

Professor and licensed clinical social worker with over 25 years' experience serving students and clients. Adaptability with innovative teaching pedagogies and unconventional courses. Project collaborator with a passion for bringing the school forward. Leader in academic, clinical, and community settings. Ability to synthesize distinct ideas and methods to achieve a new outlook. Dedication to anti-oppressive social work practice and pedagogy, social justice and equality, and anti-Black racism.

## Selected Achievements

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- Flexibility in following unique protocols and communicating with diverse student bodies at a variety of different school cultures.
- Ongoing contributing member of the New Student Orientation faculty panel, providing advice and guidance on specific coursework and general academic success strategies.
- Founding Lecturer with CSSW online program; self-taught in Adobe Connect, Canvas, and effective online pedagogies.
- Outreach volunteer for CSSW recruitment: make follow-up calls with potential new students to provide answers to enrollment and program questions.

## Education and Credentials

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### Doctor of Social Work

Adelphi University, Garden City, NY

*Dissertation topic:* Nuclear family triangulation and its relationship to separation anxiety disorder.

### Master of Science in Social Work

Columbia University, New York, NY

### Bachelor of Arts

University of Pennsylvania, Philadelphia, NY

*Cum Laude honors*

## Professional Experience

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### Licensed Clinical Social Worker

1998 – Present

Private practice specializing in adult and adolescent anxiety and mood disorders. Interview potential clients. Collaborate with psychiatrists for medication management. Manage case notes. Apply appropriate methodological, evidence-based approach, for each individual situation. Research and review new contributions to the field.

*Specializations:*

- Adolescents and adults with bipolar disorder
- Family and Couple Therapy
- Animal-Assisted Therapy
- Wilderness Therapy

**Clinical Social Work Supervisor****2020 - Present**

- External Clinical Supervisor for Child and Adolescents Psychotherapy Services in Purchase, NY.
- Clinical Supervisor for a group of post-graduate social workers earning their LCSW hours.
- Clinical supervisor for social work practitioners on the COVID-19 Helpline during the spring and summer of 2020.

**Columbia University School of Social Work****2009 – Present****Adjunct Professor (2009 – 2014),  
Lecturer (2015 – 2020), and  
Lecturer in Discipline (2020 – Present)**

Teach 3 sections to graduate students, including foundational courses and advanced research courses. Develop and present lesson plans and assignments. Grade assignments and essays. Serve as faculty advisor. Attend departmental meetings. Instruct students in up-to-date research techniques. Compare and contrast diverse philosophical underpinnings. Adjust coursework for students with special circumstances.

*Key contributions:*

- Courses taught: T6501 – *Research Methodology*, T7102 – *Direct Practice*, T7501 – *Clinical Case Evaluation*, T6416 – *Program Evaluation*, T7114 – *Use of Self, Motivational Interviewing Lab*
- Courses redesigned: T7501 (in 2016), T7102, T6501
- Courses created: T7114 – *Use of Self, Travel Course* (approved by the Curriculum Committee, 2019) – *Israel: Innovative Interventions for Addressing Social Problems*
- Course Convening committees: T6501 – Convener, T6416 – Convener, T7102 – Convener, T7501 – Committee member
- CSSW Liaison for dual degree Masters students earning degrees at the Jewish Theological Seminar and Union Theological Seminary
- Other committees: Grading Standards Committee; Telehealth Work Force; Faculty Reviewer for the *Columbia Social Work Review*
- Founder and Chairwoman of the Antisemitism Task Force

**Fordham Graduate School of Social Work****2013 – 2015****Adjunct Professor**

Taught 2 sections per year to graduate students. Courses taught: *Program Development and Proposal Writing and Research Methods*.

**Hunter College School of Social Work****2008 – 2010****Adjunct Professor**

Taught 2 sections per year to graduate students. Courses taught: *Human Behavior in the Social Environment and Social Work Clinical Practice*

**Adelphi University School of Social Work****2004 – 2008****Adjunct Professor**

Taught 2 sections per year to graduate students. Courses taught: *Social Work Research I and II, Intro to Social Work Practice, Advanced Social Work Practice with Individuals*.

**North Shore – Long Island Jewish Medical Center****2003 – 2003****Clinical Instructor**

Taught 2 courses to psychiatry residents, psychology interns and externs, and third- and fourth-year medical students. Courses taught: *Family Therapy Seminar and Introduction to Psychotherapy*.

**Additional Experience**

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**Westchester Child and Adult Psychological Services****2021 - present****Clinical Supervisor**

Provide supervision to social workers seeking clinical licensure.

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| <b>Project Hope Helpline</b><br><b>Clinical Supervision</b><br>Provided weekly supervision to social work interns for the NYS Covid-19 helpline.  | <b>2020</b>              |
| <b>Edwin Gould Services for Children and Families</b><br><b>Program Evaluation Consultant</b><br>Designed an outcome evaluation for “Grow, Rise, Lead” program for young adults aging out of foster care.     | <b>2017</b>              |
| <b>National Education Association</b><br><b>Program Evaluation Consultant</b><br>Created indicators for a NY State outcome evaluation of public schools.  | <b>2013</b>              |
| <b>Mid-Island Jewish Community Center, Plainview, NY</b><br><b>Group Social Worker</b><br>Led Single Young Adults Group and Bereavement Group for individuals who recently lost a spouse.                     | <b>1997 – 1999; 2012</b> |
| <b>Department of Child and Adolescent Psychiatry Research, New York, NY</b><br><b>Research Fellow</b><br>Worked with PI on a NIMH grant exploring medication management of adolescents with bipolar disorder. | <b>2002 – 2003</b>       |
| <b>Pederson-Krag Center, Huntington, NY</b><br><b>Clinical Social Worker</b>  | <b>1995 – 1997</b>       |
| <b>Tender Loving Care Home Health Care, New York, NY</b><br><b>Social Work Supervisor</b>   | <b>1983 – 1985</b>       |

## Program Evaluations

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| <b>Evaluations Supervisor, CSSW – Agency</b><br>Program Evaluations Collaborations<br>Organized pro bono evaluations for Grow, Rise Lead; PFLAG; ECPAT; Back on My Feet; Hope AACR; YAYA Network; DOROT; and PROP. Additional evaluations ongoing. | <b>2009 – present</b> |
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Developed an original pedagogy for Program Evaluation courses using community-based participatory research, resulting in client empowerment to perform future evaluations. Pair students with external agency/organization that needs evaluation. Students learn about specific industries and organizations while staffers learn best practices for evaluations. Deliver manual with policies and procedures for performing evaluations.

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| <b>Evaluation Chairman, UJA-NY Federation (Manhattan, NY)</b><br><b>Consultant to the Caring Commission Cabinet</b> , a body that allocates grants and monitors performance of grantees in NY and Israel. Performed pro bono. | <b>2004 – 2012</b> |
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Advised the Cabinet on all aspects of program evaluation including needs assessments, process evaluations, and outcome evaluations. Hired external evaluators and oversee their work. Worked with grantees to create logic models and measurement strategies. Developed agency-specific instruments to measure outcomes. Authored and presented in-service trainings to teach UJA lay leadership and professional staff the fundamentals of program evaluation. Created evaluation tools for staff to conduct site visits at Israeli and American agencies. Collected and analyzed evaluation data. Devised culturally sensitive evaluation plans for Israeli agencies.

Conducted an outcome study exploring the impact of a wilderness therapy mission for Israeli adolescents with emotional and behavioral problems. Performed pro bono

Conducted an outcome study exploring the impact of a wilderness survival mission on 100 Israeli youth at extreme risk. Performed pro bono.

## **Professional Development**

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**Certification, Canine-Assisted Therapy Program, International Therapy Dogs, November, 2022.**

Certified with personal animal companion as a team. 6-week training and a skills assessment to become certified. Mission of the organization: "to provide qualified handlers and their Therapy Dogs for visitations to institutions, facilities, and any other place where Therapy Dogs are needed."

**Certification from the Institute on Pedagogy and Technology for Online Courses, Columbia University School of Social Work, New York, NY (2020).**

Five-week, 25-hour intensive post-Master's online institute with weekly synchronous classes and asynchronous homework, covering the design and delivery of engaging online courses that embody social work values, including instructor presence, community building, interactivity in live online class sessions, inclusiveness, universal design for learning, and the basic mechanics of Canvas and Adobe Connect.

**Certification, Motivational Interviewer Lab Instructor, Columbia University School of Social Work, New York, NY (2019).** A train-the-trainer program to certify Lab Instructors for the MI Skills-Based Lab, a program to prepare incoming CSSW students for first year field education. Over the 7-session workshop, instructors develop and hone the fundamental principles and skills of motivational interviewing and learn to facilitate the MI lab protocol based on an experiential learning model for skills training.

**Certification, Animal-Assisted Response Team, HOPE Animal-Assisted Crisis Response, June, 2018.**

Certified with personal animal companion as a team. Rigorous 3-day training that encompassed psychological first aid, learning protocols at airports and fire departments, and other exercises to prepare our team for crisis work. Mission of the organization: To provide comfort and encouragement through animal-assisted support to individuals affected by crises and disasters. Skills assessment to become certified.

**Certification, Animal Therapy Program, Pet Partners, March, 2013.**

Certified with personal animal companion as a team. 6-week training and a skills assessment to become certified. Program outcome: "interact with a wide variety of clients including veterans with PTSD, seniors living with Alzheimer's, students with literacy challenges, patients in recovery, people with intellectual disabilities, and those approaching end of life."

## **Publications**

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Werman, A., Adlparvar, F., Horowitz, J. K., & Hasegawa, M. (2019). Difficult conversations in a school of social work: Exploring student and faculty perceptions. *Journal of Social Work Education*. DOI: 10.1080/10437797.2018.1520665

Werman, A. (2022, March 17). Two Ways to Decolonize a Social Work Research Course. *Teaching and Learning in Social Work*. <https://laureliversonhitchcock.org/2022/03/17/two-ways-to-decolonize-a-social-work-research-course/>

## **Affiliations**

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- **Member**, National Association of Social Workers

- **Member**, Association of Experiential Education
- **Chairwoman of the Board**, Nirim USA
- **Emeritus Member**, HOPE Animal-Assisted Crisis Response
- **Member, Scientific Advisory Board**, Kai.ai

## Awards

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- **Bendheim Research Fellow**, Hillside Hospital Department of Psychiatry Research, 2003.  
Pursued independent research project on psychosocial issues with the diagnosis of bipolar disorder.
- **Outstanding Doctoral Dissertation Research Award**, The Ohio State University College of Social Work, 2002.
- **Best Empirical Article Award**, Journal of Social Work Education award, 2019.
- **Provost's Hybrid Learning Course Redesign and Delivery** grant recipient, Columbia University, 2015
- **Provost's Science of Learning Research Initiative (SOLER) Seed Grant** recipient, Columbia University, 2022.

## Conferences, Presentations, and Studies

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1. Presenter, *Child and Adolescent Psychiatry Grand Rounds*, Long Island Jewish Medical Center. (June 2002). Presented paper on the role of family dynamics in the pathogenesis of separation anxiety disorder.
2. Presenter, *The Bowenian Concept of Triangulation and Its Relationship to Separation Anxiety Disorder*. Fourteenth National Symposium on Doctoral Research in Social Work. (April 2002).
3. Presenter, *Learn One, Plan One, Do One: An Innovative Approach to Teaching Program Evaluation to Social Work Graduate Students*, American Evaluation Association National Conference, Washington, D.C. (2017).
4. Presenter, NASW National Conference, Washington, D.C. (2016).  
Difficult conversations in a school of social work: Exploring student and faculty perceptions.
5. Poster presentation, *Nirim in the Neighborhoods: A Program for Youth at Extreme Risk in Israel*, Association for Experiential Education's 43rd International Conference. (2015).
6. Presenter, *Nirim in the Neighborhoods: An innovative intervention using wilderness therapy for youth at extreme risk in Israel*, National Wilderness Therapy Symposium. (2019).
7. Keynote Speaker, *CSSW Field Placement and Evaluation: How are we doing?* Columbia School of Social Work's SIFI Graduation. (2016).
8. First Presenter, Social Impact LIVE, *Wilderness Therapy*, Columbia University School of Social Work (October 2018).
9. Presenter, Social Impact LIVE, *Wilderness Therapy in Israel*, Columbia University School of Social Work (November 2019).
10. Presenter, Online Faculty Development Series, *Karaoke: Creative Termination for an Online Class*, Columbia University School of Social Work (AY2019-20).
11. Presenter, Online Faculty Development Series, *Gussie the Pug Goes Virtual! Animal-Assisted Therapy to Relieve Stress*, Columbia University School of Social Work (AY2020-21).
12. External Member of the Dissertation Committee at Teachers College for a doctoral student whose topic was *The queers are here: LGBTQ+ young adults' outcomes in wilderness therapy* (2021).
13. Poster presentation, *Ungrading: An Anti-oppressive Pedagogy*, 2022 Celebration of Teaching and Learning Symposium, Columbia University (2022).