

**DEGREES**

<b>Rutgers Business School, Institute for Ethical Leadership – Non-Profit Leaders Certificate</b>	2013
<b>Monmouth University - M.S.W. - GPA 3.96</b>	2006
<b>Cornell University - M.S., Ag &amp; Bio. Engineering, International Development focus - GPA 3.95</b>	1993
<b>Rensselaer Polytechnic Institute - B.S., Mechanical Engineering - German Minor</b>	1988
<b>Technische Hochschule Darmstadt, Germany – Psychology &amp; Engineering courses in German</b>	1987-1988

**ACADEMIC APPOINTMENTS**

<b>Rutgers University, School of Social Work, New Brunswick, NJ</b>	August 2015-Present
<i>Management and Policy Field Coordinator &amp; Assistant Teaching Professor (July 2019-present)</i>	
<i>Coordinator of Field Education &amp; Faculty Instructor (August 2015-July 2019)</i>	
<ul style="list-style-type: none"> <li>• Coordinate placement of macro-focused social work interns at organizations around New Jersey. Counsel students on field placement opportunities and help resolve concerns.</li> <li>• Develop new internship opportunities for students, including Bristol Myer Squib, NAMI-Greater Monmouth, Center for Medicare and Medicaid Services and Global Fund for Girls. Maintain current relationships.</li> <li>• Presented field education workshops to in-coming students.</li> <li>• Provide off-site field instruction for BASW and MAP students.</li> <li>• Served as a field education liaison.</li> </ul>	
<b>Monmouth University, Monmouth University, West Long Branch, NJ</b>	2005
<i>Researcher Assistant</i>	
<ul style="list-style-type: none"> <li>• Contributed to the Monmouth University graduate and undergraduate CSWE Social Work Program re-accreditation. Created spreadsheet to document all measurables and progress toward meeting them.</li> </ul>	
<b>Cornell University, Ithaca, NY</b>	1992-1994
<i>Independent Researcher, Master's Thesis</i>	
<ul style="list-style-type: none"> <li>• Wrote M.S. thesis: "Water Resource Development in the West Bank &amp; Its Influence on Palestinian Women's Agricultural Work." Conducted lectures in the U.S. on water and gender issues in the Middle East.</li> <li>• Conducted independent research on water resources, their use and gender relations in the West Bank.</li> <li>• Wrote and received grants to fund independent research on water technology and gender in Middle East.</li> <li>• Interviewed professors, local researchers, cooperative members &amp; farmers in the West Bank, Middle East. Collaborated with them in conducting research on irrigation systems.</li> <li>• Developed cultural competence working with rural and urban Arab populations in the Middle East.</li> </ul>	
<b>Cornell University, Ithaca, NY</b>	1990-1993
<i>Teaching &amp; Research Assistant, Dept. of Ag. &amp; Bio. Engr. &amp; Cooperative Extension, Cornell</i>	
<ul style="list-style-type: none"> <li>• Calibrated pesticide sprayers and evaluated their efficiency as part of Wallkill/Rondout Project at Cornell.</li> <li>• Designed supplemental post-harvest food handling equipment for Cornell Cooperative Extension.</li> <li>• Invented and built learning aids for farmers to view plants sprayed with florescent dye simulating pesticide application to encourage farmers to use less pesticides.</li> <li>• Produced educational video detailing harvest / post-harvest methods &amp; profitability for a new NYS crop.</li> <li>• Researched and wrote report on new spray technology for apple orchards for Cornell Cooperative Extension.</li> </ul>	
<b>Rensselaer Polytechnic Institute, Troy, NY</b>	Spring 1987
<i>Research Assistant Center for Industrial Innovation &amp; Dept. of Mech. &amp; Aeronautical Engr.</i>	
<ul style="list-style-type: none"> <li>• Developed an economic analysis of a robotic assembly system software package, allowing users to calculate the most efficient robotic assembly method of any given product. Wrote report detailing the results.</li> </ul>	

**ACADEMIC LEADERSHIP DEVELOPMENT**

Provost's Teaching Fellow, Rutgers University	Spring 2022-Fall 2023
OASIS Leadership and Professional Development, Rutgers University	Fall 2021
Mentee Rutgers Career Network (RCN) Mentoring program, Rutgers University	Fall 2020-Spring 2021
Peer Mentor Rutgers Career Network (RCN) Mentoring program, Rutgers University	Fall 2019-Spring 2020

## ***TEACHING CONTRIBUTIONS***

### **Course Coordinator, Rutgers University**

- Environmental Justice  
Co-created the elective course, revise content, converted course for synchronous remote
- Social Work Practice II/Generalist Practice II  
Revamped the course in 2021, revise content, obtain and incorporate feedback from instructors, restructured course delivery for Intensive Weekend format.

### **Master of Social Work Graduate Courses, Rutgers University**

Provide in-person, synchronous remote, asynchronous online and Intensive Weekend instruction for:

- Advanced Standing Field Lab Seminar
- Environmental Justice
- Social Work Practice I
- Social Work Practice II

### **Bachelor of Social Work Undergraduate Courses, Rutgers University**

Provide asynchronous online instruction for:

- Generalist Practice I

### **Courses Delivered at Other Organizations**

- Ford Diversity Awareness Course, Edison, NJ 1998
- Youth workshop on the automobile industry and the environment, Kingston School, Kingston, NJ 1997
- Learning Organization, MIT's Society for Org. Learning. Ford Motor Co., *Budapest, Hungary, 1996*
- Graduate Teaching Assistant for the Dale Carnegie Course, *Rochester, MI 1995*
- Soil and Water Management (Assistant Teacher), Cornell University, *Ithaca, NY, Fall 1991, 1993*

## ***LICENSURE, CERTIFICATIONS, AFFILIATIONS***

**Phi Alpha National Social Work Honor Society** *Member inducted 2023*

**NJ Licensed Clinical Social Worker (LCSW)**, *License #44SC05505100*

**Council on Social Work Education (CSWE)**, *Member*

**National Association of Social Workers (NASW)**, *Member (currently not active)*

**Certified Clinical Supervisor (CCS)**, *Certification #807 (currently not active)*

**NJ School Social Work**, *Certification # 854101*

**NASW Clinical Social Work Supervisor**, *certified to supervise LSW holders for attainment of LCSW*

**Seminar in Field Instruction (SIFI) Certificate**, *certified to serve as a field instructor for social work interns*

**Adult CPR/AED and Child CPR**, *American Red Cross*

**Wilderness First Aid Emergency Care & Safety Institute (ECSI) Course**, *certified by American College of Emergency Physicians and Emergency Care (ACEP) and Safety Response. (ECSR)*

## ***PUBLICATIONS***

Bischoff, M., Ertle, S. & Morales, C. (2021, January). Combating eco-anxiety: Activating social workers and citizens to protect the Earth. *NASW-NJ Focus*, 30(4), 27-28.

Council on Social Work Education. (2020). *Curricular Guide for Environmental Justice*.

<https://www.cswe.org/getmedia/0f013dd2-c99f-4a56-8193-a646e1169b43/2015-Environmental-Justice-Guide-Web-Version-Watermark.pdf> [Contributor]

Morales, C. & Bischoff, M. (2019). In H<sub>2</sub>O water: What is social work's responsibility in addressing water issues? *NASW-NJ Focus*, 29(1), 12.

Bischoff, M. (1993). *Water resource development in the West Bank and its influence on Palestinian women's agricultural work* (Master's Thesis). Cornell University, Ithaca, NY

Bischoff, M. & Campbell, J. (1992). Producing Sweet Sorghum Syrup in New York State. *Agricultural Engineering Facts EF-16*. Cooperative Extension Service, Cornell University. 2 p.

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### **BOOK CHAPTERS**

- Bischoff, M. & Morales, C. Social work application model for environmental justice. In *Ecosocial Work Practice: Environmental practice and advocacy*. NASW Press.
- Moore-Bembry, N., Morales, C., & Bischoff, M. Social work perspectives on environmental racism. In *Ecosocial Work Practice: Environmental practice and advocacy*. NASW Press.

### **MANUSCRIPTS IN PROCESS**

- Zippay, A. & Bischoff, M. (expected 2024). Workforce and professional development in social work: Education and training in management, leadership, and macro community practice. Rutgers University Grounding Research in Practice (GRIP) study.
- Bischoff, M. & Morales, C. (expected 2024). Teaching environmental justice in social work: Modeling the collaborations needed to change the world.

### **EDUCATIONAL WORKSHOPS FACILITATION**

- Bischoff, M., Ertle, S. & Morales, C. (2021, June) Rutgers Continuing Education Workshop: Environmental Justice: A social work perspective. Rutgers, Virtual.
- Morales, C. & Bischoff, M. (2020, June). Environmental Justice: A Social Work Perspective. Continuing Education Workshop. Presented at the Rutgers University School of Social Work, New Brunswick, NJ.
- Bischoff, M. & Morales, C. (2020, January) NASW-NJ: Integrating Environmental Justice into Your Practice. Live Continuing Education Webinar. Presented through the National Association of Social Workers, New Brunswick, NJ
- Morales, C. & Bischoff, M. (2019, May) Continuing Education Workshop: Environmental justice: A social work perspective. Rutgers, Piscataway.
- Bischoff, M. & Morales, C. (2018, June). Environmental Justice: A Social Work Perspective. Continuing Education Workshop. Presented at the Rutgers University School of Social Work, New Brunswick, NJ.

### **INVITED PRESENTATIONS**

- Bischoff, M. & Morales, C. (2023, May). Ungrading: An approach to teaching environmental justice in social work. 2023 Rutgers active learning symposium. New Brunswick, NJ.
- Bischoff, M. & Morales, C. (2023, April). Dealing with climate emotions. Climate change education workshop at Rutgers University. New Brunswick, NJ.
- Bischoff, M. Hubbard, T., & Morales, C. (2023, April). Let's talk about social work and how social work embraces environmental justice as an integral part of social justice. Landscape Architecture Common Lecture Series at Rutgers University. New Brunswick, NJ.
- Bischoff, M. & Morales, C. (2023, April). Social work application model for environmental justice (SWAM-EJ). 2023 Conference of Ecological Justice and Social Work at Adelphi University. Virtual.
- Moore-Bembry, N., Morales, C., & Bischoff, M. (2023, April). Environmental racism. 2023 Conference of Ecological Justice and Social Work at Adelphi University. Virtual.
- Bischoff, M. & Morales, C. (2023, February). Ungrading: An approach to teaching environmental justice in social work. The effective teaching and learning conference at Rutgers University. New Brunswick, NJ.
- Bischoff, M. (2021, July). Academic Engagement and Lived Experiences [Video recording]. Recorded for Inclusive Teaching Principles in In-Person, Hybrid, & Remote Teaching. Rutgers University.
- Ertle, S., Morales, C. & Bischoff (2021, July) School of Social Work Summer Series Event for Admitted Students. Environmental Justice. Rutgers, Virtual.

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### ***INVITED PRESENTATIONS (continued)***

- Morales, C. & Bischoff, M. (2020, March) Integrating environmental justice into your practice. Rutgers Violence Against Women and Children Certificate Program Webinar.
- Bischoff, M. & Morales, C. (2020, January) NASW-NJ Webinar: Integrating environmental justice into your practice.
- Bischoff, M. & Morales, C. (2019, June). Environmental justice: A social work perspective. Presented at the Somerset County Human Service Conference. Branchburg, NJ.
- Bischoff, M. & Strickler, A. (2017, March). Establishing the framework and structure for field instruction. Presented at Advanced Seminar in Field Instruction (SIFI) Workshop, Rutgers University School of Social Work, New Brunswick, NJ.

### ***PRESENTATIONS***

- Bischoff, M. & Morales, C. (2021, November - Accepted). Strategies & resources to teach environmental justice. Annual Program Meeting of the Council on Social Work Education. Orlando, FL.
- Bischoff, M., Morales, C. & Ertle, S. (2021, March) Environmental racism and social work. 2021 NASW-NJ Annual Conference, Virtual.
- Bischoff, M. & Morales, C. (2020, November) Strategies & resources to teach environmental justice with less than 10 years left. Annual Program Meeting of the Council on Social Work Education. Denver, CO.
- Bischoff, M. & Morales, C. (2020, April) Environmental justice and social work: Theories to guide interventions. 2020 NASW-NJ Annual Conference, Atlantic City.
- Bischoff, M. & Morales, C. (2019, October) Curriculum-planning for emerging trends: An environmental elective, from brainchild to unpopular class. CSWE APM 2019, Denver. (Cancelled due to weather)
- Bischoff, M. & Morales, C. (2019, April) Environmental justice and social work: Theories to guide interventions. 2019 NASW-NJ Annual Conference, Atlantic City.
- Bischoff, M. & Morales, C. (2017, November). Rutgers School of Social Work initiative in integrating environmental justice to social work curriculum: Examining theoretical underpinnings. Presented at 6th Annual Conference on Social Work in the Global Environment, Kutztown University, Kutztown.

### ***MEDIA APPEARANCES***

- Bischoff, M. & Morales, C. (2022, April 22). Interviewed by Jeff Feldman on the intersection of social work and environmental justice. New Jersey's National Association of Social Workers social media channels. <https://www.youtube.com/watch?v=yOytf9OGOs>
- Bischoff, M. & Morales, C. (2021, March 16). Interviewed by L. Zazenski about environmental justice and social work. SSW website, social media channels and alumni magazine. <https://socialwork.rutgers.edu/news-events/news/environmental-justice-and-social-work-interview-mariann-bischoff-christine-morales>
- Video recording for Virtual Rutgers Day, April 24, 2021: read the children's book, Anh's Anger by Gail Silver for children attending the Virtual Rutgers Day.
- Bond, M. (2020, July 14). Seventy percent of Superfund sites are within a mile of public housing, report finds. The Philadelphia Inquirer. <https://www.inquirer.com/news/environmental-justice-superfundnj-shriver-center-20200714.html>
- Quoted in: Preskill, H. & Torres, R. T. (1999). Evaluative inquiry for learning in organizations Thousand Oaks, CA: SAGE Publications, Inc. doi: 10.4135/9781452231488. Quoted on page 56.

## ***GRANTS***

\$2000 from Provost Teaching Fellows Program. Awarded by the New Brunswick Chancellor/Provost Office for fellowship participation focusing on revamping a course to incorporate ungrading.

\$4,700 from COVID Impact on Scholarly Productivity Faculty Grant Program. Awarded by the New Brunswick Chancellor, Provost Office to support scholarly dissemination on environmental justice and social work.

The follow are grants that I wrote and received to fund my independent master's research and travel, which culminated in my M.S. Thesis: "Water Resource Development in the West Bank & Its Influence on Palestinian Women's Agricultural Work" at Cornell University (1991-1993).

- Cornell International Institute for Food and Agricultural Development Fellowship
- Mario Einaudi Center for International Studies Grant
- Cornell Graduate Scholl Award
- Beatrice Brown Award
- Cornell Women Grant

## ***SERVICE***

### **Contributions to the Advancement of the Academic Profession of Social Work**

Co-created continuing education (CE) modules for two chapters that I co-authored for *Ecosocial Work Practice: Environmental practice and advocacy*. NASW Press.

Served on the Council of Social Work Education's (CSWE) national task force to create an environmental justice curriculum guide

- Worked closely with expert faculty from universities around the country, worked online over several months and then in person on November 22-23, 2019 at CSWE's office in Alexandria, Virginia
- Represented the Rutgers School of Social Work the School as I contributed to this important work
- Our work culminated in the *Curricular Guide for Environmental Justice*  
[https://www.cswe.org/getmedia/0f013dd2-c99f-4a56-8193-a646e1169b43/2015-Environmental-Justice-Guide-Web-Version\\_Watermark.pdf](https://www.cswe.org/getmedia/0f013dd2-c99f-4a56-8193-a646e1169b43/2015-Environmental-Justice-Guide-Web-Version_Watermark.pdf), which aims to expand the profession's contribution to achieving environmental justice and healing the earth and of which I am a contributing author.

### **Contributions to Rutgers University and to the School of Social Work**

Policy Fellows Program (Fall 2021-Spring 2022)

- Co-developed and co-administered new Policy Fellows program for 20 MSW Management and Policy students.
- With three other faculty members, designed the program, selected students, determined speakers, coached students in developing their policy project proposals, and co-facilitated an orientation meeting for field instructors/task supervisors hosting policy fellows.
- Co-facilitated monthly Policy Fellows meetings.
- Strengthened current policy-intensive field placements and developed new policy-intensive placements for the Fellows, which can also be filled by other interested Rutgers social work interns.
- Responded to requests by Program funding source.

Mentorship

- Guided and mentored a research assistant to help locate and develop new micro, mezzo, and macro level EJ placements
- Served as mentor for two research assistants in dissemination/publishing, writing, field placement development, curriculum development.
- Led and mentored curriculum assistant in revising Social Work Practice II and Environmental Justice.
- Hosted MSW field student and served as Field Instructor, providing student with experience developing curriculum and disseminating information related to environmental justice and social work.

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### Contributing Member of School of Social Work committees

- Member of the **New Brunswick Faculty Council**, beginning Fall 2023
- Member of the **NTT Promotion Committee**, Spring 2022.
- As a member of the **Macro Social Work Curriculum Sub-Committee** since Fall 2019, I proposed the Committee update the Management and Policy (MAP) specialization marketing video, served on the working group to create the new video, providing information, student representatives and critiques to the first and second versions. I also provide a Field Education perspective to the Committee, provide input on curriculum, run and co-run MAP events and suggest and support efforts to grow the MAP program. For example, I supported the MAP Lunch and Learn by presenting MAP Field placement information on Oct 21, 2020. I co-facilitated the MAP Specialization Information Session in New Brunswick on Oct. 30, 2019. I also supported the migration to MAP students having their own roster and Canvas shell, troubleshooting process issues.
- November 2020-June 2023, served as a member of **Committee on Students**. I reviewed the details of students referred to the Committee due to not meeting the School's Standards for Professional and Ethical Conduct, Collaboratively interviewed students, made recommendations, edited letters to students. I proposed improvements for the Committee process.

### Workshops, Developed and Supported

- Nov 8, 2021, co-ran the MAP Forum
- October 14, 2021, spoke about MAP field education placements at Center for Leadership and Management, MAP Specialization event
- Co-organized and co-hosted an interactive film screening and community building event titled: *The Sacrifice Zone Film Screening with Environmental Justice Activism Opportunities*, April 22, 2021. Secured involvement of Jamel Holley NJ Assemblyperson, Deans of SSW and PAA, community organizers and leaders. The published workshop description was: The School of Social Work and The School of Public Affairs and Administration invite you to a screening of *The Sacrifice Zone*. The film depicts the environmental injustices occurring in Newark, NJ and features Ironbound Community Corporation's efforts to combat inequality. After the screening, environmental justice organization representatives and activists met with participants in breakout rooms to solicit ideas on the most pressing issues they are addressing and to network.
- Helped organize the October 16, 2019, Promoting Equity and Social Justice for NJ Families and Communities: The Role of Social Work, Rutgers University School of Social Work & NJ Policy Perspective, discussion with panel discussion.
- Moderated a breakout room for the December 2, 2020, workshop: Nonprofits: Start-Up Stories and Lessons Learned featuring Kristin Prinn, MSW, LCSW, Executive Director and Founder of LUCY Outreach, a nonprofit youth development center for at-risk teens in Camden, NJ.
- Supported numerous School of Social Work workshops since Summer of 2015.

### Field Education Support

- Attended Field Town Hall meetings Spring 2020, to support students with the Covid-19-related shutdown restrictions and explain new Field procedures and parameters.
- Each Spring from 2016 through 2019, I presented an introduction to Field Education to BASW students in their Junior year during their Professional Development Seminar (three sections each year). I developed, revised and continued to improve the presentation. I also recorded the presentation for use in the Online Professional Development Seminar.
- Each Summer and Fall from 2015-2020, I delivered Field Education Workshops for BASW, MSW and Advanced Standing MSW students to introduce them to Field Education and prepare them for success in the coming semesters.

### Guest Speaker, Orientations, MSW Career Fair, Socials

- Shared information on social works' responsibility to environmental justice in support of support the students' learning around the CSWE Grand Challenges on the Environment as guest lecturer in BASW HBSEII class on March 26, 2020.
- Supported several MSW Professional Development Days each year. For the events, I recruited speakers, professionals to network with students, and social workers to critique resumes. I critiqued resumes, participated in networking lunches, and provided support and career advice to students.

- Attended and supported BASW Orientation in September 2015, 2016, 2017, 2018. Introduced myself and shared information on Field Education and the placement process. Made myself available to students for individual questions and general networking.
- Attended and supported MSW Student Orientation each Fall. I informed students about Field Education and about social work's responsibility to environmental justice. I critiqued resumes and made myself available to students for general questions and networking.
- Speak with perspective students that contact me or are referred to me and have questions about Field Education and environmental justice work at the School.

### **Contributions to Society at Large**

- Co-launched the Environmental Justice Action Group (EJAG) on September 18, 2019 to bring together individuals and groups on campus and in the community with strong interest in environmental justice action. After the initial meeting supported Cecilia Harris in creating and distributing a newsletter. On November 6, 2019, this group morphed into "Sustainability Common Interest Group" (SIC) of which I was a Steering Committee Member.
- Provided consultation and expertise to a Princeton University, Class of 2023 student on her service project as a Bogle Fellow on environmental justice in New Jersey.
- On February 2, 2020, February 17, 2020, and April 27, 2021, I attended the Town Hall Meetings of the Presidential Task Force on Carbon Neutrality and Carbon Resilience, providing social work perspectives and suggesting solutions for inclusion in the Rutgers' Climate Action Plan.
- Serve on the Family Dynamics Committee of the Commission on Reentry Services for Women, a major project of the New Jersey Reentry Corporation (NJRC). The Commission is a state-appointed body that strives to improve the quality of life of court-involved women.

## ***PROFESSIONAL EXPERIENCE***

**Mindfulness Therapy, LLC, Flemington, Hillsborough, & Skillman, NJ (Private Practice, part-time) 2012-present and previously Center for Psychological Services of Somerset County, Hillsborough, NJ (part-time)**

***Clinical Supervisor / Psychotherapist***

- Counsel children through seniors and families with psychiatric and substance abuse issues.
- Provide clinical supervision to LCSW candidates.

**Catholic Charities, Flemington, NJ**

2013-2015

***Clinical Supervisor, Family Preservation Services, Outpatient, and In-home Clinical***

- Coordinated clinical operations of four programs (County funded, DCP&P funded and fee-for-service).
- Provided quality clinical supervision to staff, individually and through treatment team.
- Oversaw staff productivity and documentation to meet contract terms, including levels of service.
- Ensured staff received training required to deliver services to clients ranging from children to older adults.
- Monitored quality of services and reported monthly and quarterly outcomes statistics for four programs.
- Administered performance reviews, approved payroll and ensured proper clinician training.
- Ensured electronic medical record system functions optimally by acting a Super User.
- Increased referral sources by developing relationships with community partners and within agency.
- Initiated & facilitated a bi-monthly self-care mindfulness practice for staff.

**Carrier Clinic, Belle Mead, NJ**

2009-2013

***Lead Clinical Case Manager, Older Adult Unit (Sept. 2011-Feb. 2012, covering a leave)***

***Clinical Case Manager, Older Adult Unit (Aug. 2010- March 2013)***

***Admissions Clinician, ACCESS (Jul. 2009-Aug. 2010)***

- Self-initiated and drove process improvement solution that increased income. Awarded "Above & Beyond" for that proposal to implement an electronic census board to streamline hospital admissions, increasing revenue by thousands of dollars per day.
- Trained and mentored new Clinical Case Managers and Interns on assessments, treatment plans, and discharge plans. Provided supervision for four Social Work Interns.
- Completed employee performance reviews. Audited medical records.

- Assessed and counseled patients from adolescents through seniors with psychiatric and substance abuse diagnoses, developed and implemented individualized treatment plans, and arranged services.
- Contributed to decisions as integral member of multifunctional team of physicians, nurses, and finance.
- Co-facilitated mindfulness-based stress reduction for staff.

**Meals on Wheel of Greater New Brunswick, NJ** (*paid position, satisfying MSW internship*) 2005

***Executive Director***

- Wrote grant application to Middlesex County securing \$95,000 of operating funds. Prepared monthly reports and statistics to Office on Aging. Managed budget of \$173,000.
- Responsible for operations, including billing, staffing, scheduling, accounting, bookkeeping.
- Ensured contract guidelines were followed.
- Prepared monthly schedules for volunteers to deliver meals to 55 clients daily.
- Recruited, trained, and supervised 120 volunteers. Published monthly newsletter with volunteer recognition.
- Wrote job descriptions and training guides. Prepared public vacancy announcement. Trained new employee.
- Assessed and counseled in-need community members. Provided services and referred to community agencies
- Facilitated Board of Director meetings. Wrote Newsletter. Recruited, hired and trained Assistant ED.

**International Institute of New Jersey (IINJ), Jersey City, NJ** 2002

***Intern Counselor / Program Developer***

- Led and coordinated the development of IINJ's volunteer program.
- Assessed and counseled immigrants, advising them of resources and locating services.

**Princeton House (Adolescents, Substance Abuse, Adults, Older Adults), North Brunswick, NJ** 2001-2002

***Intern Counselor***

- Counseled and assessed clients. Ran psycho-educational, coping skills and mindfulness groups.

**Ford Motor Company and its spin-off Visteon Corporation, MI, NJ, PA, Hungary** 1994-2001

***Finance Coordinator, Controller's Office, Visteon North Penn Electronics Facility (2001)***

***Human Resources Associate, Visteon North Penn Electronics Facility (2000-2001)***

***Manufacturing Engineer, Visteon North Penn Electronics Facility (1999-2000)***

***Production Supervisor, Body Construction, Edison Assembly, Ford (1998-1999)***

***Liaison (Visteon Resident Quality Engineer), Edison Assembly, Ford (1997-1998)***

***Product Design Engineer, Electrical & Fuel Handling Division, Ford (1994-1997)***

**LEADERSHIP EXPERIENCE**

- Supervised a diverse team of 40 UAW employees at the Ford Edison Assembly Plant.
- Led upper management to develop a 3-year Financial Business Plan for the North Penn Electronics Facility.
- Organized tours and visits for at risk youth at Visteon Electronics Facility.
- Counseled employees on leadership, career development, ergonomic and psychological issues at Visteon.
- Co-ran North Penn's Visteon Fund, an employee-directed funding of community non-profits, serving inner-city youth, disadvantaged populations, and the environment.
- Led benchmarking study of the Chrysler Neon & Dodge Dakota Mechanical Returnless Fuel Systems at Ford
- Organized a major event for 40 MIT Leaders for Manufacturing Fellows at Visteon's North Penn Electronics Facility. Instead of a limiting factory tour, I worked to make the visit public relations event, a recruiting opportunity, and a chance to obtain fresh ideas from some of the smartest, young minds in manufacturing and business. Working with the Plant Operating Team, I defined the six biggest plant issues, designed plant tours around each issue and gave the Fellows a choice issue to work on. Thus, the fellows served as short-term consultants. North Penn benefited by making real progress on tough issues and getting to know the candidates abilities. The Fellows learned and contributed through engaging.

**DIVERSITY AND STAFF DEVELOPMENT EXPERIENCE**

- Led Visteon recruiting at Cornell University for Leadership, Engineering, and Human Resource positions.
- Co-facilitated diversity work groups, increasing employee reported rating on diversity valuing and tolerance at Edison Assembly plant.
- Assisted managers and employees with performance review support, benefit information, and EAP assistance.
- Represented Ford Lesbian and Gay Alliance in efforts to extend UAW benefits to Local 1695.



**NYC Transit Authority Assistant, NY, NY**

1989-1990

**Mechanical Engineer, Engineering & Construction Department**

- Evaluated various emergency ventilation fans and recommended one for use in a 3.5 mile subway tunnel. NYCTA based future fan rehabilitation jobs and policies on this recommendation.
- Designed pumping systems for six locations in the Harlem River Tunnel.
- Eliminated major damper blade failure through root cause analysis and writing a computer program to evaluate designs prior to build. Engineers used my program to accurately design fail-safe damper systems.

***DISTINCTIONS***

- Above and Beyond Award for Electronic Census Board, Carrier Clinic
- Chosen for the Visteon Leadership Excellence Acceleration Program, a Management Development program.
- Chosen for the Ford Manufacturing Leadership Program, a Management Development program.
- Dale Carnegie Highest Award for Achievement.
- Phi Kappa Phi, Honor Society
- Alpha Delta Mu, Social Work Honor Society
- Invented U.S. Patent 5,762,046 “Dual Speed Fuel Delivery System”, an electronic control system to increase fuel pump durability and increase fuel efficiency at Ford Motor Company.