

VITAE

Mary L. McCarthy, Ph.D., LMSW
University at Albany
School of Social Welfare
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Albany, NY 12222

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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

HONORS AND AWARDS

University at Albany President’s Award for Exemplary Public Engagement to the National Child
Welfare Workforce Institute 2019
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

ACADEMIC POSITIONS

Undergraduate Program Director 7/2016-6/2019
Provide leadership for the undergraduate program. Work closely with the Assistant Dean for the
Undergraduate Program and Associate Dean for Academic Programs on curriculum and field
education design and development, oversee program policy, admissions and chair the
Undergraduate Program Committee.

MSW Program Director 7/2013-6/2016
Provide leadership for MSW program. Work closely with Associate Dean for Academic Programs
on curriculum design and development, oversee curriculum policy, admissions, and chair the
MSW Program Committee.

Interim Associate Dean Fall 1999
Responsible for internal management of the School including curriculum, 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**

Fundraise, 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**

Plan for student recruitment, work with faculty committees to enhance the quality of students' educational experiences, plan and implement new student orientations, coordinate annual School-wide Career Fair, manage 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 Hallyum University, Republic of Korea.

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

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

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

- Dissertation Committees: 7 since 2006;
- Micro Practice II (graduate) (2020)
- Community and Organizational Theory (Undergraduate) (2004)
- Micro Practice I (graduate level) (1995-1997) (2020)
- Undergraduate Field Seminar (1987-1998)
- Human Behavior and the Social Environment II (undergraduate) (1988-1994)
- Field Planning Seminar (1995-1998)

COMMITTEES**School of Social Welfare**

- Reaccreditation Self Study Work Group 2017-18
- Undergraduate Program Committee 1992-2000, 2003-05, 2006-08, Chair 2016-19
 - Curriculum Revision Subcommittee 1996-2000
- MSW Program Committee Sept. 2011-May 2016, Sept 2020-Chair 2013-16
- Chair By-Laws Revision Work Group May 2010-May 2011
- Curriculum Committee 2000-04, 2007-09, 2009-11
- Admissions & Recruitment 2004-06, 1999-2001, 2009-11, chair 1990-91
- Chair Faculty Recruitment 1994-96
- Institute for State Policy Faculty Liaison 1997- 2002
- Micro practice Curriculum Group 1995-98, 1999-2000, Chair 1997-98
- Chair of Human Diversity Task Force 1993-94
- Reaccreditation Self-Study Work Group 1993-94
- Personnel Committee 1990-92

- Chair Human Diversity Committee 1991-94
- Field Education Committee 1989-98, 2004-06
- Student Standing & Retention Committee 1989-91, 1997-98
- Statewide Public Policy Conference Committee 1992
- Co-chair Spring Conference Committee 1988

University Committees

- Commencement Marshall 1996-98, 2012, 2014-2020
- University Micro-credentialing Committee 2019-2021
- Undergraduate Academic Council 2018-2021
- Student Engagement Workgroup, Office of Student Engagement 2017-2020
- Strategic Enrollment Management Workgroup March-July 2019
- President’s Service Awards 2011-12
- University Reaccreditation, Institutional Resources Committee 2008-09
- University Advancement, Marketing Committee Spring 2000
- President’s Career Development & Career Planning Task Force 1997
- ADA Implementation Committee 1994-98
- Hawking Prize Selection Committee 1994-98
- Rockefeller College Diversity Committee 1993-96
- President's Task Force, Programmatic Access Committee (ADA) 1992-93
- Student Standing 1989-91

INTERNATIONAL WORK

- Fulbright Specialist (2016-2020)
 - Padjadjaran University, Bandung, West Java, Indonesia (Fall 2019)
- University at Albany Study Abroad (May 2009)
 - Department of Social Work, Bishop Barham University College, Kabale, Uganda
- Doctoral Research Seminar (February 2007)
 - Universidad Catolica Santo Toribio de Mogrovejo Chiclayo, Peru
- Field Instruction Seminar (May/June, 1997)
 - Hallyum University, Republic of Korea

Executive Secretary

**New York State Association
Deans of Schools of Social Work
January 1998-September 2017**

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

Principal Investigator for a one year (2021-2022) \$1 M supplemental award from the Department of Health and Human Services, Children’s Bureau focused on piloting three interdisciplinary education programs. The supplemental award was added to the NCWWI funding.

Co-Principal Investigator for a five-year (2018-2023) award from the Department of Health and Human Services, Children’s Bureau for the National Child Welfare Workforce Institute. In partnership with 3 universities, we are building on more than a decade of efforts to support workforce development in child welfare. 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. We will be working with 5 jurisdictions and 2 Tribal child welfare systems developing agency guided workforce excellence initiatives. Funding: \$24 M. \$1 M supplement (2021-2023) to support three Interdisciplinary Child Abuse and Neglect Education Programs initiatives which expand currently existing programs. \$4 M supplement (2021-2023) to initiate work in 6 states and 6 tribal sites to support implementation of workforce innovations using a Breakthrough Series Collaborative strategy. Total award funding \$29 M.

Principal Investigator for a local district training contract funded by Albany County Department for Children, Youth and Families (2012-2021). Annual funding: \$40,134.

Director of Social Work Education Consortium, funded by the NYS Office of Children and Family Services (2000-present). The primary goal of the consortium is the identification and implementation of programs and activities which promote a forward-looking approach to training and education, emphasizing workforce stabilization and professionalization. Current program deliverables include tuition funding statewide for county child welfare staff pursuing a social work degree. Current annual funding: \$400,000.

Co-Principal Investigator for a five-year (2013-2018) award from the Department of Health and Human Services, Children's Bureau was for continuation of the National Child Welfare Workforce Institute. In partnership with 5 universities we built on the first five years of work. Our purpose was 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 included awarding 11 BSW and MSW Traineeships. Funding: \$23.7M.

Co-Principal Investigator for a five-year (2008-2013) award from the Department of Health and Human Services, Children's Bureau to develop a National Child Welfare Workforce Institute. In partnership with 9 universities and the National Indian Child welfare Association, we were 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: \$16.5M, \$1.92M supplement.

Co-Principal Investigator for a 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. With local child welfare units in NYC and upstate NY this project developed 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.

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; Field Instructor for management student from U Albany's 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

Developed Statewide Child Protective Services Training Institute with Cornell, SUC at Buffalo and University at Albany; provided basic and advanced training for caseworkers in Child Welfare, Child Protective Services and Adult Protective Services; 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; directed the Parent Aide Program; 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

McCarthy, M., & Huffman, R. (In Press). The Centrality of the Workforce to Achieving Child Welfare Outcomes. In Briar-Lawson, K., & Anderson, G. (Eds.) *University-agency partnership strategies and structures: Lessons learned from public and tribal child welfare and university programs*. CWLA: Virginia.

Munson, S., McCarthy, M., & Dickinson, N. (2014). The Child Welfare Workforce. In G. Mallon & P. Hess (Eds.), *Child Welfare for the 21st Century* (2nd ed., pp. 624-642). Columbia University Press, New York, NY.

Refereed

Published

- Pryce, J., Lee, W., Crowe, E., Park, D., McCarthy, M., Owens, G. (2018). A case study in public child welfare: County-level practices that address racial disparity in foster care placement. *Journal of Public Child Welfare*. 13(1), 35-59. <https://doi.org/10.1080/15548732.2018.1467354>.
- Nho, C. R., Park, E. H., McCarthy, M., (2017). Case studies of successful transition from out-of-home placement to young adulthood in Korea. *Children and Youth Services Review*, 79, 315-324.
- Claiborne, N., Auerbach, C., Lawrence, C., McGowan, B., Lawson, H., McCarthy, M., Strolin-Goltzman, J., Caringi, J., Briar-Lawson, K. (2014). Design teams as an organizational intervention to improve job satisfaction and worker turnover in public child welfare. *Journal of Family Strengths*. 14(1), 12.
- 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. (2013). Designing evaluations in child welfare organizations. *Administration in Social Work*, 37, 3-13.
- 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), 149-168.
- 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., McGowan, 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). 29-52.

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

Briar-Lawson, K., Leake, R., Dickinson, N., McCarthy, M., Anderson, G., Groza, V., Gilmore, C. C. (2015). Investing in the child welfare workforce: A response to David Stoesz. *Research on Social Work Practice*, 26 (5), 484-488.

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

Crowe, E., McCarthy, M. (2019). *Blind Removal Toolkit*. NYS Office of Children and Family Services.

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

McCarthy, M. (1981). *Basic Training for Child Protective Services Workers*.

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

INVITED 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, Mary L. McCarthy, Howard Davidson, Mark Testa, June 6, 2012.

CONFERENCE PRESENTATIONS

“Building a Family-Centered, Anti-Colonial, Anti-Racist Child Welfare and Family Support System” Workshop with Katharine Briar-Lawson, Angelique Day, Priscilla Day, Judge William Thorne, Corey Best, Jessica Pryce. 2021 A Call to Action to Change Child Welfare: Kempe Center's International Virtual Conference, October 6, 2021.

“Building and Maintaining a Strong IV-E Partnership for Child Welfare Education, Training, and Professional Development.” Workshop with Sharon Kollar & Alexis Howard. National Title IV-E Roundtable for Child Welfare Training and Education. Atlantic City, NJ, May 2019.

“Building Evidence in Child Welfare System’s Workforce Development: Are We Ready?” Symposium session, John Fluke, Chair. Society for Social Work and Research Annual Conference. Washington, DC, January 2018.

“Innovative Organizational Intervention in Three Child Welfare Systems.” Presentation with Catherine Lawrence & Nancy Claiborne. The Nelson A. Rockefeller Institute of Government 2nd Annual Research & Practice in Progress Briefing in Local Government in New York; A Forum for Local Government Researchers, Practitioners and Policy Makers. Albany, NY, November 2016.

"Longitudinal Assessment of the National Child Welfare Workforce Institute Traineeship Programs: Innovative Approaches and Lessons Learned from a Multi-Site Partnership Evaluation." Symposium Session Chair. Society for Social Work and Research Annual Conference. San Antonio, TX, January 2014.

“Systems Change through Workforce Development.” Workshop with Nancy Dickinson. 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. National Conference on Child Abuse and Neglect. Atlanta, GA, April 2009.

“Child Welfare Workforce Retention: From Research to Practice Intervention - Part I & Part II.” Presentation with Jessica Strolin & Jim Carangi. 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.” Presentation 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.” Presentation 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.” Presentation 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. New York, January 2005.

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

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

“What We Know about Factors that Influence Retention of Child Welfare Workers.” New York Public Welfare Association Conference. Saratoga, NY, July 2003.

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

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

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

“The Role of Social Work Education in Promoting Political Actions: Practical Realities and Strategies.” Invitational Faculty Development Workshop. The New York State Social Work Education Association. Buffalo, NY, October 1998.

“The Impact of Welfare Reform on Professional and Personal Ethics.” Invitational Workshop. Training Institute for Advanced Social Work Practice. The Program of Professional Social Work Continuing Education, School of Social Work, University at Buffalo. Buffalo, NY, November 1997.

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

“Political Action and Social Work Education: The Continuum of Practice in the Political Arena.” Pre-conference Session. Annual Baccalaureate Program Directors Conference. Portland, OR, October 1996.

“Political Action for Candidate Election.” Workshop Celebrating the Professional Social Worker: Dedicated, Diverse and Dynamic, Oklahoma Chapter of NASW Annual Conference. Oklahoma City, OK, 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 Annual Conference. Kalamazoo, MI, 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,” with Julie Abramson. Council on Social Work Education Annual Program Meeting, Kansas City, MO 1992.

“Predicting MSW Student Performance in Field,” with Anne E. Fortune. Council on Social Work Education Annual Program Meeting. Kansas City, MO, 1992.

PROFESSIONAL ACTIVITIES

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| Hudson Valley Community College Human Services & Chemical Dependency Counseling Department Advisory Committee | 2010-14 |
| NYS Office of Mental Health Children’s Mental Health Workforce Work Group | Nov 2007-March 2008 |
| Editorial Board- <i>Journal of Public Child Welfare</i> | 2005-present |
| CSWE Conference Abstract review | 2007, 2008, 2015-19 |
| New York State Citizen Review Panels Eastern Panel Appointed by New York State Senate Chairperson Co-chair | 2005-present 2008-12 2018-present |
| National Association of Social Workers Finance Committee Legal Defense Fund | 2018-2021 2016-present |

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| Modernization Task Force | 2014-18 |
| Treasurer | 2012-15 |
| Region III Board Representative | 2009-12 |
| National Committee on Nominations and Leadership Identification | 1996-99 |
| Chairperson | 1998-99 |
| Board of Trustees PACE* | 1989-96, 2009-11 |
| Treasurer | 1990-92 |
| Chairperson | 1994-96, 2010-11 |
| National Strategic Planning Committee | 1990-91 |

New York State Chapter NASW

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| President | 2006-08 |
| President-elect | 2005-06 |
| Strategic Planning Committee | 2004 |
| Chair, Committee on Nominations & Leadership Identification | 2000-02 |
| Executive Directors Search Committee | 1998 |
| Board of Trustees PACE* | 1993-97, 2005-06 |
| Child Welfare Issues Committee | 1983-88 |

Northeast NY Division NASW

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| Steering Committee | 1982-05 |
| Secretary | 1983-85 |
| Vice-President | 1985-87 |
| President-Elect | 1987-88 |
| President | 1988-90 |
| Newsletter | 1990-94 |

*Political Action for Candidate Election

Interfaith Partnership for the Homeless

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| Board of Directors | 1994-2005 |
| Chair of Executive Director Search Committee | 1995 & 1996, 2004 |
| Co-chair Strategic Planning | 1996-97 |

Prevention Committee, NYS Child Welfare Advisory Council 1983-84

PROFESSIONAL MEMBERSHIPS

National Association of Social Workers
National Indian Child Welfare Association

