

## ELAINE P. CONGRESS

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### Current Position

2002 to present Associate Dean, Fordham University Graduate School of Social Service  
1998 to present Professor, Fordham University Graduate School of Social Service

### Education

1986 D.S.W. City University of New York  
Dissertation: An analysis of ethical practice among  
field instructors in social work education

1974 M.A. New School for Social Research  
(Psychology)

1969 M.S.W. Columbia University School of Social Work  
(Casework)

1964 M.A.T. Yale University  
(English)

1963 B.A. Brown University  
Magna cum Laude  
High Honors in American Civilization  
Elisha Benjamin Andrews Scholar  
Phi Beta Kappa

### Academic Experience

2001 to current Fordham University Graduate School of Social Service  
Associate Dean  
Continuing Education  
Extramural Programs

1995 to 2002 Fordham University Graduate School of Social Service  
Director of Doctoral Program

1997 to 1998 Fordham University Graduate School of Social Service  
Acting Associate Dean

Fordham University Graduate School of Social Service

1998 to current Professor (Tenured)

1996 to 1998 Associate Professor (Tenured)

1989 to 1996	Assistant Professor - Tenured as of 1995
1989 to 2017	<p>As faculty member I have taught the following courses:</p> <p style="padding-left: 40px;">Advanced Assessment and Diagnosis 2- Online Clinical Practice I and II Clinical Practice Seminar Family Oriented Treatment Ethics in Social Work Practice Social Work Values (PhD program) Student Advisement/Integrative Seminar</p>
1988 to 1989	<p>Adjunct Professor, Fordham University Graduate School of Social Service Courses: Supervision and Staff Development Clinical Seminar</p>
1983 to 1984	<p>Adjunct Instructor, Hunter College School of Social Work Courses: Introduction to Supervision Peer Supervision</p>
1979 to 1989	<p>Field Instructor</p> <ol style="list-style-type: none"> <li>1. Fordham University Graduate School of Social Service</li> <li>2. Hunter College School of Social Work</li> <li>3. Adelphi University School of Social Work</li> </ol>

**Project/Grant Experience**

2010 to Present	Co-Coordinator, Fordham Center for Non Profit Leaders
2009 to 2010	PI, CASAC 350 hour training program, Funded by OASAS with stimulus funds
2008 to present	Co-PI, Pioneer Narrative Project,
2006 to 2009	Co PI, Immigrant Child Welfare Fellowship Project, Funded by New York Community Trust
2005 Education	<p>Director Online Course Development , New York City Social Work Consortium project, sponsored by the New York State Office of Children and Family Services</p>
1996	<p>Conference Co-Director Ethnicity and Family Therapy</p>
1994	<p>NIMH Pilot Proposal (Application) Field test of Culturagram</p>
1993	<p>Conference Director Multicultural Perspectives in Working with Families</p>

1990 to 1992 Project Director  
YALA - Training/Service project for high school dropouts  
Funded by New York City Department of Employment, Youth Division

1990 to 1992 Project Director  
Training project for public child welfare MSW students  
Funded by United States Health & Human Services

## PUBLICATIONS

### Books

Heyman, J. and Congress, E. (2018). *Health and Social Work: Practice, Policy, and Research*. New York: Springer Publishing Company.

Congress, E, Luks, A.; and Petit, F. (2016) *Nonprofit Management: A Social Justice Approach*. New York: Springer Publishing Company.

Chang-Muy, F. and Congress, E. eds. (2015) . *Social work with immigrants and refugees: Legal issues, clinical skills, and advocacy* (2<sup>nd</sup> ed.) New York: Springer Publishing Company.

Congress, E. and Gonzalez, M. (2013). *Multicultural perspectives in working with families*. (3<sup>rd</sup> edition). New York: Springer Publishing Company.

Congress, E.; Black, P.; & Strom-Gottfried, K. eds. (2009) *Teaching social work values and ethics: A curriculum resource*. (2<sup>nd</sup> ed.) Alexandria, VA: CSWE.

Chang-Muy, F. and Congress, E. eds. (2008). *Social work with immigrants and refugees: Legal issues, clinical skills, and advocacy* :New York: Springer Publishing Company.

Congress, E. and Gonzalez, M. (2005). *Multicultural perspectives in working with families* (2<sup>nd</sup> ed.) New York: Springer Publishing Company.

Congress, E. (2005) *Social work values and ethics: Identifying and resolving professional dilemmas*. (Translated into Korean). Singapore: Wadsworth, Division of Thomson Learning.

Black, P.; Congress, E. and Strom-Gottfried, K. (2002). *Teaching social work values and ethics: A curriculum resource*. Alexandria, VA: CSWE

Congress, E. (1999). *Social work values and ethics: Identifying and resolving professional dilemmas*. Belmont, CA: Wadsworth

Congress, E. (ed.). (1997). *Multicultural perspectives in working with families*. New York: Springer.

### Professional Journal Articles

Congress, E. (2017) Immigrants and Refugees in Cities: Issues, Challenges, and Interventions for Social Workers *Urban Social Work* 1 (1), 20-35.

Congress, E. (2012). Continuing Education: Lifelong Learning for Social Work Practitioners and Educators. (Invited editorial) *Journal of Social Work Education* 48(3), 397-401.

- Weaver, H. and Congress, E. (2009). Indigenous people in a landscape of risk: Teaching social work students about socially just social work responses' *Journal of Ethnic And Cultural Diversity in Social Work*,18(1), 166-179
- Congress, E. and Kim, W. (2007). A comparative study on social work ethical codes in Korea and the United States: focus on confidentiality, dual relationships, cultural diversity and impaired colleagues. *Korean Journal of Clinical Social Work* 4 (2).
- Congress, E. and McAuliffe, D. (2006). Professional ethics: Social work codes in Australia and the United States. *International Social Work* 49(2), 165-176.
- Apgar, D., and Congress, E. (2005). Ethical issues in social work research. *Journal of Social Service Research* 32(2), 61-80.
- Apgar, D. and Congress, E. (2005). Authorship credit: A national study of social work educators' beliefs. *Journal of Social Work Education* 41(1), 101-112.
- Congress, E. (2004). Cultural and ethnic issues in working with culturally diverse patients and their families: Use of the culturagram to promote cultural competency in health care settings. *Social Work in Health Care* 39 (3/4), 249-262.
- Congress, E. (2002) Social work ethics for educators. *Journal of Teaching in Social Work.*, 22(1/2), 151-166.
- Congress, E. (2002). Using culturagrams with culturally diverse families. In A. Roberts & G. Greene. *Social Work Desk Reference* (57-61). New York: Oxford University Press.
- Congress, E. (2001). Dual relationships in social work education: Results of a national survey. *Journal of Social Work Education* 37(2), 255-266.
- Congress, E. (2000). What social workers should know about ethics: Understanding and resolving practice dilemmas. *Advances in Social Work* 1 (1), 1-25.
- Gutheil, I. and Congress, E. (2000). Resiliency in older people: A paradigm for practice. In E. Norman, *Resiliency enhancement: Putting the strengths perspective into social work practice*. (pp. 40-52). New York: Columbia University Press.
- Anastas, J. & Congress, E. (1999). Philosophical issues in doctoral education. *Journal of Social Work Education*.35(1), 143-153.
- Rock, B. & Congress, E. (1999). The new confidentiality for the 21st century within a managed care environment. *Social Work* 44 (3), 253-262.
- Congress, E. (1997). The value dilemmas of advising: Significant issues in a Code of Ethics for faculty advisors. *Journal of Teaching in Social Work* 14 (1/2), 89-110.
- Congress, E. & Lynn, M. (1997). Social group work in the community: Navigating the slippery slope of ethical dilemmas. *Social Work in Groups*, 20(3), 61-74.
- Congress, E. (1996). Dual Relationships in academia: Dilemmas for social work educators. *Journal of Education in Social Work* 32(3), 329-338.
- Congress, E. (1994). The use of culturagrams to assess and empower culturally diverse families *Families in Society* 75 (9), 531-540.
- Congress, E. and Lynn, M. (1994). Group work programs in public schools: Ethical dilemmas and cultural diversity. *Social Work in Education* 16(2), 107-114.

- Congress, E. and Chernesky, R. (1993). Representative payee programs for the elderly: Administrative, clinical and ethical issues. *Journal of Gerontological Social Work* 21(1/2), 77-93.
- Congress, E. (1993). Teaching ethical decision-making to a diverse community of students: Bringing practice into the classroom. *Journal of Teaching in Social Work* 7(2), 23-36.
- Congress, E. (1992). Ethical decision-making of social work supervisors. *The Clinical Supervisor* 10(1), 157-169.
- Congress, E. (1992). Ethical teaching of multicultural students: Reconsiderations of social work values for educators. *Journal of Multicultural Social Work* 2(2), 11-23.
- Congress, E. (1992). Unmet needs, service delivery, and practice issues with rape victims. *The Justice Professional* 7(1), 1-15.
- Congress, E. and Lyons, B. (1992). Cultural differences in health beliefs: Implications for social work practice in health care settings. *Journal of Social Work Practice in Health Care* 17(3), 81-96.

### **Book Chapters**

- Chicco, J. and Congress, E. (2015) Legal and Social Work Responses to the Detained and Deported: Interdisciplinary Reflections and Actions. In D. Kanstroom and M.B. Lykes, eds, *The new deportations delirium: Interdisciplinary responses*. New York: New York University Press
- Congress, E. (2014) Developing a curriculum based on human rights. In K.Libal, S.M. Berthold, R. Thomas, & L. Healy, *Advancing human rights in social work education*. (pp. 61-86) Alexandria: CSWE Press
- Congress, E. (2013) Assessment of Adults. In M. Holoska, C. Dulmus, and K. Sowers, *Social work practice with individuals and families: Evidence-informed assessments and interventions*. (pp. 125-146). Hoboken, NJ: John Wiley.
- Congress, E. (2013). Ethics of public health social workers. In Social Work Section of the American Public Health Association, *Handbook for Public Health Social Work* (pp. 21-40). New York: Springer Publishing Company.
- Congress, E. (2013). Immigrants and health care. . In Social Work Section of the American Public Health Association, *Handbook for Public Health Social Work* (pp. 103-121). New York: Springer Publishing Company.
- Congress, E. (2012) Debate on current social work paradigms. In Emma Sobremonte, de Mendicute (ed.) *Epistemologia, teoria y modelos de intervencio en Trabajo Social*. (pp. 57-64) Bilbao: University of Deusto
- Congress, E. (2012). Social work with refugees. In D. Elliott and U. Segal, editors). *Refugees worldwide. Volume 4 Law, Policy, and Programs* (pp. 197-218). Santa Barbara, CA: Praeger.
- Congress, E. (2012). Global ethical principles and dilemmas. in L.M. Healy & R.J. Link (editors) *Handbook of International Social Work: Human Rights, Development and the Global Profession* (pp. 297-302.). New York: Oxford University Press
- Congress, E. (2011). *Culturagram* use with culturally diverse families. In M. Craft-Rosenberg and S. Pehler, *Encyclopedia of Family Health*, (pp. 259-264.) Thousand Oaks, CA: Sage
- Congress, E. (2011) Gestalt Theory and Social Work Treatment in Francis Turner, *Social Work Treatment: Interlocking Theoretical Approaches* (5th ed.) (255-270) New York: Oxford University Press.
- Congress, E. (2010). Codes of ethics. In M. Gray and S. Webb, *Ethics and value perspectives in social work*. (pp. 19-30) London: Palgrave Macmillan.

- Congress, E. (2010). Teaching Guide for Social Work Ethics. In C. Cohen, T. Gimein, T. Bulin, and S. Kollar, *Real Cases*. New York: Administration for Children Services
- Weaver, H. and Congress, E. (2010). The ongoing impact of colonization: Man-made trauma and Native Americans. In A. Kalayjian and D. Eugene, eds. . *Mass trauma and emotional healing around the world*. Volume 2 (pp. 211- 226.) Santa Barbara, CA: Prager .
- Congress, E. (2008). The culturagram. In Al Roberts, *Social Work Desk Reference* (Second Edition.) (pp. 969-975) New York: Oxford University Press.
- Congress, E. (2008) Comparative Ethics. *Encyclopedia of Social Work* (20<sup>th</sup> Edition). New York: Oxford University Press.
- Congress, E. (2008). Individual and family development theory. In P. Lehman and N. Coady, *Theoretical perspectives for direct social work practice: A generalist-eclectic approach*. (2<sup>nd</sup> edition). New York: Springer Publishing Company.
- Congress, E. (2007). Ethical practice in forensic social work. In A. Roberts and D. Springer, *Social work in juvenile and criminal justice settings*. (pp. 75-86).
- Congress, E. (2006). Teaching social work values, ethics, and human rights. In *Social work around the world IV*. Berne, Switzerland: IFSW.
- Congress, E. and Brownell, P. (2006). Application of the culturagram with culturally and ethnically diverse battered women. In A. Roberts, *Battered women and their families*. (New York: Springer Publishing Company).
- Congress, E (2004). Crisis Intervention and Diversity: Emphasis on a Mexican Immigrant Family's Acculturation Conflicts. In P. Meyer, *Paradigms of Clinical Social Work*, Volume 3, Emphasis on Diversity (pp 125-144). New York: Brunner-Routledge.
- Congress, E. (2001). Ethical issues in work with culturally diverse children and their families. In N.B. Webb, *Culturally diverse parent-child and family relationships*. (pp. 29-53). New York: Columbia University Press.
- Congress, E. (2001). Individual and family development theory. In P. Lehman and N. Coady, *Theoretical perspectives for direct social work practice: A generalist-eclectic approach*. (pp.83 -104. New York: Springer Publishing Company
- Congress, E. and Sealy, Y. (2001). The role of social work ethics in empowering clients and communities In R. Perez-Koenig and B. Rock, Editors. *Social Work in the Era of Devolution: Toward a Just Practice*. (pp. 305-330). New York: Fordham University Press.
- Congress, E. (2000). Crisis intervention with culturally diverse families. In A. Roberts, (2nd Ed), *Crisis Intervention Handbook*. (pp. 431-449). New York: Oxford University Press.
- Congress, E. (1996). Gestalt theory and social work practice. In F. Turner (Ed.), *Social work treatment* (4th Ed.). (pp. 341-361). New York: The Free Press.
- Congress, E. (1996). Is the Code of Ethics as applicable to agency executives as it is to direct service practitioners? Yes. In E. Gambrill and R. Pruger, *Controversial issues in social work ethics*. (pp. 137- 150). Boston: Allyn and Bacon.
- Congress, E. (1996). Family crisis - Life cycle and bolts from the blue: Assessment and treatment. In A. Roberts (Ed.). *Crisis management in brief treatment*. (pp. 142-159). Chicago: Nelson-Hall.
- Congress, E. (1995). Clinical issues in time-limited treatment with women. In A. Roberts (Ed.), *Crisis intervention and time-limited cognitive treatment*. (pp. 215-230.) Newbury Park, CA.: Sage Publications.
- Congress, E. and Lynn, M. (1995). The use of groups to promote cultural sensitivity among social work students. In

R. Salmon & R. Kurland. *Group work practice in a troubled society*. (Pp. 73-87). York: Haworth Press.

Congress, E. (1995). Gestalt. In *Encyclopedia of Social Work*(19th Ed.) Washington: NASW Press.

Congress, E. and Johns, M. (1994) Aging and ethnicity. In I. Gutheil (Ed.), *Work with older persons: Challenges and opportunities*.(pp. 65-84). New York: Fordham University Press..

Congress, E. (1990). Crisis intervention with Hispanic clients in an urban mental health In A. Roberts (ed.), *Crisis Intervention Handbook: Assessment, Treatment, and Research*. (pp. 221-236). Belmont, CA: Wadsworth Publishing.

### **Electronic Publications**

Congress, E. Interview, Monday Morning Manager Series, Network for Social Work Managers, December, 2014.

Congress, E.. "Immigrants and Refugees." *Oxford Bibliographies* in Social Work. Ed. Edward Mullen. New York: Oxford University Press, July 24, 2012.

<http://www.oxfordbibliographies.com/view/document/obo-9780195389678/obo-9780195389678-0166.xml>

Singer, J. B. (Host). (2008, December 1). Visual assessment tools: The Culturagram - interview with Dr. Elaine Congress [Episode 46]. Social Work Podcast. Podcast retrieved 04/20/2009, from <http://socialworkpodcast.com/2008/12/visual-assessment-tools-culturagram.html>

Singer, J. B. (Host). (2009, February 16). Social work with immigrants and refugees: Interview with Elaine Congress, Ph.D. and Fernando Chang-Muy, J.D. [Episode 48]. Social Work Podcast. Podcast retrieved 04/20/2009, from <http://socialworkpodcast.com/2009/01/social-work-with-immigrants-and.html>

### **Book Reviews**

Congress, E. (2014) Review of Decision Cases for Advanced Social Work Practice in Decision Cases for *Journal of Teaching in Social Work*

Congress, E. (2003). Review of *Ethics in Long Term Care*. In *Journal of Long-Term Care*.

Congress, E. (1996). A review of *Between voice and silence: Women and girls, race and relationship*. Taylor, J; Gilligan, C.; Sullivan, A. In *Families in Society*.78(4), 440-442.

Congress, E. (1994). A review of *Working with involuntary clients*, R. Rooney. In *Social Work in Health Care*.

Congress, E. (1992). A review of *Psychotherapy and the Poverty Patient*, M. Stern (ed) In *Social Work in Health Care* 17(4).

Congress, E. (1992). A review of racially mixed people in America, In. M. Root (ed). *Readings: A Journal of Reviews and Commentary in Mental Health* 7(4).

### **Invited Publications**

#### **Guest Editorial**

Congress, E. (2012). Continuing Education: Life Long Learning for Social Work Practitioners and Educators. Guest Editorial *Journal of Social Work Education*.

### **Journal - Special Issue**

Congress, E. Editor (Fall, 2000). *Crisis Intervention and Time Limited Treatment*. (Special issue - Cultural Diversity).

### **Professional Association Publications**

Congress, E. (April 2000). Social work and child welfare. *NASW Currents*, New York City chapter.

Congress, E. (November-December 1999). Past, present, and future of professional social work and NYC NASW  
*NASW Currents*, New York City chapter.

Congress, E. (May 1999). Making a difference about difference. *NASW Currents*, New York City chapter.

Congress, E. (February 1999). Client and professional goals: Separate but indivisible. *NASW Currents*, New York City chapter.

Congress, E. (September 1998). Participation, programs, and political power: Focus for a new century.  
*NASW Currents*, New York City chapter.

Congress, E. (September 1997). A letter to members from the President Elect. *NASW Currents*, New York City chapter.

Congress, E. (January 1997) Sex and the new Code of Ethics. *NASW Currents* New York City chapter

Congress, E. (February/March 1996) What's new in the proposed 1996 Code of Ethics. *NASW Currents* New York City Chapter

Congress, E. (November, 1994). Ethical issues with older people. *NASW Currents* New York City Chapter (with I. Gutheil).

Congress, E. (September, 1994). Dilemmas of dual relationships. *NASW Currents*, New York City Chapter (with L. Stern).

Congress, E. (February - March, 1994). Recognizing substance abuse in a colleague: What can I do? What should I do? *NASW Currents*. New York City Chapter (with Christine Fewell).

Congress, E. (October, 1993) Ethics: Every social worker's concern. *NASW Currents*, New York City Chapter.

### **Other Publication Experience**

Consulting Editor, *Social Work*

Associate Editor, *Crisis Intervention and Time-Limited Treatment*.

Editorial Boards, *Journal of Progressive Human Services*  
*Advances in Social Work*  
*Journal of Religion and Spirituality: Social Thought*  
*Journal of Social Work Values and Ethics*  
*Ethics and Social Welfare*  
*Journal of Ethnic and Cultural Diversity*  
*Journal of Immigrant & Refugee Studies*

Book Manuscript Reviewer -  
Brooks Cole Publishing Company.  
Sage Publications.  
Guilford Press  
Columbia University Press  
Oxford Press  
Springer Publishing



Journal Manuscript Reviewer - *Social Work in Health Care*  
*Families in Society*  
*Journal of Immigrants and Refugees*  
*Journal of Social Work Values and Ethics*  
*Ethics and Social Welfare*  
*Journal of Ethnic and Cultural Diversity*  
*Journal of Religion in Social Work*

### Selected Professional Presentations

2017 UN HLPF, Promoting Community and Environmental Sustainability,  
 July 11

2017 Promoting Social Justice from Within an Agency NYC NASW  
 conference, April 18

2016 Challenges in Promoting Immigrant Health APHA, November  
 2, Denver

2015 Expanding Health Care Coverage to all Immigrants. APHA  
 conference, November 3.

2015 Social Work Values and Ethics in Distance Education. Distance  
 Education Conference, Indianapolis, April 15

2015 Using the *Culturagram* to engage, understand and plan  
 interventions for immigrants, NYC NASW conference, April 8

2014 Demystifying the Book-Writing Process, Panel Discussion CSWE  
 APM, Tampa, October 25

2014 Continuing Education: The Leading Edge in Social Work Education, Panel Discussion, CSWE  
 APM, Tampa, October 25

2014 Cultural competent assessment with families affected by diabetes  
 Invited Plenary Speaker, ISPAD Conference, Toronto, September 4

2014 The role of Universities in Rights-Based Post 2015 Millennium  
 Development , UN DPI Conference, New York, August 29.

2014 The use of the *culturagram* with culturally diverse families, Invited Speaker for Head Start  
 Research conference, Washington, DC, July 8

2014 Leadership for the Future: Evaluating a Mentoring Program. Network for Social Work Managers,  
 Boston, June 5

2014 What's new in DSMV, Continuing Education Seminar, NY, April, 23

2013 Educating social work students to think globally and act locally on public health issues, APHA,  
 Boston, November 4.

2013 Continuing Education: Transforming the Local Into Global, CSWE APM , Dallas, November 2

2013 Writing a book 101, CSWE APM, Dallas, November 1

2013 What do immigrants think about Immigration Reform ?, New York State Social Work Education  
 Conference, Saratoga, October 11

- 2013 Re-tooling Field Education Learning for MSW Students from Public Child Welfare, New York State Social Work Education Conference, Saratoga, October 10.
- 2013 Older Immigrants: Recognizing strengths and addressing challenges. Jarvie Colloquium, New York, June 20.
- 2013 Human Rights and Social Work Education, Invitational meeting, UConn, May 16.
- 2012 Publishing a book. CSWE APM, Washington, DC. November 11
- 2012 Certificate Programs: The Why, What, and How of Successful Programs, CSWE APM Washington, DC, November 10
- 2012 Are Immigrants Healthier than Native Born Americans, APHA, October 29.
- 2012 Empowerment – A Dual Perspective: Empowering ACS students for professional practice and Empowering Immigrant Women through Group Work. NYS Social Work Educators Association, Saratoga, October 12
- 2012 NASW Pioneers – An intergenerational social work approach to empowerment. NYS Social Work Educators Association, Saratoga, October 12
- 2012 Using the Culturagram to Understand and Empower Immigrants and Refugees. World Conference- International Federation of Social Workers, Stockholm, July 9
- 2011 Ethical Issues and Dilemmas for the Public Health Social Worker, APHA, Washington, DC November 2.
- 2011 Disparity and Inequity at the Admissions Gate, (with E. Gerald), CSWE APM, Atlanta, October 27.
- 2010 Aging, Long term disability, and disasters UN NGO Committee on Aging, December 2
- 2010 Faculty Advising: An Essential Yet Challenging Collaboration in Social Work Education (with E. Gerald) NYSSWEA, Saratoga, November 12.
- 2010 Visualizing Human Rights and Well Being: The Human Rights Map (with T. Maschi, S. Turner, C. Moreno) NYSSWEA, Saratoga, November 11.
- 2010 Advancing Social Justice for Immigrants and Refugees: Developing a Cultural Health Assessment. APHA, Denver, November 10.
- 2010 Online Continuing Education, Chair, CSWE APM, Portland, October 16.
- 2010 Book Publishing for Dummies (Panel), CSWE APM, Portland, October 15.
- 2010 Learning from Early Leaders to Advance Social Work Programs in the Future, National Network for Social Work Managers Annual Conference, New York. April 29,
- 2010 Theory and Practice in Social Work with Refugees." St. Anselms College, Manchester, New Hampshire, April 20.
- 2010 Social Work with Immigrants. Interdisciplinary Conference, Boston College, March 19.
- 2010 Use of the *Culturagram* to Promote Understanding of Immigrant Families, Kingsbrook Jewish Hospital, March 16
- 2010 Social Work Policy and Practice with Immigrants." Jacobi Hospital, Bronx, March 8.

- 2009 Developing a Cultural Public Health Assessment Tool for Environmental Refugees, APHA, November, 10.
- 2009 Ethics and Immigration Micro and Macro Challenges, Panel, CSWE APM, San Antonio, November 8.
- 2009 A Policy/Practice Perspective : Preparing Students for Work with Immigrants, CSWE APM, November 7
- 2009 Culturagram 2010: An Evolving Pathway to Promote Social Justice, NYSSWEA, Saratoga October 15.
- 2009 Multicultural Perspectives in Working with Families in Family Court, Association of Family Court Judges, New York, June 18
- 2009 Immigration, Culturagram, and Older People, BEL project, Fordham GSSS, March 24
- 2009 Access and Advocacy with Immigrants and Refugees: Legal, Ethical and Practice Issues, BPD, Arizona, March 16
- 2009 Social Work with Immigrants and Refugees: Legal Issues, Clinical Skills, and Advocacy. NYAM, January 21.
- 2008 Social Work Policy and Practice with Immigrants and Refugees, Grand Rounds, Mount Sinai, December 9.
- 2008 Ethical Dilemmas in Admissions Decisions: Developing Policies to Improve Practice, CSWE, November 1
- 2008 Ethical Issues and Dilemmas In Social Work Public Health Practice: Access And Utilization Issues With Immigrants, APHA, San Diego, October 27
- 2007 Land, resources and territories: A tale of loss and recovery for Indigenous Peoples, UN Forum on Indigenous Issues (with Hilary Weaver), New York, May 15.
- 2007 Finding the Ethical Line: How to Recognize Ethical Violations and Maintain Professional Relationships with Clients, Yeshiva Conference, New York, May 7.
- 2006 Public Health and Immigrants: The New Ethical Epicenter (with Mary Bussell), APHA Conference, Boston, November 8.
- 2006 Use of the Culturagram with Immigrants and Refugees: A Family Assessment Method for Understanding Cultural Differences, IFSW Conference, Munich, July 31
- 2006 Indigenous Peoples: Past and Present Struggles for Human Rights (with Hilary Weaver), Munich, July 31.
- 2006 Social Work Education around the World (US), IFSW Conference, Munich, August 2
- 2006 Indigenous Peoples in a Landscape of Risk: Addressing the Millennium Goals (with Hilary Weaver), Fourth Annual Indigenous Forum, United Nations, May 24.
- 2006 Educating Students for Culturally Competent Practice with Immigrants, Annual Program Meeting, CSWE, February
- 2005 New Paradigms of Social Welfare Education Around the World: The United States perspective,

- International Conference, Kyonggi University, September 24.
- 2005 Comparison of Codes of Ethics in Korea and the United States (with Wook Kim), Asian Pacific Social Work Conference, Seoul, Korea, September 23.
- 2005 Social Work Education around the World panel: The United States perspective. Asian Pacific Social Work Conference, Seoul, Korea, September 22.
- 2005 Ethical Issues in Long Term Care, Long Term Care Conference, Mamaroneck, New York, May 19.
- 2005 Indigenous Peoples in a Landscape of Risk: Response of the Social Work Community (with Hilary Weaver, United Nations, May 24.
- 2005 Social work ethical decision-making, California State University, Modesto, CA, March 18.
- 2005 Social work ethics, Steinway Child and Family Services, Queens, New York, March 11
- 2005 A strategic plan to promote an international perspective: Bringing about organizational change (with Robert Chazin, Shirley Gatenio Gabel, and Winnie Kung), CSWE APM, March 1
- 2005 Global Online Education: One world, Many Continuing Education Opportunities, CSWE APM, February 28.
- 2004 Social Work Ethics: Professional Codes in Australia and the United States (with Donna McAuliffe), Adelaide, Australia, October 5
- 2004 Promoting culturally competent practice through the use of the *culturagram*, Adelaide, Australia, October 3.
- 2004 Ethics and Technology, Invitational Speaker, CSWE APM, Anaheim, Feb 28.
- 2004 Professional Issues in Authorship Credit, CSWE APM, Anaheim, March 1.
- 2004-1994 How to Pass the CSW exam, Seminars for Fordham students, March and May.
- 2004-1996 CSW Test taking Techniques, Seminars for SWES, December, March, June, October
- 2004 Ethics and Technology, Invitational Speaker, CSWE APM, Anaheim, February 28.
- 2004 Professional Issues in Authorship Credit (with Dawn Hall Apgar), CSWE APM, Anaheim, March 1.
- 2003 Mainstreaming Families, Invitational Meeting, UN, Department of Families, December 10-12
- 2003 Ethical Issues in Health Care, Bronx Lebanon Hospital, October 30.
- 2003 Ethical Issues and Dilemmas in Social Group Work in Practice and Education, Boston, October 17.
- 2003 One Step over the Line: Power and Abuses and Boundary Violations in Social Work Practice. NASW NJ Seminar, Rutgers University, June 13.
- 2003 Ethical Issues in Authorship Credit (with Dawn Hall Apgar). Paper Presentation. CSWE APM, Atlanta, March 2.

- 2003 Teaching Social Work Ethics, Curriculum Workshop. CSWE APM, Atlanta, March 1
- 2002 The CULTURAGRAM: A Family Assessment Tool, University of London, December 18.
- 2002 Social Work Education in the United States, Graduating Students, University of Singapore, November 28.
- 2002 Ethical Practice with Culturally Diverse Families, Presentation, Australia Catholic University, November 11.
- 2002 Ethics and Social Work Research, Faculty Seminar, Australia Catholic University, Australia Catholic University, November 12.
- 2002 Culturally Diverse Families Seminar for Field Practitioners, Australia Catholic University, Canberra, Australia, November 5.
- 2002 Use of Culturagram 2000 with Diverse Populations, University of West Sydney, Australia, October 24
- 2002 Ethics in Community Work, University of West Sydney, Australia, October 23
- 2002 Social Work Ethics Audit Seminar, University of Queensland, Brisbane, Australia, October, 16. October 16
- 2002 Ethical Decision Making Models Seminar, University of Queensland, Brisbane, Australia, October 16
- 2002 Use of ETHIC model, Presentation – Post Graduate Students, University of Queensland, Brisbane, Australia, October 10
- 2002 Ethical Issues in Research Presentation, IASSW Conference, Montpellier, France, July 18
- 2002 Social Work Ethics, Presentation – Visiting Doctoral Students from Korea, Fordham, July 12.
- 2002 Ethical Beliefs of Social Work Researchers. CSWE, Nashville, February 25.
- 2002 Ethical Beliefs of Social Work Researchers: Results of a National Survey (with Dawn Hall Apgar), SSWR, San Diego, January 18.
- 2001 Ethical Decision Making Seminar, Walla Walla WA. And Pasco, WA. October 17-18
- 2001 Curriculum in PhD programs. GADE, Minneapolis, October 15.
- 2001 Ethics and EAP programs, Keynote speaker at NYS EAP Association, April.
- 2001 An ethics education odyssey: Using the ETHIC model to teach social work students about ethical decision making, APM, CSWE. Dallas March
- 2001 Thinking about pursuing a doctorate: The wheres, whens, whys, and hows (Chair of GADE sponsored session) APM, CSWE, Dallas March
- 2001 Teaching social work values and ethics, Faculty Development Institute, CSWE, Dallas, March
- 2001 Cultural sensitivity and mentoring, Workshops, Big Brothers Big Sisters, New York, March 1,2
- 2000 The use of Culturagram 2000 in working with culturally diverse families. Workshop at NASW Annual Conference, Baltimore, November.
- 2000 How to resolve ethical dilemmas: Applying the ETHIC model to decision making.

- Workshop at NASW Annual Conference, Baltimore, November
- 2000 Cultural sensitivity and mentoring, Workshops, Big Brothers Big Sisters, New York, October 17, 18.
- 2000 Social work values and ethics, Keynote Speaker, Queens Council for Social Welfare, New York, April 13.
- 2000 Cultural sensitivity and mentoring, Workshops, Big Brothers Big Sisters, New York, March 20, 21
- 2000 Revisioning the admissions gate in social work education (with Elaine Gerald). APM of Council on Social Work Education, New York, February 27.
- 2000 Thinking about pursuing a doctorate: The wheres, whens, whys, and hows (Chair of special GADE sponsored session). APM of Council on Social Work Education, New York, February 29.
- 2000 Teaching social work values and ethics (Curriculum workshop). APM of Council on Social Work Education, New York, February 29.
- 2000 When are dual relationships in academia ethical? APM of Council on Social Work Education, New York, February 28.
- 2000 When social work ethics and the law collide: Identifying and navigating conflicting standards (with Don Dickson). APM, Council on Social Work Education, New York, February 28.
- 2000 Dual Relationships in Academia: Results of a National Survey, Society for Social Work and Research, Charleston, January 30 .
- 1999 Social Work Values and Ethics: Identifying and Resolving Ethical Dilemmas, NASW, Denver, November.
- 1999 Multicultural Perspectives in Working with Families, Denver, November.
- 1999 Philosophical Issues in Doctoral Education, APM of Council of Social Work Education, March 12.
- 1998 Ethical Dilemmas in Behavioral Health Care, Association of Voluntary Mental Health Association Conference, October 13.
- 1998 Writing Workshop for Authors of “The Era of Devolution” Book, June 17.
- 1998 Confronting the New Ethical Dilemmas in Social Work, Columbia University Centennial, June 12.
- 1998 Overview of Code of Ethics, NASW NYC Ethics Conference, June 10.
- 1998 Youth Violence, Workshop leader, Manhattan Children Committee, June 8.
- 1998 Social Work Ethical Dilemmas in the 21st Century, New York City Housing Authority, March 27.
- 1998 Mental Health in the 21st Century, Sunset Park Mental Health Center, March 17.
- 1998 Managed Care in Social Work Education, CSWE Annual Program Meeting, Orland, March 7.
- 1998 Social Work Ethics for Educators. CSWE Annual Program Meeting, Orlando, March 6
- 1997 Ethical Dilemmas in Social Work Practice. Developmental Disabilities Institute, Long Island.
- 1997 How to be an Ethical Social Group Worker: Identifying Issues and Resolving Dilemmas. NASW Presenter at Social Work ‘97, October 5.

- 1997 Difficult Times: Creative Solutions , Moderator, Thirteenth Annual Manhattan Children and Adolescent Conference, Fordham, June 2.
- 1997 Overview of the NASW Code of Ethics, NASW Ethics Committee Conference, Fordham, May 28.
- 1997 Confidentiality and Managed Care, NASW Managed Care Conference, Hunter College, April 18.
- 1997 Meet the Authors, CSWE Program Meeting, Chicago, March 8  
Chair, Cultural Diversity Session, Chicago, March 7
- 1997 Keynote Speaker, Actors Fund, Social Service Department, February 24
- 1997 Keynote Speaker, Salvation Army Ethics Conference, February 6
- 1997 Workshop Presenter, Strengths Perspective and Ethical Issues, Fordham, January
- 1996 Group Work Practice in the Community: Navigating the Slippery Slope of Ethical Dilemmas, AASWG, Ann Arbor, October 25.
- 1996 Trauma: Its Multiplicities and Subtleties. Workshop Moderator for 12th Annual Manhattan Child and Adolescent Services Conference, Fordham University, June
- 1996 The Family as Group, Workshop at Moving into Group Work in the 1990's Field Instructors Conference, Fordham University, April 26.
- 1996 Dual Relationships/Boundary Issues, What's New in the New Code of Ethics, Workshop at NASW NYC Ethics and Professional Standards Conference, Fordham University, April 19.
- 1996 Chair, Cultural Diversity Session, APM of Council on Social Work Education Washington, D. C., February 16.
- 1995 How can we help the healer? Presentation (with Christine Fewell) at NASW Conference, Philadelphia, October 12.
- 1995 Halting the Violence: Innovative Approaches. Workshop leader at 11th Annual Conference, Manhattan Children and Adolescent Services Committee, May 24.
- 1995 The Use of the Culturagram to Assess and Empower culturally diverse families. Workshop leader at Annual NASW Student Children and Families Conference, March 27.
- 1995 Social Work Ethical Dilemmas. Keynote Speaker, United Cerebral Palsy, Jamaica, New York, March 16.
- 1995 Dilemmas of Dual Relationships: Ethics for Social Work Educators. Presentation at APM CSWE, San Diego, March 4.
- 1995 Physician Assisted Suicide and other End of Life Decisions - Keynote Speaker, Queens Hospital Social Service Department, January 10.
- 1994 Crucial issues for the established ethics committee. Workshop leader and presenter, Long-Term Care Ethics Network, Fordham University, December 8.
- 1994 Ethical dilemmas and confidentiality, Keynote speaker, Social work department, Lenox Hill Neighborhood Association, November 21.

- 1994 A dialogue between a family therapist and group worker. Presentation at the XVI Annual Symposium on Social Work with Groups. Hartford, Connecticut, October
- 1994 The use of the culturagram to increase cultural understanding of social work students. Presentation at the International Association of Schools of Social Work, Amsterdam, Netherlands, July 14.
- 1994 Building on strengths: Working with children and adolescents in schools and in the community. Workshop leader at the 10th Annual Manhattan Child and Adolescent Services Committee Conference, Fordham University, June 8.
- 1994 Value dilemmas of faculty advising: Developing a code of ethics for faculty advisors. Presentation at the 40th Annual Program Meeting, CSWE, Atlanta, March 7.
- 1994 Ethical dilemmas in school social work. Panel discussant at New York City Board of Education, Division of Special Education Conference, January 10.
- 1994 Ethical dilemmas and end of life decisions. Keynote speaker, Jamaica Task Force for Older Adult Services. Jamaica, New York, January 5.
- 1994 Cultural differences in health beliefs within families. Workshop Presenter, Multicultural Perspectives in Working with Families Conference, Fordham University November 5 (with B. Lyons)
- 1994 Use of group work skills to promote cultural sensitivity among social work students. Presenter at the 15th Annual Symposium on Social Work with Groups, New York, October (with M. Lynn)
- 1993 In defense of immigrant children. Workshop leader at Ninth Annual Manhattan Child and Adolescent Services Committee Conference, Fordham University, June 9.
- 1993 Ethical issues in field instruction in climate of political change, Speaker at Field Instructor Conference, Fordham University, April.
- 1993 Ethical dilemmas in representative payee programs, Speaker at Representative Payee Conference, Fordham University, November.
- 1993 Developing a group work program in public schools: Ethical dilemmas in group work with culturally diverse students. Presented at 14th Annual Symposium on Social Work with Groups, Atlanta, October. (with M. Lynn)
- 1993 The use of culturagrams to assess and empower culturally diverse students. Poster presentation at the NASW World Assembly, July.
- 1992 Family Violence and Sexual Abuse. Workshop leader at the Eighth Annual Manhattan Child and Adolescence Services Conference, June 3.
- 1992 Teaching ethical decision-making to a diverse community of students: Bringing practice into the classroom. Presented at the Annual Program Meeting of CSWE, Kansas City, March.
- 1992 Resolving ethical dilemmas: Cultural differences and values in child welfare. Presented at the Annual Program Meeting of CSWE, Kansas City, March. (with L. Siegal)
- 1992 DSM IIR review for the CSW exam. Workshop Leader for the Student/ Field Instructor Conference, Fordham University, January.
- 1991 Addressing cultural diversity in the changing family. Workshop leader at the Seventh Annual Manhattan Child and Adolescent Services Conference, June.
- 1991 Family therapy with a socio-cultural focus. Presenter at the Human Services



Workshops, New York, May.

- 1991 Translating policy into ethical practice. Workshop leader at Field Instructors Conference, Fordham University, April.
- 1991 Confidentiality and AIDS, Workshop leader at AIDS Conference for Field Instructors, Fordham University, January.
- 1990 Crisis intervention with Hispanic clients. Presented at NASW Conference, Boston, November.
- 1990 Educating social work students for crisis intervention services to Hispanics. Presented at CSWE Annual Program Meeting, Reno, March 1
- 1990 The development of a bilingual day treatment program for chronic mental health patients. Presented at the NASW Conference, San Francisco, October. (with M. Pinero)
- 1989 Gender differences in social work ethical decision making. Presented at the CSWE Annual Program Meeting, Chicago, March.
- 1987 Integrating content and process in teaching field instructors about ethical issues in practice. Presented at the New England Consortium of Field Education Directors, Simmons College, June.
- 1987 Field instructors and social work ethics: Implications for teaching field instructors and students. Presented at the CSWE Annual Program Meeting, St. Louis, March.
- 1985 Women's Issues in Management, Guest Lecturer at Elizabeth Seton College, April.
- 1983 Women's Issues in Management, Guest Lecturer at Elizabeth Seton College, September.
- 1982 Field instruction in times of constriction from an agency perspective. Presented at the Field Instructor Conference, Hunter College School of Social Work, September.
- 1982 Meeting the conservative challenge in mental health: Developing alternatives to burnout. Presented at NASW Conference on Women as Social Workers and Clients, New York, May.
- 1981 Women's issues in mental health. Guest lecturer at Columbia University Graduate School of Social Work, February.

### **Professional Practice Experience**

1986 to 1989 Sunset Park Mental Health Center,  
Lutheran Medical Center

#### Director of Social Work

1. Directed social work department of 15 professional social workers, para-professionals, mental health workers, and social work students
2. Represented social work unit in hospital administrative planning and program meetings.
3. Developed and directed Day Treatment Program for patients with serious and persistent mental health problems

1972 to 1986 Clinic Coordinator/Supervisor

1. Responsible for administrative and clinical supervision of professional social workers, social work students, and paraprofessional mental health workers
2. Established and coordinated field education program for MSW and BSW social work students

3. Developed and implemented new intake program

1969 to  
1972 Staff Social Worker

1. Provided direct treatment to individuals, groups, and families
2. Served as consultant to community agencies

### **Pre-Professional Experience**

1965 to  
1967 Connecticut State Department of Welfare  
New Haven, Connecticut  
ADC Caseworker

1964 to  
1965 Hillhouse High School,  
New Haven, Connecticut  
High School Teacher

### **Awards**

2014 CUSSW – Alumni Profile , April

2012 APHA Insley-Evans Public Health Social Worker award, October 29

2012 Leadership Award, Latino Social Work Task Force, March 22

2011 Social Work Educator of the Year, New York State Social Work Education Association,  
October 14.

2011 Mental Health Advocacy Award, Association of Hispanic Mental Health Professionals,  
June 28

### **Professional Leadership Positions (CSWE, APHA, IFSW, NASW, NYAM , NYASWE, UN-DPI)**

#### **CSWE**

2012 to  
2015 Council on Social Work Education, Council on Publications, Chair

2006 to  
Present CSWE, Continuing Education Network (CENET) chair,

#### **APHA**

2010 to  
Present APHA, Governing Councilor, Executive Committee, Social Work Section

#### **IFSW**

2003 to  
Present IFSW, UN Team Representative  
Executive Committee on Indigenous Peoples (Secretary)  
Executive Committee on Migration

2002 to IFSW, North American Representative

Present Permanent Committee on Ethical Issues

## **NASW**

2011 to Present NASW, Chair NYC Pioneers

2005 to 2007 NASW, National Board of Directors, Region II Representative

1998 to 2000 NASW, New York City chapter  
President

1997 to 1998 NASW, New York City chapter  
President Elect

1994 to 1997 NASW, New York City chapter  
Board of Directors  
Chair, Ethics Committee  
Co-chair, PACE  
Delegate Assembly  
Fordham Faculty Representative, NASW School Social Work Project

1993 to 1992 NASW, New York City chapter  
Corresponding Secretary, PACE

1992 to 1991 NASW, New York City chapter  
Chair, Nominations Committee

1988 to 1990 NASW, New York City chapter  
Treasurer, PACE

1983 to 1984 NASW, New York City chapter  
Co-chair/Steering Committee  
Women's Issues Committee

## **NYAM**

2011 to Present New York Academy of Medicine (NYAM), Social Work Section, Executive Committee

## **NYSSWEA**

2012 to present New York State Social Work Education Association, Executive Committee

## **UN DPI**

2009 to 2012 NGO DPI Executive Committee, United Nations

2010 to 2012 Chair of Resource Center Subcommittee,  
NGO DPI Executive Committee, United Nations

## **Professional Affiliations**

Current

American Association of Public Health  
Social Work Section – Governing Councilor

American Psychological Association, International Section (52)  
Academy of Certified Social Workers  
Council on Social Work Education  
International Federation of Social Workers - Friend  
National Association of Social Workers  
New York Academy of Medicine - Fellow

**Past**

American Association of Social Work with Groups  
Easter Seals, Board Member  
Group for the Advancement of Doctoral Education (GADE)  
Coordinator, Northeast regional GADE conferences, February 1999, April 2000  
Chair, Philosophical Issues Task Force - 1996  
Long Term Care Ethics Network -Board Member

**License**

Licensed Clinical Social Worker – LCSW - R level - New York State