

CRAIG NUSSBAUM, MSW, LCSW, MBA

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EDUCATION/CERTIFICATIONS:

ROWAN UNIVERSITY

Supervisor Certificate (Expected July 2020)
CERTIFIED SCHOOL SOCIAL WORKER
RUTGERS UNIVERSITY, INSTITUTE FOR
MANAGEMENT AND EXECUTIVE
DEVELOPMENT
Certificate in Human Resources Management,
August 2009
RUTGERS UNIVERSITY, NEWARK, NJ
Executive MBA with Marketing Concentration, May
2008

MSW, May 2004

RUTGERS UNIVERSITY, CAMDEN, NJ
MUHLENBERG COLLEGE, ALLENTOWN, PA
BA Psychology, May 1998

Who's Who Among Students in American Colleges
& Universities
Member of Psi Chi, Psychology Honors Society
Member of Phi Sigma Tau, Philosophy Honors
Society
Member of Order of Omega, Greek Honors Society

OTHER MEMBERSHIPS/ACCOMPLISHMENTS:

- Member of Merchantville Borough Historical Preservation Committee
- Member of Merchantville School District Board of Education
- Liaison for Haddon Heights School District/Voting Member
- Member/Co-founder of Jewish Abilities Alliance Website (Special Needs Resource Directory for Camden, Burlington, & Gloucester Counties)

RELATED EXPERIENCE

2/16—Present Apple Counseling, Sewell, NJ

- *Outpatient Therapist:* Provide individual and family therapy to children, adolescents, and adults.
- *In Home Therapist:* Provide individual counseling in home through the PerformCare system of the State of New Jersey to children and adolescents with various mental health diagnoses (e.g. ADHD, Oppositional Defiance, depression, etc.).
 - Individual and family counseling
 - Attend necessary meetings with school districts
 - Complete weekly progress notes
 - Complete quarterly treatment plan updates
 - Participate in treatment plan meetings with case managers.
 - Complete Needs Assessments for new families trying to get In Home Resources.

2/16—Present New Behavioral Network, Cherry Hill, NJ

- *Mental Health Therapist:* This company provides in home counseling to adolescents with various mental health diagnoses (e.g. ADHD, Oppositional Defiance, depression, etc.) who are able to be maintained in their homes.
 - Individual and family counseling
 - Attend necessary meetings with school districts
 - Complete weekly progress notes
 - Complete quarterly treatment plan updates
 - Participate in treatment plan meetings with case managers.
 - Complete Needs Assessments for new families trying to get In Home Resources.

2/20—6/20 Delran School District, Delran, NJ

- *School Social Worker:* Provided coverage of school social worker for a maternity leave at Delran High School, Elementary School, and Intermediate School.
 - Provide school based counseling to students based on IEP.
 - Serve on Child Study Team (i.e. attended annual review meetings, evaluation planning meetings, act as case manager, etc.)
 - Complete social histories
 - Participate in I&RS meetings
 - Participate in Mental Health Committee
 - Serve as Out of District Case Manager for several students in alternative placements
 - Utilize IEP Direct, Real Time software

7/13 – 8/19

Gloucester County Special Services School District, Sewell, NJ

- *School Social Worker:* This is a special needs school district serving children and adolescents with various developmental disabilities (i.e. autism spectrum disorders, Downs Syndrome, etc.) and mental health needs.
 - Individual therapy as dictated by students' IEP's.
 - Interact with school districts related to scheduling meetings and communicating progress of students.
 - Complete progress reports on students' progress in individual therapy during school.
 - Assist in implementation of individual behavior plans and monitoring progress
 - Assist in de-escalation of students experiencing behavioral crises.
 - Assist parents/guardians in connecting to services in home related to their child's needs.
 - Work with any group homes or other in-home providers to assist with continuity across environments.
 - Handle all intake duties (i.e. read evaluations, interview child, tour family, etc.) for new students.
 - Ensure all students get on and off of the bus daily.
 - Anti-bullying Specialist: Investigate any claims of harassment, intimidation, or bullying per school policy and law. Present annual community awareness presentation on Cyber-bullying.

- 1/14—8/17 HG Counseling, Inc., Medford, NJ
 - *Mental Health Therapist:* This company provides in home counseling to adolescents with various mental health diagnoses (e.g. ADHD, Oppositional Defiance, depression, etc.) who are able to be maintained in their homes.
 - Individual and family counseling
 - Attend necessary meetings with school districts
 - Complete weekly progress notes
 - Complete quarterly treatment plan updates
 - Participate in treatment plan meetings with case managers.

- 2/15—1/16 Liberty Healthcare Services, Mt. Laurel, NJ
 - *Interim Program Director:* Liberty Healthcare Services is creating a new division to work with children and adolescents with mental health and developmental disabilities. I am assisting with the creation of this new program from both the clinical and operations sides. I am assisting with the hiring, training, clinical oversight, and overall program management and development.
 - Completed application process to the State of NJ for RFP to serve children and adolescents
 - Creation of job descriptions for all program roles.
 - Responsible for hiring staff to work with targeted clients.
 - Responsible for networking with local agencies to develop company awareness.
 - Creation of marketing materials to illustrate new program.
 - Creation of policies and procedures for all paperwork requirements.
 - Clinical oversight of all clients assigned to the agency.
 - Direct supervision of all staff responsible for working with clients.

- 9/11 – 2/15 Maxim Healthcare, Cherry Hill, NJ
 - *Therapist:* Maxim Healthcare provides in home counseling to adolescents with various mental health diagnoses (e.g. ADHD, Oppositional Defiance, depression, etc.) who are able to be maintained in their homes.
 - Individual and family counseling
 - Attend necessary meetings with school districts
 - Complete weekly progress notes
 - Complete quarterly treatment plan updates
 - Participate in treatment plan meetings with case managers.

- 6/11- 7/13 Center for Family Guidance Excel & Insight IRTS Programs, Camden, NJ
 - *Social Worker:* The Excel & Insight Programs work with adolescents with very severe mental health and developmental needs. Many of these children have been physically and/or sexually abused and neglected. These children all have diagnoses ranging from bipolar, oppositional defiance, conduct disorder, ADHD, PTSD, etc.
 - Individual and family therapy
 - Group therapy
 - Design individual behavior plans and treatment protocols
 - Organize and lead monthly treatment plan update meetings
 - Responsible for all case management duties (i.e. organizing team meetings, discharge planning, parent contacts, sending out team meeting minutes, etc.)
 - Participate in weekly clinical case review to provide peer feedback on cases and decisions for all residents.

- 9/09 – 1/12 New Behavioral Network, Cherry Hill, NJ

- *Behavioral Consultant:* New Behavioral Network provides services to children and adolescents with developmental disabilities (autism spectrum disorders, mental health disorders, etc.) in the home.
 - Discrete trial training
 - Design and implemented behavioral support plans
 - Functional Communication Training (i.e. PEC's, pictures, some basic sign language)
 - Parent training and consultation

- 6/09 – 6/11 VisionQuest, New Lisbon, NJ: VisionQuest serves youths from 12 to 17 years of age with mental health and/or juvenile justice issues. The center is located in the Pine Barrens and utilizes wilderness/adventure treatment, equine treatment, individual, and family therapy to work with each client.
 - Clinical Therapist/Admissions Coordinator (12/10-6/11):*
 - Screen potential clients for admission to the program using online database system.
 - Interview clients for potential admission to the VisionQuest Program
 - Coordinate medical, clinical, and operations to accept new admissions
 - Work with various state agencies (i.e. CMO's, YCM's, DYFS, etc.) to gather necessary information about incoming clients
 - Conduct individual and group therapy with adolescents with various mental health diagnoses
 - Conduct family sessions with adolescent clients
 - Coordinate all treatment plans and other progress notes
 - Conduct staff training on various clinical topics (i.e. boundaries, suicide prevention, etc.)

 - Director of Compliance (6/09-12/10):*
 - **Conduct employee training** on various topics such as supervision, communication, etc.
 - **Certified Safe Crisis Management Trainer**
 - Ensure compliance with all State, Federal, and Corporate regulations
 - Responsible for follow up on all investigations conducted by the State (i.e. IAIU/DYFS, Police, etc.)
 - **Supervise Compliance Department** consisting of 3 staff members to ensure that youth rights are being protected.
 - **Supervise Records Clerk** to ensure all filing is done accurately.
 - **Supervise Facility Management Department** to ensure that all maintenance projects are completed.
 - Help with **implementation of entire Continuous Quality Improvement Process** (i.e. compliance with bench marks, follow through on action items, etc.)

- 11/08- 6/09 INCENTIVE SYSTEMS, INC, AMBLER, PA
 - *Independent Contractor:* Incentive Systems was looking to tap into the changing Medicare regulations. I helped design a marketing campaign to target individuals 65+ to utilize Incentive Systems to choose their new Medicare Health Plan.
 - Designed targeted advertising campaign to attract target demographic for Medicare services through research on new Medicare health regulations.
 - Distributed necessary materials to specific locations that would attract business
 - Followed up on all necessary contacts to examine whether advertising campaign was hitting desired audience.

- 11/04 – 11/08 DEVEREUX FOUNDATION, WOODBURY, NJ
 - *State MR/DD Quality Coordinator:*
 - Responsible for carrying out all Devereux Corporate National mandates with regards to trainings, policies, etc. Serve as liaison between Devereux Corporate and Devereux New Jersey Treatment Network.
 - Responsible for creating annual quality management plan that reflects Devereux Corporate mandates and the vision of the New Jersey Treatment Network.
 - Liaison between Devereux and the State of New Jersey (i.e. DDD, DHS, DDL, etc.) for all investigations, inspections, incidents, etc.
 - Responsible for tracking and trending all incident data for Network of 42 group homes.
 - Conduct investigations for incidents that are deemed to be extremely serious (abuse with major injury, missing client funds over \$500, sexual abuse allegation, parent/agency grievances, etc.)
 - Responsible for quality management meetings for each of 5 regions of Devereux's New Jersey Treatment Network
 - Complete monthly home inspections (i.e. documentation, environmental) of selected sample of group homes across New Jersey Treatment Network.
 - Serve as Champion for Customer Service. Hold each region accountable for all Customer Service Plans, feedback from Parent/Guardian Survey Results, etc.

- Serve as chairperson for Human Rights Committee to ensure that clients' rights are not violated in behavioral support plans or in their home or work environments.
- Serve as Chairperson for Risk Management Committee. Conduct monthly meetings to discuss potential risks to the company and proactive solutions. Organized peer review system among committee members to discuss recent incidents of high risk.

6/04-11/04 INCENTIVE SYSTEMS, INC, AMBLER, PA

- *Customer Service Director:*

- Responsible for making follow up phone call on the status of health plan, life insurance, and disability claims.
- Working with companies and their employees providing necessary information regarding their policies.
- Assisting the President and other sales managers with information received by phone, fax, etc.
- Editing and adding information to the company website to provide increased healthcare information links and forms

5/99-6/04 BANCROFT NEUROHEALTH, HADDONFIELD, NJ
BRAIN INJURY SERVICES

- *Program Liaison (6/03-6/04)*

- Responsible for monitoring Individualized Rehabilitation Plan/Individualized Service Plan process and progress for 25 brain injured adults.
- Responsible for coordinating all team meetings with various therapy providers (i.e., physical therapy, psychology, occupational therapy, etc.), family members, and residential personnel.
- Help families find future placement and support options upon discharge from Bancroft NeuroHealth.

- ELEMENTARY AUTISM PROGRAM

- *Teacher's Assistant/Behavioral Assistant (11/02-6/03)*

- Worked 2 days per week in the classroom on a 1:1 or 1:2 teacher: student ratio. Used discrete trial teaching methods to help educate children with autism from ages 5 to 9 years old.
- Worked 3 days per week assisting with creating and maintaining behavioral data collection, writing behavioral intervention plans, and writing interdisciplinary team meeting minutes. Also responsible for creating visual picture schedules and reinforcement systems for students.
- Completed fieldwork requirements for MSW program under school social worker. Maintained caseload of 3 families of various ethnic and socioeconomic status. Responsible for regular contacts, connecting parents with necessary resources, participating in parent support groups, and any individual counseling.

- PEDIATRIC & ADOLESCENT RESIDENTIAL CAMPUS

- *Program Manager (10/00-11/02):*

- Responsible for supervision of 12 staff. Completed Quarterly evaluations and yearly evaluations of all employees. Maintained lowest turnover rate of any other supervisor. Helped 5 staff develop skills to receive promotions.
- Completed Neuropathways Level III, Mentor training. Included Zenger-Miller management training course. Helped develop team building and supervisory skills.
- Responsible for 12 person-served's behavior plans and residential Individualized Habilitation Plan (IHP) process. Monitored progress and adjusted plans to help children meet behavioral goals and increase skills for independence. Helped train staff to maintain at least 90% treatment integrity with all behavior plans. Maintained communication with parents, school personnel, and nursing departments to coordinate inter-disciplinary team process.
- Implemented Peer/Student Council bi-monthly for residents to have input on future activities and voice concerns.
- Designed Leadership Training Series for In-Charge Staff to develop leadership skills. Arranged for guest speakers from different departments (i.e., program director, vice-presidents, etc.).
- Monitor all finances for residents and apartment.
- Assisted with interviewing and recruitment of new staff.
- Managed scheduling for all 12 staff.
- Served on Social-Sexual Steering Committee to advise various departments on dealing with sexual issues involving their residents.
- Key facilitator of workshop for siblings of all residents of Bancroft during MSW fieldwork.

LINDENS NEUROBEHAVIORAL STABILIZATION UNIT

- *Clinical Associate (5/99-6/00)*: Participated in behavior modification treatment of children and adolescents with developmental disabilities to reduce problem behaviors. Also worked to reintegrate these persons into the community and transition to lesser restrictive facilities.
- *Completed Neuropathways Class, Level 1*: A 13 week class to improve job performance.
- *Reliability Position*: Served as an independent observer for behavioral modification sessions for inter-rater reliability for the data collected.
- *Clinical Case Coordinator(6/00-10/00)*: Managed individual person-serveds' cases throughout their residence at the Lindens. This included running all functional analysis sessions, designing treatment plans, presenting their progress to the interdisciplinary team, and collecting and analyzing all of the unit and session data. Also, participated routinely in new staff orientation to the Lindens.

7/98-5/99

CHILDREN'S SEASHORE HOUSE @CHILDREN'S HOSPITAL, PHILADELPHIA, PA

- *Clinical Assistant*: Implemented behavior plans designed to decrease problem behaviors (i.e. aggression, self-injury) in developmentally disabled children utilizing Applied Behavioral Analysis.

1/98-5/98

NATIONAL HOSPITAL FOR KIDS IN CRISIS, OREFIELD, PA

- *Intern*: Completed a research project studying the effectiveness of the hospital's program for reducing the probability of a repeated suicide attempt in their adolescent patients in conjunction with the psychology department of Muhlenberg college.

COMPUTER SKILLS

Windows, WordPerfect, Microsoft Office Programs, Boardmaker

PRESENTATIONS/PUBLICATIONS

Craig Nussbaum, Dawn M. Smith, Patricia Tilton, Elizabeth Kaighn, Kelli Quaile, and Ruth Torres (May 2004). The Effect of Behavioral Momentum and Functional Communication Fading on Noncompliance and Disruption in the Classroom. Presented at the annual conference of the Association for Behavioral Analysis: Boston, MA.

Craig Nussbaum, Brett J. DiNovi, Kristin Vespe, and Stephen Bruce (May 2002). Using the Brief Functional Analysis in an Outpatient Setting. Presented at the annual conference of the Association for Behavioral Analysis: Toronto, Ontario, Canada.

Craig Nussbaum, Sean Casey, and Christine Horvath (May 2002). Mrs. Hoover, Do I Have A Function? Presented at the annual conference of the Association for Behavioral Analysis: Toronto, Ontario, Canada.

Craig Nussbaum and Sean Casey (May 2001). An Evaluation of the Importance of Pace and Presence of a Gestural Prompt in an Autistic Child. Presented at the annual conference of the Association for Behavioral Analysis: New Orleans, LA.

Perrin, Frances A., Progar, Patrick R., Tessing, Jennifer L., Cifuni, Nicholas M., Bailey, James R., Jr., Nussbaum, Craig N., Nau, Paul A., and Bruce, Stephen S. (October 2000). When History Turns Tricks: The Effects of Behavioral History on Functional Analysis and Treatment Outcomes. Symposium presented at the annual meeting of the New York State Association for Behavioral Analysis: Saratoga Springs, NY.

North, S.T., Progar, P.R., Eberman, E.M., Bailey Jr., J.R., and Nussbaum, C.N. (May 2000). Why are you targeting me? Investigating Behavioral History and Aggression. Presented at the annual conference of the Association for Behavioral Analysis: Washington, D.C.

North, S.T., Progar, P.R., Eberman, E.M., Bailey Jr., J.R., and Nussbaum, C.N. (May 2000). Why are you targeting me? Investigating Behavioral History and Aggression. Presented at the annual YAI conference for the National Institute for People With Disabilities: New York, NY.

North, S.T., Progar, P.R., Eberman, E.M., Bailey Jr., J.R., and Nussbaum, C.N. (October 1999). Why are you targeting me? Investigating Behavioral History and Aggression. Presented at the annual conference of the New York State Association for Behavioral Analysis: White Plains, NY