

**DEGREES**

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

**ACADEMIC APPOINTMENTS**

<b>Rutgers University, School of Social Work, New Brunswick, NJ</b> <i>Management and Policy Practicum Coordinator &amp; Assistant Teaching Professor (July 2019-present)</i> <i>Coordinator of Field Education &amp; Faculty Instructor (August 2015-July 2019)</i> <ul style="list-style-type: none"><li>• Manage all aspects of macro-focused social work internships.</li><li>• Teach, disseminate information, serve.</li></ul>	August 2015-Present
<b>Monmouth University, Monmouth University, West Long Branch, NJ</b> <i>Researcher Assistant</i> <ul style="list-style-type: none"><li>• Contributed to the Monmouth University graduate and undergraduate CSWE Social Work Program re-accreditation. Created master spreadsheet, documenting all measurables and progress.</li></ul>	2005
<b>Cornell University, Ithaca, NY</b> <i>Independent Researcher, Master's Thesis</i> <ul style="list-style-type: none"><li>• Wrote M.S. thesis: "Water Resource Development in the West Bank &amp; Its Influence on Palestinian Women's Agricultural Work." Conducted lectures in the U.S. on water and gender issues in the Middle East.</li><li>• Wrote and received grants to fund independent research.</li><li>• Conducted research on water resources, irrigation technology and gender relations in the West Bank.</li><li>• Interviewed professors, local researchers, cooperative members &amp; farmers in the West Bank.</li><li>• Developed cultural competence working with rural and urban Arab populations in the Middle East.</li></ul>	1992-1994
<b>Cornell University, Ithaca, NY</b> <i>Teaching &amp; Research Assistant, Dept. of Ag. &amp; Bio. Engr. &amp; Cooperative Extension, Cornell</i> <ul style="list-style-type: none"><li>• Calibrated pesticide sprayers and evaluated their efficiency as part of Wallkill/Rondout Project at Cornell.</li><li>• Designed supplemental post-harvest food handling equipment for Cornell Cooperative Extension.</li><li>• Invented and built learning aids for farmers to view plants sprayed with florescent dye simulating pesticide application to encourage farmers to use less pesticides.</li><li>• Researched and wrote report on new spray technology for apple orchards for Cornell Cooperative Extension.</li><li>• Produced educational video detailing harvest / post-harvest methods &amp; profitability for a new NYS crop. Wrote: Bischoff, M. &amp; Campbell, J. (1992). Producing Sweet Sorghum Syrup in New York State. Agricultural Engineering Facts EF-16. Cooperative Extension Service, Cornell University. 2 p.</li></ul>	1990-1993
<b>Rensselaer Polytechnic Institute, Troy, NY</b> <i>Research Assistant Center for Industrial Innovation &amp; Dept. of Mech. &amp; Aeronautical Engr.</i> <ul style="list-style-type: none"><li>• Developed an economic analysis of a robotic assembly system software package, allowing users to calculate the most efficient robotic assembly method of any given product. Wrote report detailing the results.</li></ul>	Spring 1987

**ACADEMIC LEADERSHIP DEVELOPMENT**

<b>Identity and Leadership (I-LEAD) Program</b>	2024
<b>Provost's Teaching Fellow, Rutgers University</b>	Spring 2022-Fall 2023
<b>OASIS Leadership and Professional Development, Rutgers University</b>	Fall 2021
<b>Mentee Rutgers Career Network (RCN) Mentoring program, Rutgers University</b>	Fall 2020-Spring 2021
<b>Peer Mentor Rutgers Career Network (RCN) Mentoring program, Rutgers University</b>	Fall 2019-Spring 2020

## ***DISTINCTIONS***

Society for Social Work and Research (SSWR) Honorable Mention Book Award for *Ecosocial Work Practice: Environmental practice and advocacy*. NASW Press, in which I co-authored two chapters.

Invented U.S. Patent 5,762,046 “Dual Speed Fuel Delivery System”, an electronic control system to increase fuel pump durability and increase fuel efficiency at Ford Motor Company.

Honor society membership:

Phi Alpha National Social Work Honor Society, inducted 2023

Phi Kappa Phi, Honor Society

Alpha Delta Mu, Social Work Honor Society

Achievement awards:

Above and Beyond Award for Electronic Census Board, Carrier Clinic

Dale Carnegie Highest Award for Achievement

Leadership programs:

Visteon Leadership Excellence Acceleration Program, a Management Development program

Ford Manufacturing Leadership Program, a Management Development program

## ***TEACHING CONTRIBUTIONS***

### **Course Coordinator, School of Social Work, Rutgers University**

- Environmental Justice

Co-created the elective course, revise content, converted course for synchronous remote. With support of Provost Teaching Fellowship, developed course curriculum, creating, integrating and piloting “ungrading.”

- Practice with Communities and Organizations (formerly SW Practice II)/Generalist Practice II

Revamped the course in 2021, revise content, orient new instructors, regularly obtain and incorporate feedback from instructors, restructured course delivery for Intensive Weekend format.

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

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

- Advanced Standing Field Lab Seminar
- Environmental Justice
- Practice with Individuals and Families (formerly SW Practice I)
- Practice with Communities and Organizations (formerly SW Practice II)
- Clinical Social Work II

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

Provide in-person and asynchronous online instruction for:

- Generalist Practice I

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

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

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

**Accelerated Resolution Therapy**, *Certificate (trauma-focused, somatic therapy modality)*

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

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

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

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

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

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

**National Association of Social Workers (NASW)**

**Adult CPR/AED and Child CPR**, *American Red Cross (currently not active)*

**Wilderness First Aid Emergency Care & Safety Institute (ECSI) Course**, *certified by ACEP and ECSR*

## **BOOK CHAPTERS**

- Morales, C., Florida, S., & Bischoff, M. (in press). Social work practice in environmental and reproductive justice. In *Social Work and Reproductive Justice: A necessary Fit*. Oxford University Press.
- Bischoff, M. & Morales, C. (2023). Social work application model for environmental justice. In K. Smith & R. Forbes (Eds.), *Ecosocial Work Practice: Environmental practice and advocacy*. NASW Press. \*
- Moore-Bembry, N., Morales, C., & Bischoff, M. (2023). Social work perspectives on environmental racism. In K. Smith & R. Forbes (Eds.), *Ecosocial Work Practice: Environmental practice and advocacy*. NASW Press. \*
- \* Selected by the Society for Social Work and Research (SSWR) for the 2025 Book Award Honorable Mention

## **PUBLICATIONS**

- Morales, C., Florida, S., & Bischoff, M. (in press). Social work practice in environmental and reproductive justice. In *Social Work and Reproductive Justice: A necessary Fit*. Oxford University Press.
- Bischoff, M., Ertle, S. & Morales, C. (2021, January). Combating eco-anxiety: Activating social workers and citizens to protect the Earth. *NASW-NJ Focus*, 30(4), 27-28.
- Council on Social Work Education. (2020). *Curricular Guide for Environmental Justice*. [https://www.cswe.org/getmedia/0f013dd2-c99f-4a56-8193-a646e1169b43/2015-Environmental-Justice-Guide-Web-Version\\_Watermark.pdf](https://www.cswe.org/getmedia/0f013dd2-c99f-4a56-8193-a646e1169b43/2015-Environmental-Justice-Guide-Web-Version_Watermark.pdf) [Contributor]
- Morales, C. & Bischoff, M. (2019). In H<sub>2</sub>O water: What is social work's responsibility in addressing water issues? *NASW-NJ Focus*, 29(1), 12.
- Bischoff, M. (1993). *Water resource development in the West Bank and its influence on Palestinian women's agricultural work* (Master's Thesis). Cornell University, Ithaca, NY
- Bischoff, M. & Campbell, J. (1992). Producing Sweet Sorghum Syrup in New York State. Agricultural Engineering Facts EF-16. Cooperative Extension Service, Cornell University. 2 p.

## **MANUSCRIPTS IN PROCESS**

- Bischoff, M., Morales, C., & Winzer, A. (expected 2025). Teaching environmental justice in social work: Modeling the collaborations needed to change the world. (Field Educator in process).
- Zippay, A. & Bischoff, M. (expected 2025). Workforce and professional development in social work: Education and training in management, leadership, and macro community practice. Rutgers University Grounding Research in Practice (GRIP) study.

## **PANELS**

- Panelist. (2024, October). Assessment Strategies: Alternative Grading Schemes. Rutgers University Office of Teaching Evaluation and Assessment Research. Virtual.

## **EDUCATIONAL WORKSHOPS FACILITATION**

- Bischoff, M., Ertle, S. & Morales, C. (2021, June). Rutgers Continuing Education Workshop: Environmental Justice: A social work perspective. Rutgers, Virtual.
- Morales, C. & Bischoff, M. (2020, June). Environmental Justice: A Social Work Perspective. Continuing Education Workshop. Presented at the Rutgers University School of Social Work, New Brunswick, NJ.
- Morales, C. & Bischoff, M. (2019, May). Continuing Education Workshop: Environmental justice: A social work perspective. Rutgers, Piscataway.
- Bischoff, M. & Morales, C. (2018, June). Environmental Justice: A Social Work Perspective. Continuing Education Workshop. Presented at the Rutgers University School of Social Work, New Brunswick, NJ.

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### ***INVITED PRESENTATIONS***

- Bischoff, M. & Morales, C. (2024, November). Ungrading. Rutgers School of Health Professions Program Directors meeting. Virtual.
- Bischoff, M. (2024, October). RU Engaged: Interns and More: School of Social Work. Rutgers Equity Alliance for Community Health: Housing Conference. Edward J. Bloustein School of Planning and Public Policy - New Brunswick, NJ.
- Morales, C., Florida, S., & Bischoff, M. (2024, June). A model to apply environmental reproductive justice to social work practice. Adelphi University School of Social Work and the Institute of Social Work & Ecological Justice's Annual Ecological Justice and Social Work Conference.
- Moore-Bembry, N., Morales, C., & Bischoff, M. (2023, November). Plenary Session: Social Work Perspectives on Environmental Racism. NASW Forum: Environmental Justice: Through the Social Work Lens. Virtual.
- Bischoff, M. & Morales, C. (2023, May). Ungrading: An approach to teaching environmental justice in social work. 2023 Rutgers Active Learning Symposium. New Brunswick, NJ.
- Bischoff, M. & Morales, C. (2023, April). Dealing with climate emotions. Climate change education workshop at Rutgers University. New Brunswick, NJ.
- Bischoff, M. Hubbard, T., & Morales, C. (2023, April). Let's talk about social work and how social work embraces environmental justice as an integral part of social justice. Landscape Architecture Common Lecture Series at Rutgers University. New Brunswick, NJ.
- Bischoff, M. & Morales, C. (2023, April). Social work application model for environmental justice (SWAM-EJ). 2023 Conference of Ecological Justice and Social Work at Adelphi University. Virtual.
- Moore-Bembry, N., Morales, C., & Bischoff, M. (2023, April). Environmental racism. 2023 Conference of Ecological Justice and Social Work at Adelphi University. Virtual.
- Bischoff, M. & Morales, C. (2023, February). Ungrading: An approach to teaching environmental justice in social work. The effective teaching and learning conference at Rutgers University. New Brunswick, NJ.
- Bischoff, M. (2021, July). Academic Engagement and Lived Experiences [Video recording]. Recorded for *Inclusive Teaching Principles in In-Person, Hybrid, & Remote Teaching*. Rutgers University.
- Ertle, S., Morales, C. & Bischoff (2021, July). Environmental justice. School of Social Work Summer Series Event for Admitted Students. Rutgers, Virtual.
- Morales, C. & Bischoff, M. (2020, March). Integrating environmental justice into your practice. Rutgers Violence Against Women and Children Certificate Program Webinar.
- Bischoff, M. & Morales, C. (2020, January). Integrating environmental justice into your practice. Live Continuing Education Webinar. Presented through the National Association of Social Workers, New Brunswick, NJ.
- Bischoff, M. & Morales, C. (2019, June). Environmental justice: A social work perspective. Presented at the Somerset County Human Service Conference. Branchburg, NJ.
- Bischoff, M. & Strickler, A. (2017, March). Establishing the framework and structure for field instruction. Presented at Advanced Seminar in Field Instruction (SIFI) Workshop, Rutgers University School of Social Work, New Brunswick, NJ.

### ***PRESENTATIONS***

- Morales, C., Florida, S., & Bischoff, M. (2024, May). A model to apply environmental reproductive justice to social work practice. Adelphi University School of Social Work and the Institute of Social Work & Ecological Justice's Annual Ecological Justice and Social Work Conference.
- Zippay, A. & Bischoff, M. (2023, October – Accepted). Education and workforce development in management, leadership, and macro community practice in social work. Annual Program Meeting of the Council on Social Work Education. Atlanta, GA.
- Bischoff, M. & Morales, C. (2021, November - Accepted). Strategies & resources to teach environmental justice. Annual Program Meeting of the Council on Social Work Education. Orlando, FL.

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

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

### ***MEDIA APPEARANCES***

- Bischoff, M. & Morales, C. (2022, April 22). Interviewed by Jeff Feldman on the intersection of social work and environmental justice. New Jersey's National Association of Social Workers social media channels. <https://www.youtube.com/watch?v=yOytf9OGO>
- Bischoff, M. & Morales, C. (2021, March 16). Interviewed by L. Zazenski about environmental justice and social work. SSW website, social media channels and alumni magazine. <https://socialwork.rutgers.edu/news-events/news/environmental-justice-and-social-work-interview-mariann-bischoff-christine-morales>
- Video recording for Virtual Rutgers Day. (April 24, 2021). Read the children's book, Anh's Anger, by Gail Silver for children attending the Virtual Rutgers Day.
- Bond, M. (2020, July 14). Seventy percent of Superfund sites are within a mile of public housing, report finds. The Philadelphia Inquirer. <https://www.inquirer.com/news/environmental-justice-superfundnj-shriver-center-20200714.html>
- Quoted in: Preskill, H. & Torres, R. T. (1999). Evaluative inquiry for learning in organizations Thousand Oaks, CA: SAGE Publications, Inc. doi: 10.4135/9781452231488. Quoted on page 56.

### ***GRANTS***

- \$2000 from Provost Teaching Fellows Program. Awarded by the New Brunswick Chancellor/Provost Office for fellowship participation focusing on revamping a course to incorporate ungrading (2022-2023).
- \$4,700 from COVID Impact on Scholarly Productivity Faculty Grant Program. Awarded by the New Brunswick Chancellor/Provost Office to support scholarly dissemination on environmental justice and social work (2021-2022).
- \$95,000 from Middlesex County for operation of Meals on Wheels, as Executive Director (2005).

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

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

## ***SERVICE***

### **Society at Large**

- Certified in Accelerated Resolution Therapy, a somatic therapy method to treat and resolve trauma and its impacts.
- Lead organizer for preserving reservoir in upstate New York through community involvement and natural resource protection. Organized community members to successfully overturn a new local law that was preventing local residents from protecting against invasive species and from accessing the reservoir. Leverage each members' skills and passions, helping to co-create a cohesive, loving community. Advocated for and won community representation on the NY State Drinking Water Source Protection Program (DWSP2) for the reservoir.
- Ordained member of the Order of Interbeing. Mindfulness community building leader. Co-lead weekly meditation group. Facilitate caretaking meetings and provide minutes. Support retreats.
- Support native plant restoration of Sourland Mountain Preserve, NJ.
- Steering Committee Member of Sustainability Common Interest Group (2019-2020), connecting individuals and groups on campus and in the community in service of environmental justice action.
- Provided consultation and expertise to a Princeton University, Class of 2023 student on her service project as a Bogle Fellow on environmental justice in New Jersey.
- Attended (with my Environmental Justice class) the Town Hall Meetings (2020/2021) of the Presidential Task Force on Carbon Neutrality and Carbon Resilience, providing social work perspectives and suggesting solutions for inclusion in the Rutgers' Climate Action Plan, and facilitating a student advocacy.
- Served on the Family Dynamics Committee of the Commission on Reentry Services for Women, a major project of the New Jersey Reentry Corporation to improve the quality of life of court-involved women.

### **Profession of Social Work**

- Provide clinical supervision to LSWs working toward and achieving LCSW
- Appointed member of the Council on Social Work Education's (CSWE) newly created **Council on Environmental Justice and Human Rights (CEJHR)** (part of the CSWE Commission on Global Social Work Education) for a 3-year term July 1, 2024-June 30, 2027.
- Co-created and delivered several continuing education (CE) modules, including for two chapters that I co-authored for *Ecosocial Work Practice: Environmental practice and advocacy*. NASW Press.
- Served on the Council of Social Work Education's (CSWE) National Task Force to create an environmental justice curriculum guide 2019-2020.
  - Worked with expert faculty nationally, representing Rutgers School of Social Work.
  - Our work culminated in the *Curricular Guide for Environmental Justice* [https://www.cswe.org/getmedia/0f013dd2-c99f-4a56-8193-a646e1169b43/2015-Environmental-Justice-Guide-Web-Version\\_Watermark.pdf](https://www.cswe.org/getmedia/0f013dd2-c99f-4a56-8193-a646e1169b43/2015-Environmental-Justice-Guide-Web-Version_Watermark.pdf), which aims to expand the profession's contribution to achieving environmental justice and healing the earth and of which I am a contributing author.

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

- Supported the School of Social Work by mentoring new and continuing instructors, providing union contract-required classroom observations and pedagogical feedback.
- Contribute Practicum Learning user feedback on the piloting of the Student 360 Salesforce application.
- Founding member of a new contemplative teaching group, focused on exploring, developing, and implementing contemplative teaching modalities.
- Participate in the Active Learning Symposium, collaborating with colleagues committed to implementing engaged, active learning techniques.
- Member of the SSW NTT **Annual Review Committee**, Spring 2024, Spring 2025
- Member of the RU **New Brunswick Faculty Council (NBFC)**, Fall 2023 to present
- Member of the **Faculty & Personnel Affairs Committee of NBFC**, Fall 2023 to present
- Member of the SSW NTT **Promotion Committee**, Spring 2022
- Member of the **Macro Social Work Curriculum Sub-Committee** since Fall 2019.
  - Initiate and support efforts to grow the MAP program: marketing video, curriculum changes, events.

**SERVICE: Rutgers University and the School of Social Work (continued)**

- Member of **Committee on Students** (November 2020-Jan 2024)
  - Investigated and ruled on student cases referred to the Committee due to not meeting the School's Standards for Professional and Ethical Conduct. Proposed improvements for the Committee process.
- Co-designed, co-developed and co-administered new **Policy Fellows Program** (Fall 2021-Spring 2022)
  - Selected 20 MSW MAP students. Coached them on developing their policy project proposals.
  - Invited and vetted speakers. Co-facilitated monthly Policy Fellows meetings.
  - Co-facilitated an orientation meeting for practicum instructors hosting policy fellows.
  - Strengthened current policy-intensive practicum placements and developed new policy-intensive placements for the Fellows, which can also be filled by other interested Rutgers social work interns.
  - Responded to requests by program funding source.
- Mentorship
  - Mentored a research assistant to develop new micro, mezzo, and macro level Environmental Justice placements.
  - Mentored research assistants on academic scholarship, with her 1) writing a journal article on environmental justice practicums and 2) analyzing Grounding Research in Practice (GRIP) data related to macro social work needs in NJ using Statistical Package for Social Sciences (SPSS).
  - Led and mentored curriculum assistant in revising Social Work Practice II and Environmental Justice.
  - Hosted MSW practicum students and served as practicum instructor.
- Workshops, Developed and Supported
  - Developed, ran, and supported numerous workshops, seminars, classroom visits, guest lectureships, orientations, career fairs, professional development events, student socials, graduations for the School of Social Work, Rutgers University, and beyond. One example follows.
  - Co-organized and co-hosted *with the School of Public Affairs and Administration* an interactive film screening and community building event titled: *The Sacrifice Zone Film Screening with Environmental Justice Activism Opportunities*, April 22, 2021. Secured involvement of Jamel Holley NJ Assemblyperson, Deans of SSW and PAA, community organizers and leaders. After the film screening, environmental justice organization representatives and activists and participants met in breakout rooms to collaborate on the most pressing issues and to network.

***PROFESSIONAL EXPERIENCE***

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

***Clinical Supervisor / Psychotherapist***

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

**Catholic Charities, Flemington, NJ**

2013-2015

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

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

**Carrier Clinic, Belle Mead, NJ**

2009-2013

*Lead Clinical Case Manager, Older Adult Unit (Sept. 2011-Feb. 2012, covering a leave)**Clinical Case Manager, Older Adult Unit (Aug. 2010- March 2013)**Admissions Clinician, ACCESS (Jul. 2009-Aug. 2010)*

- Self-initiated and drove a process improvement to streamline hospital admissions implementing an electronic census board that increased revenue by thousands of dollars per day. Awarded "Above & Beyond."
- Trained and mentored new clinical case managers and interns on assessments, treatment plans, and discharge plans. Provided supervision for four social work interns.
- Completed employee performance reviews. Audited medical records.
- Assessed and counseled patients from adolescents through seniors with psychiatric and substance abuse diagnoses, developed and implemented individualized treatment plans, and arranged services.
- Contributed to decisions as integral member of multifunctional team of physicians, nurses, utilization review.
- Co-facilitated mindfulness-based stress reduction for staff.

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

2005

*Executive Director*

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

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

2002

*Intern Counselor / Program Developer*

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

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

2001-2002

*Intern Counselor*

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

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

1994-2001

*Finance Coordinator, Controller's Office, Visteon North Penn Electronics Facility (2001)**Human Resources Associate, Visteon North Penn Electronics Facility (2000-2001)**Manufacturing Engineer, Visteon North Penn Electronics Facility (1999-2000)**Production Supervisor, Body Construction, Edison Assembly, Ford (1998-1999)**Liaison (Visteon Resident Quality Engineer), Edison Assembly, Ford (1997-1998)**Product Design Engineer, Electrical & Fuel Handling Division, Ford (1994-1997)***LEADERSHIP EXPERIENCE**

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

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**Ford Motor Company and its spin-off Visteon Corporation, (*continued*)****DIVERSITY AND STAFF DEVELOPMENT EXPERIENCE**

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

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

1989-1990

**Mechanical Engineer, Engineering & Construction Department**

- Evaluated and recommended policy emergency ventilation fans in subway tunnels.
- Designed pumping systems for six locations in the Harlem River Tunnel.
- Eliminated major damper blade failure through root cause analysis and writing a computer program to evaluate designs prior to build. Engineers used my program to accurately design fail-safe damper systems.