

VITAE

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EDUCATION AND CERTIFICATES

Ph.D. Memorial University of Newfoundland May 2003 Awarded "With Distinction"
Dissertation "The Relationship Between Supervision and Casework Retention in County-Based
Child Welfare Systems"

M.S.W. School of Social Welfare, University at Albany December 1982
New York State Certified Social Worker October 1983
New York State Certified School Social Worker September 1985
New York State Licensed Master Social Worker September 2004

B.A. Sociology, State University College at Oswego June 1973

EMPLOYMENT

ACADEMIC POSITIONS

Director Social Work Education Consortium

**University at Albany
School of Social Welfare
Fall 2000-present**

Statewide consortium representing a formal partnership between the NYS Office of Children and Family Services and the New York State Association of Deans of Social Work Schools. The goal of the consortium is to develop a long-term workforce professionalization and stabilization plan for New York State's public sector workforce. Oversee \$1.3 million dollar budget and all program initiatives including 7 regional planning groups, a BSW scholarship program, and program evaluation activities.

Interim Associate Dean

Fall 1999

Responsible for internal management of the School including curriculum, graduate student concerns, student services, and program implementation. Worked closely with the Interim Dean and incoming dean during this transition semester.

Assistant Dean for Development

Sept. 1998-May 2009

Work with the dean and management team to raise funds, develop community-based collaborations around critical social concerns (e.g. aging services, child welfare), and enhance the resource base for the School of Social Welfare. Faculty liaison with Social Welfare Alumni Constituency Group. Produce and edit the Alumni Newsletter.

Assistant Dean for Student Services

Jan.1990-Sept. 1999

Planning for student recruitment; working with faculty committees to enhance the quality of student's educational experiences at the School; planning and implementing new student orientations; coordinating annual School-wide Career Fair; managing graduate admissions process; faculty liaison with Social Work Student Association. Assist in the development of an exchange program between the School of Social Welfare and a social work program at Hallyum University, Republic of Korea.

Undergraduate Field Coordinator**Sept. 1993-Sept. 1998**

Administrative responsibility for undergraduate field program; placement of students; liaison activities with field placements; teaching integrating seminar; development of new placements.

Assistant Coordinator of Field Education**Aug. 1987-Sept.1993**

Assist in all aspects of placement for graduate and undergraduate students including liaison activities and new placement development

TEACHING

- Community and Organizational Theory (Undergraduate) (2004)
- Micro Practice I (graduate level) (1995-1997)
- Undergraduate Field Seminar (1987-1998)
- Human Behavior and the Social Environment 2 (undergraduate) (1988-1994).
- Field Planning Seminar (1995-1998)

COMMITTEES**School of Social Welfare**

- MSW Program Director (September 2013-present)
- MSW Program Committee (September 2011-May 2014)
- Chairperson SSW By-Laws Revision work group (May 2010-May 2011)
- Curriculum Committee (2000-2004; 2007-09, 2009-2011)
- Admission & Recruitment (90-2001, 2004-06, chair 1990-91, 1999-2001, 2009-2011)
- Faculty Recruitment (chair 1994-96)
- Undergraduate (92-00) (2003-05) (2006-08); Curriculum Revision Sub-committee (1996-00)
- Faculty liaison to Institute for State Policy (1997- 2002)
- Micro practice Curriculum Group (1995-1998, 1999-2000), Chair (1997-98)
- Chair of Human Diversity Task Force, Ad-Hoc Task Force 1993-94.
- Member of faculty writing group preparing Self-Study for re-accreditation 1993-94.
- Personnel (90-92)
- Human Diversity (chair 1991-94)
- Field Education (89-98, 2004-06)
- Student Standing & Retention (89-91, 97-98)
- Conference Committee for Statewide Public Policy Conference Spring 1992.
- Co-chair School of Social Welfare Spring Conference, 1988

University Committees

- President's Service Awards 2011-2012
- University Reaccreditation-Institutional Resources Committee 2008-2009
- University Advancement, Marketing Committee Spring 2000
- Presidents Task Force on Career Development and Career Planning 1997
- ADA Implementation Committee 1994-1998
- Hawking Prize Selection Committee 1994-1998
- University Commencement Marshall 1996-1998, 2012, 2014.
- Rockefeller College Diversity Committee 1993-1996.
- Programmatic Access Committee for the President's Task Force (ADA) 1992-93
- Student Standing 1989-91.

INTERNATIONAL WORK

- Field Instruction Seminar, Hallyum University, Republic of Korea (May/June, 1997)

- Doctoral Research Seminar, Universidad Catolica Santo Toribio de Mogrovejo Chiclayo, Peru February 2007.
- University at Albany Study Abroad, Department of Social Work, Bishop Barham University College, Kabale, Uganda (May 2009).

Executive Secretary

**New York State Association
Deans of Schools of Social Work
January 1998-present**

Work with Deans and Directors of Graduate Social Work Programs on issues of concern to social work education and the profession. In 2000 the Association provided leadership for the development of a Statewide Child Welfare Social Work Education Consortium.

GRANTS AND CONTRACTS

Co-Principle Investigator for five year (2003-2008) Child Welfare Workforce Recruitment and Retention Development and Training Grant from the Department of Health and Human Services, Children’s Bureau. This project works with local child welfare units in NYC and upstate NY to develop in-house design teams to identify practices to reduce worker turnover with the development of subsequent curriculum modules for training other counties in this method for workforce retention. Funding \$1M.

Co-Principle Investigator for a five year (2008-2013) award to develop a National Child Welfare Workforce Institute from the Department of Health and Human Services, Children’s Bureau. In partnership with 9 universities and the National Indian Child welfare Association, we are charged to design and implement a national training program for supervisors and middle managers, award 12 BSW and MSW Traineeships nationally and develop national peer networks and a national dissemination strategy for best practices in workforce development for child welfare. Funding \$16.5 M and a \$1.92 M supplement.

Co-Principle Investigator for a five year (20013-2018) award for National Child Welfare Workforce Institute from the Department of Health and Human Services, Children’s Bureau. In partnership with 5 universities we are building on the first five years of work. Our purpose is to increase child welfare practice effectiveness through diverse partnerships that focus on workforce systems development, organizational interventions, and change leadership, using data-driven capacity building, education, and professional development. This includes awarding 11 BSW and MSW Traineeships. Funding \$21.2 M.

CLINICAL AND ADMINISTRATIVE POSITIONS

Assistant in Education

**NYS Education Department
Division of Pupil Services
November 1984-July 1987**

Program development and monitoring in the education of and services for youth-at-risk throughout New York State; director of a school and agency child abuse prevention project under a Federal grant in three counties in the capital district region; field Instructor for management student in the School of Social Welfare.

Coordinator Prevention Intake &Parent Aides

**St. Catherine's Center for Children
Albany, New York 12202**

January 1983-November 1984

Coordinated all aspects of Prevention Services Intake; recruited, trained and supervised the volunteer Parent Aides; case consultation with clinical staff as part of an Evaluation Team.

Project Associate II

**Continuing Education Program
University at Albany
September 1981-October 1982**

Co-author of a six module treatment curriculum and supervisor's guide for child protective services workers in Florida; coordinated onsite requests with the New York State Department of Social Services (NYS DSS) and local counties to meet special needs in a 28 county area.

Project Assistant II

September 1979-September 1981

Statewide training for caseworkers in Child Welfare, Child Protective Services and Adult Protective Services; developed Statewide Child Protective Services Training Institute with Cornell, SUC at Buffalo and University at Albany. Institute offered basic and advanced worker training. Provided technical assistance to 26 counties in staff development and program development for child welfare.

Community Services Coordinator

**Alliance
Syracuse, New York
January 1976-June 1979**

Coordinated community services for families of physically or sexually abused children. Caseloads ran between 50 and 80 families; directed the Parent Aide Program (there were 32 aides on staff); developed community education and media programs about child abuse, the dynamics involved and the services available.

Caseworker, Child Protective Services

**Onondaga County
Department of Social Services
July 1975-December 1975**

Court Unit Caseworker for Child Protective Services including initial investigations, filing of petitions and Family Court follow up for serious abuse and maltreatment cases.

Assistant Program Director

**Children's Program
Huntington Family Center
Syracuse, New York
December 1973-May 1975**

Group work and individual counseling with preadolescent girls identified as needing individualized services by schools, parents or referring agencies.

PUBLICATIONS

Books

Briar-Lawson, K, McCarthy, M., Dickinson, N. (Eds.) (2013). The Children's Bureau: Shaping a century of child welfare practices, programs and policies. NASW Press, Washington, DC.

Book Chapters

Munson, S., McCarthy, M., Dickinson, N. (in press). The Child Welfare Workforce. In Mallon, G. and Hess, P. Child Welfare for the 21st Century. Columbia University Press, New York, NY.

Refereed

Published

Wu, L., Rusyidi, B., Claiborne, N., McCarthy, M. (2013). Relationships between work-life balance and job-related factors among child welfare workers. *Children and Youth Services Review* 35, 1447-1454.

Lawrence, C.K., Strolin-Goltzman, J.S., Caringi, J., Claiborne, N., McCarthy, M., Butts, E., and O'Connell, K. (2012). Evaluation in child welfare organizations. *Administration in Social Work*. 36(5).

Strolin-Goltzman, J., Lawrence, C, Auerbach, C, Caringi, J., Claiborne, N, Lawson, H., McCarthy, M. McGowan, B., Sherman, R., Shim, M. (2009). Design Teams: A Promising organizational intervention for improving turnover rates in the child welfare workforce. *Child Welfare* 88(5).

Strolin, J, McCarthy, M, Lawson, H, Smith, B, Bronstein, L. (2008). A Comparison Study Between High and Low Turnover Systems in Public Child Welfare: Participatory Research Initiated from the Source. *Child Welfare*. 87(4), 125-143.

Dorch, E., McCarthy, M. Denofrio, D. (2008). Calculating child welfare separation, replacement, training costs. *Social Work in Public Health*, 23(6), 39-54.

Caringi, J., Strolin-Goltzman, J., Lawson, H. McCarthy, M., Briar-Lawson, K., & Claiborne, N. (2008). Child Welfare Design Teams: An Intervention to Improve Workforce Retention and Facilitate Organizational Development. *Research on Social Work Practice*. 18(6), 565-574.

Strolin-Goltzman, J. Auerbach, C., McGowen, B., McCarthy, M. (2007) The Relationship between Organizational Characteristics and Workforce Turnover among Rural, Urban, and Suburban Public Child Welfare Systems. *Administration in Social Work*. 32(1), 77-91.

Strolin, J., McCarthy, M., Caringi, J. (2006). Causes and effects of child welfare workforce turnover: Current state of knowledge and future directions. *Journal of Public Child Welfare*. 1/2.

Lawson, H., McCarthy, M., Briar-Lawson, K, Miraglia, P., Strolin, J., Caringi, J. (2006). A Complex Partnership to Optimize and Stabilize the Public Child Welfare Workforce. *Professional Development: The International Journal of Continuing Social Work Education* 9(3) 122-139.

Fortune, A.E., McCarthy, M, Abramson, J.S. (2001). Student Learning Processes in Field Education: Relationship of Learning Activities to Quality of Field Instruction, Satisfaction, and Performance among MSW students. *Journal of Social Work Education* 37(1) 111-124.

Invited

McCarthy, M. (2006). The Context and Process for Performance Evaluations: Necessary Preconditions for the Use of Performance Evaluations as a Measure of Performance-A Critique of Perry. *Research on Social Work Practice*. 16(4) 419-423.

Zlotnik, J.L., McCarthy, M., Briar-Lawson, K. (2006/2006 Winter) Key Strategies to Educate Public Child Welfare Workers and to Foster Child Welfare System Improvements. *The*

Evaluation Exchange XI(4) 10.

McCarthy, M., Ramos, B., Sofka, C., Lyman, S. (1999). *Assessing Your Family of Origin*. Exercise 17 in Social Work Practice: Cases, Activities, and Exercises. Kim Strom-Gottfried. Thousand Oaks, CA: Pine Forge Press.

Conference Proceedings

McCarthy, M & Kennedy, E.(1997). *From Campaign Work to Candidate: The Continuum of Political Activity*. Aponte, C. & Weigand, C. (Eds) Proceedings from the 28th Annual conference of the New York State Social Work Education Association. Spring.

Training Curriculum

Armstrong, M., McCarthy, M., & Rizzi, M. (1982). The Helping Connection: A Curriculum for Family Work in Protective Services. Continuing Education Program.

New York State Child Prevention Services Training Institute: Basic Training for Child Protective Services Workers. 1981

McCarthy, M. & Ohanesian, C. (1982). Case Planning and Treatment: A Comprehensive Framework. Continuing Education Program.

INVITATIONAL LECTURES

Graduation Address-Bishop Barham University College, Kabale Uganda. October 1, 2010.

“Collaboration-The Foundation for Workforce Investments: Lessons from our Colleagues and Foremothers” University at Albany Distinguished Women’s Lecture Series May 2006. Spring Celebration and Bread and Roses Award.

Synthesizer James R. Dumpson Colloquium. Fordham University Graduate School of Social Service. May 2006.

“Successful University-Community Collaboration: Partnering with Child Welfare Practitioners to Meet the Needs of the Community.” Partnering for Excellence: A Summit for Best Practices in Investigation, Intervention, and Advocacy for Children. Children's Advocacy Centers of Georgia, Kennesaw State University, Georgia. May 2007.

WEBINARS

“Rebuilding Systems and Organizational Structures”. *CB Centennial: Voices to Vision Facilitated Discussion Series*. Guest Speakers: Nancy S. Dickinson, MSSW, Ph.D.; Mary L McCarthy, Ph.D., LMSW; Howard Davidson, J.D., Mark Testa, Ph.D., June 6, 2012.

CONFERENCE PRESENTATIONS

"Longitudinal Assessment of the National Child Welfare Workforce Institute Traineeship Programs: Innovative Approaches and Lessons Learned From a Multi-Site Partnership Evaluation" Symposium Session, Mary McCarthy, chair. Society for Social Work and

Research 18th Annual Conference. San Antonio, Texas, January, 2013.

“Systems Change through Workforce Development” Workshop. Nancy Dickinson, Mary McCarthy. Children’s Bureau Agencies and Courts Conference. Crystal City, VA. August 2009

“Recruitment and Retention of a Qualified Workforce: The Foundation of Success” Mini Plenary Session, with Nancy Dickinson, Cathryn Potter, Kathleen Faller, Paul Brady. 17th National Conference on Child Abuse and Neglect, Atlanta, GA. April, 2009.

“Child welfare workforce retention: from research to practice intervention - Part I & Part II. With Jessica Strolin & Jim Caringi. Council on Social Work Education Annual Program Meeting, Chicago, IL. February, 2006.

“Designing, implementing, and evaluating a research-driven retention model in New York State public child welfare organizations.” With Hal Lawson, Paul Brady, Jim Caringi, Jessica Strolin, & Katharine Briar-Lawson. Child Welfare Workforce Development and Workplace Enhancement Institute, Children’s Bureau Meeting, Washington, DC. October 2005.

“Child welfare design teams as interventions to reduce turnover and facilitate organizational change.” With Jim Caringi, Jessica Strolin, Hal Lawson, & Katharine Briar-Lawson. International Social Work Practice Research Symposium. Albany, NY. June, 2005.

“Organizational innovation in child welfare systems” with Jessica Strolin, Paul Brady, Hal Lawson. New York State Office of Children and Family Services Child Welfare Practice Forum. Albany, NY. May, 2005.

“Clarifying the Relationship Between Social Work Education and Child Welfare Job Retention: Perceptions of Satisfaction and Job Value”. Council on Social Work Education Annual Program Meeting, New York City March 2005.

“Evidence-based and Best Practices in Child Welfare” Co Chair Invitational Panel. Council on Social Work Education Annual Program Meeting, New York City March 2005.

“Improving Workforce Retention and Development in Child Welfare: Grounding Improvement Agendas in Responsive Research”. New York Public Welfare Association Conference. January 2005.

“Child Welfare Workforce Retention and Turnover” Symposium co-chair. Society for Social Work Research Annual Conference, New Orleans, January 2004.

“Child Welfare Workforce Retention, Results of a survey of High Turnover Counties”. Council on Social Work Education Annual Program Meeting, Atlanta, Georgia February 2003.

“What we know about factors that influence retention of child welfare workers.” New York Public Welfare Association Conference, Saratoga, New York July 2003.

“Participatory Research as a Vehicle for Program and Policy Change” The Policy Conference, Charleston, South Carolina, June 2002

“The Social Work Education Consortium” Panel presentation. New York Public Welfare Association Conference. Albany, New York January 2002.

“The Social Work Education Consortium” Roundtable presentation. New York State Staff Development Association Conference. Alexandria Bay, New York. May 2001.

“The Role of Social Work Education in Promoting Political Actions: Practical Realities and Strategies”. Invitational Faculty Development Workshop. Celebrating Social Work: Past, Present and Future. 31st Annual Conference. The New York State Social Work Education Association. Buffalo, New York October 1998.

“The Impact of Welfare Reform on Professional and Personal Ethics”. Invitational Workshop. The Playing Field Keeps Changing: Ethics, Systems & Politics in Social Work Practice. 1997 Training Institute for Advanced Social Work Practice. The Program of Professional Social Work Continuing Education, School of Social Work, University at Buffalo, Buffalo, New York November 1997.

“New Strategies for Political Organizing: A National Effort within the Profession”. Special Presentation Council on Social Work Education Annual Program Meeting, Chicago, Illinois February 1997.

“Political Action and Social Work Education: The Continuum of Practice in the Political Arena@ Pre-conference Session, 14th Annual Baccalaureate Program Directors conference, Portland, Oregon October.

“Political Action for Candidate Election@ Workshop, Celebrating the Professional Social Worker: Dedicated, Diverse and Dynamic” 20th Annual Conference Oklahoma Chapter of NASW, Oklahoma City March 1996.

“From Campaign Work to Candidate: The Continuum of Political Activity” Information Exchange and “Social Workers and Political Office” Invitational Workshop National Association of Social Workers Annual Meeting, Philadelphia, PA March 1995.

“Politics-Why Not You?” Workshop, Michigan Chapter- NASW 19th Annual Conference, Kalamazoo, Michigan May 1995

“From Campaign Work to Candidate: The Continuum of Political Activity” Workshop. New York State Social Work Education Conference, Syracuse, NY November 1995.

“Development of a Comprehensive Direct Practice Field Evaluation Instrument.” Council on Social Work Education Annual Program Meeting, Kansas City, MO 1992. Coauthor Julie Abramson.

“Predicting M.S.W. Student Performance in Field” Council on Social Work Education Annual Program Meeting, Kansas City, 1992. Co-authors Anne E. Fortune and Mary L. McCarthy.

PROFESSIONAL ACTIVITIES

**Hudson Valley Community College
Human Services & Chemical Dependency
Counseling Department Advisory Committee**

2010-2014

NYS Office of Mental Health Children's Mental Health Workforce Work Group	Nov 2007-March 2008
Editorial Board -Journal of Public Child Welfare	2005-present
CSWE Conference Abstract review	2007, 2008
New York State Citizen Review Panels Eastern Panel Appointed by New York State Senate Chairperson	2005-present 2008-2012
National Association of Social Workers Modernization Task Force Treasurer Region III Board Representative National Committee on Nominations and Leadership Identification Chairperson Board of Trustees PACE* Treasurer Chairperson National Strategic Planning Committee	2014 2012-2015 2009-2012 1996-1999 1998-1999 1989-1996; 2009-2011 1990-92 1994-96; 2010-2011 1990-91.
New York State Chapter NASW President President-elect Strategic Planning Committee Committee on Nominations & Leadership Identification Chair Executive Directors Search Committee Board of Trustees PACE* Child Welfare Issues Committee	2006-2008 2005-2006 2004 2000-02 1998 1993-97; 2005-06 1983-88
Northeast NY Division NASW Steering Committee Secretary Vice-President President-Elect President Newsletter	1982-2005 1983-85 1985-87 1987-88 1988-90 1990-94
*Political Action for Candidate Election	
Interfaith Partnership for the Homeless Board of Directors Chair of Executive Director Search Committee Co-chair Strategic Planning	1994-2005 1995 & 1996, 2004 1996-97
Prevention Committee, NYS Child Welfare Advisory Council	1983-84.

PROFESSIONAL MEMBERSHIPS

Council on Social Work Education
National Association of Social Workers
Society for Social Work and Research

HONORS AND AWARDS

Distinguished Continuing Professional Education Leadership Award 2012
SUNY Chancellor's Award for Excellence in Professional Service for academic year 2009-2010
University at Albany, President's Award for Excellence, Professional Service, April 2010
Nazareth College and SUNY Brockport Departments of Social Work Leadership Award 2007
University at Albany Disabled Student Services Faculty Achievement Award 1993
Social Worker of the Year NASW Northeast NY Division 1992

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