

Elsa Candelario, DSW, MSSW, LCSW

elsa.candelario@rutgers.edu

(848) 932-8099 (Office)

EDUCATION

- D.S.W. The University of Alabama School of Social Work, Tuscaloosa, Al, 2024, Concentration -Organizational Leadership
- M.S.S.W. Columbia University School of Social Work, NY, NY, 1992, Concentration - Practice Programming, and Supervision
- B.A. Rutgers University, New Brunswick, NJ, 1990, Major - Psychology and Communications, Minor - French

LEADERSHIP AND SELECTED PROFESSIONAL DEVELOPMENT

- Comprehensive Overview of Immigration Law, CLINIC, Silver Spring, MD, 2019
- Georgetown University's New Strategies Program for Nonprofit Executives, Washington, DC, 2018
- Certificate in Leadership, Leadership New Jersey, Trenton, NJ, 2010
- South Jersey Regional Leadership Institute, Rutgers University, Camden, NJ, 2004

ACADEMIC EXPERIENCE

EMPLOYMENT:

Professor of Professional Practice, School of Social Work, Rutgers University, New Brunswick, NJ, 2020-present

Director, Latino/a/x Initiatives for Service, Training and Assessment (LISTA) Certificate Program, School of Social Work, Rutgers University, New Brunswick, NJ, 2021-present

- Co-led the full implementation of LISTA as a new certificate program within the School
- Establish student and field agency recruitment and engagement efforts in collaboration with others
- Enhance and develop relevant curricular offerings for LISTA
- Develop and execute a mentoring project for LISTA students in collaboration with others
- Supervise and guide the work of the field coordinator and interns
- Recruit local and nationally recognized leaders to serve on the LISTA Community Advisory Board that launched June 2021

Candelario Curriculum Vitae

Faculty Affiliate, Center for Leadership and Management, School of Social Work, Rutgers University, New Brunswick, NJ, 2020-present

Part-time Lecturer, School of Social Work, Rutgers University, New Brunswick, NJ, 2007-2020

I. TEACHING:

Courses taught as faculty at Rutgers Social Work (2020-present): Management Practice and Theory (on-campus); Social Work Practice II (on-campus and online); Social Work with Latinos (online); Latinos: Culture, Community and Social Welfare (online); Diversity & Oppression (on-campus and online); Puerto Rico: Compounding Disasters and Community Resilience (embedded study abroad)

Courses taught as PTL at Rutgers Social Work: Groups at Risk (on-campus); Diversity and Oppression (on-campus and online); Social Work Practice II (online); Program & Strategic Planning; Human Resource Management (on-campus and intensive weekend); Supervision & Consultation (on-campus)

Supervise 1-2 MSW field interns annually and 1-2 curriculum and research assistants annually

II. CURRICULUM LEADERSHIP, Rutgers Social Work, 2020-current:

Revamped 15 modules, each consisting of readings and lectures, for two courses, "Social Work Practice with Latinos," and "Latinos: Culture, Community, and Social Welfare." Implemented substantial updates to ensure relevance and inclusivity, encompassing contemporary perspectives on working with Latina/o/x populations. (spring, 2022-fall, 2023).

Developed a comprehensive three-credit course titled "Puerto Rico: Compounding Disasters and Community Resilience," featuring an immersive learning experience in Puerto Rico during spring break. This pioneering course encompasses an in-depth exploration of the challenges faced by Puerto Rico in the aftermath of multiple disasters, as well as the resilience demonstrated by its communities. (summer-fall 2022)

Co-developed a new course entitled Behavioral Health with Latinos. Contributions included development of three modules on mental health and Latina/os, development of the mental health module objectives, identification of content experts for three subject areas, primary author of course goals, primary author of syllabus, and coordination of discussions for course framework/content/readings. (fall 2021-spring 2022)

Co-developed a new course with the Spanish Department entitled Spanish for Social Workers. Contributions included social work framework, content, and readings. (spring-fall 2021)

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Worked with an ad-hoc faculty committee to substantially update the Diversity and Oppression course syllabus. Responsible for updates to readings and assignments for the module on ethnocentrism and nativism. (spring 2021)

Course coordinator for: Latinos: Culture, Community and Social Welfare (2021-present); Social Work with Latinos (2021-present); Puerto Rico: Compounding Disasters and Community Resilience (2022-present); Management Practice and Theory (2020-2023); Behavioral Health with Latinos (2022-2023); Spanish for Social Workers (2022-2023)

PROFESSIONAL PRACTICE EXPERIENCE

Social Worker, Clinical Supervisor, and Nonprofit Consulting/Coaching, Private Practice, Moorestown, NJ 2016-present

- Provide consultation and coaching services to nonprofit executive directors
- Provide clinical guidance and supervision to therapists and other direct service workers
- Provide a range of evidence-based social work interventions to youth with emotional, behavioral, or mental health challenges
- Collaborate with other professionals as appropriate to implement holistic care plans for youth

Executive Director, Hispanic Family Center of Southern NJ, Inc., Camden, NJ, 1997-2020

- Strategic, entrepreneurial, and highly growth-oriented administrator of a 40-year-old regional nonprofit organization that encompassed five site locations and more than 20 programs. Core services included: health education and prevention, behavioral health services, family strengthening programs, legal and counseling programs for survivors of intimate partner violence, energy assistance, and adult education
- Provided leadership and change management for the organization that served 15,000 individuals with a population of 75% Latina/o/x individuals
- Increased the organizational budget by 500% through fundraising, grant writing, and program development
- Launched scores of new programs and initiatives that expanded the organization's accessibility and responded to the community's emerging needs
- Led budgetary planning and responsible financial stewardship
- Developed and executed multimillion-dollar capital expansion projects including the purchase and renovation of two new facilities
- Led the geographic expansion of the organization to two new counties
- Fostered service delivery characterized by quality and innovation
- Led team data analytics meetings for continuous quality improvement resulting in excellent program outcomes and a 95%+ client satisfaction rating for 10 consecutive years
- Convened several regional and statewide affinity groups on emerging and relevant practice and policy issues such as immigration, mental health, and child wellness

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- Facilitated inclusive internal and external stakeholder planning processes that resulted in the creation of several successfully executed organizational strategic plans
- Created and sustained clear communication strategies and strong relationships with board members, funders, legislators, policymakers, and other key stakeholders
- Provided guidance and supervision to directors, supervisors, and MSW student interns

Social Worker: Jewish Home and Hospital for the Aged, Bronx, NY, 1996-1997

- Provided evidence-based social work interventions to promote the well-being of older individuals and help them live independently in their homes and communities
- Conducted home visits to deliver social work interventions
- Collaborated with other professionals to implement holistic care plans
- Completed documentation of therapy notes and treatment plans

Program Director: Children and Families Together (CFT), a Family Rehabilitation Program, Bronx, NY, 1992-1997

- Administrator of a multimillion-dollar 'parent and child' holistic day program for women with substance use disorders
- Provided leadership and change management for the program to improve clinical and operational functions
- Shaped the strategic direction and managed a multi-disciplinary team of thirty employees comprised of educators, counselors, outreach workers, childcare workers, and therapists
- Sustained effective communication with vendors, funders, licensing agency, collaborating partners, and executives
- Led a high performing team resulting in increased client attendance, improved client and program outcomes, and perfect licensure inspections with no findings/citations
- Developed quality assurance procedures and conducted regular quality assurance reviews of all elements of the program
- Analyzed performance data and completed internal and external reports
- Co-wrote grant proposals and renewals
- Provided clinical guidance and supervision to direct service employees and MSW student interns
- Moderated clinical case conferences and utilization reviews for the CFT program and for a program for HIV+ persons with substance use disorders
- Served on the city's child welfare consortium and on the Bronx Borough President's Substance Abuse Advisory Council

Team Leader: Hope Case Management, Bronx, NY, 1992

- Case management supervisor of a team within a Ryan White funded program for HIV+ adults and first-time mothers

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- Provided evidence-based social work interventions to promote health and wellness of people living with HIV
- Promoted strong client connections to medical care and social services
- Supervised a team of case management technicians
- Conducted home visits
- Collaborated with other professionals to implement holistic care plans
- Completed documentation of therapy notes and treatment plans

DISSEMINATION AND CONVENING

I. PUBLICATIONS

Candelario, E. (2024, September 16). Celebrating Hispanic Heritage Month: Honoring Culture, Contributions, and Community. *Rutgers School of Social Work News*, Rutgers School of Social Work. Available from: <https://socialwork.rutgers.edu/news/celebrating-hispanic-heritage-month-honoring-culture-contributions-and-community>.

McCoyd, J., Curran, L., **Candelario, E.**, Findley, P. & Hennessey, K. (2022, June 22). Social service providers under COVID-19 duress: Adaptation, burnout, and resilience. *Journal of Social Work*. doi:10.1177/14680173221109414.

McCoyd, J., Curran, L., **Candelario, E.**, Findley, P. (2022, April 25). “There is just a different energy”: Changes in the therapeutic relationship due to telehealth transition. *Clinical Social Work Journal*. <https://doi.org/10.1007/s10615-022-00844-0>.

Candelario, E. (2018, October). Reflections on Hispanic Heritage Month. *NASW Focus*, NASW-NJ. Available from: https://issuu.com/naswnj/docs/0003_-_nasw_newsletter_october_2018_8c25a35359287d.

Candelario, E. (2017, February). The importance of collaboration and the whole family approach. *LinkedIn Post on Robert Wood Johnson Foundation’s Leadership Network Group*.

Candelario, E. (2006, February 5). Three ways to Corzine's 'one community with one future' [Op-ed], *Asbury Park Press*.

II. MANUSCRIPTS UNDER REVIEW

Sanchez Mayers, R, Wiggins, L.L., **Candelario, E.**, Curran, L. (2021). Latino New Jersey: A demographic and geographic portrait. In A. Lauria-Santiago & U. Berg (Ed.), *Latino New Jersey: Histories, Communities and Politics*. [Book submitted for publication].

III. TECHNICAL REPORTS

Candelario, E. & Acosta H. Latino Action Network Foundation. (2021, November). New Jersey voices call for greater access to mental health services for Latinx communities. *Latino Action Network Foundation Report*. https://5175bb79-8071-49a8-ba13-b2bfe224dc5f.filesusr.com/ugd/f81e50_52aeb6f4809745ccbb77c07969c1c5a8.pdf

Governor's Blue Ribbon Panel on Immigrant Policy (2009). Recommendations for a comprehensive and strategic statewide approach to successfully integrate the rapidly growing immigrant population in New Jersey. (Contributor to social services recommendations).
[https://www.njleg.state.nj.us/OPI/Reports to the Legislature/immigrant policy 03302009.pdf](https://www.njleg.state.nj.us/OPI/Reports%20to%20the%20Legislature/immigrant%20policy%2003302009.pdf)

Acosta, H., **Candelario, E.**, Argote-Freyre, F. & Solano, F.. Hispanic Directors' Association. (2006). Latino mental health-one year later: Creeping toward progress. *Latino Perspectives Report*.

Acosta, H., **Candelario, E.** & Argote-Freyre, F.. Hispanic Directors' Association. (2005). Time for action: Improving mental health services for the Latino community. *Latino Perspectives Report*.

NJ Hispanic Advisory Council. (2003). *Hispanic Advisory Council 2003 Policy Report: Latinos and the State of New Jersey: A Promising Partnership for a Better Future*. (Contributor to health recommendations).
<https://dspace.njstatelib.org/xmlui/bitstream/handle/10929/25229/p8252003b.pdf?sequence=1&isAllowed=y>

NJ Department of Health and Senior Services Office of Minority Health. (2000). *The health of minorities in New Jersey part II: "The Latino experience". Summit recommendations report*. (Contributor to recommendations, chair of Latino Health Advisory Committee and co-chair of summit).
<https://dspace.njstatelib.org/xmlui/bitstream/handle/10929/23510/h4342000n.pdf?sequence=1&isAllowed=y>

IV. PRESENTATIONS AND WORKSHOPS

Ward, C. J., Bohner, R., & **Candelario, E.** (2024, October 25). *Social work student/faculty: A panel engagement on navigating diverse roles as student and faculty* [Conference session panel presentation]. Council on Social Work Education 2024 Annual Program Meeting, Kansas City, MO.

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- Candelario, E.** (Annually Summer 2022-2024). *Strategic management webinar* [Instructor]. Rutgers School of Social Work, Office of Continuing Education, New Brunswick, NJ (virtual).
- Singh, K. & **Candelario, E.** (2024, May 6). *Overcoming dilemmas in supervising social service employees* [Presentation]. Network for Social Work Management, New Jersey Chapter. Newark, NJ (virtual).
- Robles, G., Guevara Carpio, M. & **Candelario, E.** (2024, April 5). *Expanding the liberation repertoire of clinical social workers in the United States* [Poster presentation]. The Joint Conference on Social Work Education and Social Development, Panama City, Panama.
- Ward, C. J., Arndt, Robin G., Bohner, R., **Candelario, E.** & Jones, S. (2024, March 8). *The right role: Tensions of being a DSW student while working in higher education* [Conference session panel presentation]. University of Alabama School of Social Work 2024 National DSW Conference on Social Work Education and Practice, Tuscaloosa, AL (virtual).
- Candelario, E.** (2023, May 19). *Achieving culturally responsive services for Latina/os by reducing barriers to social work education: A case study* [Conference session]. Latino Social Workers Organization National Latinx Social Work Conference 2023, Portland, Or.
- Singh, K. & **Candelario, E.** (2023, April 18). *Founding Your Own Nonprofit Organization: Tips for Social Work Management Students and Emerging Leaders* [Presentation]. Network for Social Work Management, New Jersey Chapter. Newark, NJ (virtual).
- Candelario, E.** (2023, March 3). *Social work education's role to increase access to services for Latinx populations* [Conference session panel presentation]. University of Alabama School of Social Work 2023 National DSW Conference on Education and Social Work, Tuscaloosa, AL (virtual).
- Candelario, E.** (2021, December 10). *What we have learned about mental health in 2020 & 2021* [Moderator of conference session panel presentation]. New Jersey YMCA Statewide Alliance 9th Annual Building a Culture of Health in New Jersey Conference, Atlantic City, NJ.
- Candelario, E.** (2021, June 2). *Challenging racial disparities* [Conference panel presentation]. Rutgers School of Social Work Department of Continuing Education's Challenging Racial Disparities Conference, New Brunswick, NJ (virtual).
- Sanchez Mayers, R. & **Candelario, E.** (2021, March 8). *Breaking barriers to services for Latinos through education* [Conference session]. NASW-NJ Annual Conference, Atlantic City, NJ (virtual).

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- Candelario, E. & De La Cruz, J.** (2021, March 8). *Achieving culturally responsive policy through collective action with Latino/a/x communities: A case study* [Conference session]. NASW-NJ Annual Conference, Atlantic City, NJ (virtual).
- Sanchez Mayers, R. & **Candelario, E.** (2021, February 19-20). *Hispanic happiness paradox* [Poster presentation]. Latino Mental Health Association of New Jersey, Elizabeth, NJ (virtual).
- Candelario, E.** (2020, May 27). *Adapting to COVID-19: The Latinx community experience in South Jersey* [Staff presentation]. Children's Hospital of Philadelphia, Philadelphia, PA (virtual).
- Candelario, E.** (2019, November 18). *Outcomes of job coaching services and community needs of Camden City residents* [Senior staff presentation]. WSFS Bank President and Vice President Regional Meeting, Wilmington, DE.
- Candelario, E.** (2019, 2008-2017). *Human resource management workshop* [Instructor]. Rutgers School of Social Work, Office of Continuing Education, New Brunswick, NJ.
- Candelario, E.** (2018, October 27). *Nonprofit management: Vision and leadership* [Conference session]. Hispanic Leadership Summit, Glassboro, NJ.
- Candelario, E. & Lamboy, R.** (2016, September 20). *Families in Motion--three pillars to success* [Presentation]. Pascale Sykes Foundation grantee forum, Vineland, NJ.
- Candelario, E.** (2016, February 16). *Hispanic Family Center's role in the community* [Presentation]. Rotary Club of Camden, Camden, NJ.
- Candelario, E.** (2015, October 24). *21st century women in leadership: Changing the rules* [Conference session]. Hispanic Leadership Summit, Glassboro, NJ.
- Candelario, E.** (2015, May 7). *How prevention interventions are worth a pound of cure* [Conference presentation]. Robert Wood Johnson Foundation Culture of Health Forum, Camden, NJ.
- Candelario, E.** (2013, December 4). *How improving nonprofit/government partnerships can benefit everyone* [Conference session panel presentation]. Center for Nonprofits Annual Conference, Monroe, NJ.
- Waldman, W. & **Candelario, E.** (2013, January 26). *Understanding transparency for boards.* NASW New Jersey Board of Directors Training, North Brunswick, NJ.
- Candelario, E.** (2012, September 9). *Civic engagement* [Conference session]. Hispanic Leadership Summit, Glassboro, NJ.

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Candelario, E. (2012, February 28). *Achievements in adult education* [Conference presentation]. Federal Reserve Bank Grass Roots Workforce Development Summit, Philadelphia, PA.

Candelario, E. (2007, January 18). *How leaders can make effective organizational decisions to manage change* [Presentation]. Rutgers University South Jersey Regional Leadership Institute, Camden, NJ.

Candelario, E. (2006, October 30). *The art and science of leadership* [Conference session]. New Jersey's Governor's Conference on Women, Atlantic City, NJ.

Candelario, E. (2000, June 1). *The role of advocacy in the healthcare system* [Conference presentation]. New Jersey State Latino Health Summit, New Brunswick, NJ.

V. ADVOCACY AND POLICY ROUNDTABLE PLANNING, CONVENING, AND MODERATING

Candelario, E. & Acosta, A. (2021, July 22-23). *Latino mental health roundtable* [Roundtable planning and moderation]. Latino Action Network Foundation, Virtual roundtable.

Candelario, E. (2015-2018). *Camden immigration roundtable* [Roundtable planning and moderation]. Hispanic Family Center, Camden, NJ.

Candelario, E. (2016). *Social determinants of health and Latinos listening session*. [Roundtable planning and co-moderation with support from Robert Wood Johnson's New Jersey Health Initiatives]. Hispanic Family Center, Princeton, NJ.

Candelario, E. (2005). *Latino mental health: Time for action*. [Roundtable co-planning and co-moderation with support from the Fund for New Jersey]. Hispanic Directors' Association, Red Bank, NJ.

Candelario, E. (2000, June 2-3). *Statewide summit: A call to action for eliminating health disparities for Latinos in New Jersey, the health of minorities in New Jersey: Part II, the Latino experience* [Chair of the Latino Health Advisory Committee and Co-chair of the summit planning committee]. Latino Health Advisory Committee and NJ Department of Health Office of Minority Health, Piscataway, NJ.

VI. SELECTED TESTIMONY

Public hearing of the NJ Senate Budget Committee on the proposed State Budget for Fiscal Year 2011, NJ Senate (March, 2010) (Testimony, **Elsa Candelario**).

NJ Assembly Education Committee hearings on A-375, NJ Assembly (October, 2008) (Testimony, **Elsa Candelario**).

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Public hearing of the NJ Department of Children and Families on the proposed DCF budget for Fiscal Year 2008, NJ DCF at Camden County One-Stop (November 9, 2006) (Testimony, **Elsa Candelario**).

Public hearing of the NJ Assembly Budget Committee on the proposed State Budget for Fiscal Year 2007, NJ Assembly (April, 2006) (Testimony, **Elsa Candelario**).

Public hearing of the NJ Assembly Budget Committee on the proposed State Budget for Fiscal Year 2006, NJ Assembly (March, 2005) (Testimony, **Elsa Candelario**).

VII. MEDIA INTERVIEWS AND MENTIONS

Latinx cultural differences and communication challenges can be mitigated with engagement strategies. (2024, October). *New Jersey Governor's Council on Mental Health Stigma/Stopping Stigma Newsletter*. New Jersey Association of Mental Health and Addiction Agencies, Mercerville, NJ. Retrieved from: https://nj.gov/mhstigmacouncil/documents/council-news/Stigma_Council_News_Oct_2024_final.pdf

Intrabartola, L. (2024, September 13). LISTA Program helps social workers get ready to assist Latinx community. *Rutgers Today*. Rutgers University, New Brunswick, NJ. Retrieved from: <https://www.rutgers.edu/news/lista-program-helps-social-workers-get-ready-assist-latinx-community>

Richardson, M. (2024, July 17). Bilingual, multicultural staff needed for NJ addiction treatment. *Public News Service*. Retrieved from: <https://www.publicnewsservice.org/2024-07-17/health/bilingual-multicultural-staff-needed-for-nj-addiction-treatment/a91361-1>

Moses, S. (2023, January). NJAMHAA and NJMHI welcome new board members: Interview with Elsa Candelario. *NJAMHAA NEWS*. New Jersey Association of Mental Health and Addiction Agencies, Mercerville, NJ.

Jones, G. (Host). (2022, January 21). Macro social work stories with **Elsa Candelario, MSSW, LCSW** & Dr. Jesselly De La Cruz [Video podcast]. In *Macro social work stories*. Retrieved from: <https://www.youtube.com/watch?v=gsVyoZFilYA>

Horizon Foundation of New Jersey (2019). Interview of **Elsa Candelario** for anniversary video about Horizon Foundation's positive impact on the health of New Jersey residents. Horizon Foundation of New Jersey, Newark, NJ.

Centros de Mujeres Hispanas buscan asegurar fondos. (2017, June 16). *Reporte Hispano*. Retrieved from: <https://reportehispano.com/en/2017/06/centros-mujeres-hispanas-buscan-asegurar-fondos/>.

Candelario Curriculum Vitae

- Levinsky, D. (2017, June 14). Dems will seek more funding for Hispanic resource centers. *Burlington County Times (Willingboro, NJ)*, p. A. Available from NewsBank: Access World News at <https://infoweb-newsbank-com.proxy.libraries.rutgers.edu/apps/news/document-view?p=AWNB&docref=news/16503FD5A2F8D5C8>.
- Moses, S. (2015, October). For nearly 40 years, HFC has shown dedication from crisis to opportunity: Interview of **Elsa Candelario**. *NJAMHAA NEWS*. New Jersey Association of Mental Health and Addiction Agencies, Mercerville, NJ.
- Anonymous interviewer. (2015, June 12). Interview of **Elsa Candelario** about health fair and health prevention. *NBC10 Evening News* [Television Broadcast], WCAU Television, Philadelphia, Pa.
- Rinde, M. (2015, May 8). Can 'Culture of Health' initiative help cure Camden's chronic ills? *NJ Spotlight*. Retrieved from: <https://www.njspotlight.com/2015/05/15-05-08-can-culture-of-health-initiative-help-cure-camden-s-chronic-ills/>.
- Mulford, K. & Campbell, J. (2014, October 26). A fuller melting pot: S.J. must prepare for population shift already taking place. *Courier-Post*. Retrieved from <https://www.courierpostonline.com/story/news/local/south-jersey/2014/10/25/fuller-melting-pot-sj-must-prepare-population-shift-already-taking-place/17946143/>.
- Sanchez, W. (2014, October 16). Interview of **Elsa Candelario**. *Raices de Buena Salud* [Documentary Broadcast], PBS Television, New Jersey.
- Vargas, C. (2012, March 30). Camden high-rise's health clinic to open doors to neighbors. *Philadelphia Inquirer (PA)*, p. B01. Available from NewsBank: Access World News at <https://infoweb-newsbank-com.proxy.libraries.rutgers.edu/apps/news/document-view?p=AWNB&docref=news/13DD5DE230F5B4E8>.
- Ocasio, L. (2011, December 30). When families are the victims of circumstance- A conversation about Hispanic children and poverty. *Star-Ledger*. Available from NewsBank: Access World News at <https://infoweb-newsbank-Hcom.proxy.libraries.rutgers.edu/apps/news/document-view?p=AWNB&docref=news/13BF8153246DCE40>.
- Colimore, E. (2011, February 27). Diversity grows in Cherry Hill Census numbers show the change. *Philadelphia Inquirer (PA)*, p. B01. Available from NewsBank: Access World News: <https://infoweb-newsbank-com.proxy.libraries.rutgers.edu/apps/news/document-view?p=AWNB&docref=news/135AC9A95D19CC70>.
- Katz, M. (2010, April 9). Hispanic, women's groups rip Christie's cuts. *Philadelphia Inquirer (PA)*, p. B01. Available from NewsBank: Access World News at <https://infoweb->

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newsbank-com.proxy.libraries.rutgers.edu/apps/news/document-view?p=AWNB&docref=news/12EFBC85AB22A210.

Lu, A. (2010, March 17). One woman's reaction to Christie's cuts. *Philadelphia Inquirer (PA)*, p. B01. Available from NewsBank: Access World News: <https://infoweb-newsbank-com.proxy.libraries.rutgers.edu/apps/news/document-view?p=AWNB&docref=news/12E8287C023D7C80>.

Camilli, D. (2007, August 12). Governor appoints Mount Laurel resident to panel on immigration. *Burlington County Times (Willingboro, NJ)* p. 1,2. Available from NewsBank: Access World News: <https://infoweb-newsbank-com.proxy.libraries.rutgers.edu/apps/news/document-view?p=AWNB&docref=news/120A1BF0249AE538>.

Horner, J. (2006, April 18). Interview of **Elsa Candelario**, President of the New Jersey Hispanic Directors Association. *Comcast Newsmakers* [Television broadcast], Comcast Cable Network, Cherry Hill, NJ.

FUNDRAISING, PROGRAM DEVELOPMENT, AND STRATEGIC PLANNING

I. CAPITAL CAMPAIGN

Raised several million dollars of funding from 2005-2020 for seven capital projects.

- Purchased two buildings and achieved the complete rehabilitation of both sites for relocation of services and administration
- Worked with a team of architects, weatherization specialists, and contractors to expand and renovate space for the creation of a “green jobs” training center
- Secured resources and executed the renovation of program and receptionist spaces to accommodate a new energy assistance initiative
- Raised funds to demolish unused space for the creation of six new individual therapy offices and to update the facility’s technology for the launch of telehealth behavioral health counseling services
- Raised funds to convert donated land to a fenced and repaved employee parking lot
- Raised funds to demolish a banking kiosk, improve organization’s signage, repave its parking lot, and install new fencing
- Purchased property adjacent to the organization, razed a burnt structure, fenced the lot, and established a community garden

II. SELECTED GRANTS

Funded grant proposals at Rutgers University:

Role: PI

Name of Funding Source: NJ Department of Human Services

Amount Awarded: \$966,890

Project Title: DHS Bilingual Scholars Program for DMHAS Agencies

Funding Period: August 1, 2024-July 31, 2026

Role: PI

Name of Funding Source: KIND

Amount Awarded: \$384,000

Project Title: Latina/o/x Initiatives for Service Training, and Assessment (LISTA) Certificate Program's Bilingual Social Worker Scholarship and Stipend for Unaccompanied Minors

Funding Period: January 1, 2024-December 31, 2025

Role: PI

Name of Funding Source: Latino Action Network Foundation

Amount Awarded: \$460,000

Project Title: Latina/o/x Initiatives for Service Training, and Assessment (LISTA) Certificate Program's Bilingual Social Worker Scholarship Program Rutgers School of Social Work

Funding Period: January 1, 2023-June 30, 2025

Role: PI

Name of Funding Source: Cigna Foundation

Amount Awarded: \$64,000

Project Title: Latina/o/x Initiatives for Service Training, and Assessment (LISTA) Certificate Workforce Development Program Rutgers School of Social Work

Funding Period: October 1, 2022-November 30, 2023

Role: Co-PI effective 3/30/21-12/31/21

Name of Funding Source: New York Community Trust

Amount Awarded: \$100,000

Project Title: Advancing Social Work to Better Serve Latinx Communities

Funding Period: March 1, 2020-December 31, 2021

A selection of funded grant proposals at Hispanic Family Center of Southern NJ, Inc.:

Role: PI

Name of Funding Source: New Jersey Department of Human Services, Division of Mental Health and Addictions Services

Amount Awarded: \$15,000

Project Title: Conversion to Telehealth for Behavioral Health Clinic

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Funding Period: January 1, 2020 – August 30, 2020

Role: PI

Name of Funding Source: Bank of America

Amount Awarded: \$20,000

Project Title: Job development for Camden residents

Funding Period: July 1, 2019 – June 30, 2020. (\$20,000)

Role: PI

Name of Funding Source: Department of Law and Public Safety, Office for Victims of Crime & the NJ Attorney General's Office

Amount Awarded: \$750,000

Project Title: Bilingual Counseling and Legal Services for Survivors of Intimate Partner Violence

Funding Period: September 1, 2017 – June 30, 2020

Role: PI

Name of Funding Source: WSFS Bank (formerly Beneficial Bank) and PNC Bank

Amount Awarded: \$15,000-\$30,000 annually

Project Title: Job Development for Camden Residents

Funding Period: January 1, 2015 – June 30, 2020

Role: PI

Name of Funding Source: New Jersey Department of Children and Families, Division of Family and Community Partners

Amount Awarded: \$200,000-\$240,000 annually

Project Title: Woodbury Family Success Center

Funding Period: July 1, 2010 – June 30, 2020

Role: PI

Name of Funding Source: New Jersey Department of Community Affairs, Division of Housing and Community Resources

Amount Awarded: \$315,000-\$500,000 annually

Project Title: LIHEAP Energy Assistance for Camden and Gloucester Counties

Funding Period: July 1, 2010 – June 30, 2020

Role: PI

Name of Funding Source: New Jersey Department of Human Services, Division of Addictions Services

Amount Awarded: \$118,000-\$271,000 annually

Project Title: Juntos Youth Prevention Services

Funding Period: July 1, 1997 – June 30, 2020

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Role: PI

Name of Funding Source: New Jersey Department of Health, Division of Public Health Services

Amount Awarded: \$125,000-\$250,000 annually

Project Title: Population Specific HIV Prevention Services

Funding Period: July 1, 1997 – June 30, 2020

Role: PI

Name of Funding Source: Community Planning and Advocacy Council

Amount Awarded: \$125,000 annually-\$250,000 annually

Project Title: Pediatric Asthma Prevention Program (PAPP)

Funding Period: July 1, 2014 – June 30, 2020

Role: PI

Name of Funding Source: Horizon Foundation

Amount Awarded: \$30,000 annually

Project Title: Community Health Navigation for Camden Residents

Funding Period: July 1, 2018 – June 30, 2020

Role: PI

Name of Funding Source: Pascale Sykes Foundation

Amount Awarded: \$300,000 annually

Project Title: Families In Motion: A 2-generation initiative

Funding Period: July 1, 2016– June 30, 2020

Role: PI

Name of Funding Source: Horizon Foundation

Amount Awarded: \$30,000 annually

Project Title: Pediatric Asthma Prevention Program (PAPP)

Funding Period: July 1, 2013 – June 30, 2018

Role: PI

Name of Funding Source: Robert Wood Johnson, NJ Health Initiatives

Amount Awarded: \$9,800

Project Title: Culture of Health Listening Session

Funding Period: January 1, 2016– December 31, 2016

Role: PI

Name of Funding Source: Camden County Workforce Investment Board

Amount Awarded: multiple grants ranging from \$50,000 annually to \$750,000 annually

Project Title: Welfare to Work Training and Supported Employment Programs

Funding Period: July 1, 1997 – June 30, 2014

Candelario Curriculum Vitae

Role: PI

Name of Funding Source: Camden County Health Services Center

Amount Awarded: \$60,000-\$95,000 annually

Project Title: Bilingual Adult Social Day Care and In Home Personal Care Services

Funding Period: January 1, 1998– December 31, 2013

Role: PI

Name of Funding Source: Robert Wood Johnson, NJ Health Initiatives

Amount Awarded: \$150,000

Project Title: Capacity Building for Anchor Organizations

Funding Period: January 1, 2011– December 31, 2013

Role: PI

Name of Funding Source: New Jersey Department of Health, Office of Minority and Multicultural Health

Amount Awarded: \$100,000 annually

Project Title: Pediatric Asthma Prevention Program (PAPP)

Funding Period: July 1, 2003 – June 30, 2012

Role: PI

Name of Funding Source: New Jersey Department Board of Public Utilities

Amount Awarded: \$300,000

Project Title: Green Jobs Training Center Renovation Grant

Funding Period: September 1, 2010 – May 31, 2012

Role: PI

Name of Funding Source: New Jersey Department of Labor

Amount Awarded: \$300,000

Project Title: WomenBuild Training Program

Funding Period: September 1, 2010 – February 28, 2012

Role: PI

Name of Funding Source: New Jersey Department of Labor

Amount Awarded: \$450,000

Project Title: Green Jobs Training Program

Funding Period: July 1, 2009 – June 30, 2011

Role: PI

Name of Funding Source: New Jersey Department of Community Affairs, Center for Hispanic Policy Research and Development

Amount Awarded: \$100,000 annually

Project Title: Work-Up

Funding Period: July 1, 1999 – June 30, 2011

Candelario Curriculum Vitae

Role: PI

Name of Funding Source: NJ After 3

Amount Awarded: \$157,000-\$240,000 annually

Project Title: After School Services for Sumner Elementary School Students

Funding Period: July 1, 2006 – June 30, 2010

Role: PI

Name of Funding Source: Robert Wood Johnson, NJ Health Initiatives

Amount Awarded: \$300,000

Project Title: Intensive Outpatient Substance Use Disorder Treatment-Road to Recovery

Funding Period: July 1, 2007–June 30, 2010

Role: PI

Name of Funding Source: New Jersey Department of Human Services, Division of Family Development

Amount Awarded: \$200,000-\$216,000 annually

Project Title: Hispanic Outreach and Job Placement Services

Funding Period: July 1, 2000– March 31, 2010

Role: PI

Name of Funding Source: New Jersey Department of Community Affairs, Center for Hispanic Policy Research and Development

Amount Awarded: \$40,000-\$55,000 annually

Project Title: After School Youth Services

Funding Period: July 1, 1999 – June 30, 2007

Role: PI

Name of Funding Source: NJ Office of the Attorney General, Juvenile Justice Commission

Amount Awarded: \$328,000

Project Title: I Can Problem Solve

Funding Period: July 1, 2002 – September 30, 2005

III. STRATEGIC PLANS

Hispanic Family Center of Southern NJ, Inc. (Executive Director role serving as coordinator of the process and co-writer of the plans). Five strategic planning processes with plan dates:

- 2020-2025
- 2016-2019
- 2011-2015
- 2007-2010
- 1999-2005

Candelario Curriculum Vitae

Center for Nonprofits (Board member role serving as a participant). Strategic plan date: 2015-2017

Governor's Council on Mental Health Stigma (Chairperson of Council role serving as the co-coordinator of the planning process). Strategic plan date: 2007-2009

Hispanic Directors' Association (Board president role serving as the co-coordinator of process and editor of the plan). Strategic plan date: 2006-2009

PROFESSIONAL HONORS

DSW Student Recognition for Contributions to Social Work Education, University of Alabama School of Social Work, Tuscaloosa, AL, 2024

Humanitarian Award, Community Planning Advocacy Council, Pennsauken, NJ, 2023

Own it Like a Founder Award, Campbell's Soup Company, Camden, NJ, 2019

Social Worker of the Year, National Association of Social Workers-NJ, North Brunswick, NJ, 2018

Delaware Valley Most Influential Latino, Impacto Newspaper, Philadelphia, PA, 2017

Hispanic Leadership Award, New York Jets NFL Football Team, Secaucus, NJ, 2017

Woman of Purpose, Camden City Mayor Award, Camden, NJ, 2014

Women to Watch, South Jersey Biz Magazine, Marlton, NJ, 2014

Woman of Achievement, KYW NewsRadio, Philadelphia, PA, 2013

Grand Marshal, Parada San Juan Bautista, Camden, NJ, 2013

Woman of Achievement, Philadelphia Business Journal, Philadelphia, PA, 2013

Achievement Award, Parada San Juan Bautista, Camden, NJ, 2009

Shining Lights Award, NJ Mental Health Institute, North Brunswick, NJ, 2006

Child Advocate of the Month, NJ Office of the Child Advocate, Trenton, NJ, 2005

Camden County Freedom Medal, Camden, NJ, 2005

Candelario Curriculum Vitae

Human Service Worker of the Year, Community Planning Advocacy Council, Pennsauken, NJ
2005

Prominent Hispanic Award, Camden County, Camden, NJ, 2000

SERVICE

I. SERVICE TO THE UNIVERSITY

Member, Rutgers School of Social Work Dean Search Committee, fall 2022-spring 2023

II. SERVICE TO THE SCHOOL OF SOCIAL WORK

Co-facilitator, Rutgers School of Social Work MAP specialization sub-curriculum faculty group,
fall 2024-present

Member, Rutgers School of Social Work NTT Search Committee, fall 2024-present

Member, Rutgers School of Social Work Rules of Procedure Committee, fall 2023-present

Member, Community Engagement Task Force, Rutgers University School of Social Work, New
Brunswick, NJ, 2021-present

Member, Rutgers School of Social Work Sojourner Truth Visiting Professor Search Committee,
spring 2021-present

Member, Inclusion, Intersectionality, Diversity, Equity, and Advancement (IIDEA) Committee,
Rutgers University School of Social Work, New Brunswick, NJ, fall 2020-spring 2023

- Member of the Goals Subcommittee for Strategic Plan

Member, Rutgers School of Social Work NTT Promotion Review Committee, fall 2021

Community Advisory Board Member, Rutgers University School of Social Work, New
Brunswick, NJ, 2016-2019

II. RUTGERS SOCIAL WORK EDUCATIONAL PRESENTATIONS/WORKSHOPS

Candelario, E. Moderator and lead planner, Annual Hispanic Heritage Month Virtual Event
Rutgers University School of Social Work

2024, September 24 – *“Voices of resilience: Elevating Afro-Latinx stories with Dr. Beverly
Araújo Dawson”*

Candelario Curriculum Vitae

- 2023, October 2 – “*Amplifying Latinx voices: Symposium on social work & community advancement with Luisa Lopez and Kurt C. Organista*”
- 2022, September 26 – “*Implementation science from an intersectionality approach: Lessons learned from the Caribbean with Marizaida Sánchez Cesáreo*”
- 2021, September 20 – “*Panel discussion on immigration with Xiomara Guevarra, Yamilka Mena, and Nydia Morsey*”
- 2020, October 7 – “*Celebration featuring Johanna Calle, Juan D. González, Gloria Lopez-Henriquez and Yolanda Padilla*”

Candelario, E., Nepomnyaschy, L., & Singh, K. (Panelist). (Annual each summer, 2021-present). *What is macro practice? A discussion about the MAP specialization and careers.* Rutgers Social Work Admissions event. Virtual forum.

Candelario, E. (Panelist and breakout room facilitator). (1-2 times annually, 2021-present). *Overview of MAP and LISTA.* Rutgers Social Work open house student recruitment event. Virtual forum.

Candelario, E., Miranda, S., Montoya, V., & Stallone, A. (Moderator and Panelist). (2023, June 13). *Latinx USA: Reflections from Puerto Rico study abroad.* Rutgers Social Work student event. Virtual forum.

Candelario, E. (2022, July 12). *NJ's Latino/a/x populations: Overview, discrimination and healing.* Rutgers Social Work student event. Virtual forum.

Candelario, E. (Panelist). (2023, March 23 & 2022, March 9). *Planning your MAP Career: Opportunities in the Public and Private Sectors.* Rutgers Social Work MAPChat. Virtual panel presentation event for students.

Zippay, A. (2021, October 22). *Leadership and interprofessional teams: Interview of Elsa Candelario by Dr. Allison Zippay.* Rutgers Social Work CHAP's RUBY/HRSA: Leadership Training and Interprofessional Teams. Virtual interprofessional student forum.

Morales, C. & Bischoff, M. (2021, May 3). *MAP classroom conversation for Social Work Practice II: Interview of Elsa Candelario by Christine Morales and Marian Bischoff.* Rutgers Social Work. Virtual recorded interview for use in class.

Candelario, E. (Moderator and co-planner). (2021, April 7). *Taking the next step: Finding a MAP job.* Rutgers Social Work MAPChat. Virtual panel presentation event for students.

Candelario, E. (Moderator and co-planner). (2021, March 24). *LISTA alumni interviews.* Rutgers Social Work LISTA Certificate Program Community Event. Virtual student event.

Candelario Curriculum Vitae

Candelario, E. (Moderator and co-planner). (2021, March 3). *Networking strategies & building one's brand*. Rutgers Social Work MAPChat. Virtual panel presentation event for students.

Candelario, E. (2021, February 19). *Welcome remarks from Rutgers Social Work*. Latino Mental Health Association Annual Conference. Virtual conference.

Candelario, E. (Moderator and co-planner). (2020, December 2). *Nonprofits: Startups and lessons learned*. Rutgers Social Work MAPChat. Virtual student event.

Candelario, E. (Moderator and co-planner). (2020, October 21). *What's on your MAP?* Rutgers Social Work MAPChat. Virtual panel presentation event for students.

Candelario, E. (Voiceover). (2020, September). *Why MAP?* Rutgers Social Work Management and Policy Specialization Promotional Video.

III. APPOINTED AND ELECTED BOARDS/SERVICE TO THE COMMUNITY AND TO THE PROFESSION

Board Member, New Jersey Mental Health Institute, NJ, 2022-present

Board Member, Family Success Institute, NJ, 2021-present

Advisory Group Member, Council of NJ Grantmakers and Center for Nonprofits Doing Good Better: Deepening Philanthropic and Nonprofit Partnerships in NJ, 2021-present

Member, Diversity and Equity Committee, Center for Non-Profits, North Brunswick, NJ, 2019-present

Advisory Board Member, NJ Cohort Study, Rutgers University Center for State Health Policy, New Brunswick, NJ 2019-2022

Member, Camden County Human Services Advisory Council, 2000-2020

Chairperson, Chapter Committee on Nominations and Leadership Identification (CCNLI), National Association of Social Workers-NJ Chapter, North Brunswick, NJ 2016-2018

Advisory Board Member, Rutgers University School of Nursing, Camden, NJ, 2012-2018

Member, Multicultural Services Committee, New Jersey State Department of Human Services, Trenton, NJ, 2015-2018.

Grant Reviewer, Robert Wood Johnson Foundation, NJ Health Initiatives, Camden, NJ, 2015.

Candelario Curriculum Vitae

Board Member and Secretary of Board, National Association of Social Workers-NJ Chapter, North Brunswick, NJ, 2014-2016

Board Member and Secretary of Board, Centers for Nonprofits, North Brunswick, NJ, 2009-2016

Board Member and Vice President of Board, Latino Action Network, NJ, 2009-2013

Grant Reviewer, Community Planning and Advocacy Council, Pennsauken, NJ, various grant cycles between 2005-2013

Member by Gubernatorial Appointment, New Jersey Governor's Blue Ribbon Panel on Immigrant Integration, 2007-2009

Chairperson (Inaugural) by Gubernatorial Appointment, New Jersey Governor's Council on Mental Health Stigma, 2005-2009

Member, New Jersey Governor's Commission on Rationalizing Healthcare Resources, Access and Equity for the Medically Underserved Subcommittee, 2006-2008

Member by Gubernatorial Appointment, New Jersey Policy Advisory Council on Human Services Restructuring, 2006-2008

Member, New Jersey Government Efficiency and Reform (GEAR) Task Force, Health Committee, 2006-2007

Board Member and President of Board, Hispanic Directors' Association of NJ, New Brunswick, NJ, 2005-2009

Member, Camden City Healthy Futures Committee, Camden, NJ, 2000-2007

Board Member by Gubernatorial Appointment, New Jersey Advisory Commission on the Status of Women, 2004-2007

President, Camden County United Way Council of Executives, Camden, NJ, 2004-2006

Member by Gubernatorial Appointment, New Jersey Governor's Cabinet for Children, 2004-2005

Board Member and Vice-President of Board, Hispanic Directors' Association of NJ, New Brunswick, NJ, 1998-2005

Vice-President, Camden County United Way Council of Executives, Camden, NJ, 1998-2004

Member, New Jersey Hispanic Advisory Council, Health Committee, 2002-2003

Candelario Curriculum Vitae

Member, New Jersey Division of Addictions' Services Committee on Quality Standards, 2002-2003

Board Member, Catholic Charities of the Camden Diocese, Camden, NJ 2000-2002

Board Member and Founding Member, Latino Leadership Alliance of NJ, New Brunswick, NJ, 1999-2002

Chairperson, Latino Health Advisory Committee, State of New Jersey Department of Health and Senior Services, 1998-2002

Member, CPAC's Community Health Planning Group for the Southern New Jersey Region, Pennsauken, NJ, 1998-2000

Co-Chairperson, Latino Health Summit of New Jersey Planning Committee, 1998-1999

Advisory Council Member, Bronx Borough President's Substance Abuse Advisory Council, Bronx, NY, 1994-1997

LICENSES, CERTIFICATIONS, AND PROFESSIONAL CREDENTIALS

Licensed Clinical Social Worker, NJ State, 2002-current

Certified Clinical Supervisor for Social Workers, NJ State Board of Social Work Examiners, 2017-current

Information Management Decision Support Tools, Strengths and Needs Assessment Certified, 2016-current

Supervisor in Field Instruction for Social Work Students, 1993-current

PROFESSIONAL ASSOCIATIONS

Association of Community Organization and Social Administration, Member

Association of Latina/Latino Social Work Educators, Member

Council on Social Work Education, Member

National Association of Social Workers, Member

Network for Social Work Management, Member

New Jersey Latino Mental Health Association, Lifetime Member