

**Sherry A. Blair, PhD MSSW, MA, LCSW, BCPC IABMCP**  
**Diplomate Status in Professional Coaching**  
**sherrybl@usc.edu**

### **Education**

Olwa University

**Doctorate of Philosophy in Business Management**

North Central University

**Master of Arts Industrial and Organizational Psychology**

Columbia University School of Social Work & School of International and Public Affairs

**Master of Science Social Work**

Method of Practice: Policy Practice

Field of Practice: Mental Health & International Social Welfare

Montclair State University

**Graduate Program: Child and Adolescent Clinical Psychology**

Transferred to Columbia University School of Social Work.

Rutgers The State University of New Jersey

**Bachelor of Arts**

**Psychology: GPA 3.9/Women's Studies: GPA 4.0**

High Honors and College Honors

Phi Beta Kappa Inducted May 14, 1998

Psi Chi: The National Honor Society of Psychology

### **Experience~**

**Consultant 1999-Present**

Executive Inspirational Director/CEO/Owner Operator

**ISIS: Innovative Specialists Inspirational Services, LLC**

Provide organizational consulting, training and education.

Provide interim management, performance enhancement, management coaching, team building, effective communication, organizational change management.

Staff as well as administratively and clinically oversee intensive, in-community, in-home services for behaviorally challenged children currently serving several counties in New Jersey.

Responsible for coordinating with Care Managers for crisis interventions, treatment plans, evaluations and linkage to services for behaviorally challenged children and their families.

Provide in-home intensive in community psychotherapeutic services to families.

Serving nine counties in New Jersey

**Clinical Supervisor (Interim Management)**

Contracted through Bergen's Promise, Inc.

Responsible for the clinical supervision of 12 Care Managers overseeing 120 families in Bergen County.

Responsible for coordinating with Care Managers for crisis interventions, treatment plans, evaluations and linkage to services for behaviorally challenged children and their families.

### **Clinical Supervisor**

Contracted through Staffing Plus, Inc.

Responsible for the clinical supervision of behavioral assistants in Northern and Central New Jersey.

Responsible for coordinating with Care Management Organizations for crisis interventions, treatment plans, evaluations and in-service trainings for behaviorally challenged children and their families.

Development of systems to ensure compliancy with company, state and federal regulations. Internal Auditing as necessitated.

### **Behavioral Health Care Consultant**

Contracted through Horizon National Health Care

Internal auditing for Compliancy

Quality Assurance

Staff Development/Training

Change management

Client and Community Relations and Development

### **Employee Assistance Program Consultant**

Critical Incident Debriefing, Psychoeducation, PTSD Prevention

Management Consultations & Trainings/Individual and Group De-Escalations/De-Briefings

Corporations Served: Dow-Chemical, Pfizer, St. Paul Marine, Sidley-Austin, TD-Waterhouse, Maxell Corporation, ADP, Hudson United Bank, Preferred Provider for Morgan Stanley

1999-Present Starbound, Inc. Lanoka Harbor, NJ

### **Director-Emcee/Corporate Consultant**

Directing Competitions On Site/Emcee

Management of ten to fifteen affiliate members

Quality and empowerment training

Team building

Conflict resolution and creative problem solving

Customer relations and development

Employee policy analysis and modification

Collaborative management with goal orientation

Financial auditing and consultancy

2000-2003 Assoc. in Counseling, Training & Psychological Services Clifton, NJ

### **Social Worker/Psychotherapist**

Individual, couples, family and group psychotherapy

Counseling for people suffering from Addictive/Compulsive Behavior and trauma recovery

Crisis Intervention

Social Services Advocacy

2002 National Association of Social Workers, NJ Chapter Hamilton, NJ

### **Field Organizer**

Working under the supervision of the Executive Director coordinated outreach services to members to encourage political activism and support

2000-2003 Delta-T Group Iselin, NJ

**Medical Social Work**

Discharge Planning, Bereavement Counseling  
Psychiatric Unit: Individual and Group Therapy  
Outpatient Substance Abuse Group Therapist

**Full-Time Team Leader/Case Manager/Family Violence Clinician**

18-Month Transitional Housing for women and children in recovery from substance abuse, homelessness and violence/trauma

Case Management: Social Services Advocacy, Vocational/Educational Counseling, Financial Counseling, Legal Social Work, Community Service Management, Community Outreach, HIV/AIDS Case Management, Family Reunification

Clinical Team Leader of Children's Services and Life and Job Skills Coordinators  
Program Development, Assistant Directorship, Training and Education, Policy Analysis  
Individual, Group and Family Therapy  
Crisis Intervention Leader

2000-2001 Women's Counseling & Psychological Services Verona, NJ

**Social Worker/Psychotherapist**

- Individual Counseling
- WCPS specializes in Spiritual Psychology.
- Sexual abuse, Adult Children of Alcoholics, Addictive/Compulsive Behavior, Family Violence and Anxiety/Anger Depression
- Caring, directive, practical problem solving approach

1998-1999 MANAVI Union, NJ

**Transitional Coordinator/Financial Coordinator**

Responsible for addressing the needs of South Asian women and their children living in an 18-month transitional housing.

Staff supervision, training and development.

Conduct psychosocial intakes and provide group work, individual counseling, family psychotherapy, case management and crisis intervention.

Practical needs of the family and outreach into the community are addressed to locate pro bono legal, medical, psychiatric, psychological assistance, educational, future housing and planning needs. Provide transportation and accompaniment as necessitated.

Responsible for implementing and modifying transitional home policies.

Office duties include: payroll, accounts receivable and payable (Quickbooks Pro99), grant allocation and research, tax reports, budget analysis and monitoring and staff training.

Committee involvement: Finance/Budget Committee, Transitional Collective, Corporate Philanthropy, Education Program

Organizational involvement: Member, Employee, and Volunteer

**Experience~**

**Employment**

2004-2005 Jersey City Medical Center Jersey City, NJ

## **Ambulatory Care Center Division Director**

Department of Psychiatry/Behavioral Health Care

### **Position Summary**

Administrative, planning, fiscal and oversight responsibilities for the Ambulatory Care Center Direct Supervisory Duties providing management, clinical and administrative supervision to 31 staff members.

Manages short and long term projects related to behavioral health.

Responsible for marketing ACC services to the community

Directly manages Partial Hospitalization, Intensive Day Treatment, Adult Outpatient and Access Center programs.

Reviews performance of ACC programs as measured against standards set by the Joint Commission, Governing Board, Department of Health & Human Services and Division of Mental Health Services. Maintains readiness for surveyors and audits.

Interprets hospital policy and procedures to ACC managers, assists with development, revision and ongoing monitoring of policy and procedures to all ACC programs.

Acts as administrative resource to help resolve problems to ensure optimal functioning of all ACC programs.

Coordinates the training of administrative support staff to ensure the best practices for customer relations including training and education.

Coordinates the ongoing process of program evaluation including setting goals, performance standards, implementation of best practices and customer satisfaction.

Chairs the Department's Performance Improvement/Quality Assurance Committee overseeing Utilization Review and Risk Management and related subcommittees.

Leads the departments IT efforts to ensure maximum benefit from technology including the production of reports for UR data, electronic appointment scheduling, productivity and quality monitoring.

Meets with community groups, local companies and agencies to market ACC services.

Liaisons with HMOs and hospital managed care staff to ensure maximum ACC access to commercial business.

Assists in the development of all ACC operational and capital budgets, makes recommendations on staffing and capital allocations.

Coordinates ACC billing activity with billing department and outside billing vendors.

Meets with local, county and state officials, participates in committees as assigned to promote coordination of the ACC's services with New Jersey's public mental health system.

Directs programs as assigned and in that capacity meets all performance expectations of a director for quality, productivity, operational and regulatory compliance, budget compliance, generating reports and revenue expectations.

Hires, trains, supervises all assigned staff including disciplinary actions when required.

Team building intra and interdepartmentally.

Represent the Vice President of Behavioral Health at meetings, participate on internal and external committees, task forces as assigned.

2001-2004 Horizon Behavioral Health Care Prospect Park, NJ

### **Executive Director**

**Supervision:** Provision of regularly scheduled administrative and clinical supervision to 16 Adult Partial Care staff and to Medical Day Care Social Work staff/students.

Consultation and evaluation of all partial care services and environments.

**Programmatic:** Maintaining consistent analysis of the effectiveness of all partial care services and subsequent implementation of programmatic changes.

Responsible for reviewing current literature in the field, which may impact on partial care service delivery and for developing strategies for more efficient service implementation.

Assist the Executive Management Team in the development of strategies for new service and marketing direction.

Standardized policies and procedures among all practices, including patient registration, co-pay collection, telephone and client communications, back office practices, risk management and infection control.

**Marketing & Outreach:** Responsible for presentations, outreach and developing referral networks.

Created and developed marketing materials and strategies for outreach.

Organized community awareness/education workshops for both professionals and the consumers to support market development activities and expansion of services.

Created liaisons with several referral source organizations to develop and standardize the individual care plans and to offer comprehensive services.

Implemented and directed community outreach services to two different public school districts for reducing violence.

**Administrative/Financial:** Fiscal monitoring and budgeting of partial care services.

Consolidated vendor contracts for supplies, improving purchasing power and reducing expenses.

Development of positive working relationships with funding sources, the professional and lay communities.

Responsible for contributing to the ongoing development of Standard Operating Procedures for partial care services.

Transportation supervision and direction.

**Human Resource Management:** Recruit, hire and manage personnel and consultants for all Partial Care components.

Complete performance appraisals, promote staff development activities, build team cohesiveness and utilize disciplinary procedures as necessary.

Responsible for assisting in interpreting agency policy to staff, professional and lay communities.

**Clinical:** Develop philosophy and objectives for the clinical operations of the Partial Care Program.

Overall coordination and provision of clinical staff training and development within the department under the direction of the Chief Operating Officer is responsible for new clinical program development and expansion.

Interpret and transmit clinical policies and procedures to staff to ensure compliancy.

Participate in meetings with other professionals and the community to promote good public relations, achieve program goals, improve clinical service delivery and to coordinate clinical care/treatment with outside practitioners.

Responsible for monitoring the clinical quality of client record documentation.

Responsible for investigating and ensuring appropriate disposition for all denied admissions and continued/extended stays of service.

Oversees and monitors the clinical services to ensure optimal care and that such care meets the prescribed standards of the program and regulatory sources.

Provides clinical training regarding individual and group therapies and modalities.

**Coordination:** Responsible for coordination of administrative processes for all partial care services.

Responsible for interfacing with all company departments.

Responsible for contributing to the process of resource planning with special emphasis given to analyzing partial care services resource needs.

**Direct Service:** Responsible for providing emergency clinical management and/or assistance and may maintain an active caseload or facilitate groups as necessitated.

## **Experience~**

### **Academic**

2012-Present                    University of Southern California MSW Virtual Academic Center  
Course(s): Human Behavior in the Social Environment.

2011-Present                    New Jersey Child Welfare Training Partnership: Montclair State University; Rutgers The State University & Stockton University.

2006-2009                      Rutgers The State University New Brunswick/Newark, NJ

### **Adjunct Professor~Graduate School of Social Work**

Courses: Diversity and Oppression; Supervision and Consultation

1998-2001 Rutgers The State University Newark, NJ

### **Part-time Lecturer~NCAS, Women's Studies Program**

Courses taught: Introduction to Women's Studies, Women in the Workplace, Topics In Women's Studies: Psychology, Violence and Law, Mentored Internship in Women's Studies  
Instruct with a course of study that encourages and includes multicultural learning in an attempt to erode barriers such as racism, classism, sexism, heterosexualism, ageism, ableism, etc.

Focus is on the totality of women's experiences with a goal to better understand and respect the diversities and commonalities of women's experiences, situations, and identities with an emphasis on basic human rights.

1997-1998 Montclair State University Upper Montclair, NJ

### **Graduate Assistant~Psychology Department**

Committee member for the creation of the Center for the Study of the Child.

Responsible for research and bibliography for The Center for the Study of the Child and comparable programs in the U.S. and abroad and for a Forensic Psychology undergraduate course.

Assisted the plenary committee for the implementation of a Women's Studies Major.

Teaching Assistant for General Psychology and Development I course. Responsible for teaching course materials when necessitated and grading and proctoring exams.

Responsible for grading term papers for approximately 80 students.

Individual counseling, tutoring and group workshops to encourage comprehension and application of course material and to assist students with stress-reduction.

Temporary Mentored Adjunct responsible for the instruction of Educational Psychology course, 90 students.

### **Publications**

*The Positivity Pulse: Transforming Your Workplace.* (2011) Createspace: WA.

El Pulso de la Positividad: Transformando el Lugar Donde Trabajas. To be released 2012.

*Tribal Warriors: Life Skills to Optimize Well-Being for Teens.* To be released Fall 2012.

*Roadmap to Success: America's Top Intellectuals Map Out Successful Business Strategies* with Ken Blanchard and Deepak Chopra. To be released Fall 2012.

### **Licensures/Memberships/Awards**

**Children's Success Foundation Ethics, Research & Global Summit Committee Member.**

**International Institute of New Jersey Cultural Competency Advisory Committee Member.**

**Students of International Positive Psychology Mentor.**

**The International Positive Psychology Member**

**Madison Who's Who of Professionals 2004-2005: Demonstrating Exemplary Achievement and Distinguished Contributions to the Business Community**

**Marquis Who's Who of American Women 2004-2005: Featuring the most accomplished women in all areas of human endeavor.**

**International Coach Federation Member #1012405**

**New Jersey Professional Coaches Association Member**

**Phi Beta Kappa Member, The National Honor Society**

**PSI CHI Member, The National Honor Society in Psychology**

**Beth Niemi Award: Work in Women's Studies: Rutgers~The State University**

**Designated Rutgers Scholar: The College Honors Program**

**Certificate of Appreciation: Montclair State University Graduate School**

**Amnesty International Member**

**Southern Poverty Law Center Member**

**National Association of Social Workers/NJ Chapter ID#886364445**

**NJ Licensed Clinical Social Worker #44SC05188200**

**Board Certified Professional Counselor-American Psychotherapy Association**

**International Critical Incident Stress Management Member**

**The American Academy of Experts in Traumatic Stress Member**

### **Certifications/Trainings/**

#### **Accreditations**

**Advanced Trainer/Certified Nurtured Heart Specialist:** The Nurtured Heart Approach: Howard Glasser, Tucson, AZ.

**Rational-Emotive Behavioral Coaching Certification:** Albert Ellis Institute, New York, NY

**Certified Professional Coach Program: Therapist Track:** Grow Training Institute, Inc.

**Accredited Executive Associate:** The Institute for Independent Business (IIB-USA) Consultancy Business School, Parsippany, NJ.

**Vanguard Authentic Happiness Positive Psychology Coaching Program:** Authentic Happiness Coaching, LLC, Marty Seligman, Ph. D.: Bethesda, MD.

**Leadership Team for Pathways to Wellness: Partners for Excellence: Bridging the Gap Between Physical Health & Mental Health:** University Behavioral Healthcare: UMDNJ/Center for Excellence in Psychiatry: Piscataway, NJ

**Therapist As Life Coach:** The Institute For Life Coach Training, CO: New York, NY

**EMDR Level I & II Trainings:** EMDR Institute, CA: Brooklyn, NY

**Rational-Emotive Behavioral Therapy Primary & Advanced Certifications:** Albert Ellis Institute, New York, NY

**Trauma & Addiction Certification:** The Meadows, AZ

**Evolving Thought Field Therapy Basic Training:** BDB Group, NJ: New York, NY

**Crisis Response Specialist/Consultant:** Crisis Management Certification Crisis Management International, Atlanta, GA

**Secure Data Systems~Quickbooks Pro 99**

**Group Psychotherapy:** Rutgers-The State University, Piscataway, NJ

**Open the Heart, Soften the Belly.** Bachman, Brown, Cicetti, Iselin, NJ

**Healing Connections/Heart, Mind, Spirit:** Paul Pearsall, Mahwah, NJ

**Quality and Empowerment Training:** WomenRising, Inc, Jersey City, NJ

**Treating Anxiety, Depression and Anger Effectively:**  
Albert Ellis: Albert Ellis Institute, Morristown, NJ

**Public Personnel Management Graduate Course:** John Jay College of Criminal Justice, Graduate Program, New York, NY

**Clinical Social Work Supervision Certification:** NJ National Association of Social Workers, Carlton Munson, Ph. D: Denville, NJ

**Field Work Instructor Certification:** Rutgers The State University, School of Social Work: Newark, NJ

**Treating Explosive Kids:** A Collaborative Problem Solving Approach, Ross Greene, PhD., American International College, Springfield, MA.

**Crisis Plan Development:** NJ Dept of Human Services, DCBHS, UMDNJ

**Gang Involvement in New Jersey:** Dept of HS, DCBHS

**Implementing Positive Behavior Support:** NJ Dept of HS, DCBHS, UMDNJ

**Needs Assessment:** NJ Dept of HS, DCBHS

**Infusing Cultural Competence:** Advancing and Sustaining Cultural & Linguistic Competence, NJ Dept of HS, DCBHS

**DSM-Mental Disorders & Psychotropic Medications:** Dept of HS, DCBHS

**Psychiatric Medication Education:** University Behavioral Healthcare: UMDNJ

**Outcomes Performance Based Management:** Dept of HS, DCBHS

**Fetal Alcohol Spectrum Disorders:** ISIS Workshop.

**Wraparound Training:** Dept of HS, DCBHS

**Roles and Responsibilities:** Child Family Team: Dept of HS, DCBHS

**Spirituality and Wellness Conference:** Mental Health Association in New Jersey

**Asperger's Workshop:** Yale University, Celeste Saunier.

**Feeling Good Now: New Rapid Recovery Techniques for Depression & Low Self-Esteem (Cognitive Behavioral Therapy):** David Burns, MD



## **Managing Oppositional and Aggressive Behaviors in Children and Adolescents: The Evidence-Based Kazdin Method:** Care Plus NJ, Inc: Paramus, NJ

### **Conferences/Presentations**

**Transforming Children & Schools: The Nurtured Heart Approach.** 2011 Positive Psychology World Congress, Essex & Passaic County Traumatic Youth Loss Coalition, Grand Rounds at Trinitas Hospital.

**Qualitative & Quantitative: Moving the Nurtured Heart Approach to Evidence Based Practice.** The First NHA Global Summit, San Francisco, CA. Volunteer Service.

**The Positivity Pulse: Transforming Your Workplace.** Speaker at the annual Department of Children and Families Conference, Eatontown, NJ, NASW Annual Conference, Atlantic City, NJ, the American Psychological Association in Washington, DC and The Nurtured Heart Global Summit, San Francisco, CA. Poster session at the 2011 Positive Psychology World Congress.

**Inform & Inspire:** The Nurtured Heart Approach in Schools. Guest Speaker sponsored by the Community Health Network Therapeutic School and Preschool, Belleville, NJ presenting to Child Study Team professionals.

**Positive Psychology & The Nurtured Heart Approach.** Key Speaker sponsored by ISIS, LLC, West Orange, NJ.

**Today is My Name: Fetal Alcohol Prevention.** Key Speaker sponsored by the Irvington Family Intervention Program, Irvington, NJ. Volunteer Service.

**Nurture the Heart: Nourish The Child.** Key Speaker presenting The Nurtured Heart Approach, West Orange, NJ.

**Positive Psychology & The Nurtured Heart Approach:** The Fifth Annual Child Advocacy Conference, Montclair State University, NJ. Volunteer Service.

**Depression & Aging: Applying Positive Psychology.** Guest speaker New Hope Baptist Church of East Orange, East Orange, NJ. Volunteer Service.

**Wraparound System of Care** in New Jersey to varying agencies and organizations. Golden Door Charter School, Jersey City, NJ. Volunteer Service.

**October 2005-Present**~Emcee Annual Employee and System Partner Awards for ISIS.

**April 2005**~Guest Speaker: Rutgers-The State University Graduate School of Social Work. "Identifying Violence as Trauma."

**April/October 2004**~Guest Speaker: New Jersey Mental Health Association, The Career Connection. "Co-Occurring Disorders: Finding Flow and Solutions for Employment."

**May, 2003**~Horizon Behavioral Healthcare, Prospect Park, NJ-Emcee. "Stigma: Raising Awareness Against Mental Health Stigmatism." Responsible for running, organizing and presenting in a full-day workshop/conference to reach out to healthcare providers, consumers and the general community. Presented on women's mental health and stigmatism historically to present.

**October 28, 2002**~Horizon Behavioral Healthcare, Prospect Park, NJ-Emcee. "Shameful Knowledge: Violence in Women's Lives" Responsible for running, organizing and presenting in a full-day workshop/conference to reach out to healthcare providers to promote effective screening tools for domestic violence victims. Presented workshops on Human Rights For all: The Convention of the Elimination of All Forms of Discrimination Against Women and The Implementation of Domestic Violence in the Workplace Policies for employers and facilitated the panel discussion on cultural sensitivity and domestic violence.

**July/August 1999**~Fords Branch Library, Fords, NJ. Co-instructor for The Education Program funded through MANAVI. Pilot program goals are to outreach and educate a population of South Asian women who struggle with English as a second language. Main objectives include: feminist consciousness raising, colloquial English, and establishing collectivity. Topics: gender role socialization, patriarchy in women's lives, feminism, racism and classism.

**June 1999**~Production Assistant for Shakti Productions, Maryland. Under the direction of Grace Poore, assisted with the documentary film production of *The Children We Sacrifice* which explores the exploitation of South Asian girls through familial and social childhood sexual abuse.

**May 25, 1999**~John Adams Middle School, Edison, NJ. Guest speaker as a representative of MANAVI to discuss the effects of domestic violence on adolescents as witnesses and/or victims. This program was funded by a grant provided through University of Medicine and Dentistry of New Jersey (Piscataway, NJ) in conjunction with MANAVI and Women Aware, Inc., New Brunswick, NJ.

**May 10, 1999**~Cornell University, Ithaca, NY. Guest speaker as a representative of MANAVI for a fundraising event sponsored by the South Asian Association for Political & Academic Awareness. Goals included raising consciousness regarding the complexities of violence in women's lives with a focus on cultural and class/caste diversities and commonalities and introducing power, feminist, and multicultural theories as vehicles for understanding and eradicating violence.

**April 15, 1998**~ Rutgers The State University, Newark, NJ-Emcee. "Safe, Smart & In Charge" Responsible for operating, organizing and emceeing AWARE's 2<sup>nd</sup> Annual Conference titled, "Safe, Smart and In Charge." Fundraising in excess of \$6,000 to include transporting and feeding our target audience of Newark, New Jersey teenagers. The goal of the conference/workshop was to address and provide alternatives for healthier, safer, and smarter life styles. Topics presented were: HIV/AIDS, homophobia, racism, sexism, gang violence, relationship and domestic violence, drug/alcohol abuse, unplanned pregnancy, contraception, abortion, race, gender and mental health/self-esteem, complimentary HIV testing and/or counseling.

**April 9, 1997**~ Rutgers The State University, Newark, NJ-Emcee. "Shared Knowledge, Shameful Knowledge: Violence in Women's Lives" Responsible for organizing and administrating a day-long conference. With over 200 participants, this multicultural conference addressed diverse forms of violence in women's lives. National and local resources were available for legal and psychological counseling. Work in this domain has been rewarded with a mini-grant in the amount of \$2,500 from the Office on Women's Health, U.S. Dept. Of Health and Human Services.