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FOUNDING EXECUTIVE DIRECTOR

Field Center for Children's Policy, Practice & Research, University of Pennsylvania – Philadelphia (2003 – present)

- Oversight of interdisciplinary child welfare policy & research center for University of Pennsylvania's Schools of Social Policy & Practice, Law, Medicine, and Nursing and the Children's Hospital of Philadelphia (CHOP)
- Serve as Principal or Co-Principal Investigator on over 25 grants and projects
- Develop curriculum for professional and student training programs
- Provide consultation to executives including elected officials, agency leaders, commissioners, and community leaders
- Spearhead development of evidence-based programs to improve systemic response to child abuse
- Development and stewardship of Advisory Board
- Direct strategic planning efforts and provide fiscal oversight
- Chair multidisciplinary team meetings
- Lead development and funding efforts, including grant writing
- Promote the center on local, state and national levels
- Design, oversee, facilitate and market Field Center's biennial *One Child, Many Hands: A Multidisciplinary Conference on Child Welfare*
- Develop and coordinate training colloquia for professional community
- Serve on community and national committees, boards, and task forces
- Supervise fellows/graduate students from multiple disciplines, including social work, law, and public health
- Editor of *News From the Field*

CHIEF OPERATING OFFICER

Ramsey Educational Development Institute and Amoores Health Systems – Norristown, PA (2001 – 2002)

- Administration of non-profit human service and for-profit health care companies
- Developed and implemented fiscal management strategies to improve efficiency of operations
- Oversight of multidisciplinary services for developmentally disabled children, case management and parent education services, and training and vocational programming for youth and adults
- Program development for adult, family, children, and youth services with multiple sites
- Facilitated private school licensure process
- Primary liaison with state, county and local governmental officials
- Authored and awarded state, county, and private foundation grant and funding proposals
- Spearheaded development efforts including leadership of major fundraising event

CLINICAL DIRECTOR

OUR TOWN Family Center - Tucson, Arizona (1995 – 2000)

- Clinical oversight of CWLA member, behavioral health licensed and COA accredited non-profit community-based agency
- Developed and designed multiple innovative programs for high-risk populations
- Authored and awarded multiple grant proposals with a combined value in excess of \$5 million
- Implementation of agency, community and statewide professional training programs
- Leader and participant in multiple statewide task forces and key community-based collaboratives
- Development and oversight of "Family Builders," award-winning multiple-agency CPS diversion program
- Administrator of agency counseling programs, including Crisis Intervention, Child & Family Counseling, Family Builders, and Intensive Family Preservation Services
- Supervision of clinical program coordinators and professional consultants
- Developed and managed individual program budgets
- Oversight of agency's professional accreditation, licensure process, and contract compliance
- Designed and facilitated Continuous Quality Improvement program
- Clinical consultation and in-service training to staff and volunteers agency-wide

DIRECTOR OF CHILD WELFARE SERVICES

Catholic Social Services of Oakland County - Pontiac, Michigan (1994 – 1995)

- Administrator of child welfare programs including Foster Care, Pregnancy & Teen Parent Services, Infant & Special Needs Adoption, Prevention Programs, and Intensive Family Preservation Services
- Responsible for supervision of programs at multiple sites throughout county
- Developed and managed individual program budgets, program initiatives and grant proposals
- Supervision and training of mid-level program administrators and supervisors
- Served on statewide task forces for Foster Care and Teen Parent Services
- Trained and certified in foster home licensing and provided training to foster parents
- Program Manager for “Families First” Intensive Family Preservation Program
- Maintained contract compliance and served as liaison with state/county agencies
- Developed and chaired agency Quality Assurance Committee
- Clinical supervision and consultation throughout agency

CHILD AND FAMILY THERAPIST

Community Council of Nashua – Nashua, New Hampshire (1992 – 1993)

- Staff psychotherapist in Community Mental Health Agency
- Diagnostic evaluations utilizing DSM criteria; individual, family, group, and play therapy with children, adolescents and adults
- Developed and led therapy group for mothers to parallel child sexual abuse victims’ treatment
- Expert testimony and consultation for attorneys, therapists and courts on sexual abuse
- Participated on clinical intake and sexual abuse treatment teams
- Advisory board member for community-based Parenting Center

FAMILY THERAPIST - Family Violence Treatment Program

Catholic Service League - Akron, Ohio (1989 – 1990)

- Family, individual, couple, and play therapy with family violence caseload
- Intake evaluations for child abuse and neglect and domestic violence cases
- Designated agency child abuse specialist
- Provided consultation and expert testimony at request of District Attorney’s office on sexual abuse/molestation cases and child competency

COORDINATOR, CHILD SEXUAL ABUSE TEAM

Boston City Hospital, Department of Pediatrics – Boston, Massachusetts (1985 – 1986)

- Developed sexual abuse diagnostic and treatment program
- Designed diagnostic protocol and developed case review standards
- Clinical leader for Multidisciplinary Team and member of hospital Trauma X Team
- Hired and supervised clinical staff and developed and administered budget
- Conducted intake component of program and authored extensive diagnostic evaluations
- Family, couple, individual, play therapy with victims, perpetrators, non-offending parents, siblings, & foster families
- Qualified as sexual abuse expert by Boston Juvenile Court

COURT INVESTIGATOR

Middlesex and Norfolk Counties, Massachusetts (1984 -1985)

- Appointed by judges to conduct court-mandated clinical assessments for child abuse and neglect cases
- Presented formal written evaluations, court testimony, and recommendations to judges regarding disposition of cases

DIRECTOR, CRISIS NURSERY

New York Foundling Hospital – New York, New York (1983 – 1984)

- Directed renowned child abuse and neglect program under Dr. Vincent Fontana
- Administrator of 24-hour respite care facility and child abuse hotline
- Coordination of Multidisciplinary Team, supervision of staff and budgetary oversight
- Crisis intervention and short-term treatment with parents and children
- Multimodality diagnoses of child maltreatment and clinical family assessments
- Public speaking, consultation, training, and media interviews as child abuse expert
- Expert witness in child abuse and neglect proceedings
- Liaison between hospital, child welfare agency and Mayor’s Task Force on Child Abuse & Neglect

SOCIAL WORK SUPERVISOR (1979 - 1983)

SOCIAL WORKER/CHILD WELFARE SPECIALIST (1978 - 1979)

Massachusetts Department of Social Services - Quincy, Massachusetts

- Administrative and clinical supervision of social workers
- Monitored caseloads referred for child abuse and neglect, sexual abuse, status-offending adolescents, and foster, adoptive, and therapeutic placement
- Supervised statewide model unit for agency reorganization under ACYF grant
- Extensive public speaking, court testimony, staff training and community-based consultation
- Investigated reports of child abuse and neglect
- Diagnostic family assessments and development of treatment plans and permanency planning
- Provided crisis intervention, short and long-term counseling, and child placement

EDUCATION

M.Ed., *Community Mental Health Counseling*, Northeastern University, Boston, Massachusetts

- Elected to Kappa Delta Pi Honor Society
- Research: Maternal Deprivation; Discipline as Related to Self-Concept Development in Children

B.A., *Psychology and Sociology* (double major), The George Washington University, Washington, DC

- Teaching Assistant in Psychology

PUBLICATIONS

- *"Social Policy, Child Abuse and Neglect, and Forensic Psychiatry."* In *Forensic Psychiatry: Historical Review, Current Issues, Future Directions*. Robert Sadoff, Ed. Oxford University Press (with Richard J. Gelles, PhD), 2015.
- *Analysis of 2013 Philadelphia Department of Human Services Child Maltreatment Fatalities and Near Fatalities*. Report for the Philadelphia Department of Human Services (with Lauren Brumley, MA and Richard J. Gelles, PhD), March 2015
- *Child Advocacy Center Statewide Plan Development: Technical Assistance to the Commonwealth of Pennsylvania*. Report for the Pennsylvania Commission on Crime and Delinquency (with Richa Ranade, MPH and Jingru Hao, MSW), May 2014
- *Revisiting Child Abuse Reporting Laws, Social Work Today, March/April 2012*
- *Child Abuse Prevention and Intervention, Pediatric Annals, 11/1984; 13(10): 766-70*
- *Raise Your Kids Right, Dr. Lonnie Carton, G.P. Putnam's Sons, 1985* (editorial consultant)

PRESENTATIONS, TRAININGS AND TESTIMONY

- *Act 153: Criminal Background Checks and Child Abuse Clearances*, United Way of Chester County
- *The Role and Responsibility of the Physician in the Reporting and Investigation of Child Abuse*, Philadelphia College of Osteopathic Medicine 22nd Annual Hershey CME
- *Mandated Child Abuse Recognition & Reporting*, J & K Seminars/Webinars (curriculum approved by PA Department of Human Services and Department of State required child abuse training for licensure for PA licensed behavioral health professionals; home study course)
- Faculty, Namseoul (Korea) University program: *Child Welfare and the US Approach: Children's Health and Welfare (2015)*
- *Child Advocacy Center Statewide Plan Development: Technical Assistance to the Commonwealth of Pennsylvania*, Presentation to Joint Session of Pennsylvania Legislature
- *Child Advocacy Center Statewide Plan Development: Technical Assistance to the Commonwealth of Pennsylvania*, Pennsylvania Commission on Crime and Delinquency
- Faculty, Namseoul (Korea) University program: *Child Welfare and the US Approach (2014)*
- *The Penn State Case: From Tragedy to Transformation*, University of Michigan School of Social Work Distinguished Faculty Series

- *Testimony Before the Montgomery County, Pennsylvania Board of Commissioners on Human Services Block Grant Funding 2013-2014*
- *Testimony before the Pennsylvania Task Force on Child Protection, Pennsylvania Capitol, Harrisburg*
- *Kids Live in Families, Not Silos: Collaborating Across Systems*, Philadelphia Department of Behavioral Health and Intellectual Disability Services
- *"Play Nice in the Sandbox" and Other Childhood Lessons: Collaborative Solutions to Community and Agency Challenges in Tough Economic Times*, with District Attorney Risa Vetri Ferman, Esq., *One Child, Many Hands: A Multidisciplinary Conference on Child Welfare*, University Of Pennsylvania
- *Making the Case for a Child Welfare Revolution: Bringing Decision-Making into the 21st Century*, 5th Annual SOC Conference, Yale School of Management
- *Breaking Down the Walls: Confidentiality Issues in Cross-System Information Sharing*, plenary panelist, *One Child, Many Hands: A Multidisciplinary Conference on Child Welfare*, Univ. of Pennsylvania
- *Family Builders Public-Private Partnership: Arizona's Alternative Response to Child Abuse Reports*, Family Resource Coalition Annual Conference
- *Family Builders Public-Private Partnership*, California County Welfare Directors Assoc. Annual Conference
- *Engaging Resistant Families*, Arizona Family Centered Practice Annual Conference
- Arizona State University School of Social Work lecturer

GRANTS AND CONTRACTS

Principal Investigator on:

Child Welfare and the US Approach: Children's Health and Welfare, Namseoul University, 2015

Philadelphia Department of Human Services Child Fatality Case Analysis, City of Philadelphia, 2014 - 15

Fostering the Future: Helping Youth Aging Out of Foster Care Engage and Succeed in Higher Education, The Philadelphia Foundation, 2014 –15

Child Welfare and the US Approach, Namseoul University, 2014

Child Advocacy Center Statewide Plan, Pennsylvania Commission on Crime and Delinquency, 2013 – 14

Fostering College Success Colloquium, The Philadelphia Foundation, 2013 – 14

Multidisciplinary Student Training Institute, Trustees Council of Penn Women, 2013 –14

Delaware County Child Advocacy Center Technical Assistance, The Philadelphia Foundation, 2013

Current Controversies in Child Welfare Practice, Policy & Research, Office of the Vice Provost for Research, 2012 – 13

Remedying Gaps in Jurisdictional Barriers to Child Abuse and Neglect Reporting and Investigations, Stoneleigh Foundation, 2011 – 12

One Child, Many Hands: A Multidisciplinary Conference on Child Welfare, William Penn Foundation, 2011

Critical Issues in Child Welfare: Integrating Research, Policy & Practice, Office of the Vice Provost for Research, 2011 – 12

Conference on Confidentiality in Cross-System Information Sharing, Funders: William Penn Foundation, The Hite Foundation in memory of Sybil Hite, Montgomery County Office of Children & Youth, 2010- 11

Montgomery County Information Portability Project, Montgomery County, 2008 – 09

Mission Kids Technical Assistance Contract, Pottstown Area Health & Wellness Foundation, 2008 – 09

Field Center Interdisciplinary Evaluation Clinic, City of Philadelphia, 2007-08, 2010-14

Technical Assistance to Design and Develop the Montgomery County Child Advocacy Center, North Penn Community Foundation, 2007 - 08

Filling the Cracks in the Child Welfare System: Developing a Transparent and Effective Means of Managing Information and Improving Accountability, The Hite Foundation, 2006 – 09

PROFESSIONAL AFFILIATIONS, APPOINTMENTS AND AWARDS

- Appointed to 15-member Research Delegation to Cuba by Child Welfare League of America (2015)
- Pennsylvania Department of Human Services Child Protective Services Laws (CPSL) Implementation Committee (2014)
- *Montgomery County (PA) Children and Youth Citizens Advisory Committee*
Appointed by County Commissioners in 2006; reappointed in 2010
Chair, Public Policy Work Group
Secretary (2014-15)
Vice-Chair (2015-present)
- Management Team Consultant, *Mission Kids Child Advocacy Center*, 2007 - present
- Member, *LECAP* (Philadelphia Law Enforcement Child Abuse Project), 2005 – 2010
- Board of Directors, *Mission Kids Child Advocacy Center*, 2007 – 2011
- *National Association for Family-Based Services* - Board of Directors, 1998 – 2002
Conference Chair, 15th Annual Empowering Families Conference
Program Chair, 14th Annual Empowering Families Conference
- *Arizona Association for Family Centered Practice* - Board of Directors, 1997-2000
President, 1998-1999
Vice President, 1997-1998
- Chair, *Pima County (AZ) Children's Advocacy Coalition*
- Member, Arizona statewide *Family Preservation/Family Support Planning Committee*
- Member, Arizona Regional Behavioral Health Authority *Children's Coordinating Council*
- Recipient of Arizona statewide *Community Recognition Award*
- Awarded commendation by *Arizona Division of Children, Youth & Families* for contributions to field