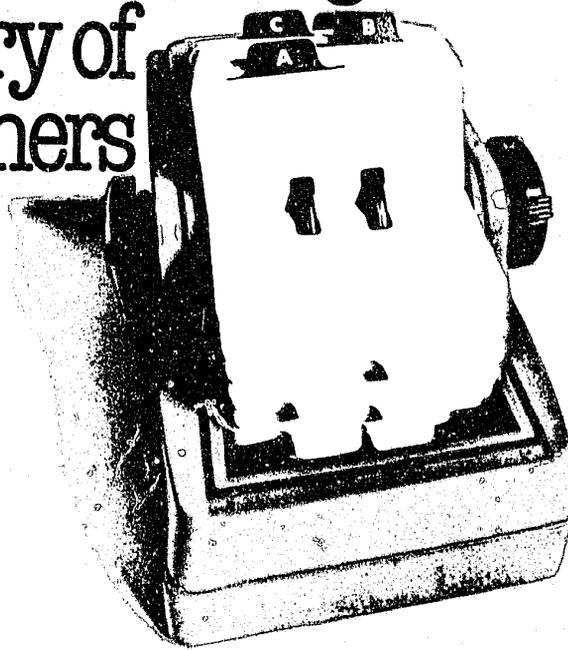
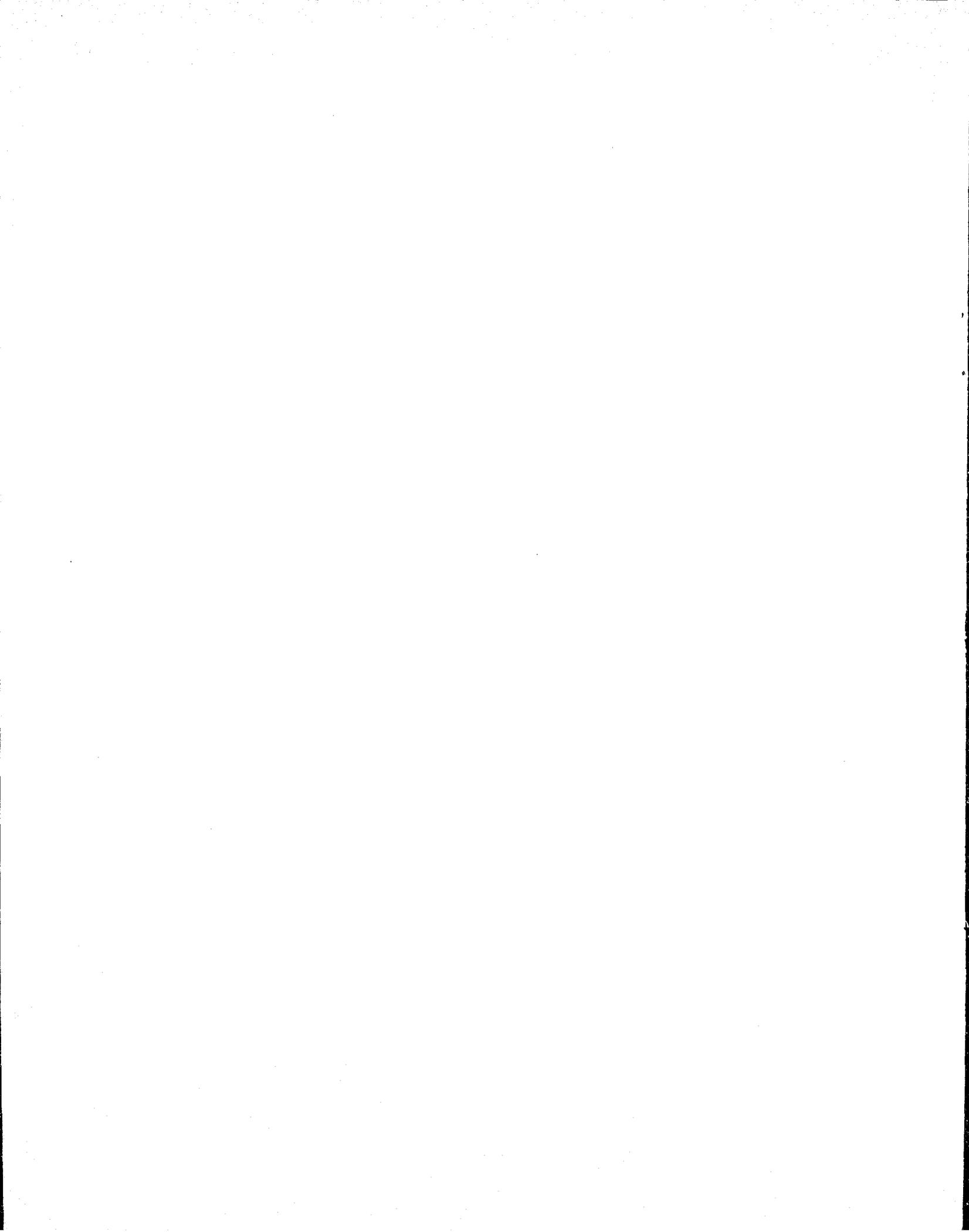


Child Abuse and Neglect: A Directory of Consultants and Trainers



Howard University
Institute for
Urban Affairs
And Research

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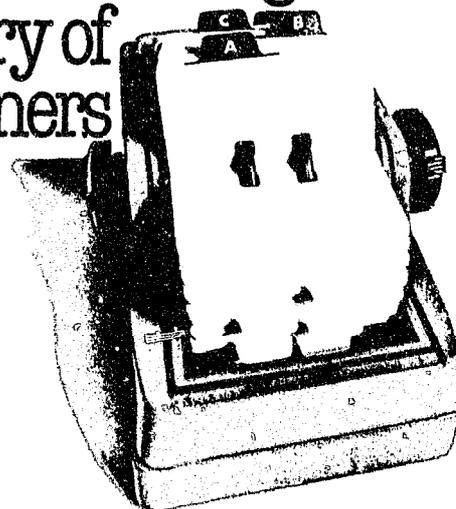


Child Abuse and Neglect: A Directory of Consultants and Trainers

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ACQUISITIONS



Prepared by:

Child Abuse and Neglect Resource Center:
Region III
Howard University
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2935 Upton Street, NW
Washington, DC 20008

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Foreword

Child Abuse and Neglect: A Directory of Consultants and Trainers has been prepared primarily for use in DHEW Region III (Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia) and the north-eastern United States.

Persons included in the Directory have expertise in child abuse and neglect and related fields and/or training and have expressed a willingness to act as consultants or trainers in child abuse and neglect. Professionals from the fields of education, law, medicine, psychology and social work are represented.

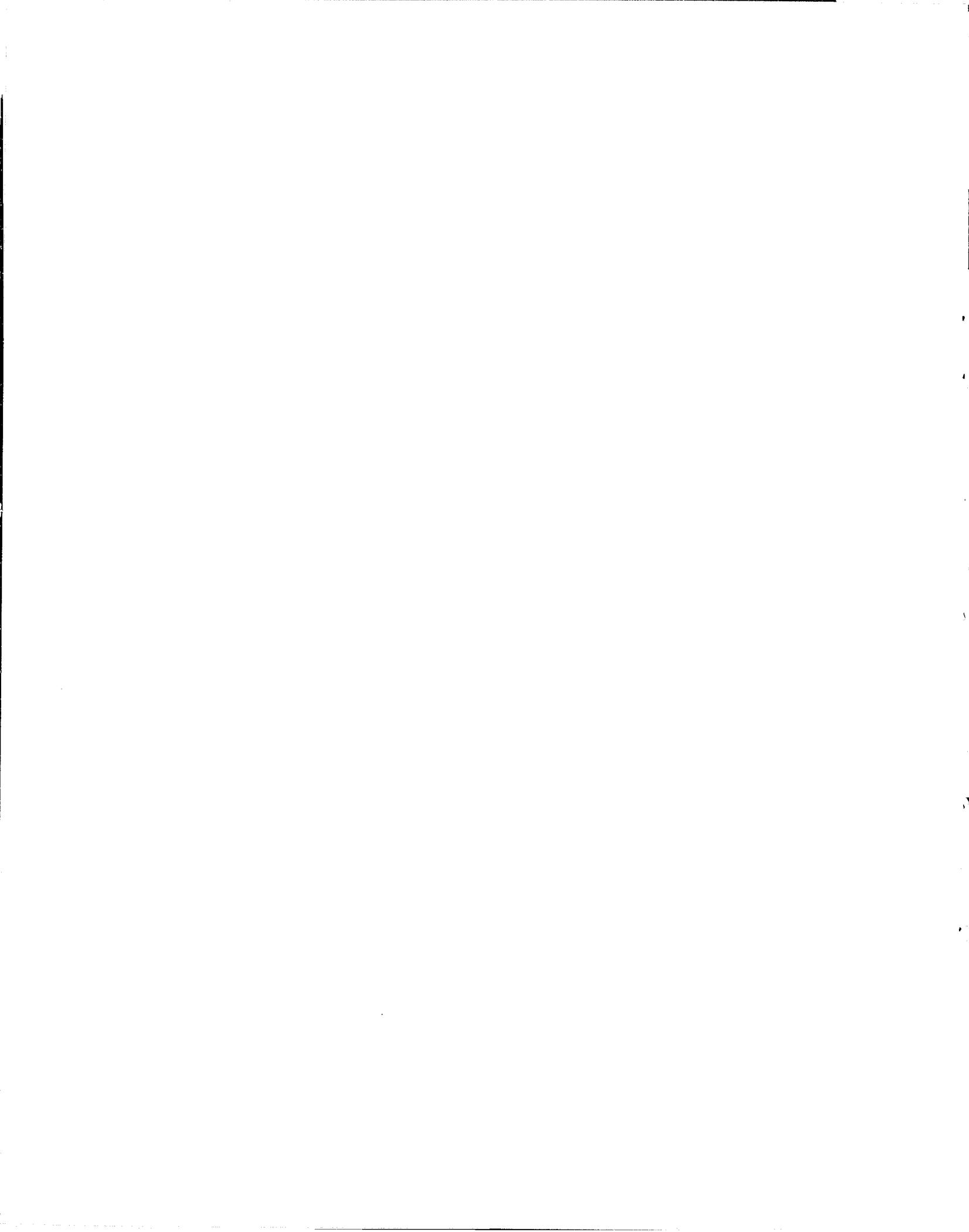
Questions about a person's availability to act as a consultant or trainer should be addressed directly to that person. Inclusion in the Directory does not represent the Resource Center's endorsement of a person's capability as a consultant or trainer. However, persons who have worked with the staff from the Resource Center are starred. In this instance the Resource Center may be contacted for a reference.

The Resource Center wishes to express its thanks for the cooperation of all those who contributed information about themselves for publication in the directory.



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Section 1.

How to Buy Consultants
for Training and
Technical Assistance

This portion of the Directory is designed to assist you in making the decisions necessary to insure effective use of consultants.

Issues include establishing the need for a consultant, selecting a consultant, preparing for a consultant and the importance of explaining your expectations to the consultant.

Why You May Want a Consultant

Several reasons for using the services of a consultant are:

1. The organization needs a task performed that can not be performed by a member of the staff.
2. No member of the staff is interested in completing a particular task.
3. You need an objective opinion which requires a neutral third person.

You do not need a consultant when:

1. Your agency has not clearly defined the reason for utilizing consultant services.
2. The staff is not prepared for the consultant and job insecurity is high.
3. No prior effort has been made to solve the problem internally.
4. The consultant is expected to assume the function of staff members.
5. The organization calls upon a consultant without exploring free services which may be available such as regional contractors or federally funded training and technical assistance centers.
6. The organization has no intention of implementing consultant recommendations.

How to Select Consultants

Approaches for the evaluation of consultants include:

1. An examination of the consultant's experience and capability in the area in which you need assistance.
2. Obtaining references from former clients.
3. Obtaining copies of reports, manuals, work plans, training curricula from other jobs they have completed.
4. Hiring the consultant for a trial period before committing the organization to a long-term contract.

How to Prepare for Consultants

Making the necessary preparations prior to the arrival of consultants can save time and money. To the extent possible, the consultant should be provided with the following:

1. Information on past efforts to solve problems.
2. A program description.
3. Any demographic and statistical data that might be helpful.
4. Organizational regulations, traditions, policies, interpersonal dynamics.
5. Other information pertinent to the realization of expected goals of the contract.

In too many instances the efforts of consultants have been thwarted because of staff disapproval or misunderstanding of the role of the consultant. To avoid misconceptions the staff should be informed as to who is coming, when, for what and how long.

How to Clarify Expectations

In an effort to avoid confusion and misunderstanding, the expectations of the consultant need to be clarified. Clarification of expectations should include:

1. A projected time table.
2. The number of man-days and/or a description of end results.
3. Reporting procedures - what kind of reports you want, how often, etc.
4. Who's doing what in terms of typing, duplicating, art work, etc.

Section 2.

Child Abuse and Neglect
Experts by Profession:

- Education
- Law
- Medicine
- Psychology
- Social Work

Education

John X. Auletto, Ed.D.

83 East Main Street
Newark, Delaware 19711
(302) 731-2232 - (O)
(302) 368-3493 - (H)

Dr. Auletto is Director of Student Services for the Newark, Delaware School District. He is responsible for representing the School District and students who appear to have been abused and/or neglected in family court and for co-ordinating with child protective workers from the Delaware Division of Social Services, Department of Health and Social Services. For the past nine years Dr. Auletto has had experience related to directing pupil personnel services for a school district of 17,000 students. Areas of responsibility include guidance and counseling, social work, medical and speech services, psychological services and student welfare activities. He is interested in representing the public schools as they relate to the whole spectrum of the child abuse and/or neglect syndrome.

John B. Himelrick, Sr.

M.A., Education
Office of the Governor
Capitol Complex
Charlestown, West Virginia 25305
(304) 348-5360

Mr. Himelrick is director of the Inter-agency Council for Child Development Services in Charleston, West Virginia. He is in charge of operating programs in child abuse and neglect stressing multidisciplinary approaches to prevention and treatment. Duties include planning, design, and implementation. He has served as a consultant to state and local conferences on child abuse and neglect. Memberships on advisory boards include the National Advisory Council on Model Legislation for Child Abuse and Neglect, the Advisory Council for the Education Commission of the State's project on child abuse and neglect and the Advisory Board of the Region III (HEW) Resource Center at Howard University. Mr. Himelrick has published "Child Protective Services in Rural Areas," *Mimeo* January, 1976.

N. Joyce Payne, Ed.D.

9205 New Hampshire Ave., #202
Silver Spring, Maryland 20903
(301) 439-8969

Ms. Payne is presently Assistant Director for Administration and Development, Center for the Study of Handicapped Children and Youth, Howard University. In this position Ms. Payne provides assistance to the Director in developing research and demonstration projects related to improving services to handicapped children and youth. The major focus at this time is to develop an interdisciplinary doctoral program with particular emphasis on educational, legal, and social issues surrounding the handicapped in urban settings. She has held previous positions as curricula writer for Dynamics and Influences-Cultural and Environmental Program, Atlanta Public Schools; as communications instructor in the School of Nursing, Communications Department, Federal City College; and as Follow Through Specialist with the Office of Education, HEW. Responsibilities have included curriculum development, design and development of research and demonstration proposals, and the provision of technical assistance to various educational programs. She has served as consultant to Economic Opportunity, Atlanta, to Social Dynamics, Inc., and to Pacific Technical and Training Association.

Law

E. Ronald Bard

Ph.D. Law and Social Policy, L.L.D., M.A.
in Human Communications

Cornell University
Family Life Development Center
Martha Van Rensselaer Hall
Ithaca, New York 14853
(607) 256-7794

Dr. Bard is presently the Executive Director of the New York State Resource Center on Child Abuse and Neglect. He has practiced law in Connecticut and served as a State Legislator there for 8 years. Responsibilities included serving as the House Chairman of the Legislative Committee on Human Rights and Opportunities and as the Chairman for the Committee on the Legal Rights of Children. He authored, sponsored and saw passed and signed into law Connecticut's Child Abuse Law and 1974 Adoption Law. He has represented clients in juvenile justice and child abuse matters and as a

result has been invited to appear on the news media on numerous occasions to discuss the legal rights of children, foster care, child abuse and neglect, adoption, and the juvenile court. He has served as a Legal and Legislative Consultant to P.E.A.C.E., Inc. (Protect Every Abused Child Everywhere), to the Connecticut Conference on Youth's Rights and Responsibilities, to The Greater Norwalk Community Council Child Abuse Program, and to Project CAPE (Child Abuse Prevention and Education). On numerous occasions he has served as a panelist at conferences, workshops, and seminars on child abuse and neglect and has lectured at universities on various child welfare subjects. He is the author of the following publications: "Legislating on Behalf of Children: Do It Yourself," Human Ecology Forum VI (Summer 1975); "Adjournment In Contemplation of Dismissal: A Legal Mechanism for Accountability," Juvenile Justice 27, August 1976; "Taking A Look at New York State's Child Welfare System," Human Ecology Forum VII (Summer 1976).

Roberta Gottesman, J.D.

3033 Ellicott St., N.W.
Washington, D.C. 20008
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Ms. Gottesman is presently the Director of the Children's Legal Rights Information and Training Program, given in cooperation with the National Catholic School of Social Services, Catholic University, Washington, D.C. The program trains professionals in child-related areas to understand the law as it relates to their own practice. Ms. Gottesman is in charge of designing training workshops in the area of children's legal rights including content on child abuse and neglect, adoption, foster care, courtroom practice for social workers, medical treatment for minors, confidentiality and informed consent. She has developed a graduate level course entitled "The Child and the Law" and is currently writing a book entitled Recognizing the Rights of Children-Preventive Legal Aid for Minors. Previously, as a Program Analyst for the Office of Child Development, DHEW, she designed workshops on children's rights for state agencies and voluntary organizations, provided technical assistance to states on child abuse reporting statutes, and participated in the drafting of regulations for the Federal Child Abuse and Neglect Prevention and Treatment Act of 1974 (P.L. 93-247).

Alan N. Sussman, M.A., J.D.

P.O. Box 221
Bearsville, New York 12409
(914) 339-3050

Mr. Sussman was director of the Model Child Abuse and Neglect Reporting Law Project, H.E.W.-I.J.A. The results of the project are found in a recently published book entitled Reporting Child Abuse and Neglect: Guidelines for Legislation which Mr. Sussman co-authored with Stephan Cohen (Cambridge, Mass: Ballinger Publishing Co., 1975). Previous positions have included staff attorney for the Legal Aid Society Juvenile Rights Division, New York City and Legal Ombudsman, New York State Division for Youth. Mr. Sussman has published several articles on child abuse related areas entitled "The Incidence of Child Abuse in the United States," Child Welfare 54:6, June 1976 and "Reporting Child Abuse: A Review of the Literature," Family Law Quarterly 8:3, Fall 1974. He is currently editor of the monthly Children's Rights Newsletter.

Medicine

Gerald Wallace DeWitt, M.D.

2106 Tarleton Drive
Charlottesville, Virginia 22901

Dr. DeWitt presently holds the administrative positions of Director, Perinatal Consultation Service of the Fetus and Newborn Committee and Chairman, Committee for Child Protection, University of Virginia Medical Center. He is Assistant Professor of Pediatrics and Family and Community Medicine, University of Virginia School of Medicine. Previous positions have included Director, Newborn Services, University of Virginia School of Medicine. Dr. DeWitt has served on a Regional Task Force on Child Abuse and on advisory subcommittees to the Virginia Bureau of Protective Services. He has delivered an extensive list of child abuse and neglect papers at community workshops and symposiums in Virginia and has published an article entitled "Current Concepts of Child Abuse and Neglect," Lawyers Medical Cyclopedia, (in press). In addition he has developed an instructional package, Early Recognition of Child Abuse (in revision).

Medicine

Frederick G. Green, M.D.

Children's Hospital National Medical Center
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Dr. Green is Associate Director of the Children's Hospital National Medical Center and Project Officer of the Child Abuse and Neglect Demonstration Project located there. Prior to this position he served on a Child Abuse and Neglect Team at Roosevelt Hospital, New York City and on the Committee on Child Welfare Medical Society, County of New York. He was a member of the Subcommittee on Child Abuse and Neglect, Associate Chief, U.S. Children's Bureau, is on the Board of Directors of the American Humane Society and serves on the advisory boards of the Education Commission of the States and Council on Black Child Development. He has published "Child Abuse and Neglect - A Priority Problem for the Private Physician," Clinical Proceedings 30:30-34, 1974 and "Child Abuse: A Major Cause of Death and Disability," Pediatric Audio Digest 21: Side A, 1975.

***James N. Hyde**

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The Commonwealth of Massachusetts
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Mr. Hyde is currently the Director of the Division of Preventive Medicine, Massachusetts Department of Public Health, a position which he assumed in July, 1976. Formerly he was the Administrator of the Family Development Study at the Children's Hospital Medical Center, Boston, Massachusetts. He was one of the Principals involved with an epidemiologic investigation of pediatric social illnesses: child abuse, failure to thrive, accidents, and ingestions in children under four years of age. In addition to these research activities, he was also responsible for the Clinical Child Abuse Program at the Children's Hospital. He has consulted on issues related to the management of child abuse and neglect cases both locally and nationally. He is a graduate of the Harvard School of Public Health with a Master of Science Degree in Health Service Administration/-Epidemiology and is a Research Associate in Child Development in the Department of Pediatrics at the Harvard Medical School. He has published several articles on child abuse and other topics.

Ira S. Lourie, M.D.

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Dr. Lourie is presently Coordinator of Child Abuse Programs, Center for Studies of Child and Family Mental Health, National Institute of Mental Health. Dr. Lourie is a child psychiatrist with a specific interest in the area of child abuse and neglect. He has had six years experience in adolescent and child psychiatry at the Massachusetts Mental Health Center and Children's Hospital Medical Center, Boston, Massachusetts, the Montgomery County Maryland Health Department, the Potomac Foundation for Mental Health and in private practice in Maryland. He has been consultant to the Trauma Team Children's Hospital Medical Center, Boston Massachusetts, conducted research and provided consultation at Montgomery County Maryland Protective Services, and made numerous presentations at national meetings in the area of research in child abuse and adolescent abuse. Dr. Lourie has written "Abuse and Neglect of Adolescents" for Child Abuse Reports, NCCAN, February, 1976 and "Research in Child Abuse" in Child Abuse: Present and Future, National Committee for Prevention of Child Abuse, 1975.

***Eli H. Newberger, M.D.**

Children's Hospital Medical Center
300 Longwood Avenue
Boston, Massachusetts 02115

Dr. Newberger is presently Director of the Family Development Study and Chief of the Family Development Clinic, Children's Hospital; Assistant Professor of Pediatrics, Harvard Medical School; and Chairman of the Interfaculty Seminar of Child Abuse, Kennedy Institute for Politics at Harvard School of Government. He has served on the Massachusetts Governor's Commission on Child Abuse; the National Board of Advisors, Parents Anonymous; and the Advisory Committee of the Model Child Abuse Reporting Law Project. In addition, he has acted as a consultant on the evaluation of OCD/SRS national demonstration programs in child abuse and neglect. Dr. Newberger, who served on the Advisory Board for the National Center on Child Abuse and Neglect's training materials development project, conducts a diagnostic interview with a mother and her child in the "medical interview" component of this curriculum. He has written an extensive list

of child abuse related articles, chapters in books, book reviews, and abstracts, including "Reducing the Literal and Human Cost of Child Abuse: Impact of a New Hospital Management System," Pediatrics 51:5, p. 840-848, 1973 and "Child Abuse: Principles and Implications of Current Pediatric Practice," Pediatric Clinic of North America (in press).

John B. Reinhart, M.D.

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Dr. Reinhart presently holds the following positions: Director, Behavioral Science Division, Children's Hospital of Pittsburgh; Professor of Psychiatry, University of Pittsburgh, School of Medicine. He has contributed to several child abuse papers in the process of publication - "Psychosocial Dwarfism," "Direct Consultation on a Pediatric Service," and "Failure to Thrive." In addition, he has an extensive list of currently published papers addressing themselves to the problem of the abused child. He participated in the research for a book entitled Children in Jeopardy: A Study of Abused Minors and Their Families by Elizabeth Elmer (University of Pittsburgh Press, 1967) and co-authored Child Abuse: A Handbook, a monograph for the Center for Studies of Crime and Delinquency, NIMH, 1974.

John Jones Salley, D.D.S., Ph.D.

Virginia Commonwealth University
901 West Franklin Street
Richmond, Virginia 23284

Dr. Salley is presently Associate Vice President for Research and Graduate Affairs, Virginia Commonwealth University. He is a licensed dentist and has served as a dental consultant for numerous organizations including the United States Public Health Service Hospital and Regions I and II. As a Dental Specialist he has taught, coordinated and advised in universities and projects in dental research. He is a member of the Hospital Advisory Committee, U.S. Public Health Council and the Dental Study Section, NIH, U.S. Public Health Service. He has participated in the programs of numerous universities and dental associations. Dr. Salley has published an extensive list of papers on dental related areas.

Joseph R. Zanga, M.D.

Children and Youth Project
University of Virginia Medical Center
Box 148
Charlottesville, Virginia 22901

Dr. Zanga is presently Assistant Professor of Pediatrics, University of Virginia School of Medicine and Project Director of the Children and Youth Project, Department of Pediatrics, University of Virginia Medical Center. The project takes a team approach to comprehensive health care for children and deals constantly with the problems of child abuse and neglect. Dr. Zanga is a member of the Committee for Child Protection at the University of Virginia.

Psychology

Alan D. Entin

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Dr. Entin is presently in full time private practice. He previously held a position as Assistant Professor of Psychiatry (Psychology), Department of Psychiatry, Health Science Division, Virginia Commonwealth University. He has had extensive consultative experience in the Virginia area including the Bureau of Child Health, Hanover Family Counseling Center, Friend's Association for Children, and Group Homes, Division of Youth Services. In community services appointments he has served on the Services Board for the City of Richmond Department of Mental Health and Mental Retardation, presently holding the position of Secretary of the Board. He has served on the President's Committee on Mental Retardation Region III Forum. Research experience includes a NIH research grant to investigate personality development and adjustment of children, the relationship between intelligence and psychopathology, and a study of the families of drug-using adolescents. His publications range from "The Draw-A-Person Test as a Measure of Ego Stage Development" in Tests and Measurement in Child Development: A Handbook to "A family systems approach to the identity of the adopted child," The Family, (in press). Dr. Entin is also responsible for conducting numerous workshops and in-service training programs in family systems theory and psychotherapy at local, regional and national meetings.

Psychology

***Leland K. Hall**

Ph.D., Psychology
64 Colonial Terrace
East Orange, New Jersey 07017

Dr. Hall is presently Clinical Assistant Professor and Director of the New Jersey Medical School, Community Mental Health Center. Primary responsibilities include program development and coordination within the community. Prior positions include Associate Professor and Director of the Morgan State College, Mental Health Program. Dr. Hall has had experience as a community organization specialist and a social worker for the Urban League Neighborhood Development Program. He has been a consultant to numerous organizations in community relations. He was formerly Vice Chairman of the Mental Health Planning Committee. Presently he is Chairman of the Health and Welfare Advisory Council of the City of Newark, a member of the Association of Mental Health Administrators and a member of the Board of Trustees of the Hospital and Health Planning Council of Metropolitan New Jersey, Inc.

Maure Hurt, Jr.

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Social Research Group
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Dr. Hurt presently holds a position as Project Director, Social Research Group, The George Washington University. As Project Director, Dr. Hurt is responsible for Information Systems for Planning Research on Children and the Federal Research and Related Activity FY 1975 Project Data Analyses. Dr. Hurt has served on the Advisory Board of the National Capital Daycare Association and as an EPSDT Program Consultant to the Maryland Public Health Service EPSDT Program. He has also served as a consultant to the National Center for Child Abuse and Neglect (NCCAN) to analyze research on child abuse and neglect for the NCCAN Clearinghouse and develop functional standards for child abuse and neglect. He has served as project director for the following contractual tasks for NCCAN: (1) Descriptive Categorization in the Field of Child Abuse and Neglect, (2) Comparability Analysis of Operational Definitions in Child Abuse and Neglect, (3) Evaluation Approaches in Child Abuse and Neglect Activities. He is author of a publication entitled Child Abuse and Neglect: A Report on the Status of the Research, DHEW, 1974.

Evie Daniel Lotze

MA, Psychology/Psychodrama
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Ms. Lotz is presently Associate Director of Psychodrama, Brooklane Psychiatric Center, Hagerstown, Maryland. In this position Ms. Lotz assumes responsibilities as Psychodrama Department Representative. She directs psychodrama groups for resident patients, a "growth group" for clients and co-leads a hypno-diet group. She is also working as trainer/consultant for the Archdiocese of Baltimore. She has had previous experience as a Social Work Assistant, New York City Health and Hospital Corporation. She has participated in a three-year program leading toward her present certification as psychodrama director, Maryland Psychodrama Institute.

Barbara J. Stembridge,

Ph.D., Social Psychology
11215 Oak Leaf Drive
Silver Spring, Maryland 20901

Dr. Stembridge presently holds a position as Research Associate/Assistant Professor, Institute for Urban Affairs and Research, Howard University. Dr. Stembridge is project director for the Region III: Child Abuse and Neglect Resource Center. The Center provides training and technical assistance to social service, educational, legal and medical personnel involved in the area of child abuse and neglect. Dr. Stembridge has held previous positions as Diagnostic-Treatment Specialist at the Youth Services Agency in the City of Newark, New Jersey; Training Consultant for the Boards of Education in Orange and East Orange, New Jersey; Assistant Professor at Kean College of New Jersey, Psychology Department; and Lecturer at Queens College, Department of Counselor Education. She has had experience in the areas of training, program development, assessment, evaluation, research, and consultation.

June Werlwas, M.M.H.

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Hillsmere Shores
Annapolis, Maryland 21403
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Ms. Werlwas is presently Clinical Research Associate at the Psychohormonal Research Unit, Johns Hopkins Hospital. In this position she conducts research, interviews and psychotherapy with parents and small children who are victims of abuse syndromes. Specifically, her

role as Clinical Research Associate entails work with psychosocial dwarfism (abuse dwarfism). She has conducted research on this subject under the supervision of Dr. John Money, Psychohormonal Research Unit. Ms. Werlwas's training included three years as a full-time student in the Johns Hopkins School of Medicine, Department of Psychiatry with emphasis on the practice of psychotherapy with children, adolescents and families. In her present position, she practices as a sex educator, counselor and therapist and is a member of an ad hoc (State of Maryland) committee on sexual child abuse. Ms. Werlwas has published a paper entitled "Reversible Hyposomatotropinism (Psychosocial Dwarfism): Behavioral Data in Two Cases and Their Families," Phipps Library, Johns Hopkins Hospital, 1975 and co-authored "Folie à Deux in the Parents of Psychosocial Dwarfs: Two Cases," American Journal of Psychoanalysis (in press).

John Hamilton West

Ph.D., Counseling Psychology

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Dr. West is presently a Research Associate at the Institute for Urban Affairs and Research at Howard University. He serves as Project Director for the National Institute of Mental Health-funded research projects: "Social Intervention in the Public School System" (Phase I study) and "Delivery of Mental Health Services to Children in Public Schools" (Phase II study). He has extensive experience in the fields of psychological services, program administration, and teaching. Dr. West has held previous positions as Clinical Psychologist, Beth Moser Mental Health Clinic, Jackson, Michigan; Program Administrator - New Careers, Area B Community Mental Health Center, Washington, D.C.; and Psychological Consultant, Urban Professional Associates (a special program for emotionally disturbed children). Dr. West is the developer of the Draw-A-Scene Test which served as his Master's Thesis project. A report of this study is published in the Journal of Clinical Psychology 16:44-45, 1960. His doctoral research was an experimental study of the "helper" therapy principle. With the Lisle International Fellowship Program in Human Relations, Dr. West visited children's communities in England, Germany and Switzerland. Many of the children residing in these

communities have histories of being neglected and abused. A report article, "England's Caldecott Community: Environmental therapy, a treatment orientation," describes one of Dr. West's experiences at a children's community. This article was published in Mental Hygiene 49:351-355, 1965.

Social Work

Corrine H. Carr, M.S.S.W.

University of Virginia Medical Center
Center for Child Abuse Education
P.O. Box 275
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924-2713

Ms. Carr is presently the Director of the Center for Child Abuse Education and Clinical Assistant Professor, Division of Social Work at the University of Virginia Medical Center. In addition she is Chief Social Worker of the Pediatric Inpatient and Outpatient Services at the University of Virginia Hospital. As director of the Center she has given numerous lectures and panel discussions (including T.V. and radio interviews) on the development of local and state child protection services and improved legislation. She has organized a statewide symposium on child abuse and neglect and coordinated public and professional forums at the University of Virginia and various institutions. Ms. Carr's background is in social group work. At the Boston Children Service Association she practiced with emotionally disturbed and physically handicapped children and adolescents and coordinated a special project to integrate severely handicapped children into community peer groups. She has acted as a Group Work Consultant and Child Abuse Consultant, conducting numerous consultations with public and voluntary agencies in Virginia to develop multidisciplinary team efforts and comprehensive child protection services. For the past three years she served as coordinator of the UVA Child Protection Committee, providing consultation to hospital staff and agencies within the hospital catchment area on specific cases of suspected child abuse and neglect. She is editor of the Virginia Child Protection Newsletter and has co-authored "A Team Approach to Child Abuse," Virginia Medical Monthly, May, 1974.

Social Work **Arlene Anne Christian, M.S.W.**

2425 North Taylor Street
Arlington, Virginia 22207

Ms. Christian is currently working as a program consultant and family therapist at the Washington Adventist Hospital in Takoma Park, Maryland. She has served as a family trainer and consultant to the Arlington County, Virginia, Pro-Child Abuse Program, the Loudon County, Virginia, Welfare Division and the Greater Lawrence Mental Health Center near Boston, Massachusetts. From 1968 to 1974 Ms. Christian was employed as a senior social worker at the Woodburn Center for Community Mental Health in Annandale, Virginia, where she established a program for chronically disturbed patients. As a part-time fellow at the Groome Center in Washington, D.C., Ms. Christian was involved with the evaluation and treatment of child-focused families using a systems approach first formulated by Murray Bowen, M.D. of Georgetown Medical Center. Ms. Christian has been guest lecturer at the Cambridge Family Institute and the Brookline Mental Health Center, Brookline, Mass. She has also participated in a 200 hour psychodrama training program sponsored by St. Elizabeth's Hospital, Washington, D.C.

***Katherine-Marie Drews**

B.A., Sociology
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(703) 356-3114

Ms. Drews is presently the Welfare Services Specialist, Protective Services and Foster Care, Commonwealth of Virginia. She is responsible for supervising the local administration of protective services and foster care in the 17 public welfare agencies in the Northern Virginia Region. Duties include staff orientation, policy interpretation, training, supervision, case monitoring, program evaluation, community education, resource development and consultative services. Ms. Drews co-ordinated and helped establish the team approach to the handling of child abuse cases at the University of Colorado Medical Center, Denver, Colorado, which is currently known as the National Center for the Prevention and Treatment of Child Abuse and Neglect. She was next Co-ordinator of Child Abuse at the Catholic Medical Center of Brooklyn and Queens, New York, where she participated in the establishment of an effective program for the handling of child abuse cases and researched the particular needs of New

York City. She has acted as a public speaker and consultant in the area of child abuse and neglect to various community agencies, universities and consulting firms. Responsibilities have included workshop participation, training sessions, small group consultations and proposal writing. Ms. Drews is a contributing author to Helping the Battered Child and his Family, edited by C. Henry Kempe, M.D. and Ray Helfer, M.D., J. B. Lippincott Company, 1972.

Elizabeth Elmer, M.S.W.

1844 Shaw Avenue
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Ms. Elmer is presently Associate Professor of Child Psychiatry (Social Work) at the University of Pittsburgh, School of Medicine, Department of Psychiatry. She has served as a consultant to the American Academy of Pediatrics, Child Abuse Survey Task Force; as a member of the Advisory Committee to develop guidelines for the identification and management of child abuse and neglect in the Bureau of Community Health Services Programs, Health Services Administration, HEW; and as a member of the task force to develop a federal model child abuse law, IJA-ABA. Ms. Elmer was the director of a research project, "The Study of Abused and Neglected Children, Phases I and II," funded by the National Institute of Mental Health, 1962-1969. In 1974 she received a grant on "Follow-up Study of Traumatized Children" from HEW. Ms. Elmer has authored and co-authored an extensive list of publications involving child abuse and related matters. Examples include: "Hazards in Determining Child Abuse," Child Welfare 45:28-33, 1966; "Child Abuse: The Family's Cry for Help," Journal of Psychiatric Nursing 5:322-341, 1967; Children in Jeopardy, Pittsburgh: University of Pittsburgh Press, 1967.

Yvonne L. Fraley, D.S.W.

14 Hearthside Road
Aston, Pennsylvania 19014

Dr. Fraley is presently Director of the Family Support Center, an innovative abuse agency in Havertown, Pennsylvania. She has had extensive teaching and staff development experience and substantial experience in child welfare, including abuse, neglect and day care. Her publication, "A Role Model for Practice," Social Service Review, June, 1969, is required reading in several graduate schools. Dr. Fraley is available for consultation in pro-

gram development, administration, staff development, supervision and direct-service.

Adele Gitt

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Mrs. Gitt is presently a consultant for social agencies and communities in Delaware County, Pennsylvania, on abused children and teenagers. These include Delaware County Child Care Service, the Junior League of Philadelphia Family Support Center and Clifton Heights Borough. Previously she has had thirteen years of direct field experience in Delaware County with severe cases of child abuse and neglect. She has prepared and delivered training courses in child abuse and protective services particularly geared to paraprofessionals and on numerous occasions has presented testimony on child abuse to both Congress and the Pennsylvania Legislature. She is the author of the "Delaware County Child Care Service Legislative Bulletin," which reviews legislation affecting children and their families. In 1974-75 she participated in a research study of 28 children treated jointly by Delaware County Child Care Service and the Pre-School Therapy Unit, Child Guidance and Mental Health Clinics of Delaware County, Media Cachment Area. Behavioral Characteristics of Abused Children was the resulting paper which she co-authored with Regina M. Fitti, M.D.

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Ms. Goddard is presently the Director of the Culpeper Family Counseling Services. She has had experience in family and marital counseling and foster care supervision. She has served as a consultant to state and local agencies in the establishment of Child Protection teams and established the first community based team in Virginia. Formerly she was Supervisor of Services, Culpeper Social Services.

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Mr. Gordon is presently Assistant to the Dean, Marywood College, School of Social Work, Scranton, Pennsylvania. Mr. Gordon formerly served as Assistant Program Director for a children's institution. He has experience in research related to community perceptions of abusive disciplinary practices and participated in a training course for child welfare workers.

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Mr. Haussmann is presently Executive Director, Tabor Home for Children. He has had previous experience as a Protective Service Worker, Lehigh County Children's Bureau, Lehigh, Pa., and as Supervisor, Philadelphia Department of Public Welfare.

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Ms. Holter is presently involved in free lance writing and consulting in the areas of child abuse and neglect. She is an Assistant Professor of Pediatrics at the University of Maryland School of Medicine. As Child Abuse Consultant, Ms. Holter wrote a multidisciplinary training manual for in-service training and community education under a contract between the Department of Pediatrics and the Maryland H.E.L.P. Resource Project. Her previous experience has included that of Medical Social Worker and Clinical Researcher in Pediatrics, University of Rochester Medical Center, Rochester, New York; Coordinator and Therapist, Children's and Adolescent Divisions, York County Mental Health Center, York, Pennsylvania. Publications include: "Principles of Management in Child Abuse Cases," American Journal of Orthopsychiatry 38:127-136, Jan., 1968; "Child Abuse: Early Case Finding in the Emergency Department," Pediatrics 42:128-138, 1968; "A Medical Social Worker's View of Child Abuse," A National Symposium on Child Abuse, The American Humane Association, Children's Division, Rochester, New York.

Social Work **Julia Kanwit, M.S.W.**

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Ms. Kanwit, who is presently retired, served as Director of Pro-Child (a federally-funded Child Abuse/Neglect Demonstration Project) from April 1974-August 1975. Prior to that she supervised a Protective Service Unit, Department of Human Resources, Arlington, Virginia. Ms. Kanwit has lectured to citizen groups and participated in workshops for professionals on child abuse and neglect at organizations such as the American Public Welfare Association, the Virginia League of Welfare Directors, and the Ortho-Psychiatric Association.

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Mr. Kuczkowski has an extensive background in social services, holding positions as Chief of Services, City of Hampton Department of Social Services, Hampton, Virginia; Social Services and Career Development Coordinator of the Community Action Organization of Erie County, New York and Erie County Department of Social Services, Senior Caseworker, Child Protection Service. He has been responsible for planning and managerial duties, evaluation of social agencies, community education, social planning and development of treatment plans. He is a specialist in casework techniques and family and child services including child abuse and neglect court services and crisis intervention.

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Ms. Ragan is presently Director of Pro-Child: A Child Abuse and Neglect Demonstration Project, Arlington County Department of Human Resources. Pro-Child is one of eleven model child abuse/neglect programs funded by DHEW. As Director, Ms. Ragan is responsible for program planning, evaluation, research and direct casework supervision. In addition Ms. Ragan is an Associate to Erich Reinhardt, Psychiatrist, where her responsibilities include private psychotherapy sessions with children and adults. She has held prior positions as Protective/Preventive Services Social Worker, Arlington County Department of Human Resources and Child Welfare Worker, Division of Social Services, City of Alexandria.

Betty Randolph, M.S.W.

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Ms. Randolph has had eight years experience with the West Virginia Department of Welfare in family service, adoption and foster care and as volunteer coordinator. Her areas of expertise are the mental and emotional needs of children and parenting skills. She has had 3 years experience with the Maternal and Infant Care Project, working primarily with adolescents and other high risk pre-natal patients, parents, and infants. In addition, Ms. Randolph has been active in the Family Education Center and has served under the Inter-agency Council's Action Committee Concerned for School Age Parents. She is a member of the Advisory Committee of Children's Services of Mental Health Service Providers of Region III, serving as Chairman of the Parenting Sub-committee.

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Ms. Schultz presently holds the position of Director of the Parental Stress Center. The Center is a non-medical facility providing residential services for abused infants or infants considered to be at risk. The Parental Stress Center strives for the goal of insuring the optimum growth and development of the infant and to attempt rehabilitation of the parents. Programs at the Center include a small resident program for infants, a day care program for babies eight to eighteen months of age, and a research-training component. Ms. Schultz's background has been in public child welfare, adoption, foster care and protective service programs as a direct practitioner, supervisor and administrator.

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Ms. Scott is a free-lance consultant on child welfare. In the field for over fifteen years, she has worked in public and private agencies and served as a consultant in a variety of organizations. She began her career as a home study worker in Baltimore City Welfare Department. She served in the District of Columbia Child Welfare Division for eight years, holding positions as caseworker in protective services, social work specialist, supervisor in foster care, and branch chief of child welfare services. She developed effective models and techniques for working with hard-to-reach, severely neglecting and abusive parents and pioneered in the use of group services. On a contractual basis, Ms. Scott has performed adoption service in domestic "hard-to-place" cases and inter-country placements. On a project of national scope, she served as adoption coordinator with responsibility to obtain adoption service for Black/Minority families and children. In South Vietnam, as child welfare advisor to the Ministry of Social Welfare, she assisted in planning and implementing programs to upgrade service for handicapped and sick children and children living in orphanages. She has served as a consultant/participant on national and international conferences on children and developed papers and reports (unpublished) on child welfare service.

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Ms. Werner is presently an Assistant Professor, Graduate School of Social Work, Virginia Commonwealth University. She teaches courses in Family Casework, Family Dynamics, Family Systems Theory and Practice, and Women's Issues. Ms. Werner has had extensive experience in the areas of family and children's services. She was Director of the Alexandria Office of Northern Virginia Family Service and has been a senior caseworker at Richmond Family and Children's Services, at the Methodist Children's Home of Missouri and at Family and Children's Services of St. Louis. She has also served as a child welfare worker, intake worker and public assistance worker. Ms. Werner was leader of a one-day institute for Northern Virginia Child Welfare Workers and Supervisors: "Caseworker with

Children." She co-lead an ongoing seminar for Headstart and Day Care Center case aides on "Casework Techniques." She has recently conducted the Virginia State Department of Welfare-sponsored workshops for Child Protective Service coordinators, trainers and caseworkers on "Family Systems Theory and Practice."

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Ms. Whiting is presently the Project Director of a federally funded program to implement curriculum training material in child abuse and neglect around the country. Prior to September 1, 1976, Ms. Whiting was the Community Child Protection Coordinator for Montgomery County, Maryland. Responsibilities included the training of various groups in the recognition and reporting of child abuse and neglect and the development of a multi-disciplinary team to consult and advise with service providers. Prior to that position Ms. Whiting had five years experience as an administrative and supervisory chief of a psychiatric clinic, five years experience in social science research, and seven years experience in various social work settings. She has published numerous articles in the field including "Defining Emotional Neglect," Children Today, Jan.-Feb., 1976 and "The Central Registry: Yes or No?" Child Welfare (in publication).

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Ms. Zbell presently holds a position as Clinical Social Worker and serves as Coordinator, Child Psychiatry, Allegheny General Hospital. She is a Consultant to SCAN, coordinating through the Northern Communities Mental Health/Retardation Program. She has had previous experience as a Chief Social Worker, Ambulatory Care Center, Children's Hospital of Pittsburgh and as a Registered Nurse, State of Ohio, Nursing Education and General and Private Duty Nursing. She is a member of the Pennsylvania Society for Clinical Social Work and is listed in the National Registry of Health Care Providers in Clinical Social Work.

Section 3.

Training Specialists

Training Specialists

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Ms. Beatty is a Research Assistant at the Child Abuse and Neglect Resource Center at the Institute for Urban Affairs and Research, Howard University. Her job responsibilities include evaluation, conducting needs assessments, and aiding in training design and implementation. She has served in an internship program at the D.C. Adult Probation Office. Currently she is a volunteer consultant to a parent-child center in the District of Columbia and is working on her Ph.D. dissertation in developmental psychology. She has co-authored an article entitled "Student's Expectations of Parent's Behavior Following Children's Appropriate and Inappropriate Behavior," Psychological Reports 36:875-881, 1975.

Shirley A. Bryant, M.S.W.

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Ms. Bryant is presently a self-employed partner in the training firm of Skills Development Associates in New York City. This firm has been a consultant to the Office of Child Development, DHEW, Region II. Responsibilities included design, curriculum development and the implementation of various training programs for Head Start programs and providers of adoptive and foster care services. Ms. Bryant was formerly Director of Health and Education, SEDFRE (Scholarship, Education and Defense Fund for Racial Equality) where she implemented assistance programs in the fields of health and education. She has published an article entitled "To Better Serve the Health Needs of the Poor," SEDFRE, 1971.

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Mr. Callahan holds the position with Kirshner Associates of Senior Associate (Consultant), Human Services Delivery Systems. Responsibilities include human services program planning and evaluation assignments, and providing technical assistance and designing reporting sys-

tems for human service programs. Recent assignments have included that of Senior Trainer: Provision of Training to Selected Personnel from Organizations and Agencies Having Child Abuse/Neglect Programs in Region I-V, National Center for Child Abuse and Neglect, Office of Child Development, DHEW and Deputy Director and Training Team Leader to provide multidisciplinary training to participants in child abuse and neglect. He has been an instructor to children with emotional or developmental problems in a psychiatric day school and has served as an occasional guest lecturer in courses on Child Development, Urban Planning and Welfare Policy at several midwestern colleges. He is the editor of a manual entitled Objective Setting and Monitoring (A Planning & Program Evaluation Manual) for the Administration of the Aging.

***Judith Closson-Olson, M.A.**

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Ms. Closson-Olson has been a training consultant to the Howard University Resource Center on Child Abuse and Neglect. She has served as Co-leader - Family & Teen Counseling Groups, Birmingham, England; Co-leader - University of Maryland Counseling Department; Counselor - Greenbelt Care Youth Services Bureau, Greenbelt, Maryland; and as an Organization Development Consultant. Ms. Closson-Olson has also studied and participated in the application of Dr. Thomas Gordon's Parent Effectiveness Training.

Kay Drews

See Under "Social Work"

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Ms. Freedman presently holds a position as President, Affective Education Systems, Washington, D.C. and Counselor in Transactional Analysis, private practice. She is a member of the International Transactional Analysis Association and has taught TA at Prince George's County Community College. She has been a human relations training consultant to the Fairfax County Board of Education, Virginia, and the Carroll County Board of Education, Maryland, as well as various other public and private organizations. In addition, she has acted as developer and leader of

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Ms. Galvin-Lewis is presently Co-director, Social Change Advocates. In this capacity, Ms. Galvin-Lewis is responsible for training in child abuse areas with emphasis on the contributing effects of racism and sexism. She has had prior experience as a Trainer and Consultant for Volt Technical Information Sciences and as Executive Director, Mt. Vernon, New York Community Action Group. Ms. Galvin-Lewis is currently involved in the evaluation of all the New York State-developed child abuse curriculums and has developed a training module for Cornell University. She has lectured extensively at various universities on racism and sexism.

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Mr. Hoffman is presently a private consultant and has served in this capacity as Training Chief, Community Action Training Institute and as Training Coordinator of Boone, Young & Associates, Inc. In these positions he was responsible for designing and implementing training sessions. Other clients that he has served on a consultant basis are Health Services in Mental Health Administration, the Region III Model Cities and the New Jersey Community Action Training Institute. Mr. Hoffman has completed numerous assignments in the field of community development, training and organizational development, program planning and evaluation. His most recent assignments have included the design and implementation of an outreach training program, preparation of a report evaluating the program services of the City of Newark Youth Services Agency and Guided Group Training, Pennsylvania Probation and Parole. He has published an article entitled, "T is for Training," Linen Supply Association Journal, Summer 1970.

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Ms. Holland is presently a Training Consultant for the Region III: Child Abuse and Neglect Resource Center. She has had experience in the areas of higher, secondary and elementary education, African American Studies, Proposal and Curriculum Development, and community organizing. She has served as an Assistant Professor in Ethnic Studies at the University of South Florida, at Hillsborough Junior College, at New Mexico Highland University and at California State University at Fresno.

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Ms. Huber is presently a Resource Exchange Specialist for the Child Abuse and Neglect Family Life Development Center, Ithaca, N.Y. She has had training experience in community education, resource development and public awareness. Ms. Huber has developed educational materials in the areas of child abuse and neglect and conducted public awareness training. In addition, she has co-produced and directed educational filmstrips for Mass. Communications, Inc.

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Ms. Jefferson is presently Training Coordinator of the Howard University Resource Center on Child Abuse and Neglect. Formerly she was Training Co-ordinator of the Minority Women Employment Program, RTP, Inc. in Atlanta, Ga. Responsibilities included planning, organizing and coordinating training programs to orientate new employees in program policies and procedures as well as ongoing training of field staff. Other duties included development of seminars, workshops and supportive programs to enhance applicants' employability potential. Ms. Jefferson has held a position as Adjunctive Assistant Professor, Howard University, School of Social Work as Direc-

Training Specialists

tor of Community Services. Practicum Development of graduate students and program and staff development for community services were prime responsibilities. She has served as Program and Conference Coordinator for the United Builder's Association & PEPSI-BLK Group, Inc.; as Co-Trainer at the National Conference of Christians and Jews; and as a consultant for 3 years to Consumer Evaluation, Department of Health, Education and Welfare. Ms. Jefferson has participated in several Leadership Training Programs for consultants.

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In his position with Kirschner Associates, Mr. MacDicken is responsible for development and direction of training, technical assistance and evaluation projects in human resources management. He does consultation in social services planning, management by objectives and state and local program coordination. Recent assignments have included Project Director: Provision of Training to Selected Personnel from Organizations and Agencies Having Child Abuse and Neglect Programs in Federal Regions I-V; Project Director: Training and Technical Assistance for Child Abuse and Neglect in Federal Region VI; and Project Director: Develop and Validate a Training Manual and Instruction Guides for Training in the Operational Planning System, Administration on Aging, DHEW. Under Arthur Young & Company, Mr. MacDicken conducted training and human resource development projects in Aging, Drug Abuse Prevention, and Education. As Training Team Leader for the Leadership Institute for Community Development he developed and directed training programs in employment, early childhood development, program planning and budgeting, and information and referral programs for Community Action Agencies. He formerly directed programs in Head Start, Economic Development, Low-income Housing, and Community Volunteers.

*** Ada Marie McClinton**

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Ms. McClinton is presently Director of Training, Staff Development and Person-

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Mr. McFarland is presently the Assistant Project Director of the Howard University Resource Center on Child Abuse and Neglect. Responsibilities include providing training and technical assistance to social workers in the states of Region III in the area of child abuse and neglect. He has also co-ordinated a child abuse and neglect workshop for Headstart personnel. Prior appointments include Research Associate, Institute for Urban Affairs and Research and Social Caseworker. He was practicum Coordinator of Social Welfare at Federal City College, Washington, D.C. where he was responsible for developing practical learning and clinical work experience in mental health settings. He has completed an internship at NIMH at the Center for the Study of Child and Family Mental Health and co-authored "A Research Dilemma: The Problems of Non-Academic Variables in Human Research," Journal of Clinical Child Psychology, Spring 1973.

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Ms. Shapiro is presently Co-director of Social Change Advocates in New York. In this capacity Ms. Shapiro has responsibility for training in child abuse areas with emphasis on the contributing effects of racism and sexism. She has held prior positions as a Mental Health Caseworker, Myer Memorial Hospital; Consultant, United Auto Workers, Leadership Training Institute; Community Coordinator, the Childrens Foundation, Washington, D.C. Ms. Shapiro is currently involved in the evaluation of all the New York State-developed child abuse curriculums and has developed a training module for Cornell University. Publications include a paper entitled "How to Organize a Child Care Center," Women's Action Alliance, New York, 1972 and "How to Organize a Multi-Service Women's Center," Women's Action Alliance, New York, 1973.

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Mr. Smith is presently the President and Chief Executive Officer of H&H Smith Associates. Prior positions include Director of Training for the Scholarship, Education and Defense Fund for Racial Equality (SEDFRE), Inc. and Commissioner of Suffolk County Economic Opportunity Commission. He is an associate member of the NTL Institute for Applied Behavioral Science and has participated as staff in many of their special training programs. He has provided specialized consultation and training to the following organizations: Howard University Resource Center on Child Abuse and Neglect; the Office of Child Development, DHEW, Region I & II; and the Youth Services Agency, New York City, New York. Publications include A Handbook on Problem Solving Training and Conflict Management prepared for the Youth Services Agency, New York City, New York.

***Gaines Steer, M.Ed.**

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Mr. Steer is a humanistic counselor and group facilitator experienced in staff training, organization development, life planning, and developmental workshops. His previous posts include: Director of Youth Awareness, Inc. of Columbia, Maryland; Project Director with Social Dynamics, Inc. of Boston, Mass.; Personal and Psychological Counselor, University of Maryland. He has facilitated training workshops for Curber Associates, Washington, D.C.; New England Community Action Programs; the Y.M.C.A.; the Ecumenical Action Committee of Boston, Mass.; the Department of Corrections, State of Vermont; National Health Services; and the Region III Child Abuse and Neglect Resource Center. In addition, he was Co-leader/Designer of Lifestyle Workshops, Richland Farm Community and is the originator of "the me plan" - a process of self awareness and career planning. Currently, he is an independent consultant with Woodburn Hill Associates and is Farm Manager for Woodburn Hill Farm, Ltd.

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See under "Psychology"

Page 14

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Mr. Van Dyke is presently Senior Associate, Kirschner Associates. Responsibilities in this position include that of design, implementation and administration of training, technical assistance, and management and evaluation of projects in a variety of human service fields. Various assignments in this position have included Assistant Project Director for the Provision of Training to Selected Personnel from Organizations and Agencies having Child Abuse and Neglect Programs in Region I-V; Staff Specialist: Training and Technical Assistance Program for Headstart Grantees; Evaluation of Training/Technical Assistance for Project Headstart. Mr. Van Dyke has also had prior professional experience as a visiting professor and special lecturer, teaching graduate level courses in the special needs of special children, family dynamics, parenting and crisis intervention. As Director of the Outpatient Day Treatment Program for Emotionally Disturbed Children, Children's Psychiatric Hospital, Ann Arbor, Michigan, he directed educational,

Training Specialists

occupational and recreational program personnel for disturbed and abused children. He has published several child abuse and neglect related articles entitled "Communicated Expectations and the Behavior of Emotionally Disturbed Children" (1964-6) and "The Role of School in a Psychiatric Treatment Facility for Children" (1966-7) in Yearbook, The Council for Children with Behavioral Difficulties.

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Ms. White presently holds a position as Counselor, Hunter College. Included among her regular counseling duties are the evaluation and development of differential plans to help obviate student problems and supervision of work-study students. She has held previous positions as a Probation Officer, Kings County Juvenile Court; as Caseworker II for the New York City Department of Social Services, Bureau of Child Welfare; and as Market Research Trainee for the Management Survey and Search Corporation, New York City. She has been a training consultant to the Howard University Resource Center on Child Abuse and Neglect.

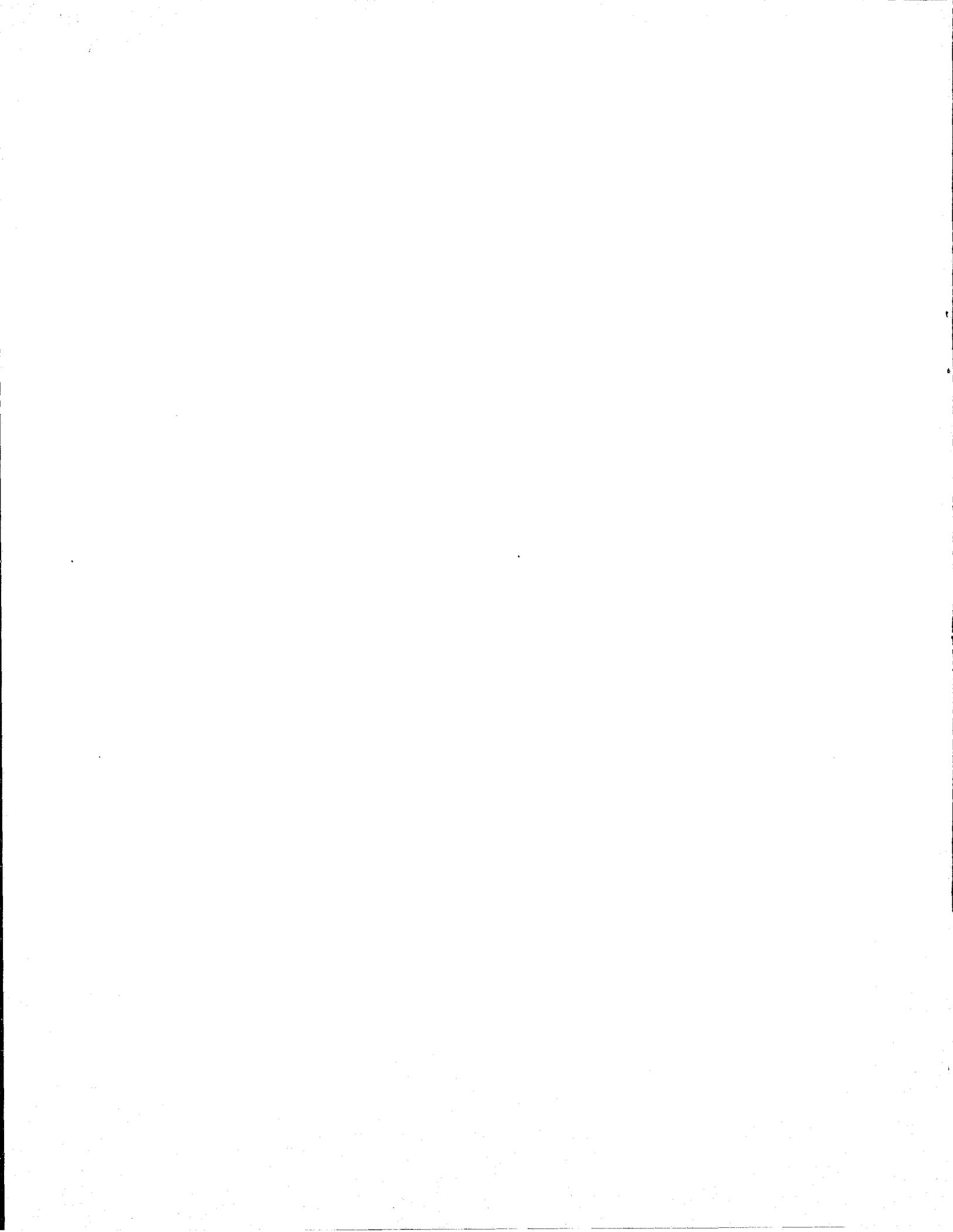
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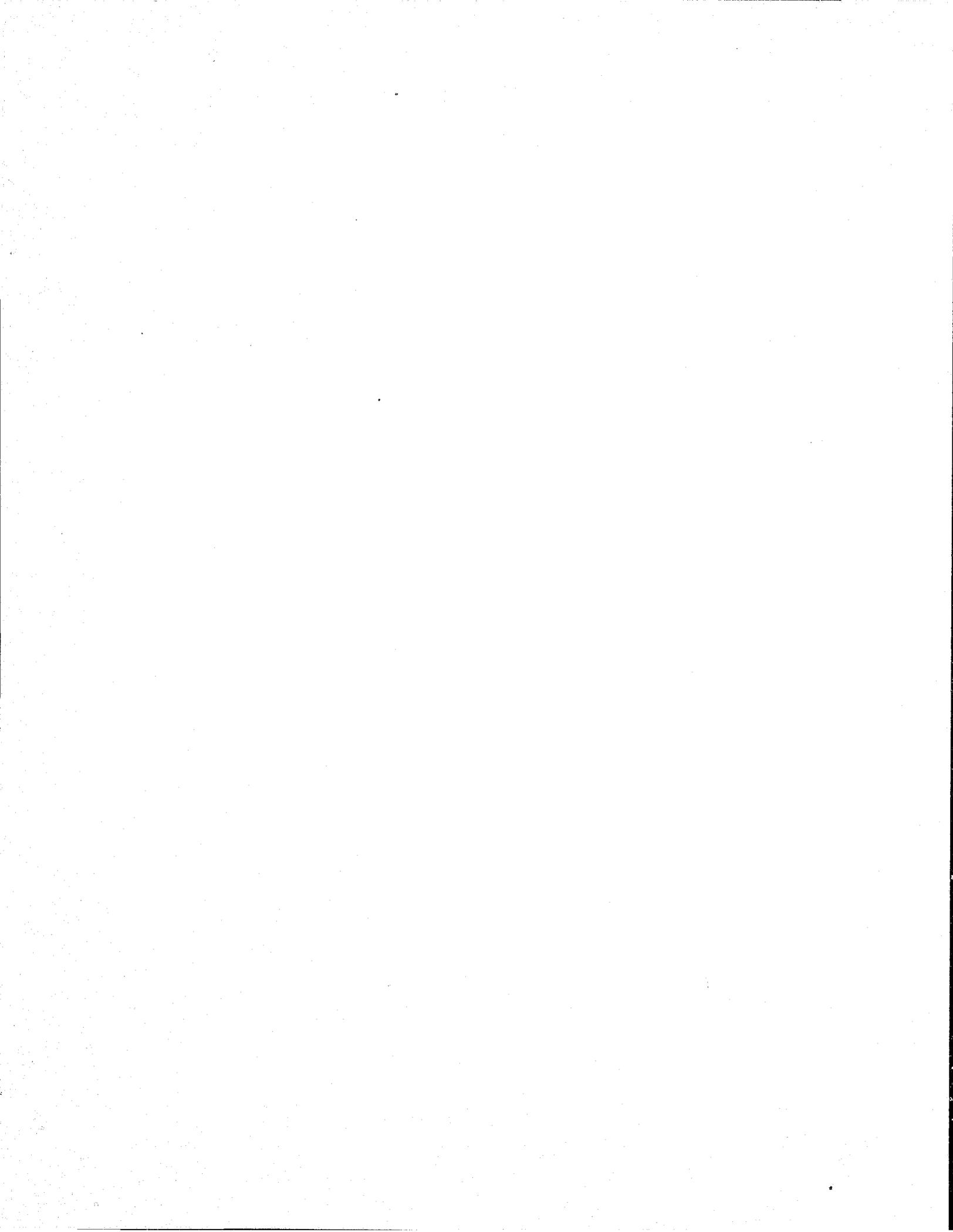
Ms. Wright is presently Executive Director, Black Affairs Center, Inc., Washington, D.C. She has responsibility for ongoing organizational administration, training, consultation, and program design, development and implementation. As a consultant and technical assistant, she has served as Co-trainer for the Management Work Conference, NTL Institute; Trainer for the Black Trainer's Workshop; Trainer for the Black Child Development Institute Technical Assistance Workshop. As Program Coordinator and Trainer for the Leadership Training Institute, Ms. Wright was responsible for the following programs: Intra and Inter Cultural and Personal Skills, Education Systems Analysis, Special Education, Pupil Personnel Services, Proposal Writing, Consultation Skills and Student Leadership Training.

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