LEADERSHIP/COURSE DEVELOPMENT

DSW Program

- 2020 – Present, modules: “What Works in Therapy” and “Elements of Effective Teaching”
- 2022 – Present, Clinical Advisor for third-year student’s Multimedia Projects (MMP).

Clinical Social Work I, 2017 - Present

Clinical Social Work II, 2010-Present, Co-lead teacher 2016-2018, Course Coordinator 2018-Present

Clinical Social Work with Families, Course Coordinator, 2018- Present

Human Behavior in the Social Environment, 2008-2016, Lead teacher 2013-2016

Co-developed an elective course, “Interview and Communication Skills”

Integrative Seminar: Health, Mental Health, & Aging, 2006 (Adjunct Lecturer)

Family Violence, 2005 (Adjunct Lecturer)

### PRESENTATIONS

Society for the Exploration of Psychotherapy Integration, 39<sup>th</sup> Annual Meeting, Vancouver, Canada, May 2023. Presentation: *Do Clients Train Therapists to Become Eclectic and Use the Common Factors?*

Council on Social Work Education, Annual Program Meeting, Orlando, Florida. November 2021 (accepted). Behan, D., Congress, E., Nowicki, E. & Wesala, A. *The Role of Continuing Education in Promoting Racial, Economic, and Environmental Justice*

NJ Professional Education Series: Webinar, September 2021, *What Works in Therapy? Understanding the Common Factors of Psychotherapy*

Rutgers University Family and Community Health Sciences, Rutgers Cooperative Extension/Rutgers University, January 2021

Presentation: *Stressful Times: The Role of Self-Help and Professional Help*

Rutgers School of Social Work, December 2020

Guest lecture in course “Survivors of Abuse and Trauma”: *Group Interventions for Survivors of Trauma and Abuse*

Council on Social Work Education, Annual Program Meeting, Denver, Colorado, November 2020  
Behan, D., Congress, E., Nowicki, E. & Wesala, A. *Promoting Diversity, Inclusion, and Equity in Continuing Education* (The presentation was cancelled when the conference was moved to a virtual format)..

NASW-NYC, October 2020

Webinar: *What Works in Therapy? Understanding the Common Factors of Psychotherapy*

NASW National Conference, Washington, D.C., June 2020

Individual presentation: *What Works in Therapy? Understanding the Common Factors of Psychotherapy*

Society for the Exploration of Psychotherapy Integration Annual Conference, Vancouver, CA  
May 28-30, 2020

*Do Clients Train Therapists to be Eclectic and Use Common Factors?* [Individual Paper]  
(Conference cancelled)

Rutgers School of Social Work, May & August 2020

Webinar: *What Works in Therapy? Understanding the Common Factors of Psychotherapy*

North American Burn Society, Annual Conference, Ketchum, Idaho, February 2020

Keynote address: *Understanding the World of the Patient: The Roles of Demoralization and Hope*

The Therapy Show, Podcast, February 2020

*What Works in Therapy* <https://www.therapyshow.com/podcasts/episode/ec8099e4/21-dr-doug-behan-on-what-works-in-therapy>

NASW-NJ, Webinar, November 2019

*What Works in Therapy? Understanding the Common Factors of Psychotherapy*

Council on Social Work Education, Annual Program Meeting, Denver, Colorado, October 2019

Behan, D., Congress, E., Nowicki, E. & Wesala, A. *Changing Face of Continuing Education: Looking Back, Looking Forward*

Rutgers Continuing Education Coordinating Council, Piscataway, NJ, June 2019. Invited presentation and panel member. *Online Program Development*,

NASW-NJ, Annual Conference, Atlantic City, NJ, April 2019

*What Works in Therapy? Understanding the Common Factors of Psychotherapy*

Council on Social Work Education, Annual Program Meeting, Orlando, Florida, November 2018

Behan, D., Congress, E., Nowicki, E. & Wesala, A. *Promoting Social Justice through Interprofessional Continuing Education Programs: Benefits and Challenges*

Council on Social Work Education, Annual Program Meeting, Dallas, Texas, October 2017 Arndt, R., Behan, D., Congress, E., Nowicki, E. & Wesala, A. *Providing Social Work Continuing Education to Connect People and Professions: Inteprofessional Education*

Council on Social Work Education, Annual Program Meeting, Atlanta, Georgia, November 2016 Arndt, R., Behan, D., Congress, Henkel, J., Marks, A. & Nowicki, E. *Advancing Quality Continuing Education without Borders: Challenges with Portability between States*

Rutgers School of Social Work, Continuing Education Workshop, New Brunswick, NJ, Aug., 2016 *Group Skills for Trainers*

NASW-NJ, Annual Conference, Atlantic City, NJ, May 2016 *Understanding the World of the Medically Ill Patient*

Rutgers School of Social Work, April 2016  
Guest lecture in course "Violence and Abuse in Adulthood", *Working with Perpetrators*

China Global Philanthropy Institute, Inaugural Event, Beijing China, November 2015 *Certificate Program in Training Skills*

Fall Health Conference, NJ Association of Healthcare Social Workers and NASW-NJ, Edison, NJ October 2015 *Understanding the World of the Medically Ill Patient*

Council on Social Work Education, Annual Program Meeting, Denver, Colorado, October 2015 Behan, D., Congress, E., Luna-Idunate, J., Nowicki, E. Simmons, B., & Soska, T. *Connecting with Alumni: An Important Frontier Bridged by Continuing Education*

Transitional Care: The New Healthcare Paradigm, Rutgers School of Pharmacy, Piscataway, NJ, April 2015  
Behan, D., & Findey, P. *The Social Work Perspective on Transitions of Care.*

Council on Social Work Education, Annual Program Meeting, Tampa Florida, October 2014. Behan, D., Congress, E., Englehardt, J., Kreif, T., Nowicki, E. & Sheehan, D. *Continuing Education: The Leading Edge in Social Work Education*

Council on Social Work Education, Annual Program Meeting, Tampa Florida, October 2014. Behan, D., Findley, K., Germak, A. *Building Partnerships with China: Lessons Learned from Professional Training Program Collaborations*

Intensive Weekend Program Field Day, August 2014  
*Leadership Panel Member*

Lavasa, Maharashtra, India, April 2014  
*Certificate Program in Training Skills*

NASW-NJ, Social Work Month Special Seminar, March 2014  
*Understanding the World of the Medically Ill Patient*

Association for Research on Nonprofit Organizations and Voluntary Action, Annual Conference,  
Hartford Connecticut, November 2013

*Building China's Nonprofit Leadership: Adapting Training Curriculum to Increase Knowledge and Action*

Council on Social Work Education, Annual Program Meeting, Dallas Texas, November 2013..

Behan, D., Congress, E., Soska, T., Ganti, A., *Transforming the Local into Global*

NASW-NJ, Annual Conference, Atlantic City, NJ, May 2013

*Understanding the World of the Medically Ill Patient*

Beijing Normal University, Beijing China, December 2012

*Certificate Program in Training Skills*

Council on Social Work Education, Annual Program Meeting, Washington, D.C., November 2012

Behan, D., Congress, E., Englehardt, J., Ganti, A., & Nowicki, E. *Certificate Programs - The Why, What, and How of Successful Programs*

Council on Social Work Education, Annual Program Meeting, Atlanta Georgia, October 2011

*Program Evaluation in Professional Continuing Education*

NASW-NJ, Annual Conference, May 2010

Behan, D., & Davis, R. *Human Rights and Social Work: Thinking Globally; Acting Locally*

Rutgers School of Social Work, April 2009

Behan, D., & Davis, R. *Human Rights and Social Work*

Council on Social Work Education, Annual Program Meeting, Philadelphia, PA, October 2008

Behan, D., Dunne, G., & Bronwyn, M., *The Business of Professional Continuing Education*

NJ Child Welfare Training Partnership, 2008

*Division of Youth & Family Services, Case Practice Model, Modules 1 & 2*

St. Lawrence Rehabilitation Center, Multidisciplinary Training Program, 2000-2008

*Managing the Agitated Patient*

*Addressing the Needs of Caregivers*

*Emotional & Behavioral Issues of the Stroke Patient*

Somerset County Women's Conference, 1997

*Coping with Conflict*

Hunterdon Medical Center Residents Training Program & Hospital Wide Trainings, 1995-1999

*Identifying and Addressing Mental Health Issues in a Medical Setting*

*Identification of Abuse Victims in a Medical Setting*

*Improving Couple Relationships*

*Men's and Women's Issues in Today's Society*

Somerset County Vocational High School, 1995

*Sexual Harassment*OPTIONS Program

Domestic Violence Coordinator (extensive community presentations on varied topics) 1990-1995

Richard Hall Community Mental Health Center, Lunch & Learn Series, 1990-1995

*Brief Psychotherapy and Family Therapy Techniques*

*Anxiety Management*

*Anger Management*

**GRANT AWARDS***New Jersey Department of Human Services, Division of Aging Services*

- Adult Protective Services Basic Worker Training Program 2007- Present
- Post-Disaster Financial Exploitation Training Program 2014-2015
- Options Counseling Program 2012

*Department of Children and Families*

- Adoption training Grant 2012- Present

*New Jersey Department of Human Services, Division of Mental Health and Addictions*

- Community-Based Planning Certificate 2013-2014

*Discover Ability NJ, Medicaid Infrastructure Grant*

- Professional Skills in Job Development Certificate Program 2012
- Disability Employment Leadership Academy 2011

**EVENT MANAGEMET****International Projects**

Beijing Normal University, China Global Philanthropy Institute, Beijing, China, November 2015

*Planning and Delivery of Certificate in Training Skills*

Dawning Consulting, Chinese Delegation to USA, July 2015

*Planning/Oversight: Study Tour Delegation, Best Practices in Social Work*

Beijing Normal University, Chinese Delegation to USA, June 2015

*Planning/Oversight: NGO Leadership Training Program*

Lavasa Corporation Lt., Lavasa, India, September 2014

*Planning and Delivery of Certificate in Training Skills*

Lavasa Corporation Lt., Lavasa, India, April 2014

*Planning and Delivery of Certificate in Training Skills*

Jinagxi Province Government, China to USA Delegation, January 2014



*Delivery of Certificate in Public Administration*

Beijing Normal University, Chinese Delegation to USA, May 2013  
*Planning/Oversight: NGO Leadership Training Program*

Beijing Normal University, China Philanthropy Research Institute, Beijing, China, December 2012  
*Planning and Delivery of Certificate in Training Skills*

**Large Event Planning and Oversight**

Annual Challenging Racial Disparities Conference, Piscataway, NJ	June, 2017-2022
<ul style="list-style-type: none"> <li>Keynote speakers: Carl Hart, Derald Wing Sue, Jelani Cobb, Robin DiAngelo, Dorothy Roberts, Michael Eric Dyson</li> </ul>	
Bessel van der Kolk Webinar, Frontiers of trauma Treatment	July 2022
Bessel van der Kolk Webinar, <i>The Body Keeps the Score: Treating the Long-Term Effects of Abuse and Neglect Through the Lens of Neuroscience</i>	April, 2021
Daniel Siegel Webinar, <i>Interpersonal Neurobiology: The Social Brain and the Embodied Relational Mind</i>	August, 2020
New Jersey Task Force on Child Abuse & Neglect, Biannual Skills Building Conference Digital Realms of Child Abuse, Edison, NJ	September, 2018
King's Park Event, Documentary Film Screening, Perth Amboy, NJ	November, 2016
King's Park Event, Documentary Film Screening, Stratford, NJ	October, 2015
Department of Human Services, Person Centered Options Counseling Training	September, 2015
Diversity, Power, and the Workplace, Conference, Piscataway, NJ	September, 2015
Post-Disaster Financial Exploitation Conference, Galloway, NJ	June, 2015
Childhood Obesity and Bullying Conference Piscataway, NJ	May, 2015
A Brave New Workplace Conference, Piscataway, NJ	November, 2014
Post-Disaster Financial Exploitation Conference, Piscataway, NJ	September, 2014
Department of Human Services, Person Centered Options Counseling Training	September, 2013
Helping Veterans Return to Work, Conference, Piscataway, NJ	June, 2013
Clinical Work with the Corporate Employee, Conference, Piscataway, NJ	June, 2012
Working with Military and Veteran Families, Conference, Piscataway, NJ	March, 2010

**COMMITTEES/SERVICE**

New Jersey Task Force on Child Abuse and Neglect Protection Committee 2014- 2022

## Rutgers School of Social Work

- Community Engagement Task Force, Chair 2022-2023
- Dean's Advisory Council, 2016-Present (elected position)
- Non-tenure Track Faculty Search Committee Co-chair, April 2021
- Website Redesign Steering Sub-committee, 2021
- Certificate in Health Care, 2020-Present
- Clinical Specialization Faculty Group, 2018-present
- Grounding Research in Practice (GRIP) Project. Assisted in development and implementation of faculty research projects, 2018-present

- Strategic Planning Committee, Faculty and Staff Workgroup, 2018-2019
- Student Licensing Committee, 2018-present
- Rules of Procedure Committee, 2018-2019 (elected position)
- NTT Promotion Procedures Committee 2018, 2019
- Website Redesign Committee, 2014-2015
- Center on Violence Against Women, Advisory Board
- Center on Violence Against Women, Community Engagement Steering Committee
- Center on Violence Against Women, Professional Training & Continuing Education Steering Committee

Institute for Families, Rutgers School of Social Work (2008-2012)

- Management Team
- Executive Director Hiring Committee

Rutgers University

- GSAPP Culture Conference Committee
- Professional and Continuing Education Strategic Planning Working Group
- Interprofessional Professional Education (IPE) Events
  - Robert Wood Johnson Medical School, February 14, 2023  
Group Facilitator, Multi-school Interprofessional Education Event – New Brunswick
  - Rutgers University, October 14, 2020  
Group Facilitator, Multi-school Interprofessional Education Event – Camden Campus
  - Rutgers University, October 14, 2020  
Group Facilitator, Multi-school Interprofessional Education Event – New Brunswick Campus
  - Rutgers University, November 12, 2020  
Group Facilitator, Multi-school Interprofessional Education Event
  - Rutgers University, November 14, 2019  
Group Facilitator, Multi-school Interprofessional Education Event
  - Rutgers University, January 2014  
Group Facilitator, Multi-school Interprofessional Education Event