KARUN KRISHNA SINGH, PhD, LCSW-R, CSWM

Professor of Teaching

School of Social Work

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ResearchGate: [https://www.researchgate.net/profile/Karun\_Singh](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.researchgate.net%2Fprofile%2FKarun_Singh&data=02%7C01%7Ckarun%40ssw.rutgers.edu%7C2fddb52421824c91b08208d7a115f438%7Cb92d2b234d35447093ff69aca6632ffe%7C1%7C0%7C637154987965791933&sdata=B9JywsEtNqNoRetyocYmwgxJgGYXNlb5FQhdzNbuByM%3D&reserved=0)

# EDUCATION

**COLUMBIA UNIVERSITY**  New York, NY

***Doctor of Philosophy in Social Work, May 2005***

Concentration in Social Policy, Planning, and Administration

Dissertation Topic: The Impact of Strategic Planning Process Variation on Superior

Organizational Performance in Nonprofit Human Service Organizations Providing

Mental Health Services

**COLUMBIA UNIVERSITY**  New York, NY

***Master of Philosophy*, *October 2003***

**COLUMBIA UNIVERSITY GRADUATE SCHOOL OF BUSINESS** New York, NY

***Certificate, Institute for Not-for-Profit Management, May 1991***

### 

**COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

***Master of Science in Social Work*, *October 1987***

Concentration in Practice, Programming, and Supervision

**EARLHAM COLLEGE** Richmond, IN

***Bachelor of Arts in Psychology*, *June 1985***

**ELPHINSTONE COLLEGE** Bombay, INDIA

***Bachelor of Arts in English Literature*, *May 1983***

## SCHOLARLY INTERESTS

Multidisciplinary Management Education

Leadership Development

Collaborative Strategic Planning

Social Innovation

Microaggressions Prevention

**INVENTION** The Singh Strategic Planning Measure for Excellence (SSPMX)

[© 2017, 2005 by Karun K. Singh, PhD]

An evidence-based management and leadership survey instrument designed to help

nonprofit human service organizations achieve superior performance

# TEACHING EXPERIENCE

2011-present **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** Newark, NJ

### *Professor of Teaching*

Courses Taught

Management Practice and Theory (535)

Fundraising and Marketing (541)

Diversity and Oppression (506)

Human Resource Management (528)

Program Development and Strategic Planning (536)

Supervision and Consultation (540)

Social Work Practice II (501)

2010-2010 **TOURO COLLEGE GRADUATE SCHOOL OF SOCIAL WORK** New York, NY

### *Adjunct Professor (Summer 2010)*

Courses Taught

Organizational Context for Social Work Practice (770)

2006-2010 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

### *Assistant Professor and Chair, Organizational Management and Leadership*

Courses Taught

Organizational Management and Leadership III – Major Method III (783)

Organizational Management and Leadership I – Major Method I (781)

Administration of Social Agencies (780)

Community Organization and Planning (747)

Foundations of Social Work Practice (719)

1997-1998 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

### *Adjunct Professor*

Courses Taught

Social Work Research (T6501)

Program Evaluation in Social Services (T6416)

1997-1998 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

***Electronic Assistant***

1992-1993 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

***Field Instructor***

**ACADEMIC AND ADMINISTRATIVE EXPERIENCE**

2011-present **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** Newark, NJ

### *Professor of Teaching*

2015-present **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** Newark, NJ

### *Advisor/Assistant Director (Part-Time), Office of Student Affairs*

### 2011-2015 *Director, Newark Campus Program*

2006-2010 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

***Assistant Professor***

***Chair, Organizational Management and Leadership***

1993-2019 **KKS INTERNATIONAL** New York, NY

***President (Part-Time Consultant Position)***

1993-1994 **COLUMBIA UNIVERSITY CENTER FOR THE STUDY** New York, NY

**OF SOCIAL WORK PRACTICE**

***Administrative Coordinator***

1987-1993 **HARTLEY HOUSE** New York, NY

***Director, Division of Senior Services***

**LEADERSHIP EXPERIENCE**

2021-present **RUTGERS UNIVERSITY CENTER FOR** New Brunswick, NJ

**LEADERSHIP AND MANAGEMENT**

***Faculty Affiliate***

2021-present **SOCIAL WORK INNOVATION NETWORK** Kennesaw, GA

***Member***

2020-present **SPECIAL COMMISSION TO ADVANCE MACRO PRACTICE** New York, NY

**IN SOCIAL WORK**

***Member***

2019-present **WYNONA’S HOUSE** Newark, NJ

***Board Member***

2018-2020 **COUNCIL ON SOCIAL WORK EDUCATION** Alexandria, VA

***Member, National Nominating Committee***

***Chair-Elect, 2019-2020***

2018-present **THE NETWORK FOR SOCIAL WORK MANAGEMENT** New York, NY

***Co-Chair, New York City Chapter***

2018-present **NATIONAL ASSOCIATION OF SOCIAL WORKERS** North Brunswick, NJ

**NEW JERSEY CHAPTER**

***SSW Faculty Liaison, Rutgers University***

2017-2017 **RUTGERS UNIVERSITY-NEWARK**  Newark, NJ

***SSW Faculty Representative, Vice Chancellor’s Office for Student Affairs***

2017-2017 **RUTGERS UNIVERSITY SCHOOL OF NURSING**  Newark, NJ

***SSW Faculty Representative, Ad-Hoc NTT-Track Full Professor Reappointment Committee***

2016-present **RUTGERS UNIVERSITY-NEWARK**  Newark, NJ

***SSW Faculty Representative, LGBTQ Advisory Board***

2016-present **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

***Course Coordinator***

2014-2016 **RUTGERS UNIVERSITY CENTERS FOR GLOBAL** New Brunswick, NJ

**ADVANCEMENT AND INTERNATIONAL AFFAIRS**

***SSW Faculty Leader, Rutgers University***

2013-2018 **NEW JERSEY STATE BOARD FOR SOCIAL WORK EXAMINERS** Newark, NJ

***SSW Faculty Representative, Rutgers University***

2012-present **THE NETWORK FOR SOCIAL WORK MANAGEMENT** Newark, NJ

***Co-Chair, New Jersey Chapter***

2012-present **RUTGERS-INDIA STRATEGIC PLANNING COMMITTEE** New Brunswick, NJ

***SSW Faculty Representative, Rutgers University***

2011-present **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

***Member, Faculty Committees***

Ad-Hoc and Standing Committees

Non-Tenure Track (NTT) Faculty Peer Mentoring Group

Non-Tenure Track (NTT) Faculty Peer Review Committee

Management and Policy (MAP) Specialization Faculty Committee

MAP Marketing Committee

Dean’s Advisory Council

Admissions

Fieldwork

Teaching

Licensing

Student Scholarships

DSW Management Track Planning

NTT Faculty

Student Affairs

Reaffirmation Planning

Management Task Group on Executive Management Programs and Certificates

2009-2010 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

**STUDENT-FACULTY SENATE**

***Faculty OML Method Representative, Hunter College School of Social Work***

2007-2008 **HUNTER COLLEGE SENATE** New York, NY

***SSW Faculty Representative, Hunter College***

2006-2010 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

***Member, Faculty Committees***

Ad-Hoc and Standing Committees

Admissions

Fieldwork

Curriculum

Special Populations

Practice Labs

Reaccreditation

Undoing Racism

Children, Youth, and Families

Mental Health Research Cluster

1989-1992 **MANHATTAN BOROUGHWIDE INTERAGENCY COUNCIL ON AGING** New York, NY

***Co-Board President and Acting Executive Director***

1987-1993 **CLINTON ADVISORY COUNCIL** New York, NY

***Chair***

**PUBLICATIONS**

**A. REFEREED JOURNAL ARTICLES**

Singh, K.K. (under review). “Preventing Workplace Microaggressions: Practical Strategies for Supervisors.”

Singh, K.K., & Lundgren, P. (2012). “Tertiary Diversity Management: A Critical Success Factor in Modern Nonprofit Human Services Leadership.” *Journal for Nonprofit Management, 15*(1), 104-111.

Germak, A., & Singh, K.K. (2010). “Social Entrepreneurship: Changing the Way Social Workers Do Business.” *Administration in Social Work, 34*(1), 79-95.

Martin, L.L., & Singh, K.K. (2004). "Using Government Performance Management Data to Identify New Business Opportunities: Examples from Government Services Outsourcing in the United States." *International Review of Administrative Sciences, 70*(1), 65-76.

**B. INVITED ENCYCLOPEDIA ENTRIES**

Singh, K.K. (2022). “Quality Assurance.” In T. Mizrahi and D. Bailey (Eds.). *Encyclopedia of Social Work.* New York, NY: Oxford University Press. ESW is an annotated, peer-reviewed, online research encyclopedia of social work.

Singh, K.K. (update under review). “Strategic Planning.” In E. Mullen (Ed.). *Oxford Bibliographies Online: Social Work.* New York, NY: Oxford University Press. OBO is an annotated, peer-reviewed, online bibliography of social work. Article first published in 2011.

Singh, K.K. (2020). “Jane Addams.” In R.A. List, H.K. Anheier, and S. Toepler (Eds.). *International Encyclopedia of Civil Society* (2nd ed.)*.* Cham, SWITZERLAND: Springer Nature Switzerland AG. IECS is a central, international, peer-reviewed, online reference work on civil society. Article first published in 2009.

Singh, K.K. (2020). “Russell Sage Foundation.” In R.A. List, H.K. Anheier, and S. Toepler (Eds.). *International Encyclopedia of Civil Society* (2nd ed.)*.* Cham, SWITZERLAND: Springer Nature Switzerland AG. IECS is a central, international, peer-reviewed, online reference work on civil society. Article first published in 2009.

Shukla, S., Jacob, S., & Singh, K.K. (2017). “HIV/AIDS in India.” In C. Franklin (Ed.). *Oxford Encyclopedia of Social Work.* New York, NY: Oxford University Press. OESW is an annotated, peer-reviewed, online research encyclopedia of social work.

**C. BOOK CHAPTER**

Singh, K.K. (2001). "Negotiating the Institutional Maze: How Professional Clinicians Can Help

Battered Immigrant Women Apply for Green Cards." In S. Nankani (Ed.), *Breaking the Silence: Domestic Violence in the South Asian-American Community.* Philadelphia, PA: Xlibris Corporation.

**D. BOOK REVIEWS**

Singh, K.K. (in press). [Review of the Book “Organizational Change for the Human Services”].

Singh, K.K. (2020). [Review of the Book “Social Entrepreneurship, Intrapreneurship, and Social Value Creation: Relevance for Contemporary Social Work Practice”]. *Human Service Organizations: Management, Leadership, & Governance, 44*(1), 92-95.

Singh, K.K. (2018). [Review of the Book “Above the Bottom Line: Financial Management in Human Services”]. *Journal of Teaching in Social Work, 38*(2), 238-240.

Singh, K.K. (2010). [Review of the Book “Measuring the Performance of Human Service Programs (2nd Ed.)”]. *Administration in Social Work,* *34*(5), 485-487.

Singh, K.K. (2010). [Review of the Book “Collaborating with Community-Based Organizations Through Consultation and Technical Assistance”]. *Administration in Social Work, 34*(2), 216-218.

Singh, K.K. (2007). [Review of the Book “Managing and Organizations: An Introduction to Theory and Practice”]. *Journal of Community Practice, 15*(4), 131-133*.*

Singh, K.K. (2007). [Review of the Books “Strategic Planning for Public and Nonprofit Organizations: A Guide to Strengthening and Sustaining Organizational Achievement (3rd Ed.)” and “Strategic Planning for Nonprofit Organizations: A Practical Guide and Workbook (2nd Ed.)”]. *Administration in Social Work, 31*(4), 121-125.

Singh, K.K. (2006). [Review of the Book “Strategic Tools for Social Entrepreneurs: Enhancing the Performance of Your Enterprising Nonprofit”]. *Administration in Social Work, 30*(1), 117-119.

Singh, K.K. (2006). [Review of the Book “What Counts: Social Accounting for Nonprofits and Cooperatives”]. *Administration in Social Work, 30*(1), 119-121.

Singh, K.K. (2005). [Review of the Books “The Nonprofit Manager’s Resource Directory (2nd Ed.)” and “The New Nonprofit Almanac & Desk Reference (6th Ed.)”]. *Administration in Social Work, 29*(2), 121-123*.*

Singh, K.K. (2002). [Review of the Book “The Strategy-Focused Organization: How Balanced Scorecard Companies Thrive in the New Business Environment”]. *Administration in Social Work, 26*(4), 101-103*.*

Singh, K.K. (2002). [Review of the Book “Sexual Violence on Campus: Policies, Programs, and Perspectives for the 21st Century”]. *Violence and Victims, 18*(1), 2-4.

Singh, K.K., & Curtain, M. (2001). [Review of the Book “Cases in Macro Social Work Practice”]. *Administration in Social Work, 25*(3), 87-89*.*

Singh, K.K. (2001). [Review of the Book “Competing on the Edge: Strategy as Structured Chaos”]. *Administration in Social Work, 25*(1), 107-109*.*

**E. PAPERS AND REPORTS**

Singh, K.K. (1994). "The US Health Care Debate: Strategically, Which Plan Should American Voters Support?" New York, NY: Columbia University School of Social Work.

Singh, K.K. (1990). "Falling Between the Cracks! An Exploratory Study of the Mental Health

Needs of the Frail Elderly in Clinton." New York, NY: Hartley House.

**F. NEWSPAPER COMMENTARY**

Singh, K.K. (1999). "Reworking the Sexual Misconduct Policy." *Columbia Daily Spectator, 123*(132), 4.

**G. INTERNAL ONLINE WEBSITE ARTICLES**

Singh, K.K. (2023). "Burnout prevention."

<https://socialwork.rutgers.edu/news/iidea-research-spotlight-professor-teaching-karun-k-singh-0>

Singh, K.K. (2022). "Quality assurance."

<https://www.socialwork.rutgers.edu/news/iidea-research-spotlight-professor-teaching-karun-k-singh>

**ACADEMIC JOURNAL EXPERIENCE**

2001-present **HUMAN SERVICE ORGANIZATIONS:**  Binghamton, NY

**MANAGEMENT, LEADERSHIP, & GOVERNANCE**

*Manuscript and Book Reviewer and Editorial Advisory Board Member*

2012-2014 **JOURNAL FOR NONPROFIT MANAGEMENT** New Brunswick, NJ *Manuscript Reviewer and Editorial Board Member*

2001-2014 **NONPROFIT AND VOLUNTARY SECTOR QUARTERLY** Indianapolis, IN *Manuscript Reviewer*

2007-2008 **JOURNAL OF COMMUNITY PRACTICE** Binghamton, NY

*Book Reviewer*

**RESEARCH EXPERIENCE**

2022-2023 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**QUALITY ASSURANCE, TECHNOLOGY, AND**

**BURNOUT PREVENTION PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($90/Week/Two Semesters)**

***Faculty Research Supervisor***

2021-2022 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**ARTIFICIAL INTELLIGENCE, MANAGEMENT PRACTICE, AND**

**BURNOUT PREVENTION PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($90/Week/Two Semesters)**

***Faculty Research Supervisor***

2020-2021 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**QUALITY ASSURANCE AND**

**ARTIFICIAL INTELLIGENCE PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($90/Week/Two Semesters)**

***Faculty Research Supervisor***

2019-2020 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**QUALITY ASSURANCE, DESIGN THINKING, AND**

**ARTIFICIAL INTELLIGENCE PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($90/Week/Two Semesters)**

***Faculty Research Supervisor***

2018-2019 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**BIG IDEAS, TERTIARY DIVERSITY MANAGEMENT, AND**

**QUALITY ASSURANCE PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($90/Week/Two Semesters)**

***Faculty Research Supervisor***

2017-2018 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**MICROAGGRESSIONS, NETWORKING AND MENTORING, AND**

**INDIA STRATEGIC PLANNING PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($90/Week/Two Semesters)**

***Faculty Research Supervisor***

2016-2017 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**MICROAGGRESSIONS, NETWORKING AND MENTORING, AND**

**INDIA STRATEGIC PLANNING PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($90/Week/Two Semesters)**

***Faculty Research Supervisor***

2015-2016 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**MICROAGGRESSIONS, NETWORKING AND MENTORING, AND**

**INDIA CSR PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($90/Week/Two Semesters)**

***Faculty Research Supervisor***

2014-2015 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**MICROAGGRESSIONS, SOCIAL ENTREPRENEURSHIP, AND**

**STRATEGIC PLANNING PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($72/Week/Two Semesters)**

***Faculty Research Supervisor***

2013-2014 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**MICROAGGRESSIONS AND INDIA CSR PROJECTS**

**Rutgers University Social Work Graduate Assistance Funds ($72/Week/Two Semesters)**

***Faculty Research Supervisor***

2012-2013 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**SOCIAL ENTREPRENEURSHIP PROJECT**

**Rutgers University Social Work Graduate Assistance Funds ($72/Week/Two Semesters)**

***Faculty Research Supervisor***

2011-2012 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**TERTIARY DIVERSITY MANAGEMENT PROJECT**

**Rutgers University Social Work Graduate Assistance Funds ($72/Week/Two Semesters)**

***Faculty Research Supervisor***

2008-2010 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

**EVIDENCE-BASED MANAGEMENT PROJECT**

**Hunter College Faculty-Student Research Engagement Award ($2,000)**

***Principal Investigator***

2008-2010 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

**CAPACITY BUILDING PROJECT**

**Hunter College Social Work Mental Health Research Cluster Award ($625)**

***Principal Investigator***

2006-2010 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

**COMMUNITY ORGANIZING LEADERSHIP STYLES**

**COMPARATIVE RESEARCH PROJECT**

**Hunter College Shuster Fund Research Award ($1,500)**

***Co-Principal Investigator (with Terry Mizrahi)***

2005-2006  **KKS INTERNATIONAL** New York, NY

### SUBSTANCE ABUSE AND MENTAL HEALTH SERVICES ADMINISTRATION

**DRUG FREE COMMUNITIES SUPPORT PROGRAM**

***Research Consultant***

2002-2003 **KKS INTERNATIONAL** New York, NY

**COLUMBIA UNIVERSITY SCHOOL OF SOCIAL** **WORK**

**TERRORISM RESPONSES JOINT RESEARCH PROJECT**

***Research Consultant***

### 1999-2000 KKS INTERNATIONAL New York, NY

### INTERSYSTEMS

### CENTER FOR SUBSTANCE ABUSE PREVENTION PROJECT

***Research Consultant***

1993-1998 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL** **WORK** New York, NY

**STRATEGIC PLANNING PILOT STUDY**

**NIMH Doctoral Research Fellowships T-32 MH14623-15, 16, and 17 ($75,000)**

***Project Director***

* 1. **HARTLEY HOUSE** New York, NY

***FALLING* *BETWEEN THE CRACKS*! STUDY**

**The Jean and Louis Dreyfus Foundation, The New York State Office of Mental**

**Health, and Council of Senior Centers and Services of New York City Grants ($16,000)**

***Project Director***

1987-1988**COLUMBIA UNIVERSITY BROOKDALE CENTER ON AGING** New York, NY

**LONG-TERM CARE PROJECT**

***Research Assistant***

**PROFESSIONAL PRESENTATIONS**

**A. JURIED PRESENTATIONS**

June 2023 **NATIONAL ASSOCIATION OF SOCIAL WORKERS**  New York, NY

**NEW YORK CITY CHAPTER ANNUAL CONFERENCE**

**(WITH EMMA KAPNER AND OLIVIA CARRERA)**

## "Burnout Prevention Solutions for Supervisors and Staff."

March 2023 **RUTGERS ONLINE LEARNING** New Brunswick, NJ

**ANNUAL CONFERENCE (WITH HANNAH LOFFMAN)**

## "Incorporating Online Gaming Technology to Provide Fun Training in Lab-Based

## Research Ethics.”

June 2022 **NETWORK FOR SOCIAL WORK MANAGEMENT** Chicago, IL

**ANNUAL CONFERENCE (WITH AUSTIN SROKA AND ERIC LOCK)**

## "Burnout Prevention Strategies for Social Work Managers.”

June 2022 **NETWORK FOR SOCIAL WORK MANAGEMENT** Chicago, IL

**ANNUAL CONFERENCE (WITH ERIC LOCK)**

## "Aligning Organizational Values and Practices: Strategies for Social Work Managers.”

March 2022 **RUTGERS ONLINE LEARNING** New Brunswick, NJ

**ANNUAL CONFERENCE (WITH HANNAH LOFFMAN)**

## "Utilizing Zoom and Online Gaming Technology to Teach Skills in Empathy,

## Fundraising, and Marketing in an Asynchronous Online Course.”

June 2021 **NETWORK FOR SOCIAL WORK MANAGEMENT** New York, NY

**ANNUAL CONFERENCE (WITH ERIC LOCK)**

## "Assessing Your Organization’s Practice Ideology.”

June 2021 **NETWORK FOR SOCIAL WORK MANAGEMENT** New York, NY

**ANNUAL CONFERENCE (WITH BLAS MARTIN DE LA CRUZ)**

## "Artificial Intelligence Applications for Social Work Managers.”

June 2021 **NETWORK FOR SOCIAL WORK MANAGEMENT** New York, NY

**ANNUAL CONFERENCE (WITH REHAM BADER)**

## "Quality Assurance Frameworks and Measurement Tools for Social Work Managers.”

June 2020 **NETWORK FOR SOCIAL WORK MANAGEMENT** New York, NY

**ANNUAL CONFERENCE (WITH MONICA NANDAN AND GOKUL MANDAYAM)**

## "From Understanding to Creativity in Human Service Organizations: An Introduction

## to Design Thinking.”

June 2019 **NETWORK FOR SOCIAL WORK MANAGEMENT** Chicago, IL

**ANNUAL CONFERENCE (WITH BLAS MARTIN DE LA CRUZ)**

## "Tertiary Diversity Management: A Critical Success Factor in Leveraging Leadership

## for Maximizing Organizational Performance.”

June 2019 **NETWORK FOR SOCIAL WORK MANAGEMENT** Chicago, IL

**ANNUAL CONFERENCE (WITH BLAS MARTIN DE LA CRUZ)**

## "Next Generation Caregiver Robots: The Offspring of Artificial Intelligence Developers

## and Social Work Managers.”

April 2019 **EUROPEAN CONFERENCE FOR SOCIAL WORK** Leuven, BELGIUM

**RESEARCH ANNUAL CONFERENCE (WITH CHARLES CHEAR)**

“When Refugees Become Alcohol Owners in the ‘Hood: An Exploration of Temporality,

Urban Policy, and Social Movement in Philadelphia.”

June 2018 **ASIAN AND PACIFIC ISLANDER SOCIAL WORK** Hue City, VIETNAM

**EDUCATORS ASSOCIATION ANNUAL CONFERENCE**

“Facilitating Strategic Plan Development in India: A Case Analysis.”

June 2018 **NETWORK FOR SOCIAL WORK MANAGEMENT** San Diego, CA

**ANNUAL CONFERENCE (WITH BLAS MARTIN DE LA CRUZ)**

## "Games People Play: Training Social Workers for Innovative Macropractice in

## Marketing and Fundraising.”

June 2018 **NETWORK FOR SOCIAL WORK MANAGEMENT** San Diego, CA

**ANNUAL CONFERENCE**

## "Applying the Forsterian Concept of *Only Connect* to Social Innovation Design and Practice.”

June 2017 **NETWORK FOR SOCIAL WORK MANAGEMENT** New York, NY

**ANNUAL CONFERENCE (WITH KRISTEN BRADY)**

## "International Strategic Planning Consultation: A University-Agency Partnership.”

June 2017 **NETWORK FOR SOCIAL WORK MANAGEMENT** New York, NY

**ANNUAL CONFERENCE (WITH MONICA NANDAN)**

## "Training Social Workers for Social Entrepreneurship Practice.”

November 2016 **COUNCIL ON SOCIAL WORK EDUCATION** Atlanta, GA

**ANNUAL CONFERENCE**

"Strategic Planning Abroad: A University-Agency Partnership."

June 2016 **NETWORK FOR SOCIAL WORK MANAGEMENT** Los Angeles, CA

**ANNUAL CONFERENCE (WITH JENNIFER MAGNABOSCO)**

## "Emotional Intelligence: Values, Work and Life Balance, and Strategies for

## Staying Empowered.”

June 2015 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Washington, DC

**ANNUAL CONFERENCE**

## "Designing, Shaping, and Sustaining a Network of Mentors.”

June 2015 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Washington, DC

**ANNUAL CONFERENCE**

## "An Evaluation of a Continuing Education Training Workshop on Preventing

## Workplace Microaggressions.”

June 2015 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Washington, DC

**ANNUAL CONFERENCE (WITH MICHAEL DENICHILO)**

## "Pedagogical Resources for Training Social Work Clinicians and Managers

## in Social Entrepreneurship Practice.”

June 2014 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Boston, MA

**ANNUAL CONFERENCE (WITH MICHAEL DENICHILO)**

## "Let the Games Begin: Innovatively Teaching Social Work Macropractice

for Creative Marketing and Fundraising.”

May 2014 **NATIONAL ASSOCIATION OF SOCIAL WORKERS**  Atlantic City, NJ

**NEW JERSEY CHAPTER ANNUAL CONFERENCE**

**(WITH MICHAEL DENICHILO)**

## "Preventing Workplace Microaggressions: Successful Strategies for Supervisors."

May 2013 **NATIONAL ASSOCIATION OF SOCIAL WORKERS**  Atlantic City, NJ

**NEW JERSEY CHAPTER ANNUAL CONFERENCE**

**(WITH MICHAEL DENICHILO)**

## "Training Social Work Clinicians and Managers in Social Entrepreneurship Practice:

## An Evidence-Based Approach."

April 2013 **RUTGERS UNIVERSITY CENTERS FOR GLOBAL** New Brunswick, NJ

**ADVANCEMENT AND INTERNATIONAL AFFAIRS**

**VIDEOCONFERENCE (SESSION MODERATOR)**

“Trapped: Stories from Puppets of Patriarchy.”

November 2012 **COUNCIL ON SOCIAL WORK EDUCATION** Washington, DC

**ANNUAL CONFERENCE (WITH EDWARD ALESSI)**

"Preventing Racial and Sexual Orientation Microaggressions in the Workplace."

April 2012 **NATIONAL NETWORK FOR SOCIAL WORK MANAGERS**  San Diego, CA

**ANNUAL CONFERENCE (SESSION MODERATOR)**

## "Innovative Models of Delivering Social Work Management Education: The Deans Speak Out."

April 2011 **NATIONAL NETWORK FOR SOCIAL WORK MANAGERS** Baltimore, MD

**ANNUAL CONFERENCE**

## "Developing Community Coalition-Based Federal Grant Proposals Under the Governance

## Paradigm."

November 2010 **ASSOCIATION FOR RESEARCH ON NONPROFIT ORGANIZATIONS** Alexandria, VA

**AND VOLUNTARY ACTION**

**ANNUAL CONFERENCE (COLLOQUIUM CHAIR)**

"Researching and Teaching Social Entrepreneurship: A Call for Collaboration Among

Cross-Disciplinary Seraphic Agents Who Care to Dare."

April 2010 **NATIONAL NETWORK FOR SOCIAL WORK MANAGERS**  New York, NY

**ANNUAL CONFERENCE**

## "Social Work’s Contribution to Evidence-Based Strategic Planning: A Well-Kept Secret."

November 2007 **THE FIRST NORTH AMERICAN NEW HUMANIST FORUM** New York, NY

"Social Entrepreneurship: A Viable Solution for Alleviating Major Societal Challenges.”

October 2007 **COUNCIL ON SOCIAL WORK EDUCATION** San Francisco, CA

**ANNUAL CONFERENCE (WITH TERRY MIZRAHI)**

"Is There a Gendered Way of Organizing? A Comparison of Men and Women Organizers."

August 2007 **ACADEMY OF MANAGEMENT** Philadelphia, PA

**ANNUAL CONFERENCE PDW CO-CHAIR (WITH LAURIE PAARLBERG AND**

**RAMYA RAMANATH)**

"Public and Nonprofit Division Junior Faculty Consortium Professional Development Workshop."

May 2007 **WURZWEILER SCHOOL OF SOCIAL WORK** New York, NY

**ANNUAL CONFERENCE (WITH TERRY MIZRAHI)**

"Is There a Gendered Way of Organizing? A Comparison of Men and Women."

November 2006 **ASSOCIATION FOR RESEARCH ON NONPROFIT ORGANIZATIONS** Chicago, IL

**AND VOLUNTARY ACTION**

**ANNUAL CONFERENCE**

"Educating, Empowering, and Entertaining Students: Innovative Teaching Exercises for Impact."

August 2006 **ACADEMY OF MANAGEMENT** Atlanta, GA

**ANNUAL CONFERENCE**

"Utilizing the SSPMX for Improving Management Practice, Policy, Research, and Consulting."

#### 

November 2005 **ASSOCIATION FOR RESEARCH ON NONPROFIT ORGANIZATIONS** Washington, DC

**AND VOLUNTARY ACTION**

**ANNUAL CONFERENCE**

"The Impact of Strategic Planning Process Variation on Superior Organizational Performance in

Nonprofit Human Service Organizations Providing Mental Health Services."

October 2005 **AMERICAN EVALUATION ASSOCIATION** Toronto, CANADA

**ANNUAL CONFERENCE**

"Foundation Use of the SSPMX for Grantees: A Dissemination Meeting."

February 2005 **COUNCIL ON SOCIAL WORK EDUCATION** New York, NY

**ANNUAL CONFERENCE**

"The Impact of Strategic Planning Process Variation on Organizational Performance in Nonprofit

Human Service Organizations Providing Mental Health Services."

February 2004 **UNIVERSITY OF SOUTH CAROLINA** Anaheim, CA

**7TH TECHNOLOGY CONFERENCE**

"Online Government Performance Management Data: An Underutilized Source of Contracting

Opportunities for Social Work Managers."

November 2003 **ASSOCIATION FOR RESEARCH ON NONPROFIT ORGANIZATIONS** Denver, CO

**AND VOLUNTARY ACTION**

**ANNUAL CONFERENCE**

"The Agony and the Ecstasy of Achieving High Survey Response Rates: A Case Example."

August 2002 **ACADEMY OF MANAGEMENT** Denver, CO

**ANNUAL CONFERENCE**

"Achieving High Survey Response Rates with CEOs of Large Nonprofit Organizations."

August 2001 **ACADEMY OF MANAGEMENT** Washington, DC

**ANNUAL CONFERENCE**

"We Know We Can Manage Well with a Government State of Mind."

March 2001 **COUNCIL ON SOCIAL WORK EDUCATION** Dallas, TX

**ANNUAL CONFERENCE**

"Facilitating Social Movements Via the Web."

February 2000 **COUNCIL ON SOCIAL WORK EDUCATION** New York, NY

**ANNUAL CONFERENCE**

"Strategic Planning Process Variation and Mission Performance: Results of an Exploratory Study."

October 1997 **NATIONAL ASSOCIATION OF SOCIAL WORKERS** Baltimore, MD

**ANNUAL CONFERENCE**

"Searching Cyberspace to Advance Practice: A Necessary Skill for Social Workers."

November 1993 **NATIONAL ASSOCIATION OF SOCIAL WORKERS** Orlando, FL

**ANNUAL CONFERENCE**

"Strategic Planning: An Advanced Management Tool for Social Work Managers."

November 1991 **NATIONAL ASSOCIATION OF SOCIAL WORKERS**  New York, NY

**NEW YORK CITY CHAPTER ANNUAL CONFERENCE**

## "Recruitment and Retention of Social Workers."

December 1989 **NATIONAL ASSOCIATION OF SOCIAL WORKERS**  New York, NY

**NEW YORK CITY CHAPTER ANNUAL CONFERENCE**

## "Ethics in the Long-Term Care Continuum."

**B. INVITED PRESENTATIONS**

June 2023 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New York, NY

**NEW YORK CITY CHAPTER EVENT**

## "Burnout Prevention Research and Practice for Managers, Supervisees,

## and Students.”

April 2023 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT**

## "Founding Your Own Nonprofit Organization: Tips for Social Work Management

## Students and Emerging Leaders.”

April 2023 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT**

## "Salary and Benefits Negotiation for Graduating Management Students.”

November 2022 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT**

## "Fulfilling the Mission of Chapter Leadership 2012-2022: A Key Stakeholder

## Model of Success.”

June 2022 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New York, NY

**NEW YORK CITY CHAPTER EVENT**

## "On Becoming a CEO: Insights from Executives and Educators.”

April 2022 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Meet the Gurus of Human Services Management: Author Chat 1 with Thomas

## Packard on Organizational Change.”

March 2022 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT**

## "The Benefits of Career Coaching for Social Work Macropractitioners.”

November 2021 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Planning and Implementing Public Policy Change Via a Social Justice Lens.”

October 2021 **CENTER FOR LEADERSHIP AND MANAGEMENT**  New Brunswick, NJ

**MAP CHAT EVENT (SESSION MODERATOR)**

## "What’s On Your MAP? Nonprofit Leaders Talk About Their Job Paths.”

May 2021 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New York, NY

**NEW YORK CITY CHAPTER EVENT**

## "Confronting the Nonprofit Racial Leadership Gap: What Can Human Service Leaders Do?”

April 2021 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT**

## "SWOTing PESTs in 2021: An External Environmental Threat Analysis.”

April 2021 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT**

## "The Diversity of Social Work Macropractice Careers.”

November 2020 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Implications of the Presidential Election for Human Services Policy and

## Service Delivery.”

June 2020 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New York, NY

**NEW YORK CITY CHAPTER EVENT**

## "Coping During COVID: NYC Chapter Community Management Booster.”

April 2020 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Showcasing the School to Enterprise Talent Pipeline: Grand Cases 2.”

February 2020 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New Brunswick, NJ

**NEW JERSEY CHAPTER EVENT**

## "The Importance of Soft Skills in Creating Superior Performing Agencies.”

November 2019 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Showcasing the School to Enterprise Talent Pipeline: Grand Cases 1.”

November 2019 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "From Interview to Offer: Negotiation for MSWs.”

October 2019 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New York, NY

**NEW YORK CITY CHAPTER EVENT**

## "Networking for Human Services Leadership."

April 2019 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New York, NY

**NEW YORK CITY CHAPTER EVENT**

## "Networking Strategies for Emerging Leaders."

April 2019 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Innovative Approaches to Program Development.”

December 2018 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT**

## "Funding Successful Nonprofit and Public Ventures.”

April 2018 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Social Worker as Seller: Surviving Networking, Interviewing, and

## Other Nail Biters.”

February 2018 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New Brunswick, NJ

**NEW JERSEY CHAPTER AND SOUTH ASIAN STUDIES PROGRAM EVENT**

## "Cross-Border Strategic Planning Collaboration: A Tale of Two Entities.”

November 2017 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Implications of the Gubernatorial Election for Social Work

## Management and Leadership.”

May 2017 **NATIONAL ASSOCIATION OF SOCIAL WORKERS**  New York, NY

**NEW YORK CITY CHAPTER CONTINUING EDUCATION WORKSHOP**

## "An Introduction to Budgeting and Financial Management for Nonprofit Organizations."

April 2017 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New Brunswick, NJ

**NEW JERSEY CHAPTER EVENT**

## "Starting Early: Developing a Network of Mentors for Graduate Students.”

March 2017 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Trumping Challenges to Nonprofit Fundraising in Turbulent Times.”

December 2016 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "The Importance of Competency-Based Class and Field Experiences.”

November 2016 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** Newark, NJ

**OPEN COMMUNITY FORUM (WITH CHARLES CHEAR)**

"One Week Later: The 2016 Post-Election Newark Faculty and

Students Discussion."

October 2016 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

**CONTINUING EDUCATION WORKSHOP**

"Collaborative Strategic Planning in Human Services."

October 2016 **OUTSPOKEN SPEAKERS BUREAU**  Newark, NJ

**LGBTQ PANEL DISCUSSION (SESSION MODERATOR)**

## "Privilege and Oppression in the Context of Family and Society.”

March 2016 **SECOND NE REGIONAL MEETING OF COLLEGES** New York, NY

**AND UNIVERSITIES FOR SOCIAL INNOVATION**

“Social Innovation Collaborative Research Recommendations.”

March 2016 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

**ALUMNI CAREER MENTORING EVENT**

"Exploring the Careers of Macro Social Work Practitioners."

March 2016 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New Brunswick, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "NSWM and University Partnerships.”

January 2016 **NATIONAL CONFERENCE ON METHODOLOGICAL**  Bombay, INDIA

**ISSUES IN SOCIAL ENTREPRENEURSHIP RESEARCH**

**(SESSION PARTICIPANT)**

## "Meet the Social Entrepreneurs.”

December 2015 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Human Services Management and Social Innovation.”

October 2015 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New York, NY

**NEW YORK CITY CHAPTER EVENT**

## "Preventing Workplace Microaggressions: Practical Strategies for Success."

October 2015 **OUTSPOKEN SPEAKERS BUREAU**  Newark, NJ

**LGBTQ PANEL DISCUSSION (SESSION MODERATOR)**

## "Privilege and Oppression in the Context of Gender, Sexual Orientation,

## And Systems.”

June 2015 **FIRST NE REGIONAL MEETING OF COLLEGES** New York, NY

**AND UNIVERSITIES FOR SOCIAL INNOVATION**

“Social Innovation Research Activities at Rutgers University.”

May 2015 **MONTCLAIR EMERGENCY SERVICES FOR THE**  Montclair, NJ

**HOMELESS**

## "Preventing Microaggressions Against Persons Experiencing Homelessness:

## A Training Presentation for MESH Volunteers.”

May 2015 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Fundraising 404: Overcoming Errors to Acquiring and Sustaining Funding.”

April 2015 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "The Role of Social Work Managers in Social Justice Work.”

April 2015 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**CONTINUING EDUCATION WORKSHOP**

**(WITH JOELLE DENOTARIS)**

## "Preventing Workplace Microaggressions: Practical Strategies for Success."

January 2015 **SOCIETY FOR SOCIAL WORK AND RESEARCH**  New Orleans, LA

**ORGANIZATIONAL RESEARCH WORKSHOP (SESSION SCHOLAR)**

## "Sustaining High-Quality Human Service Managerial and Organizational Scholarship.”

November 2014 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "The Importance of Multidisciplinary Education for Preparing

## Modern Social Work Leaders.”

May 2014 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**CONTINUING EDUCATION WORKSHOP**

**(WITH PAULINA BANASIAK)**

## "Preventing Workplace Microaggressions: Practical Strategies for Success."

April 2014 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Storytelling and Tertiary Diversity: An Innovative Approach

## for Training Social Work Managers.”

November 2013 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT**

## "Human Services Networking 2.0: Bringing Local Social Work

## Managers Together.”

January 2013 **NETWORK FOR SOCIAL WORK MANAGEMENT**  Newark, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "Nonstop Networking Newark: An Opportunity to Welcome NSWM’s

## Board in New Jersey.”

November 2012 **NETWORK FOR SOCIAL WORK MANAGEMENT**  New Brunswick, NJ

**NEW JERSEY CHAPTER EVENT (SESSION MODERATOR)**

## "A Brief History of Time: Reflections on the Founding of the NJ

## Chapter and its Current State.”

October 2012 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

**CONTINUING EDUCATION WORKSHOP**

**(WITH EDWARD ALESSI)**

## "Preventing Workplace Microaggressions: Practical Strategies for Success."

June 2012 **NATIONAL ASSOCIATION OF SOCIAL WORKERS**  New Brunswick, NJ

**NEW JERSEY CHAPTER CLINICAL-CORPORATE SYMPOSIUM**

**(WITH EDWARD ALESSI)**

## "Training Supervisors to Recognize and Prevent Racial and Sexual Minority

## Microaggressions in the Workplace."

February 2012 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** Newark, NJ

#### GUEST LECTURE (PROFESSOR SCHULTZ’S CLASS)

## "Social Entrepreneurship and International Social Work: Exploring Challenges

## and Opportunities Posed by the Shifting Contours of Intervention Definition,

## Measurement, and Sustainability."

December 2011 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** Newark, NJ

#### GUEST LECTURE (PROFESSOR QUINCY’S CLASS)

## "Strategic Planning and Leadership for Human Resources."

July 2011 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** Newark, NJ

#### GUEST LECTURE (PROFESSOR QUINCY’S CLASS)

## "Social Entrepreneurship: A Multidisciplinary Approach to Creating Change."

December 2009 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

#### GUEST LECTURE (PROFESSOR GLOVER’S CLASS)

## "The Importance of Program Evaluation Skills for Career Development."

December 2009 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

#### GUEST LECTURE (PROFESSOR CURTAIN’S CLASS)

## "Managing Complex Human Service Organizations: The American Context."

November 2009 **NATIONAL ASSOCIATION OF SOCIAL WORKERS**  New York, NY

**NEW YORK CITY CHAPTER CONTINUING EDUCATION WORKSHOP**

## "Implementing Strategic Planning for Maximum Impact."

May 2009 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

**CROSS-CLUSTER RESEARCH FACULTY PRESENTATION**

"Introduction to Danya International’s Evidence-Based Practice DVD for Teaching and Research.”

June 2008 **JOHN JAY COLLEGE OF CRIMINAL JUSTICE** New York, NY

**OFFICE OF CONTINUING AND PROFESSIONAL STUDIES**

"Integrating the SSPMX for Developing Capacity within CUNY Career Development

Centers to Better Serve College Students and Alumni with Criminal Records."

May 2008 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

**ANNUAL CONFERENCE (SESSION MODERATOR)**

"Risky Business: Sex in the Age of AIDS."

April 2008 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

**ALUMNI-STUDENT CAREER PANEL**

"The PhD and Its Relationship to Career Development in Social Work: Enhancing One’s Competitive Edge."

June 2007 **ASSOCIATION FOR COMMUNITY ORGANIZATION AND SOCIAL**

**ADMINISTRATION REGIONAL CONFERENCE** New York, NY

"Trends in Teaching Social Work Management: A Guided Discussion."

April 2007 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

**ANNUAL CONFERENCE CO-CHAIR (WITH JANE BENDER)**

"Social Work Works: Adaptive Strategies for Success."

April 2007 **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

**ALUMNI-STUDENT CAREER PANEL**

"Career Advancement Strategies for Asian American Social Workers: Lessons Learned from the

Battlefields of Experience.”

August 2006- **HUNTER COLLEGE SCHOOL OF SOCIAL WORK** New York, NY

#### 2009 TRAINING ORIENTATION FOR NEW STUDENTS

## "Multicultural Social Work Practice and Diversity Orientation."

April 2006 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

**ANNUAL CONFERENCE CO-CHAIR (WITH JANE BENDER)**

"Social Work in Turbulent Times: Old Issues, New Perspectives, Social Work in 2006."

June 2005 **NEW YORK CITY BOARD OF EDUCATION** Poconos, PA

**PROGRAM FOR PREGNANT STUDENTS ANNUAL RETREAT**

"Using the SSPMX to Facilitate the Strategic Planning Process."

August 2001- **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

#### 2004 TRAINING ORIENTATION FOR NEW STUDENTS

## "Self Awareness for Practice in a Multicultural World."

April 1999 **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK** New Brunswick, NJ

#### GUEST LECTURE (PROFESSOR REID’S CLASS)

## "Evaluating Social Work Research."

June 1998 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

#### CENTENNIAL CONFERENCE

## "Advocacy Through Electronic Communications: A Skills-Building Workshop."

June 1997 **NATIONAL INSTITUTE OF MENTAL HEALTH** Washington, DC

**INVITATIONAL SYMPOSIUM FOR PHD CANDIDATES**

"The Development of Mission Performance Outcome Measures to Evaluate Organizational

Effectiveness in Nonprofit Mental Health Service Organizations."

January 1996 **INDIAN TELEVISION STUDIO** Queens, NY

#### TELEVISION PANEL

## "ITV Live on Dowry: A Discussion of the Indian Dowry System."

August 1995 **CENTER FOR THE STUDY OF SOCIAL WORK PRACTICE** New York, NY

#### MEDIATECH WORKSHOP

## "Come Get Wet Surfing the Internet: An Introductory Workshop on Computer-Aided Electronic

## Resources for Social Workers."

November 1992 **ASSOCIATION NATIONALE DES ASSISTANTS DE SERVICE SOCIAL** Paris, FRANCE

**KNOWLEDGE EXCHANGE LECTURE**

"Services Sociaux pour des Personnes D'Agees de New York City."

**VOLUNTEER EXPERIENCE**

2021-present **SOCIAL WORK INNOVATION NETWORK** Kennesaw, GA

*Member*

2020-present **SPECIAL COMMISSION TO ADVANCE MACRO PRACTICE** New York, NY

**IN SOCIAL WORK**

*Member*

2019-present **WYNONA’S HOUSE** Newark, NJ

*Board Member*

2018-2020 **COUNCIL ON SOCIAL WORK EDUCATION** Alexandria, VA

*Chair-Elect, 2019-2020*

*Member, National Nominating Committee*

2016-2019 **STRATEGIC PLANNING CONSULTANT** Bombay, INDIA

*Social Service Agency of Mumbai*

2012-present **NETWORK FOR SOCIAL WORK MANAGEMENT** Newark, NJ

**NEW JERSEY CHAPTER**

*Co-Chair, New Jersey Chapter*

*Member, 2013 Annual Conference Planning Committee and 2017 Annual Conference*

*Planning Committee*

2009-present **NETWORK FOR SOCIAL WORK MANAGEMENT** New York, NY

**NEW YORK CITY CHAPTER**

*Co-Chair, New York City Chapter*

*Member,* *2010 Annual Conference Planning Committee*

2009-2010 **LENOX HILL NEIGHBORHOOD HOUSE** New York, NY

*Member,* *Lenox Hill Neighborhood House IRB Committee*

2006-2007 **HUNTER COLLEGE LIBRARIES** New York, NY

*Faculty Judge, Library Essay Competition*

2006-2009 **NATIONAL ASSOCIATION OF SOCIAL WORKERS** New York, NY

**NEW YORK CITY CHAPTER**

*Board Member*

*Co-Chair, Bylaws Committee*

*Member, Social Work Emerging Leaders Awards Selection Committee, Associate Director*

*Search Committee, and Licensing Teach-In Committee*

2004-2012 **THE MCKINSEY QUARTERLY ONLINE EXECUTIVE PANEL** New York, NY

*Global Trends and Strategies Survey Consultant*

2000-2001 **PROPOOR** Jalan Daud, SINGAPORE

*Board Consultant*

1998-1999 **SURVIVORS ART FOUNDATION** New York, NY *Board Consultant*

1995-1998 **COLUMBIA UNIVERSITY** New York, NY

*Student Panelist, Sexual Misconduct Hearing Panel*

1989-2009 **COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK** New York, NY

**ALUMNI ASSOCIATION**

*Board Member*

*Co-Chair, Alumni-International Students Committee, Bylaws Revision Committee,*

*Conference Planning Committee, and Hall of Fame Committee*

1989-1992 **MANHATTAN BOROUGHWIDE INTERAGENCY COUNCIL ON AGING** New York, NY

*Co-Board President and Acting Executive Director*

1989-1991 **NATIONAL ASSOCIATION OF SOCIAL WORKERS** New York, NY

**NEW YORK CITY CHAPTER**

*Co-Chair, Nominating Committee and Older Persons Committee*

1986-1987 **ENCORE SENIOR CENTER** New York, NY

*Social Work Intern*

1985-1986 **RIVERSIDE CHURCH** New York, NY

*Social Work Intern*

**HONORS AND AWARDS**

External Awards

2019 **NETWORK FOR SOCIAL WORK MANAGEMENT** Chicago, IL

#### *Organizational Service Award*

1995-1996 **NATIONAL INSTITUTE OF MENTAL HEALTH** Bethesda, MD

#### *Doctoral Research Fellowship T-32 MH14623-17* *($25,000)*

1994-1995 **NATIONAL INSTITUTE OF MENTAL HEALTH** Bethesda, MD

*Doctoral Research Fellowship T-32 MH14623-16 ($25,000)*

1993-1994 **NATIONAL INSTITUTE OF MENTAL HEALTH** Bethesda, MD

*Doctoral Research Fellowship T-32 MH14623-15* *($25,000)*

1989-1990 **THE JEAN AND LOUIS DREYFUS FOUNDATION** New York, NY

*Geriatric Mental Health Services Research Grant ($10,000)*

1989-1990 **THE NEW YORK STATE OFFICE OF MENTAL HEALTH** New York, NY

*Member Item Discretionary Funds Research Grant ($5,000)*

1989-1990 **COUNCIL OF SENIOR CENTERS AND SERVICES OF NEW YORK**

**CITY** New York, NY

*Member Research Grant ($1,000)*

1988 **OUTSTANDING YOUNG AMERICANS FOUNDATION** Mc Lean, VA

*Award for Social Service and Academic Achievement*

1982 **DUKE OF EDINBURGH’S AWARD SCHEME** Buckingham Palace, ENGLAND

*Prince Philip’s**Gold Award* *for Community Service and Leadership Ability*

Internal Awards

2022-2022 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Outstanding Professor in Management and Policy Specialization Award*

2021-2021 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty and Staff 10 Years of Outstanding Service Recognition Award*

2021-2021 **RUTGERS UNIVERSITY** New Brunswick, NJ

*President’s Faculty Service Recognition Award*

2019-2020 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($1,500)

2018-2019 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($2,500)

2017-2018 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($2,500)

2016-2017 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($1,500)

2015-2016 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($1,500)

2015-2016 **RUTGERS UNIVERSITY** New Brunswick, NJ

*India Strategic Planning Committee Research Travel Award* ($1,500)

2014-2015 **RUTGERS UNIVERSITY** New Brunswick, NJ

*GAIA Study Abroad Program Travel Award* ($3,000)

2014-2015 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($1,500)

2013-2014 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($1,500)

2012-2013 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty-Student Mentoring Travel Award* ($725)

2012-2013 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($1,200)

2011-2012 **RUTGERS UNIVERSITY** New Brunswick, NJ

*Dean’s Faculty Travel Award* ($1,200)

2008-2009 **HUNTER COLLEGE** New York, NY

*Dean’s Award* ($259)

2008-2009 **HUNTER COLLEGE** New York, NY

*Presidential Travel Award* ($777)

2007-2008 **HUNTER COLLEGE** New York, NY

*Faculty-Student Research Engagement Award ($2,000)*

2007-2008 **HUNTER COLLEGE** New York, NY

*Social Work Mental Health Research Cluster Award ($625)*

2007-2008 **HUNTER COLLEGE** New York, NY

*Presidential Travel Award ($1,200)*

2006-2007 **HUNTER COLLEGE** New York, NY

*Presidential Travel Award ($1,300)*

2006-2007 **HUNTER COLLEGE** New York, NY

*Shuster Fund Research Award ($1,500)*

## PROFESSIONAL AFFILIATIONS

Academy of Management

Association for Community Organization and Social Administration

Association for Research on Nonprofit Organizations and Voluntary Action

Be Social Change

International Federation of Social Workers

International Society for Third-Sector Research

National Association of Social Workers

Network for Social Work Management

## LICENSURE AND TRAINING

***The Meeting Trap: Reclaiming Your Organization’s Time and Energy***

Leadership Strategies Facilitator Michael Wilkinson

***Artificial Intelligence in Social Work: Exploring Key Ethical Considerations****,*

Professors Frederic Reamer and Jamie Sundvall

***AI Round Table: How AI and ChatGPT are Changing Education***

Technology Reporter Susan D’Agostino

***Virtual Workplace Violence and Active Shooter Training***

Officer Marlise Correa

***Examining the Curriculum Through a Liberatory Consciousness Lens***,

Professor Antoinette Farmer

***Diversity, Equity, and Inclusion Training for Wynona’s House Board Members***,

Professor Sandra Houston

***Effective Mentoring: Parts I and II***, Professor Victoria Banyard

***Moving Toward Food Security for All: Role of Social Work***, Professors Robin Mama,

Seki Richemont, and Hilary Weaver

***Liberatory Consciousness Framework Training***, Professor Barbara J. Love

***Diversity, Equity, and Inclusion Organizational Assessment***, Professor Kenneth V. Hardy

***Transgender 101: Understanding Transgender and Non-Binary Identities***, Transgender Training Institute

***Evolving on Purpose: Possibility Spaces for the Future of Social Work Practice and Social Justice***, Professor Laura B. Nissen

***The Process of Foresight: How Futures Practice Can Enhance Social Work Practice***, Professor Laura B. Nissen

***Futures Thinking for Post-Normal Times: A New Resource for Social Work***, Professor Laura B. Nissen

***Unpacking Hate***, Rutgers University

***A Solution-Focused Response to Students Exhibiting Symptoms of COVID-19 Related Trauma in the Classroom***, Professor Samuel C. Jones

***Building Trauma-Informed Classrooms: A Solution***, Professors Rupa Khetarpal and Julie Roebuck

***Online Teaching***, Professor Rachel Schwartz

***Building an Inclusive Academy***, Rutgers University

***Bystander Approaches to Microaggressions***, University of Massachusetts Lowell

***Suicide Prevention Training***, Rutgers University

***Title IX for Higher Education***, Rutgers University

***Workplace Harassment Prevention for Employees (Version 3.0)***, Rutgers University

***Workplace Harassment Prevention for Managers (Version 3.0)***, Rutgers University

***Unlawful Harassment Prevention for Higher Education Faculty***, Rutgers University

***Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act for Faculty and Staff***, Rutgers University

***RAPPS Training Workshop for Faculty***, Rutgers University

***Title IX and Sexual Violence Policy Overview***, Rutgers University

***Active Shooter Training for Faculty***, Rutgers University

***Tools, Resources, and Support for Individuals with Disabilities***, Rutgers University

***Unlawful Harassment Prevention Supervisor Supplement for Higher Education Staff***, Rutgers University

***Unlawful Harassment Prevention for Higher Education Staff***, Rutgers University

***Summer Session Best Practices Teaching Workshop***, Rutgers University

***Federal Funding Workshop***, City University of New York

***ATLAS.ti Training Workshop***, Professor James Drisko

***Evidence-Based Practice Faculty Development Institute***, Danya International

***Undoing Racism Training Workshop***, The People’s Institute for Survival and Beyond

***Collaborative Institutional Training Initiative (CITI) Human Research Protections Training Program,*** City University of New York

***Licensed Clinical Social Worker (LCSW-R)***, State of New York

***Course and Certifying Examination in Protection of Human Participants in Biomedical and***

***Behavioral Research,*** Columbia-Presbyterian Medical Center’s Office of Clinical Trials

***Certified Social Work Manager (CSWM)***, Academy of Certified Social Work Managers

***Seminar in Classroom Instruction for New Faculty,*** Columbia University School of Social Work

***Seminar in Field Instruction,*** Columbia University School of Social Work

## FOREIGN LANGUAGES

Basic French and Hindi

## SPORTS

Coach Emeritus and Former Captain, Columbia University Table Tennis A Team

NCTTA Best Coach of the Year Award 2007