

CAREER PROFILE

Senior management level licensed clinical social worker with 30+ years of experience in child welfare, adoptions, substance abuse, mental health, and professional training; Administrative and teaching experience in higher education; Strong leadership abilities with proven results in the development of effective, committed, and successful staff; Program development in a variety of human service areas with exceptional results in performance based contracting and outcome goals; Extensive experience in the development and implementation of various training curriculums; Involvement with the media, public speaking, and extensive court testimony.

PROFESSIONAL EXPERIENCE

The Helen Bader School of Social Welfare at the University of Wisconsin-Milwaukee May 2005-present

Clinical Professor/Director of Field Programs reporting to the Department Chair
Administrative program leadership of the Undergraduate and Graduate Field Education Programs in the School of Social Welfare.

Administrative Responsibilities (current and past):

- Supervisory responsibility for six Teaching Academic Staff, and Program Assistants
- Administrative oversight of 600+ agency sites and approximately 300 students per academic year.
- Member of the Dean's Staff Committee
- Chair of the HBSSW Online Education Committee
- Co-Chair of BSW Committee
- Co-chair of the Social Justice Committee
- Canvas HBSSW Project Manager
- Costa Rica Spanish Immersion Course Program Leader
- Social Work Dept. Faculty Review Committee
- UWM Chancellor's Ombuds Council
- WCSWE Social Work Field Education Directors Consortium Founder and Chair
- UWM Advanced Opportunity Program Committee
- UWM Online Program Council Committee
- Development and Oversight of Field Education Advisory Board
- Member of the following committees: School Admissions, Scholarship, Appeals, Program Evaluation, MSW Program, International Education, HBSSW Awards
- Development and oversight of Field Education Program database and website
- Research of national and international social work field education trends
- Ongoing departmental analysis and program revision

Education and Teaching Responsibilities

- Child and Family Services course development and instruction 2006-2016 including the development of a fully online course 2010-2016
- Ethics and Boundaries presentations and trainings for *SW 100*

- Continuing Education Workshops developed and conducted for HBSSW, several UW-System schools, community agencies and professional conferences: Topics include:

- *Effective Supervisor /Leadership Strategies in Human Services,*
 - *Risk Management Issues in Child Welfare;*
 - *Advanced Ethics and Boundaries for Supervisory and Administrative Staff in Human Service Settings;*
 - *Ethics and Boundaries for In-Home Services;*
 - *Ethics and Boundaries for Hospice & Palliative Care;*
 - *Ethics and Boundaries in a World of Technology;*
 - *Ethics and Boundaries in a World of Technology for School Social Workers;*
 - *Working through Ethical Dilemmas in Advanced Dementia Care and in Services to Older Adults*
 - *Ethics and Boundaries with Older Adults in Healthcare Settings*
 - *Ethics and Boundaries in Clinical Settings*
 - *Working with Mandated Clients*
 - *Effective Case Management Strategies;*
 - *Managing Safety in Human Services;*
 - *Understanding the Dynamics of Adoption and Effectively Engaging Adoptive Families*
 - *Moving from Practitioner to Educator*
 - *Documentation Strategies in Human Services;*
 - *HIPAA and Confidentiality*
- Educational oversight for MSW and BSW social work field students
 - Coordination and instructional responsibility for Integrated Seminar and student Orientation Programs
 - Development of Field Instructor Training Curriculum
 - Co-Authored 2016 *Social Work Field Liaison Resource Manual*

Global Applied Technical Education (GATE)

August 2018

Independent Contractor – Developed a semester course entitled “Youth Work” for a Social Work Undergraduate Program in Beijing, China

One Hope United (formerly Kids Hope United), Lake Villa, Illinois

1989 - 2005

Director of Program Operations reporting to the Executive Vice-President
Administrative oversight in a four county area managing a 3+ million-dollar annual budget and five agency programs. Have received four promotions since 1989.

Responsible for:

- Directing all personnel transactions for 40+ professional staff
- Program development and budgetary planning
- Interpretation and implementation of internal and external policies and procedures
- Development and implementation of training curriculums
- Media involvement and public speaking to promote the agency and specific programs
- Collateral community relationships in the public and private sectors

Senior Supervisor reporting to the Senior Vice-President

Supervisory responsibility for several child welfare programs including foster care, domestic and international adoptions, foster home and daycare home licensing programs, and counseling.

Responsible for:

- Direct supervision of 8-10 professional staff
- Collaborative efforts with a wide variety of community agencies and businesses to improve the quality of services within the community
- Consultant to management staff in other service centers
- Extensive involvement in the quality assurance process

Management and Administrative Successes include:

- Developed a child welfare team with the most longevity in the State
- Achieved a “preferred provider” status with DCFS due to excellent performance rates and quality of service
- Maintained fiscal integrity in all programs administered
- Created successful alliances with collateral child welfare agencies
- Increased licensing resources by 100% within two years of assumed supervisory responsibility
- Achieved one of the highest permanency rates in the State for three consecutive years
- Received Quality Assurance Awards in all programs supervised during last eight years
- Received the Lake County Mary Pat Maddex Award for “Commitment to Child Advocacy”
- Received the Agency “Supervisor of the Year Award”

IL Department of Children and Family Services Independent Contractor, Northern Region 1995 to 2014

Licensed Clinical Social Worker providing adoption consultation services under an individual contract; Provide consultation for high profile and media cases related to pending adoptions; Provide clinical assessments of adoptive families and children to determine appropriateness of adoptive match

Licensed Clinical Social Worker Independent Contractor 1993 to 2013

Provide consultation services, individual and family counseling services, and child custody evaluations in a several county area in northern Illinois

Pioneer Center for the Exceptional, McHenry, IL 1981-1989

Respite Care Coordinator/Developmental Specialist reporting to the Program Director; Hired, trained, and supervised staff for the Respite Program serving developmentally disabled children and their families; Assisted in program development and implementation in a vocational workshop for disabled adults

North Riverwood Center, Vernon Hills, IL 1979-1981

Social Service Director reporting to the President; Developed and implemented social service policies and procedures in a skilled and intermediate care facility serving older adults and disabled; provided individual and family counseling services

Gateway District Health Department, Morehead, KY 1978

Research Assistant/Outreach Worker reporting to the Assistant Administrator; worked with low income Appalachian families providing health education and out-reach social services utilizing a federal research instrument

SID Crisis Center, Morehead, KY**1978-1979**

Substance Abuse Counselor Intern reporting to the Program Director; provided substance abuse counseling in both group and individual modalities; responded to a 24-hour crisis hotline

EDUCATION

University of Illinois, Jane Addams College of Social Work Master of Social Work awarded 1991	Chicago, IL
Morehead State University Bachelor of Social Work awarded 1979	Morehead, KY

PROFESSIONAL DATA

Licensed Clinical Social Worker – Illinois License #149-005740
 Licensed IL Child Welfare Specialist
 Training for Adoption Competency Certified Trainer
 WI Council on Social Work Education Executive Board Vice-President
 Member of the National Association of Social Workers
 University of Wisconsin-Milwaukee Ombuds since 2009
 DCFS Trainer for “Working with Substance Affected Families”
 2020 HBSSW Outstanding Service Award
 2015 Awarded the UWM Certificate in Online and Blended Teaching
 2014 Awarded the UWM Student Success Award
 2014 Awarded the HBSSW School Service Award in Social Work
 2012 Awarded the UWM Student Accessibility Excellence Award
 2008-2009 UWM Center Scholar

GRANT AWARDS and ACTIVITY**Awards – P.I. and Co-PI**

May 2016 – present - *Training for Adoption Competency* Training Curriculum grant from the Center for Adoption Support and Education; Co-Principle Investigator

September 2016-May 2017 – *Policy Practice in Field* Education funded by the Council on Social Work Education; Principle Investigator

September 2013-August 2014 - UWM Online Education Seed funding; Principle Investigator

September 2012-August 2013 - UWM Online Education Seed funding for Continuing Education Program; Co-Principle Investigator

September 2011-August 2012 - UWM Online Education Seed funding; Principle Investigator

April 2008-December 2010 – *Hartford Participation Program for Aging* funded by The John A. Hartford Foundation; Co-Principle Investigator

September 2008-May 2009 “*Social Work Education: The Biopsychosocial Perspective as a*

Threshold Concept.” Funded by UWM; Co-Principle Investigator

Grant Involvement

September 2014-August 2017 - *Behavioral Health Workforce Education and Training Grant for Professionals* funded by HERSA; Grant committee and Board

September 2013-August 2016 – *Screening, Brief Intervention, Referral to Treatment (SBIRT)*; SAMHSA; Grant committee and Board

May 2005-present -Field Program Supervisor, *Title IV-E Child Welfare Training Grant* (in partnership with the Bureau of Milwaukee Child Welfare); Funded by the State of Wisconsin Department of Children & Families.