

CRYSTAL A. ROGERS. Ph.D., LMSW
University at Albany School of Social Welfare
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CURRENT POSITIONS

School of Social Welfare
University at Albany, State University of New York
Position: Associate Dean for Academic Programs

Dynamic Training, Inc.
Position: Senior Training Consultant

New York State Association of Deans and Directors of Schools of Social Work
Position: Executive Secretary

EDUCATIONAL HISTORY

- 2008** **University at Albany, State University of New York**
Doctor of Philosophy in Social Work
Title: An Analysis of MSW Student Satisfaction: A Comparison of Field Instruction and Faculty Influence
Committee: Carolyn Smith, Ph.D. (chair), Anne E. Fortune, Ph.D., and Bruce Szelest, Ph.D.
- 1998** **University at Albany, State University of New York**
Master of Social Work
- 1991** **University at Albany, State University of New York**
Bachelor of Arts in Psychology

PROFESSIONAL INTERESTS

Diversity, Equity, and Inclusion
Supervision, Coaching, and Leadership
Social Work Education
Student Satisfaction

HONORS AND RESEARCH GRANTS

- 2013** *Keynote Speaker – SSW Undergraduate Commencement Ceremony*

2012	<i>Council on Social Work Education Summer Leadership Scholarship</i>
2012	<i>Initiatives For Women Grant</i>
2005	<i>Initiatives For Women Grant</i>
2005	<i>United University Professionals Individual Development Award</i>
2004	<i>University at Albany Affirmative Action Grant</i>
2004	<i>U.S.-African Partnership Recognition Award</i>
2003	<i>Initiatives For Women Grant</i>
2003	<i>School of Social Welfare Administrator of the Year</i>
2003	<i>Disabled Student Services Outstanding Achievement Award</i>

PROFESSIONAL EXPERIENCE

2017- Present **School of Social Welfare**

University at Albany, State University of New York

Position: Associate Dean for Academic Programs

Supervise 4 professional staff, 1 classified staff, 4 student staff; serves as management supervisor for 25+ adjunct faculty, oversees several established and ad hoc work teams, organize and oversee pilot telecommuting project for Associate Dean's office including delegation of all tasks and providing remote supervision, facilitate organizational restructuring; provide leadership for the development, evaluation, revision & implementation of curricula; Manage overall curricular quality for the academic programs; identify faculty for relevant courses in collaboration with the Dean and in negotiation with faculty; Monitors and assists in managing class scheduling, enrollments, and part-time budget allocations. Assists in developing strategies to pursue College-wide priorities, such as its commitment to just, equitable, and inclusive education. Oversee the integration of feedback from faculty, students, and community partners into the curriculum for continuous improvement; Implement outcome evaluation/feedback Academic Program Committees; Assist faculty in continuous course review and improvement; Faculty development/providing support to new faculty; Supervises staff in the resolution of student problems, grievances, and matters of conflict resolution amongst students or staff. Serve as member of Dean's Leadership Team and School's CSWE Reaccreditation Team; Lead and steward approval of on-line MSW program; Provide administrative leadership for oversight of the BS, MSW, and Ph.D. academic programs in the School of Social Welfare; Oversee development, enhancement and evaluation of new and existing degree programs; Oversee

enrollment management for the BS, MSW, and Ph.D. programs; Oversee all administrative processes related to student academic programs, e.g. credit transfers, course substitutions, exemptions, etc.; In association with the Associate Dean for Research, identify opportunities to enhance teaching and research nexus; Attend BS, MSW, and PhD program committee meetings; Complete and update planning matrices that provide vision, mission and SMART goals for academic programs; Provide leadership for the implicit curriculum of the BS and MSW program, e.g. advisement services; Advise Participate on President's Council and other university committees; Collaborate with NYSED, Office of Professions, CSWE, NASW; Collaborate with University offices, including the Registrar, Alumni Services, and Bursar, to execute processes for current students; Provide leadership in enhancing engagement of members of SSW community

2010-2021

Dynamic Training, Inc.

Position: Senior Training Consultant

Co-developed and delivered training on cultural diversity, equity, and inclusion in the workplace and promoting client engagement. Assisted in the development and analysis of a comprehensive pre-training needs assessment. Assisted in developing an eight-module course series addressing topics in supervision and leadership; topics included managing work teams, handling conflict, matrix supervision, situational leadership, coaching employees, remote supervision, communication styles, delegation and several others.

2000-2017

School of Social Welfare

University at Albany, State University of New York

Position: Assistant Dean for Academic Programs

Duties: Advising students to support successful completion of their programs; develop materials educating incoming and current graduate students concerning MyUAlbany and registration, develop annual calendar of scheduling and advising activities, advising full-time and part-time faculty of academic policies and university level processes, such as implementation of DARS for graduate students; coordination with academic units and student success offices; scheduling of semester courses; management of course registration process, management of non-degree course availability and enrollment process with Graduate Admissions; coordination of course-related activities; coordination of distance learning, online, and contract classes; oversee transfer of credit process, liaison to part-time lecturers; address problems related to courses and scheduling; respond to inquiries from external organizations about the MSW program;

collaborate with faculty on advising, teaching schedules, and committee assignments, respond to requests for program information for prospective applicants to the MSW program; manage weekly information sessions for MSW program; participate in the development of promotional materials; develop and maintain department course scheduling database in Microsoft Access; prepare CSWE annual report; participate in assessment of program for accreditation and program review, and prepare reports requested by administrative or departmental committees.

1998, 1999

**School of Social Welfare
University at Albany, State University of New York**

Position: Admissions Counselor

Duties: Present information concerning social work as a profession, the advantages of an academic degree in social work, the social work curriculum and program models, financial aid, and program expectations to prospective graduate and undergraduate social work students; develop rapport with prospective students; respond to group and individual student questions; serve as a representative of the University at Albany's School of Social Welfare.

TEACHING EXPERIENCE

2009 – Present School of Social Welfare

University at Albany, State University of New York

Position: Part time Lecturer

Instructor of SSW 210 – Social Welfare in the U.S. and SSW 322 – Introductory Research Methods
Diversity, Equity, and Inclusion were major themes throughout both courses.

CLINICAL AND RESEARCH EXPERIENCE

2010 - Present School of Social Welfare

University at Albany, State University of New York

Program Assessment:

Participated in survey construction and data analysis for MSW and BSW Exit Surveys, MSW and PhD Alumni Survey, MSW 10 Year Cohort Study, PhD program assessment, and Assessment of Academic Advising for MSW students.

2002

School of Social Welfare

University at Albany, State University of New York

Position: Co-facilitator of support group for African American women

Duties: Discussed life issues relevant to African American women.

2000

Psychology Department

University at Albany, State University of New York

Position: Research Assistant to Monica Rodriguez, Ph.D.

Duties: Serve as interviewer, data analyst, and educator on a research

project which examines the identity process and role of personal life goals on the social adjustment and academic success of children transitioning from middle childhood through adolescence; train undergraduate students concerning interviewing techniques, research procedures, and data entry; establish and maintain contacts with school personnel.

- 1998-1999** **School of Social Welfare**
University at Albany, State University of New York
Position: Research Assistant to Bonnie Carlson, Ph.D
Duties: Serve as interviewer on a research project that investigates the impact of domestic violence and/or child physical or sexual abuse on participants' current physical well-being and level of social support.
- 1997-1998** **Albany City School District: Arbor Hill Elementary School and School 18**
Position: Clinical Social Work Intern
Duties: Individual, group, and family assessment and counseling; case management; develop treatment plans and individualized education plans; interagency collaboration – primary focus with inner city, ethnically diverse children and their families.
- 1996-1997** **Rensselaer County Mental Health: Unified Services Children's and Families Clinic**
Position: Clinical Social Work Intern
Duties: Individual, group, and family counseling - primary focus on populations with dual diagnosis of mental illness and developmental delays; clinical assessments and interventions; grant writing; case management; facilitation of parenting class; member of multidisciplinary team.
- 1990-1993** **Albany County Rape Crisis Center**
Position: Rape Crisis Counselor
Duties: Crisis intervention and counseling; survivor advocacy; and coordinate 24 hour volunteer hotline.
- 1991-2000** **Capital District Child Care Coordinating Council, Inc.**
Position 1998-2000: Referral Counselor
Position 1991-1997: Referral Counselor Coordinator
Duties: Supervise, train, and evaluate counselors; compile and analyze statistics; maintain billing system; maintain and customize database; corporate and community outreach; interagency collaboration; advocate for child care issues; perform site inspections for Child Adult Care Food Program.

PROFESSIONAL ARTICLES, PRESENTATIONS, AND REPORTS

Fortune, Anne E., Crystal A. Rogers, and Estella Williamson. "Effects of an Integrative Field Seminar for MSW Students." Journal of social work education 54.1 (2018): 94–109. Web.

- Choi, Mi Jin, Urbanski, Paul, Fortune, Anne E., and Rogers, Crystal A. "Early Career Patterns for Social Work Graduates." *Journal of social work education* 51.3 (2015): 475–493. Web.
- Fortune, A.E., Rogers-Freidenberg, C.A., & Williamson, E. (Accepted for Oct. 2015) Effects for an Integrative Field Seminar for MSW Students. Oral presentation accepted for the 2015 Annual Program Meeting.
- Rogers, C.A. (2011). CLUE Focus Group Subcommittee Report. Executive summary and full report of findings from focus group presented to University at Albany Provost.
- Rogers, C.A., & Rodriguez, M.L. (2002). Ethnic identity, self/ethnic discrepancies, and socio-emotional adjustment in African American and Latino children. Paper accepted for poster presentation at the Society for Social Work Research Sixth Annual Conference, San Diego, CA, January.
- Rodriguez, M.L., Rogers, C.A., & Jakubowyc, N.J. (2001). Ethnic identity and socio-emotional adjustment in children: The role of self/ethnic discrepancies. Paper accepted for poster presentation at the Society for Research in Child Development Biennial Meeting, Minneapolis, MN, April.
- Mohrmann, T.R. & Rogers, C.A. (1996). Communicating with diverse populations. National Association of Child Care Resource and Referral Agencies - Region II Conference, Lancaster, PA, March.

WORKSHOPS

- 2018** **Social Justice and Social Work**
Created and facilitated workshop for undergraduate students to highlight the importance of social, environmental, and economic justice and its application to the social work profession.
- 2008 - 2012** **School of Social Welfare Writing Workshop**
Co-creator and facilitator of a writing workshop series for bachelor, master, and doctoral students
- 1997 - 2000** **Carefinder Training – Managing Child Care Resource and Referral Data**
Workshop for New York State child care resource and referral staff on data collection and management using the Carefinder computer program
Locations: New York City, Buffalo, Niagara Falls, Oswego, Ithaca
- 1995** **Communicating with Diverse Populations**
Workshops presented by New York State Child Care Coordinating Council
Locations: New York City, Buffalo, Syracuse, Albany, Utica, Glens Falls.

INVITED GUEST SPEAKER

- 2000** **Transracial adoption and the child welfare system.**
Introduction to Child Welfare
Catherine Lawrence (instructor)
University at Albany, State University of New York
- 1999** **Cognitive Theory**
Micro Practice II – Judy Postmus (instructor)
University at Albany, State University of New York.

UNIVERSITY SERVICE

- Current** Co-Chair Social Justice Committee
Current Member Honors College Governing Board
Current Member Honors College Diversity and Inclusion Committee
Current Member Provost's Council
Current Member President's Council
Current Member MSW Program Committee
Current International Education Liaison Committee
Current Classroom Advisory Committee
2021-2022 Member Strategic Enrollment Management Team
2016-2017 Member Search Committee for Dean, College of Emergency Preparedness,
Homeland Security & Cybersecurity
2016 Member Search Committee for Case Manager, Counselling & Psychological
Services
2010-2011 Career Leadership and University Excellence Staff Retention Work Group
Chair of Focus Group Subcommittee
2008-2009 Husted Renovation Committee
2002-2003 Integrated Administrative System Academic Transition Team
2002-2003 Integrated Administrative System Student Transition Team

COMMUNITY SERVICE

- 2022-Present** **Social Workers for Justice**
Position: Member of Design Team
- 2012-2017** **Capital District Child Care Coordinating Council**
Position: Board Member
- 2009-2010** **Early Care and Learning Center**
Position: Board Member
- 2004** **Planning Committee for the U.S.-African Partnership for Building
Stronger Communities Project: Nigerian Delegation Visit**
Position: Chair of Committee

Duties: Planned and organized visit of a delegation from Lagos State University, Lagos, Nigeria.

1992-1996 Human Ecology Programming Committee - Albany County Cornell Cooperative Extension

Position: Committee Member

Duties: Assist in needs assessments; programming and evaluation of training by Cornell Cooperative Extension.

REFERENCES

Katharine Briar-Lawson, MSW, Ph.D., Dean and Professor, School of Social Welfare, University at Albany, State University of New York, Albany, New York 12222 (518) 442-5324; kbriarlawson@uamail.albany.edu.

Anne E. Fortune, Ph.D., ACSW, Associate Dean for Academic Programs and Professor, School of Social Welfare, University at Albany, State University of New York, Albany, New York 12222 (518) 442-5320; rfortune@albany.edu.

Blanca Ramos, MSW, Ph.D, Associate Professor and Director of School of Social Welfare Baccalaureate Program, School of Social Welfare, University at Albany, State University of New York, Albany, New York 12222 (518) 442-5365; bramos@albany.edu.

Bartow, Jonathan, Vice Dean for Graduate Education, Office of Graduate Studies, University at Albany, State University of New York, Albany, NY 12222, (518) 437-5062; jbartow@albany.edu.