

CAROL BRITTON LAWS, PHD, MSW

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EDUCATION

PhD School of Social Work, The University of Georgia, 2012, GPA 3.91
Dissertation: *Credentialing as a Predictor of Staff Retention in Supports for Aging Adults with Developmental Disabilities* [Chair: Stacey Kolomer, PhD, University of Albany]

MSW School of Social Work, Rutgers University, 2007, GPA 3.93
Internships: *The New Jersey Department of Developmental Disabilities, 2005-2006; The Elizabeth M. Boggs Center on Developmental Disabilities, A University Center for Excellence in Developmental Disabilities Education, Research, and Service (UCEDD), The University of Medicine & Dentistry of New Jersey, 2006-2007*

BA Rutgers College, Rutgers University, 1994, Majors: Art History, Psychology

ACADEMIC & RESEARCH EXPERIENCE

Instructor and Coordinator of Interdisciplinary Pre-Service Education, Institute on Human Development and Disability (UCEDD), College of Family and Consumer Sciences, The University of Georgia, Athens, GA, 2012 – present.

Adjunct Faculty, Department of Human Development and Family Science, College of Consumer and Family Sciences, The University of Georgia, Athens, GA, 2013 – present.

Graduate Teaching Assistant, School of Social Work, The University of Georgia [Advisor: Jeffrey Skinner, MSW, MDiv.], 2010-2012.

Graduate Research Assistant, School of Social Work, The University of Georgia [Advisor: Kevin DeWeaver, PhD, Director of Doctoral Program], 2009-2010.

Training & Consultation Specialist, The Elizabeth M. Boggs Center on Developmental Disabilities (UCEDD), Robert Wood Johnson Medical School, University of Medicine & Dentistry of New Jersey, New Brunswick, NJ, 2007-2009.

Program Development Specialist, The Elizabeth M. Boggs Center on Developmental Disabilities (UCEDD), Robert Wood Johnson Medical School, University of Medicine & Dentistry of New Jersey, New Brunswick, NJ, 2006-2007.

Graduate Research Assistant / Interdisciplinary Trainee, The Elizabeth M. Boggs Center on Developmental Disabilities (UCEDD), Robert Wood Johnson Medical School, University of Medicine & Dentistry of New Jersey, New Brunswick, NJ, [Mentor: Deborah Spitalnik, PhD, Executive Director], 2006-2007.

HONORS & AWARDS

Service-Learning Fellow, The University of Georgia, 2013-2014.
Outstanding Teaching Assistant Award, School of Social Work, The University of Georgia, 2012.
The Graduate School Dean's Award for Social Science, The University of Georgia, 2011.
The Association of University Centers on Disability (AUCD) Trainee Scholarship, 2011.
Bernard G. Neugeboren Award for Outstanding Student in Nonprofit and Public Management, Rutgers School of Social Work, 2007.
Election to Phi Alpha, National Honorary Society in Social Work, 2006.

PUBLICATIONS

Britton, C. (2010). Book Review: Gifts 2: How people with down syndrome enrich the world. *Journal of Religion, Disability & Health*, 14 (3), 317-318.

Laws, C.B. (2013). Why DSP Recognition Matters: Organizational Support, Retention, and Quality. *Frontline Initiative*, National Alliance for Direct Support Professionals.

Refereed Manuscripts

Laws, C.B. (under review). 'Spherical devaluation' as a social work theory: A postmodern feminist approach to understanding and addressing multiple oppressions.

Laws, C.B. & Reeves, P. (in progress). The glass box: Direct support professionalization, vocational identity construction, and on-the-job identity conflict.

Laws, C.B. (in progress). The development, perceived need, and pilot test of the Self-Efficacy Index for Direct Support Professionals (SEI-DSP).

Training Curricula

Britton, C. (2009). *Implementing New Jersey's Career Path: The College of Direct Support Administrator's Handbook*. The Boggs Center, UMDNJ, New Brunswick, NJ.

Gaventa, B., McLaughlin, C., & **Britton, C.** (2008). *Overview of Developmental Disabilities*, The Boggs Center, UMDNJ, New Brunswick, NJ.

PRESENTATIONS**Refereed Presentations**

Laws, C.B. (November, 2013). *Enriching Undergraduate Education in Disability Studies through Service-Learning Engagement: A Pilot*. Poster presented at the Association of University Centers on Disability (AUCD) Annual National Conference, Washington, DC.

Laws, C.B. (November 2013). *Aging Adults with Intellectual Disabilities and Intended Staff Turnover: A Comparative Study*. Poster accepted at The Gerontological Society of America's Annual Scientific meeting, New Orleans, LA.

Laws, C.B. (June 2013). *Age of Persons Supported and Factors Predicting Intended Staff Turnover: A Comparative Study*. Poster presented at American Association on Intellectual and Developmental Disabilities (AAIDD) National Conference, Pittsburg, PA.

Laws, C.B. (December 2012). *Age of Persons Supported and Factors Predicting Intended Staff Turnover: A Comparative Study*. Poster presented at the Association of University Centers on Disability (AUCD) Annual National Conference, Washington, DC.

Laws, C.B. (November 2012).). *'Spherical devaluation' as a social work theory: A postmodern feminist approach to understanding and addressing multiple oppressions*. Paper presented at the National Council on Social Work Education (CSWE) Conference, Washington DC.

Laws, C.B. (June 2012). *The Glass Box: Direct support professionalization, vocational identity construction, and on-the-job identity conflict*. Paper presented to the American Association on Intellectual and Developmental Disabilities (AAIDD) National Conference, Charlotte, NC.

Laws, C.B. (June 2012). *The Self- Efficacy Index for Direct Support Professionals (SEI-DSP): Measuring support skill confidence to improve quality in community-based disability services*. Poster presented to the American Association on Intellectual and Developmental Disabilities (AAIDD) National Annual Conference, Charlotte, NC.

Laws, C.B. (November 2011). *The Self- Efficacy Index for Direct Support Professionals (SEI-DSP): Measuring support skill confidence to improve quality in community-based disability services*. Poster presented at the Association of University Centers on Disability (AUCD) Annual National Conference, Crystal City, VA.

Laws, C. B. (June 2011). *The Social Construction of Professionalism in Direct Support: A Qualitative Case Study*. Poster presented at the American Association on Intellectual and Developmental Disabilities (AAIDD) National Conference, Twin Cities, MN.

Invited (non-refereed) Presentations/Workshops

Laws, C.B. (January 2014). Building Competency, Career Paths, and Quality: NADSP Technical Assistance workshop. Orange AHRC, mid-Hudson collaborative, Newburgh, NY.

Laws, C.B. (January 2014). Building Competency, Career Paths, and Quality: NADSP Technical Assistance workshop. Seeking Equality, Empowerment, and Community (SEEC), Silver Spring, MD.

Laws, C.B. (September 2013). Listen up: The importance of active listening in enriching the Trainee experience. The Elizabeth M. Boggs Center's 30th Anniversary Colloquium. Rutgers University, New Brunswick, NJ.

Laws, C.B. (October 2012). Building a Culture of Competency: Introduction of OPWDD's DSP Core Competencies. New York State Association of Community and Residential Agencies (NYSACRA) Regional Forums: Albany, NY.

Laws, C.B. (April 2012). The Self- Efficacy Index for Direct Support Professionals (SEI-DSP): Measuring support skill confidence to improve quality in community-based disability services. New York State Association of Community and Residential Agencies (NYSACRA) Annual Conference, Bolton Landing, NY.

Laws, C.B. (April 2012). Direct Support Professional Credentialing 101: An overview of NADSP's credentialing program. New York State Association of Community and Residential Agencies (NYSACRA) Annual Conference, Bolton Landing, NY.

Laws, C.B. (January 2012). Direct Support Professional Credentialing 101: An overview of NADSP's credentialing program. Part 2 of a 4 part webinar series. New York State Association of Community and Residential Agencies (NYSACRA), Albany, NY.

Laws, C.B., Sarto, R. (June 2011). National Alliance for Direct Support Professionals Post Conference Information Session, AAIDD National Conference, Twin Cities, MN.

Britton, C., McLaughlin, C. (April 2010). National Alliance for Direct Support Professionals Portfolio Reviewer Training Workshop, ANCOR Conference, New Orleans, LA.

Britton, C. (April 2009). Take Me Out to the Ballgame: The Role of the Direct Support Worker as a Community Connector. The 8th Annual New Jersey Self Directed Supports Conference. Somerset, NJ.

Britton, C., McLaughlin, C. (March 2009). Workforce Development in New Jersey: Piloting and Sustaining a Career Path. The College of Direct Support Administrators Forum, ANCOR Conference, San Francisco, CA.

Britton, C., McLaughlin, C. (November 2008). Addressing Workforce Development Issues Through the College of Direct Support and the Career Path: What Agency Administrators Need to Know. Association for the Betterment of Citizens with Disabilities (ABCD) Annual Membership Meeting. New Brunswick, NJ.

Britton, C., McLaughlin, C. (November 2008) Forging the Path for the Direct Support Professional Workforce. Panelist. Association of University Centers on Disabilities (AUCD) Annual Meeting and Conference, Washington, DC.

Britton, C., McLaughlin, C. (October 2008). Addressing Workforce Development Issues Through the College of Direct Support and the Career Path: What Agency Administrators Need to Know. Arc of NJ Annual Executive Council Meeting. Camden, NJ.

Britton, C. (September 2008). Addressing Workforce Development Issues Through the College of Direct Support and the Career Path: What Agency Administrators Need to Know. Making A Difference: A Direct Support Professionals Conference. Somerset, NJ.

TEACHING

Instructor of Record

Advocacy Practices for Social Change, IHDD 5720(s)/7720(s), The Institute on Human Development and Disability, The University of Georgia, Disability Studies Certificate elective course, 2013.

Disability Issues in Adulthood, IHDD 4002/6002, The Institute on Human Development and Disability, The University of Georgia, Disability Studies Certificate required course, 2013.

Directed Study in Disability, IHDD 3010/7010, The Institute on The Institute on Human Development and Disability, The University of Georgia, Disability Studies Certificate required course, 2012.

Integrated Field Seminar SOWK 5435/5436, The School of Social Work, The University of Georgia, BSW required course, 2010-2012.

Field Practicum, The School of Social Work, SOWK 5445/5446, The University of Georgia, BSW required course, 2010-2012.

Guest Lectures

Research in the Disabilities Sector. The University of Georgia, School of Social Work, Academic Research Seminar, Required PhD Course, 2013 (for Professor Brian Bride).

Disability as Diversity. The University of Georgia, School of Social Work, Cultural Diversity, Required MSW Course, 2013 (for Professor Linda A. Long).

Development and Pilot-testing of the SEI-DSP. The University of Georgia, School of Social Work, Assessment and Measurement, Required PhD Course, 2012 (for Professor Edwin Risler).

Introduction to Disabilities Studies. The University of Georgia, College of Family and Consumer Sciences, Introduction to Family and Consumer Sciences, Required Undergraduate Course, 2012 - 2013 (for Professor Debbie Phillips).

Social Work with People with Disabilities. The University of Georgia, School of Social Work, The Profession of Social Work, BSW Elective Course, 2010-2013 (for Professor Shari Miller).

Person-centered Planning in Long-term Healthcare. The University of Georgia, School of Social Work, Social Work in Healthcare, MSW Elective Course, 2011 (for Professor Patricia Reeves).

Sexuality and Developmental Disabilities. Rutgers School of Social Work, Current Issues in Physical and Developmental Disabilities, MSW Elective Course, 2009 (for Professor Michael Knox).

Person-centered Planning. Rutgers School of Social Work, Current Issues in Physical and Developmental Disabilities, MSW Elective Course, 2008 (for Professor Michael Knox).

Other Teaching

Sexuality and Developmental Disabilities. Continuing Education Seminar, Rutgers School of Social Work, New Brunswick, NJ, 2009.

Exploding the Myth of the Perpetual Child: the Truth about Sexuality and Adults with Developmental Disabilities. University of Medicine and Dentistry of New Jersey, Robert Wood Johnson Medical School, Sexual Health and Underserved Populations Physicians Assistants Students Conference, 2008 & 2009.

Do We Really Have to Talk About THAT?! A Workshop for Parents on Sexuality and their Sons and Daughters with Developmental Disabilities. Hopewell Valley High School, Hopewell, NJ, 2009.

Person-Centered Thinking. Presented at various NJ Area Community Provider Organizations, 2007-2009.

Essential Lifestyle Planning. Presented at various NJ Area Community Provider Organizations, 2007-2009.

Accessible Technology in Learning Environments. Presented at various NJ k-12 and post-secondary schools and educational conferences, 2004-2006.

PROFESSIONAL & COMMUNITY SERVICE

President, National Alliance for Direct Support Professionals (NADSP), 2013 – 2015.

Consultant, New York State Association of Community and Residential Agencies (NYSACRA), present

Director-at-large, National Alliance for Direct Support Professionals (NADSP), 2011 –2013

Co-Chair, Education and Training Committee, National Alliance for Direct Support Professionals (NADSP), 2011 – present

Member, National Alliance for Direct Support Professionals (NADSP), 2008-present

Member, American Association on Intellectual and Developmental Disabilities (AAIDD), 2008-present

Member, Direct Support Professionals Special Interest Group, AAIDD, 2011- present

Member, Student and Early Career Professionals Special Interest Group, AAIDD, 2011- present

Editor, AAIDD Student and Early Career Professionals Newsletter, 2011- present

Elected cohort representative, Doctoral Program Committee, University of Georgia, School of Social Work, 2009 - 2011

Member, NJ Direct Support Professional Workforce Development Coalition Leadership Council, 2008-2009

Member, NJ Division of Developmental Disabilities, Statewide Training Advisory Committee, 2008-2009

Co-Chair, NJ Partners in Justice Healthy Sexuality Training Advisory Committee, 2008-2009

Member, NJ Sexual Assault and People with Developmental Disabilities Task Force, 2008-2009

Member, NJ Cultural Competence Collaborative, Steering Committee, 2007-2009

SELECTED NON-ACADEMIC PROFESSIONAL EXPERIENCE

Accessible Technology Training Coordinator – NJ, The Northeast ADA & IT, Disability Benefits and Technical Assistance Center, ILR School, Employment and Disability Institute, Cornell University, Ithaca, NY contracted to AccessPoint Solutions, Trenton, NJ, 2004-2006.

- Planned, managed and presented at statewide ADA Symposium attended by 200 community stakeholders
- Facilitated policy development for inclusive educational settings in k-12 and post-secondary institutions
- Coordinated and implemented training of over 150 post-secondary educators on web site accessibility at 2 regional Leadership Academies
- Developed accessibility training curriculum and presented workshops at 12 county and 8 statewide conferences and events
- Provided consultation and technical assistance to public entities regarding the ADA and accessible information technology to over 1200 entities

Project Manager / Program Coordinator, Family Support Center of New Jersey, Family Resource Network (Epilepsy Foundation of New Jersey), Trenton, NJ, 2002-2004.

- Managed, expanded and maintained internet based state service program which served over 500 families statewide in self-directed supports initiative
- Collaborated with state Division of Developmental Disabilities administrative staff on educational outreach to community agencies and public groups on paradigm shift to individualized budgets from service contracts
- Planned, budgeted, and implemented local and statewide trainings on transition and self-directed community based support
- Hired and trained staff for statewide data collection program
- Utilized person-centered planning tools to identify supports for 100 families with members with developmental disabilities in their communities
- Hired and trained respite providers to support families within their communities

- Provided direct supports for adults with developmental disabilities in community-based recreation program

Transitional Living Assistant / Rehabilitation Technician, Health South Rehabilitation Hospital, Toms River, NJ, 1996-2001.

- Provided direct supports to 35 adults with traumatic brain injury living in supervised apartments and group homes including all activities of daily living
- Assisted adults with cognitive disabilities with planning for community life and transitioning into independent living
- Job coached adults in various employment settings
- Assisted with physical and occupational therapy in outpatient clinic

Respite Provider, Private Residence, Freehold, NJ, 1994-1996.

- Supported family with son with autism from age 6-8 by providing respite in all aspects of daily care
- Implemented communication therapy techniques as directed by child's mother and speech therapist
- Prepared specialized meals as required by dietician
- Facilitated socialization in community based settings