

Kathryn Dixon

CERTIFICATION/LICENSURE:

Since 1994: Licensed Clinical Social Worker
(L.C.S.W.) - New Jersey State #44SC01011300

Since 1991: Licensed Master Social Worker
(L.M.S.W.) - New York State # 043467 – 1

EDUCATION:

May 1991: M.S.W., Fordham University, Graduate
School of Social Service, Tarrytown, New York,
Administration track, Advanced Placement.

May 1988: B.S.W., University of New Hampshire
(UNH), College of Liberal Arts, Durham, New
Hampshire, Major: Social Work Clinical Program,
Minor: Justice Studies. Class of 1988-Graduate
recipient of the *University Women's Award*, for
demonstration of consistent loyalty, leadership,
scholarship & service.

LEADERSHIP:

Immediate Past
Chairwoman, National Association of Social Workers,
Social Work & the Courts, Specialty Practice Section
Advisory Committee

PASSION:

Social justice and human rights

PROFESSIONAL SUMMARY:

- Thirty years of professional clinical and forensic social work in the Greater New York and Northern New Jersey Region.
- Founding Owner and Executive Director, small for-profit forensic specialty practice, with skills in all aspects of fiscal management including developing and monitoring budget and services.
- Adept at resolving conflicts and encouraging positive relationships. Assessed, developed & implemented programs to meet community needs. Conceptualized and created programs that resulted in a decrease in post-judgment litigation for family court clients.
- Program development and evaluation, clinical and administrative supervision, fiscal management, human resources, general operations, and intern and staff recruitment, development of new brochures and other marketing material.
- Directed and implemented court ordered services to over five hundred clients representing diversity across over twenty racial/ethnic heritages and eleven faith backgrounds, with over half indicating they have a family member in the military / veteran.
- Dedicated to supporting and guiding staff in professional development; skilled at working with professional staff, interns, and adult volunteers; provided mentoring & supervision for nearly thirty staff members and graduate/ undergraduate interns.



EXECUTIVE & MANAGEMENT PROFICIENCIES:

- *Passion for Mission, Community Interface & Cultural Competence* - Essential knowledge of diverse client-student-stakeholder base, respectful of differences, encourages cultural awareness, outreach builds relevant partnerships with corporate, civic and other organizations, projects mission and vision to a wide variety of audiences
- *Strategic Planning & Decision-Making*- Knowledge of how to describe key goals so right action follows the decision to make goal achievement a priority
- *Communication*- Expertise in engaging audiences of varying sizes, comfortable serving as the public face of organization, connects well in person and in writing with stakeholders and consumers, interacts easily with the press & public media representatives
- *Talent Management*- Comprehend how to develop the best out of teams, solid team-building abilities, generates innovative ways to contribute to key goal achievement
- *Problem-Solving*- Confident personality, creatively builds bridges between and among challenging interests, consults with others for input to develop clear decisions and outcome measurements
- *Operational Aptitude*- Mastery of technology to build efficient operating systems and enhance communication, trusts in both quantitative and qualitative metrics to measure and appraise organizational processes and outcomes

CLINICAL SKILLS & COMPETENCIES:

- Addiction - Mental Health – Co-occurring disorders
- Divorce - Domestic violence- Child welfare
- Grief – Stress- Trauma - Adverse Childhood Experiences
- Multicultural - Blended – LGBTQ Family Issues
- *Provide clinical and therapeutic interventions* - In home and in community; services geared to assist youth living in two homes whose parents have divorced/separated; focus on the restoration of functioning following significant life stressors, emotional and behavioral health care and substance use challenges for families.
- *Emancipation and guardianship issues* regarding life-long planning for after age 18; assist parents and guardians address core areas such as, post-secondary education/employment, housing, legal/financial planning, entitlement programs and eligibility, building/maintaining community supports and resources.
- *Assist and guide parents with planning* a life-course for their teen/ young adult regarding adaptive behavior skill needs, such as - language and literacy; money and time concepts; personal and social responsibility, self-esteem, social problem solving, and the ability to follow rules, obey laws, and avoid being (re-) victimized, travel/transportation, schedules/routines, safety, budgeting and communication.
- *Adapt treatment methods for each client-family as needed and appropriate*; treat negative thinking and maladaptive behavior utilizing and integrating therapeutic approaches to reduce psychological distress while changing behavior; solution focused therapy, individual behavioral interventions and strategies commonly utilized when working with youth including: positive reinforcement, time-limited activities, and immediate behavior reinforcement; psychodynamic therapy to treat depression and anxiety disorders, addiction, emotions and their role in behavior, interpersonal relationships, and decision-making; cognitive behavioral therapy, exposure therapy, behavioral analysis and social learning.

EMPLOYMENT HISTORY:

January 2007 to present, Hackensack, NJ, Executive Director, *Interstate F.A.C.T.S., LLC*.

- Forensic Assessment, Consultation & Training Services: Serve as expert for legal matters; conduct diagnostic/treatment planning, case management, therapy clinical services for court involved individuals; expertise in complex cases including adults & children with co-occurring disorders.
- Provide administrative review, clinical consultation and support for in-home clinicians providing services to youth with developmental and intellectual disabilities; Interim Clinical Supervisor services provided through *Unlocked Potential, LLC*.
- Manage field placement requirements for undergraduate social work students at *Ramapo College* and *Montclair State Univ.* and for graduate social work students from *Fordham & Rutgers*. Provided LSW clinical supervision.
- Developed practice structure for provision of court ordered services; executed and directed consistent overall company growth.
- Improved transfer of learning and developed program for *The Center for Alcohol & Drug Resources* (Hackensack, NJ) Creating Healthy Attitudes in Teens (CHAT). County-wide 1st offenders' diversion program, evaluation & re-development of juvenile & parent psycho-education classes.
- Enhanced agency crisis management protocols. Consulted and developed program for *NJ Community Development Program* (Paterson, NJ) Independence House, residential program for aging-out teens & young adults, staff consultation, screening & referral of residents for addiction & mental health counseling.
- Provided in-home/in-community counseling for youth in northern NJ; services offered through *Therapeutic Alliance Group, Inc.* (TAG).

March 1999 – December 2006 Trenton, N.J. *State of New Jersey Judiciary, Administrative Office of the Courts*

- *Criminal Practice Division*. Statewide Drug Court Coordinator

Worked in partnership to guide reduction in recidivism/relapse from 80+% to <20% of c#5000 NJ probationers. Delivered training & technical assistance for Statewide Criminal Practice Division, to #15 Vicinage Drug Court Units. Designed & facilitated in-service statewide training programs to multi-disciplinary Drug Court and provider staff >#300 on topics such as: Burnout Prevention; The Role of the Clinical TASC Evaluator in Court; Drug Testing; Ethical Guidelines for Forensic Counselors; Co-occurring Disorders; Assessment, Diagnosis & Treatment Planning; Utilization of DSM, ASI and ASAM criteria; and Relapse Prevention and the Criminal Offender.

- *Family Part, Bergen County Superior Court*. TASC program coordinator.

Developed structure for screening evaluation and referral. Provided recommendations regarding child custody, parenting-time issues, domestic violence and/or child welfare to Probation, Attorneys, and Criminal & Family Part Judges. Averaged >#250 new screening and referral cases per calendar year.

April 1997 – February 1999 Saddle Brook, N.J., Adolescent Program Therapist. *High Focus Centers, Inc.*, Morristown site, Adolescent Intensive Outpatient. Successful admission intervention with 84% treatment conversion outcome. Evaluation, diagnosis, and treatment for chemically involved adolescents & adults with co-occurring mental health diagnoses; case management, group & family therapy.

September 1991- March 1997 Hackensack, N.J.. Youth Services Counselor, Bergen County, DHS, Div. of Family Guidance, Adolescent Substance Abuse Program. Facilitated State funded grant program for out-patient after-care treatment for recovering youth; program development, graduate student supervision, treatment-planning, budgeting & case management; individual, family & group therapy; developed adventure, experiential & metaphorical activities for use with adolescents in relapse prevention strategies.

October 1992- June 1993 Ardsley, N.Y.. Student Assistance Counselor, *Student Assistance Services, Inc.*, *Mount Vernon High School*. Provided individual & group counseling for students whose parents are chemically dependent; educational presentations, community relations & resource development; conducted evaluations & referrals for youth substance abusers.

October 1990 – June 1991 Spring Valley, N.Y., Overnight Relief Staff at Safe House site of *Rockland Family Shelter*. Managed shelter hotline and crisis counseling for overnight intake, emergency management & assistance to residents with general functioning of the house.

June 1991 – February 1999 New City, NY, *Psychotherapy for Children & Families*. Part time private practice family counseling and group workshops, with mother, Mary Dixon, LCSW (MSW 1960)

October 1988- June 1990 Dobbs Ferry, N.Y., Social Worker, *St. Christopher's -Jennie Clarkson Child Care, Inc.*. Primary social worker for girls in group home residence. Reunification or independent living determination. Home visits, trauma counseling, testimony (NYC borough courts).

UNIVERSITY INSTRUCTION:

2023: Human Behavior -Social Environment; Criminal Justice-Forensic Social Work

2021-2022: Seton Hall MSW courses Theory & Practice I, II & III

- 2015 to 2020: Adjunct Professor, *Seton Hall University*, South Orange, NJ; Instructor, "Social Work & the Law", and "Family Violence" [BSW] Social Work Department; "Supervision & Administration" and "Forensic Family Social Work", [MSW].
- 2017 to 2020: Adjunct Professor, *Montclair State University*, Montclair, NJ; Instructor for "Social Policy" and "Seminar in Professional Social Work", and "Public Child Welfare", The Robert D. McCormick Center for Child Advocacy and Policy
- 2015 to 2018: Adjunct Professor, *Ramapo College*, Mahwah, NJ; Instructor, "Case Management with Substance Use Disorders", BSW program, Social Work Department
- 2016: Adjunct Professor, *Rutgers University*, New Brunswick, NJ; Instructor for MSW- ACT program, "Addiction Across the Lifespan", Social Work Department & Center for Addiction Studies
- 2004 to 2014: Adjunct Professor, *Bergen Community College*, Paramus, N.J. Instructor: "Introduction to Human Services"; "Social Work & Social Welfare Policy"; "Sociology of the Family"; "Introduction to Sociology"; "Social Problems"; "Introduction to Substance Abuse Counseling"; "Changing Roles of Women".

ADVANCED PRACTICE CERTIFICATES:

2023: Trauma Certificate Program, NASW-NJ CE Course

- 2013 NASW-NJ, Institute for Families, Rutgers University, School of Social Work, *Certificate in Leadership Development*.
- 2012 Professional Academy of Custody Evaluators (PACE)- *Nationally Certified Custody Evaluator and Parent Coordinator*
- 2009 Eagleton Institute of Politics, Center for American Women & Politics, *Ready To Run*
- 2007 Rutgers University, School of Social Work, *Certificate in Divorce Mediation*
- 2006 NASW-NJ, Morristown, NJ *Certificate in Clinical Supervision*
- 2004 NDCI / NADCP Milwaukee, WI *National Drug Court Institute* Annual Conference of Drug Court Professionals
- 2003 NDCI / NADCP Reno, NV *National Drug Court Institute* Annual Conference of Drug Court Professionals
- 2001 Rutgers University, School of Social Work, *Certificate in Parent Education*
- 1996 New England Education Institute, Matthew Selekman, *Solution Focused Therapy with Difficult Adolescents*
- 1996 Syracuse University, Maxwell Institute, *Certificate in Conflict Resolution & Anger Management*
- 1995 Seton Hall University, *Law Related Education* program
- 1994 New York University Graduate School of Social Work, *Seminar in Field Instruction* (SIFI) MSW student supervisor
- 1993 National Crisis Prevention Institute, *Certificate in Therapeutic Crisis Intervention*
- 1992 Project Adventure, *Adventure Based Counseling with Chemically Dependent Clients*

PUBLICATIONS:

NASW, Washington, DC; Social Work & the Courts, *Specialty Practice Section Connection* and *Intersections in Practice*

- 2020 Spring- Social Isolation to Social Action During COVID-19
- 2019 Fall- The Harmful Impact for Refugee Families: Views from the Border; and Poverty, Homelessness and Legal Matters (with A. Coglianese, ESQ., MSW, LSW)
- 2017 Intersections- Social Work the Courts: Shared Social Justice (with A. Robb, PhD & G. Patterson, PhD)
- 2017 Spring- Saying No: Why, When and How to Say No to a Client (with A. Coglianese, ESQ., MSW, LSW)
- 2016 Fall- The Crisis & Trauma of Family Violence
- 2016 Intersections- Ethics in Social Work Practice: Perspectives & Dilemmas. Intersectionality for Social Workers (with A. Coglianese, Esq., LSW)
- 2016 Spring- Reunification: Increased Need For Skills in Complex Family Court Ordered Therapy (with A. Coglianese, ESQ., MSW, LSW)
- 2015 Fall- Growing Interest in #ForensicSW (with A. Coglianese, Esq., LSW)
- 2014 Spring- From the Field: Continuum of Services for Court Involved Families
- 2013 Fall- Social Work Documentation: A Guide to Strengthening Case Recording- Book Review
- 2013 Spring- Our American Violence Trifecta: Bullying, Mental Health & Gun Safety
- 2012 Fall- Social Work & the Court, Keeps Me Smiling

CONTINUING EDUCATION & PROFESSIONAL DEVELOPMENT INSTRUCTION:

National Association of Social Workers, Washington DC, Annual Conference and continuing education

2016- What Is Forensic Social Work? And Why Every Social Worker Should Know (with C. Call & G. Patterson)
2018- Update & Practice Recommendations for Forensic Social Work (with G. Patterson)
Feb. 8, 2018 NASW Wisconsin 1-hour CE Webinar on *Family Violence*

National Association of Social Workers, New Jersey Chapter Conference and continuing education

2018 and 2019- Forensic Social Work 3-Day Track: 12 hours CE "*Justice Informed Clinical Practice*" (with A. Coglianese, Esq, LSW, C. Heer, Esq, LCSW and T. Maschi PhD)
2016- Been to Court Yet? Testimony Tips for Social Workers (w/A. Coglianese, Esq., LSW)
2015- Reunification: Conflict, Estrangement, Alienation (w/ A. Coglianese, Esq., LSW)
2014- Specialized Service Continuum for Family Court Clients (w/A. Coglianese, Esq., LSW)
2013- Custody Evaluations (w/ A. Coglianese, Esq., LSW)
2013- Social Work Professional Responsibilities & Social Media
2012- Supervised Parenting Time
2011- Parent Coordination (w/ C. Her, Esq., LCSW)
2009- Social Work and Technology
2008- Ethical Guidelines for Social Workers in Interdisciplinary Settings
2008- Forensic Social Work; Effective counseling with Court Involved Families
2007- NJ's laws Impact on LGBT population & contributing issues for psychotherapy
2005- All About the NJ Adult Criminal Drug Court Program
1999- A Toolbox for Substance Abuse Treatment with Adolescents

Women Lawyers In Bergen

- Summer 2019. Understanding & Managing Traumatized Clients. A two-part summer CLE program designed to provide lawyers, judges & law students information & resources to assist them in understanding the confluence of Mental Health & the Legal Profession. July 24th: Focus on personality disorders, such as the narcissistic, histrionic & antisocial types; and August 21st: Focus on severe mental health disorders & cases involving accused offenders & victims of abuse/violence

August 2016- 2020: Behavioral Health Matters. (South Central NJ) Continuing Education lecturer; Ethics & Cultural Competence, 2-part series for 5 & 3 requirements; professional skills applicable for collaboration in multi-disciplinary settings with a focus on the court involved client and on trauma survivors.

May 2015 to present: Northern New Jersey Chapter GLSEN, Board Member, Policy Coordinator; Provide professional development and resources for in-service training and youth event programs pertaining to awareness & understanding for LGBTQ youth.

New Jersey State Bar Association

- May 2016 State Bar Conference. *Well-Being In Retirement: Relevance to Pleasure & Warning Signs for Peril*. Panel member.
- June 2015; Sept 2014; Jan 2013. *Symposium on LGBT Youth: Juvenile Justice*. LGBT Rights Section. Panel member.
- September 21 & 28, 2015. Pilot- *Economic Mediation with DV-FRO's*; Assisted the faculty panel as a practicum coach.

National Organization of Forensic Social Workers, NOFSW National Conference

- July 26, 2014- Manhattan, NY. *The Impact of Financial Inequality in Family Court* (w/ A. Coglianese, Esq., MSW, LSW).
- Apr 16, 2013- Seattle, WA, *Utilizing Advanced Interventions in Parent Coordination* (w/ A. Coglianese, Esq., MSW, and LSW).

Bergen County Bar Association

- March 22, 2011. *Parent Coordination* (w/M. Stokes, Esq.) & Women Lawyers In Bergen
- November 19, 2013. *Custody Evaluations* (Panel Member)

October 2011- November 2015, Child Welfare Training Partnership -Child Advocacy Center at Montclair State University. lecturer/trainer for DCP&P Child Welfare caseworkers & supervisors: Understanding the NJ Anti-Bullying Law for Caseworkers (one-day program); Casework with Substance Abuse/Mental Health involved parents in Child Welfare (4-day series).

Addictions Professional Certification Board of NJ, Approved Education Provider & Instructor

2007-2011- Provided required coursework in (#27) topics in Domain area 300's, 400's & 500's; list at: <http://certbd.org>

LEADERSHIP EXPERIENCE:

- 2016-2022: National Association of Social Work (NASW) - Washington DC. Appointed 3rd term Section Chair, National Practice Section Steering Committee, Social Work & the Courts.
 - 2017-18: National Association of Social Work (NASW) - Washington DC. Writing participant. Social Work Speaks: Policy Statement on Parental Kidnapping
- National Association of Social Work (NASW) –New Jersey Chapter
- 2017-present: Appointed, member NJ PACE committee
 - 2015-present: Appointed, Co- Chair, Social Work & Law, practice section SIG Committee
 - 2013-2015: Elected, Chapter Nominations Committee (CCNLI)
 - 2012-present: Appointed, Co-Chair, LGBT practice section SIG Committee; Legislative And Social Action Committee member
 - 2009-2011: Elected, Vice President -Executive Officer, Governance, Personnel Committee
 - 2006-2010: Appointed, Chair, Membership Committee: and peer review Continuing Education Committee member
 - 1999-2000: Appointed, Co-Chair, Public Relations & Image Enhancement Committee
 - 1992-1996: Appointed, Co-Chair, Bergen County Unit: Chapter Committee, Bylaws revision

TESTIMONY EXPERIENCE:

2023- Federal Immigration / mitigation analysis

- NJ Assembly, Women & Children's Committee, June 13, 2013 - In support of a bill banning Reparative or Conversion Therapy, as a representative of NASW-NJ. Accessed by date at: <http://www.njleg.state.nj.us>
- NJ Senate Judiciary Committee, December 7, 2009 - In support of the Marriage Equality bill, as a representative of NASW-NJ. Accessed by date at: <http://www.njleg.state.nj.us>
- NJ Superior Court Family Part hearings: March 1993 - 2003; January 2007 to present
- NYC Court Family Part hearings: Oct 1988 to September 1990 {Mental health/addiction, family violence/parenting-custody}

CIVIC INVOLVEMENT & ASSOCIATION MEMBERSHIP: 2023- Appointed by Governor Murphy to the NJ Anti-Bullying Task Force

- 2016- Present: Bergen County LGBTQ Advisory Committee, Appointed by County Executive, James J. Tedesco III
- 2015- Present: GLSEN, Northern New Jersey Chapter, Member of the Board, Policy Liaison. GLSEN works to ensure safe schools for all students, regardless of sexual orientation & gender identity, to implement programs on a variety of subjects & issues, from public policy to teacher training to supporting students & educators around the country.
- 2008-2018: Association of Family and Conciliation Courts (AFCC) member
- 2003-2006: Governor's Council on Alcohol & Drug Abuse (GCADA). Designated attendee. Administrative Office of the Courts, Criminal Practice Division, Drug Court liaison
- 1999-2003: Bergen County Dept. of Health. Municipal Alliance Committee and Professional Advisory Committee on Alcohol and Drug Abuse (PACADA). Designated attendee. Bergen County Superior Court, Family Division liaison

AWARDS RECOGNITION:Marquis Biography: *Who's Who*

- 2017 *Albert Nelson Marquis Lifetime Achievement Award* recipient
- 2001 through 2011 Editions 22 to 28 - *Who's Who of American Women*
- 2003 Edition 4- *Who's Who in Medicine and Healthcare*
- 2002 and 2003 Editions 56 & 57 - *Who's Who in America*
- 2002 Edition 19- *Who's Who in the World*
- 2013-14 National Association of Professional Women (NAPW) member, *Woman of the Year* VIP status awarded
- 2011 *Equality Company of the Year*, Awarded by Garden State Equality (GSE)
- 1996 & 1993 *Outstanding Employee*, Peer awarded recognition, Dept. of Human Services, Div. of Family Guidance

TECHNICAL APTITUDE:

- Utilization of several virtual meeting platforms, Microsoft Office programs and Internet research
- Practice management software / Orion Healthcare Technology, Certified AccuCare Trainer (2007-2012)
- Various software programs for Custody & parenting time calculation (2007 to present)
- Various software programs for generating collegiate and continuing education exams (2004-present)
- NJ Judiciary Systems (Family Court 1999-2003; Criminal Drug Court 2003-2006)