

Professor and licensed clinical social worker with over 20 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

- 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

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

Columbia University, New York, NY

Cum Laude honors

Professional Experience

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.

Key contributions:

- Provided clinical supervision for social work practitioners on the COVID-19 Helpline during the spring and summer of 2020.
- Specialized training in treating adolescents and adults with bipolar disorder.

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

2009 – 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, T7501 – Committee, member, T7102 – Committee member
- Other committees: Grading Standards Committee; Telehealth Work Force

Fordham Graduate School of Social Work
Adjunct Professor

2013 – 2015

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

Hunter College School of Social Work
Adjunct Professor

2008 – 2010

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
Adjunct Professor

2004 – 2008

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
Clinical Instructor

2003 – 2003

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

Edwin Gould Services for Children and Families
Program Evaluation Consultant

2017

Designed an outcome evaluation for “Grow, Rise, Lead” program for young adults aging out of foster care.

National Education Association
Program Evaluation Consultant

2013

Created indicators for a NY State outcome evaluation of public schools.

Mid-Island Jewish Community Center, Plainview, NY
Group Social Worker

1997 – 1999; 2012

Led Single Young Adults Group and Bereavement Group for individuals who recently lost a spouse.

Department of Child and Adolescent Psychiatry Research, New York, NY
Research Fellow

2002 – 2003

Worked with PI on a NIMH grant exploring medication management of adolescents with bipolar disorder.

Pederson-Krag Center, Huntington, NY **1995 – 1997**
Clinical Social Worker

Tender Loving Care Home Health Care, New York, NY **1983 – 1985**
Social Work Supervisor

Program Evaluations

Evaluations Supervisor, CSSW – Agency **2009 – present**

Program Evaluations Collaborations

Organized pro bono evaluations for Grow, Rise Lead; PFLAG; ECPAT; Back on My Feet; Hope AACR; YAYA Network; DOROT; and PROP. Additional evaluations ongoing.

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.

Evaluation Chairman, UJA-NY Federation (Manhattan, NY) **2004 – present**

Consultant to the Caring Commission Cabinet, a body that allocates grants and monitors performance of grantees in NY and Israel. Performed pro bono.

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.

Program Evaluator, Pizgat Amir School (Katzir, Israel) **May 2010**

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

Program Evaluator, Nirim in the Neighborhood December **2008**

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

Professional Development

Certification from the Institute on Pedagogy and Technology for Online Courses, 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

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

Affiliations

- **Active Member**, Caring Commission of United Jewish Appeal New York Federation
- **Professional Liaison**, Parents Group for Bipolar Children
- **Member**, National Association of Social Workers
- **Member**, Association of Experiential Education

Awards

- **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**, The Ohio State University College of Social Work, 2002.
- Journal of Social Work Education award for best empirical article of 2019.
- Provost’s Hybrid Learning Course Redesign and Delivery grant recipient, Columbia University, 2015

Conferences, Presentations, and Studies

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. Presenter, Online Faculty Development Series, *Karaoke: Creative Termination for an Online Class*, Columbia University School of Social Work AY2019-20.
9. First Presenter, Social Impact LIVE, *Wilderness Therapy*, Columbia University School of Social Work (October 2018).
10. Presenter, Social Impact LIVE, *Wilderness Therapy in Israel*, Columbia University School of Social Work (November 2019).