

## CURRICULUM VITAE

Gwenelle Styles O'Neal  
Professor  
West Chester University  
Graduate Department of Social Work  
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### EDUCATION

**D.S.W., 1981**, Social Welfare, Columbia University, School of Social Work, New York  
National Institute of Mental Health Traineeship; Dissertation: *Leadership Orientation and Policy Implementation in Community Mental Health Centers*, c 1981

**M.S.W., 1972**, Group Work, New York University, School of Social Work, New York  
U.S. Social and Rehabilitation Service Traineeship

**B.A., 1970**, Sociology / Spanish, Spelman College, Atlanta, Georgia  
Cum Laude Rockefeller Foundation Scholarship

### Professional Certification

LSW New Jersey Licensed Social Worker (2010-Present)

### EXPERIENCE

#### Academic

- Fall 2011- Professor, West Chester University, Graduate Department of Social Work  
Courses: The Dialectic of Oppression and Liberation, Organizations and Communities, Specialized Practice: Advanced Policy Analysis, Community based Prevention Services
- Fall 2008 Acting Chair, West Chester University Graduate Department of Social Work
- 1998-2011 Associate Professor, West Chester University, Graduate Social Work Department.  
Chair, Human Behavior in the Social Environment sequence. Courses taught: HBSE, Oppression and Liberation, Advanced Community Practice, and field practicum.
- 1.2000- Interim Chair/MSW Program Director. Graduate Social Work Department. Coordinated  
8.2001 initial accreditation process.
- 1991-1992 Visiting Assistant Professor, Rutgers University, Camden, NJ
- 1992-1998 Assistant Professor, Rutgers University, Camden, NJ  
Courses taught: Introduction to Social Work (graduate). Introduction to Social Welfare, Organizational Theory and Administration, Human Life Cycle and Groups at Risk in Contemporary Society (undergraduate). Supervised independent research, field work supervision and advising (75). Advisor to undergraduate student association, member Faculty Senate.

- 1985-1991 Adjunct Faculty, Camden County College, Camden and Blackwood, NJ  
Courses taught: Child development, Social Work Process, Introduction to Human Service, Social Studies and Science Concepts for Preschoolers (a section taught at Respond Child Care site), and Field Work Supervision.
- 1978-1979 Lecturer, New York University School of Social Work, New York, NY  
Taught Social Welfare Programs and Policies (graduate), a section taught in West Chester.
- 1977 Instructor, LaGuardia Community College, Brooklyn, Y.

### **Management and Practice Experience**

- 1988-1990 Director, Community Services, CAMcare Community Mental Health Center, Camden, NJ. Member of the senior management team responsible or supervision of four clinical supervisors at three outpatient offices, and the consultation unit. Supervise and evaluate department assignments, utilization rates, charge compliance, consumer complaints and training agenda. Provided training to local agencies and directed prevention programs in the middle schools. Established affiliation and contractual arrangements with network agencies.
- 1992-1998 Consultant, Gamma House, Early Head start Program Child observations and parent education pertaining to mental health needs.
- 1987-1991 Director of Consultation & Education, CAMcare Community Mental Health Center, Camden, NJ. Responsible for staff providing consultation, training, community education and program development for agency and local agencies, schools, churches, and community organizations.
- 1976-1980 Assistant Director, Alcoholism Clinic, Bellevue Psychiatric Hospital, New York, NY. Coordination of outpatient and in-patient treatment services. Administration and supervision of clinical and support staff of 13; students and volunteers; in-service to medical students. Facilitated client orientation groups; consumer council; direct services, consultation adolescent unit, facilitated community outreach groups and fundraising. Increased consumer visits.
- 1977-1981 Psychotherapist, Millhauser Laboratories, New York University Medical Center, New York, NY; Private practice
- 1974- 1981 Consultant Activities: Researcher New York City Public Schools; Group Facilitator, Upward Bound Program, Bloomfield College, Bloomfield, NJ; Farmingdale Children's Psychiatric Home, Farmingdale, NJ; Researcher, Family Service Association, Burlington County, NJ

## **SCHOLARSHIP**

### **Articles**

#### **Peer Reviewed**

- Ocean, Vanidestine, Radis, **O'Neal**, Nuccio, Craig, Woleachak, DeLoach, Hendricks, Lair, Akbar, (2021, Under review) Seizing a disruptive opportunity: Remote work-study as anti-oppressive practice during COVID-19 and beyond. *About Campus*.

- Bailly-Mompoint, A., Brumley, B., Mraz, M.A., Morgan, B., O'Neal, G.S., Radis, B., Nguema, S.W., Keeler, C., & Ocean, M. (2021). Anti-Racism Working Group: Exploring the Results of an Interdisciplinary Partnership at a Large Public University. *Advances in Social Work*, 20(2/3) (Summer 2021), 857-875, DOI: 10.18060/24053
- O'Neal, G.S. (2012). Teaching note: self-assessment and dialogue as tools for appreciating diversity. *Journal of Social Work Education*, 48(1) 159-165.
- O'Neal, G. S. (2006). Using multicultural resources in groups. *Groupwork*, 16(1), 48-68.
- O'Neal, G & O'Neal, R. (2003). Community development in the USA: An empowerment zone example. *Community Development Journal*, 38(2), April, 120-129.
- O'Neal, GS & Reid, JC (1999). Parent education groups: Using cultural literature in the engagement phase. *Groupwork*, 11(2), 138-141.
- O'Neal, G.S. (1998), Accountability factors associated with the delivery of mental health services to children. *Child & Adolescent Social Work Journal*, 15(3), June, 227-239. Supported in part by Rutgers Minority Faculty Grant Award
- O'Neal, G.S. (1998). A curriculum module on "socio-economic status and health", for policy & practice courses in social work, *Journal of Baccalaureate Social Work*, April, 113-120.
- O'Neal, G.S. (1997). Focusing on strengths in a special education class: A primary prevention approach. *Social Work in Education*, 19(4), 279-284.
- O'Neal, G. S. (1996). Enhancing undergraduate student participation through active learning, *Journal of Teaching in Social Work*. 13(3), 141-155.
- O'Neal, Gwenelle S. (1993). Preventing conflict: encouraging collaboration among students, faculty and family, *Social Work in Education*, April, 83 - 89.
- O'Neal, Gwenelle Styles (1984). Leaderstyle and community involvement, *Community Mental Health Journal*, Summer, 20(2), 135-145.

### **Books**

- O'Neal, G. S. (2018). *From oppression to inclusion: Social workers advancing change*. San Diego, CA: Cognella.
- Miller, S., O'Neal, G.S., & Scott, C. A. (Eds.) (1982). *Primary prevention approaches to the development of mental health services for ethnic minorities: A challenge to social work education*, New York: Council on Social Work Education.  
As staff, developed guidelines for manuscript submissions; responsible for coordinating editing and production.
- O'Neal, G. S. & Scott, C.A. (1981). *Supplying a critical need: Preparing ethnic minority doctoral social work students for leadership roles in mental health*, New York: Council on Social Work Education.

### **Chapters in Books**

Invited:

- O'Neal, G.S. (2010). Criteria for selecting a theory, in Abbott, A.A. (Ed.), *Alcohol, tobacco and other drugs*. Washington, D.C: NASW Press
- Blankertz, L & O'Neal, G. S. (2010). Co-occurring disorders, in Abbott, A.A. (Ed.), *Alcohol, tobacco and other drugs*. Washington, DC: NASW Press
- O'Neal, G.S., (1982) "Mental health in minority communities: An overview," in Miller, S., O'Neal, G.S., & Scott, C.A. (Eds.), *Primary prevention approaches to the development of mental health services for ethnic minorities*, New York: Council on Social Work Education.

### Book Reviews

- O'Neal, G.S. (2009). Book Review: A life less ordinary, by Baby Halder, Wasafiri: *International Journal of Contemporary Writing*, Spring, 57, 85-86.
- O'Neal, G.S. (2005). Book Review: Prospero's mirror, by Ilan Stavans, *Hispanic Outlook in Higher Education*. July, 15(21), 45.
- O'Neal, GS (2003). Book Review: Living on the razor's edge, by Matthew Selekman, *The New Social Worker* and/or [www.socialworkbooks.info](http://www.socialworkbooks.info). March.
- O'Neal, G.S. (2003) The Buddha book, by Abraham Rodriguez, *Hispanic Outlook in Higher Education*, February 13(9), 48.
- O'Neal, G.S. (2003). What's love got to do with it? A critical look at American charity, by David Wagner, *Social Thought*, 22, 4.
- O'Neal, G.S. (2002) Soledad, by Angie Cruz, *Hispanic Outlook in Higher Education*, October 13(20), 56.
- O'Neal, G.S. (2001). The house on Mango Street, by Sandra Cisneros, Book Review in *Hispanic Outlook in Higher Education*, August, 11(22), 49.

### Other

- O'Neal, G.S. (2012- present) Multicultural Resources Database. Located on the Frances Green Library pages. <http://subjectguides.wcupa.edu/content.php?pid=53980&sid=3049962> (Available to WCU faculty and students, updated annually)
- O'Neal, G. S. (2009). The role of communication within the family unit. <http://www.helium.com/items/736136-the-role-of-communication-within-the-family-unit>
- O'Neal, Gwenelle S. O'Neal, (2006) Punto Final- Engaging students with multicultural resources, *Hispanic Outlook*, December, 17(6), 76.
- O'Neal, GS, (2000). Engaging elderly clients in groups. *Gerontology Newsletter* June
- O'Neal, G.S. (2000). Wanted community practice students: an empowerment zone example. Published in the Proceedings, August 2000 on the web. Available until 9/2002 at [www.arcaf.net/social\\_work\\_proceedings](http://www.arcaf.net/social_work_proceedings) Joint Conference of the International Federation of Social Workers and the International Association of Schools of Social Work, Montreal, Canada.
- O'Neal, G.S. & O'Neal, R.A. (1999). Pedagogy for the community: Integrating multidisciplinary research and multimedia for conventional and non -conventional students, in *Connections: Adult Learners and the Evolving University*, Proceedings of the 19<sup>th</sup> Annual ACE Alliance Conference, pp157-162. (Paper accepted through referred process.)
- O'Neal, G.S. (1999). Are we doing enough for children and youth? Implications for community work. *Focus: NASW NJ Chapter Newsletter*, June 9.
- O'Neal, G. S., (1998) Child Abandonment, 152-156; Community Programs for Children, 295- 298; Social capital in families, 1236 – 1238, *Encyclopedia of Family Life*, CA: Salem Press, 1998
- O'Neal, G.S. (1998) Hyper - segregation," *Racial and Ethnic Relations in America*, CA: Salem Press
- O'Neal, G.S, (1999). Anxiety, p. 31-32, Bonding, p. 80-81, *Children's Health*. Pasadena, CA: Salem Press.
- Technical Report, State of Affairs of Latinos in New Jersey: Needs Assessment of the Latino Community in New Jersey, Rutgers University School of Social Work, Camden - Center for Strategic Urban Community Development. Gloria Bonilla-Santiago, Editor. Served as Lead Consultant, facilitated focus groups and prepared draft versions of the policy recommendations. April 1993.
- O'Neal, G. S., (1994) Description of conflict questionnaire. (HaPI Record)

- Pittsburg, PA: Behavioral Measurement Database Services. (Producer) McLean, VA: BRS Search Service (Vendor).
- O’Neal, G. S. Sunrays, *Seek*, Summer 1993. (Inspiration)
- O’Neal, G. S. “The real McCoy: a tribute to African American inventors – VIEWER’S GUIDE.” Accompanies the video. Greensboro, NC: Foxx/Styles Productions, 1992.
- O’Neal, G. S., Editor, (1981). *CSWE/NIMH Minority Fellowship Newsletter*, New York: Council on Social Work Education.
- Styles, G., (1979). Do photographs reinforce negative stereotypes? *Public Welfare* 37(1), Winter, p. 9.

### **Professional Service and Presentations**

- 2021, 11. Evaluation Team Member, Middle States Commission on Higher Education, Bowie State University, Bowie, Maryland
- 2021, 4.9 Presenter with Shakira Davis, Breaking the Cycle: Historical Relevance of Disparity in Education--How Classroom Teachers Can Support the Success of all Students Based on Individual Need Virtual Workshop, Octorara School District Professional Development, 7- 12 teachers and staff
- 2021.1.29 Presenter with Shakira Davis, Breaking the Cycle: Historical Relevance of Disparity in Education--How Classroom Teachers Can Support the Success of all Students Based on Individual Need Virtual Workshop, Octorara School District Professional Development, K-6 teachers and staff
- 2021, 1. Poster presentation with Wan-Yi Chen, Teaching Excellence through University Community Collaboration in Capacity Building, Society for Social Work & Research (SSWR) Virtual Conference
- 2020, 12. - Participant, Octorara School District Equity & Inclusion Leadership Team Working group with Octorara School District personnel to improve student success
- 2020, 8. Presentation with Ben Morgan, Antiracist-Writing Assessment, A Labor-Based Grading Narrative, Student Success Center personnel
- 2020, 3. Presenter with Ben Morgan, Labor-based grading, Social Work Department, West Chester University
- 2020, 3. Presenter with Shakira Davis, Integrating Multicultural Literature & Emotional Health Strategies for Classroom and Family Interventions, PA NAME Annual Conference, Cabrini College
- 2020, 6. Presenter with Wan-Yi Chen, Teaching Excellence through University Community Collaboration in Capacity Building, International Association of Social Work with Groups (IASWG), Virtual Conference
- 2020, 1. Presentation with Ben Morgan, Antiracist-Writing Assessment, A Labor-Based Grading Narrative, Faculty members teaching WRT123

- 2020, 1. Presenter with Chen, W. & Quigley, M. Teaching Excellence through University Community Collaboration in Capacity Building, 4th Annual SoTLA Conference, West Chester University
- 2019, 10. Facilitator with Wan-Yi Chen, Community Forums in Philadelphia, Implementation of Project - Teaching Excellence through University Community Collaboration in Capacity Building
- 2019, 6. Presenter/Facilitator, All people have challenges: Let's work together, International Association of Social Work with Groups (IASWG), New York, NY
- 2019, 3. Presenter, "Sharing Multicultural Resources through Community-based Organizations 20<sup>th</sup> Annual Pennsylvania NAME Conference, Drexel University School of Education
- 2018, 4.8 Middle States Evaluation Team Member, Site visit to Morgan State University, Baltimore, Maryland
- 2016, 5. 13 Moderator, Using a Trauma Lens: Micro and Macro Systems, Columbia University School of Social Work Annual Alumni Conference
- 2016, 4.1 Presenter, How Incorporating Multicultural Resources in Your Syllabus Affects Retention and Global Citizenship, PA-NAME Conference, West Chester University
- 2013, 11. Presenter with Barb Schneller, Director of Social Equity, How Incorporating Multicultural Resources in Your Syllabus Affects Retention and Global Citizenship, PASSHE Inclusive Excellence conference at Shippensburg University on Nov. 21 -22
- 2013, 2. Poster Presenter, Using Perspective Taking in Critical thinking: An Active Learning Process, Lily South Teaching Conference, UNCG, Greensboro, NC
- 2012, 11. Poster Presenter, Using GIS in a Community Practice course, CSWE Annual Conference, Washington, DC
- 2012, 3. Invited Expert Panelist, Culture & Protective Factors, Center for Study of Social Policy, Washington, DC
- 2012, 2. Presenter, Building Client Confidence, NASW-NJ, Unit Meeting, Lawrenceville, NJ
- 2011, 6. Presenter, Ethnographic Interviewing, 5th Annual Cultural Competence Training Conference, Family Service Association, Atlantic City, NJ
- 2011, 5. Integrating Multicultural Resources to Build Client Confidence, accepted for presentation at the NJ NASW Conference, Atlantic City, 5.2011.
- 2011, 6. Evaluation Team Member, Middle States Commission on Higher Education, SUNY Old Westbury, Long Island University, NY
- 2010, 2. Presenter, Multicultural Resource Use (MRU) Model for Teaching and Practice: A Transactional Approach, Lilly Conference on College and University Teaching, Greensboro, NC

- 2009, 6. Workshop Presenter, African American Mental Health. Family Service Association, 3<sup>rd</sup> Annual Conference, Atlantic City, NJ
- 2009, 4. Evaluation Team Member, Middle States Commission on Higher Education, SUNY Hunter College, NY
- 2009, 2. Presenter, Facilitating Groups using the Multicultural Resource Model, American Group Psychotherapy Association, Annual Conference, Chicago (2/20/2009)
- 2008, 11. Presenter, Multicultural Resource Use Model for Practice and Supervision, Council on Social Work Education Annual Program Meeting, Philadelphia, PA (11/1/2008)
- 2008, 1. Workshop Presenter, African Americans' Mental Health, Family Service Association, Atlantic City, NJ (CEU credits)
- 2008, 2. Workshop Presenter, Engaging with Multicultural Resources, American Group Psychotherapy Association, Annual Conference, Washington, DC. (2/23)
- 2007, 6. Presentation, Learning Techniques and Multicultural Resources: Tools for Groups, for 29th Annual Symposium for Advancement of Social Work with Groups, Jersey City, NJ.
- 2006, 11. Panelist, West Chester University, Workshop on Universal Design for Learning
- 2006, 7. Presentation, with Gail Bollin, Preparing Teachers and Social Workers to Work Together in the Classroom, ATE Summer Conference, Philadelphia, PA
- 2005-2007 Reviewer, Judith Holm Clinical Social Work Awards Rated paper submissions
- 2004, 2. Presentation, Using Multicultural Resources in Group Work, CSWE Annual Program Meeting, New York (Paper accepted 11/30/04)
- 2004, 9. External Reviewer for internal Collaborative Grant competition at CUNY on Interdisciplinary Community Collaboration
- 2002, 10. Presentation: Engaging consumers using multicultural literature in groups" AASWG International Symposium, New York. October 19
- 2002, 9. Training, for Council on Social Work Education accreditation reviewers, CSWE Alexandria, VA.
- 2002, 2. Consulting Editor, *Journal of Behavioral Health and Services*
- 2001, 6. Presentation, Social work skills for a post welfare reform society. Claiming our Economic Human Rights: History, Analysis and Action, Social Welfare Action Alliance National Conference, June 30, Temple University, Philadelphia, PA
- 2000, 6. Presentation, Engaging Elderly Clients in Groups, Gerontology Institute, Jamesburg, NJ Invited Presentation.

- 2000, 3. Nominated for Social Worker of the Year (NASW-NJ) but not selected.
- 2000, 2. Paper presented. Wanted: Community Practice Students: An Empowerment Zone Example. For Joint Conference of the International Federation of Social Workers and the International Association of Schools of Social Work. For Montreal, Canada July
- 1999, 11 Paper accepted. Cultural Literature: Engaging Clients in Groups, for NASW-NJ Conference, April 2000.
- 1999, 10 Paper presented with R.A. O'Neal, Pedagogy for the Community, 19th Annual Alliance/ACE Adult Learners Conference, Saratoga Springs, NY October 21.
- 1997, 10 Presenter, Curriculum Modules presentation at Baccalaureate Program Directors Conference, Philadelphia, PA.
- 1997, 6. Participant. Selected to attend BPD-IASWR-NIMH Faculty Development Program, Cornell University, Ithaca, NY
- 1997, 3 Paper accepted. Factors associated with treatment planning. Ann Hartman Child & Family Conference, Mystic, CT
- 1996, 6. Presenter, Inserting a prevention module in direct practice with children. NASW NJ Continuing Education Conference. Long Branch, NJ.
- 1996, 2. Member. Elected to New Jersey Chapter NASW Committee on Leadership Identification
- 1995, 5. Moderator CSWE Annual Program meeting: Paper presentations on teaching evaluation Washington, DC
- 1995,5. Panelist, Women of Color: Incorporating Leadership in Education, Rutgers Institute on Women's Annual Conference
- 1995, 3. Presentation to Faculty: Computers in Social Work Practice Teaching Excellence Seminar Rutgers
- 1994, 4. Panelist, Celebration of Work: Rutgers Institute for Research on Women's Annual Conference. Paper presented, "Leadership Perspectives of Women of Color: Social Welfare
- 1987-1991 Chairperson, Research and Training Committee New Jersey Association of Mental Health Agencies
- 1984-1986 Member, New Jersey Committee on Minority Affairs, New Jersey Division of Mental Health & Hospitals
- 1983, 7. Selected Participant: Promising Researcher workshop, Prevention: Special Populations, National Institute of Mental Health, Rockville, MD



## **SERVICE**

### **University Service**

- 2021 5. Nominated for West Chester University Emerita Designation
2021. 2. Nominated for Dorman Award for Multicultural Leadership PA NAME
- 2019- Participant, Diversity Committee, College of Education and Social Work
- 2018 -2021 Advisory Board Member, Frederick Douglass Institute, West Chester University
- 2017-2018 Grant Award University Forum – Application with faculty, staff and student for Human  
2021-2022 Rights Film Series on Philadelphia Campus.
- 2019- Grant Award WCU Diversity, Equity, Inclusion (University Forum), Co-Director with Mia  
Ocean & Brie Radis, Anti-racism Working Group
- 2018- Co-Principal Investigator with Wan-Yi Chen, PASSHE Grant, Teaching Excellence  
2021 Through University Community Collaboration in Capacity Building
- 2017, Commencement speaker, Philadelphia MSW Program graduation. Philadelphia,  
5.15 PA
- 2009- Faculty Mentor for Marcos Campillo-Fenoll, Foreign Languages; Jessica Sullivan-  
Brown, Biology; Veronica Wilbur, Nursing; Li Lu, Accounting; Sebastian Guzman,  
Department of Anthropology and Sociology, Sherri Craig, Arts, Lauren Stolfoz, Nursing,  
Raymond Adams, Frederick Douglass Institute Scholar, West Chester University Mentoring  
Program, Michael Roche, Psychology.
- 2008- Appointed Co-Chair University Forum with Barbara Schneller, West Chester University  
2013
2008. Selected to attend Leadership Institute for Faculty Women of Pennsylvania Association of  
State Schools of Higher Education (8.2008)
- 2008-2009 Faculty mentor to undergraduate political science major, Rosa Parks
- 2008-2009 Invited to Standards Setting Panel for the WCU revised student rating of instruction form  
(12.09.08)
- 2006-2009 Elected member to Evaluation, Policy, and Training Committee (EPT),  
West Chester University Co-chair with Zhang, Naijian, Fall 2008
- 2006, 5. Presenter, PEG Pedagogy Series, Panelist on Works in Progress. West Chester University  
Enhancing Community Action Projects and UDL Techniques In The Classroom.
- 2006-2015 Evaluation Committee chair as needed, Graduate Social Work Department
- 2004-2018 Served as Evaluation Committee member or Chair in the Undergraduate Social Work  
Department as needed

### **Department Service**

- 2021 Chair, Tenure & Promotion Committee, Wan-Yi Chen Graduate Department of Social Work
- 2020 Chair, Tenure & Promotion Committee, Mia Ocean, Graduate Department of Social Work
- 2019 Chair, Search Committee, Graduate Department of Social Work
- 2019 Chair, Faculty Tenure Committee, Kim Doane, College of Education & Social Work
- 2019-2020 Scholarship Committee, Graduate Department of Social Work
- 2010-2018 Library Liaison for the Department
- 2008 - Evaluation Committee chair or member as needed
- 2008-2010 Chair, Admissions Committee, Graduate Social Work Department
- 2005-2012 Assessment Coordinator, Graduate Social Work Department  
Coordinates, collects, and reports program evaluation data

### **Community Service**

- 2016, 12.7. Presenter, College Preparation Workshop, AKA-ASCEND Program, Harry S. Truman High School, Levittown, PA
- 2016, 3, 7. Columbia University School of Social Work Alumni Profile, Gwenelle O'Neal, '81 DSW
- 2013, 8. - Elected Alumni Advisory Board Member, Columbia University School of Social Work
- 2015.5. - Participant, University of Chicago SBIRT Learning Collaborative
- 2014, 5.11 Invited speaker, Mother's Day, "For Mothers: Seeking God's Guidance"  
Parkside United Methodist Church, Camden, NJ
- 2014, 2016 Reader for Integrative paper of WCU MSW graduates who are completing dual degree program with Palmer Seminary
- 2013-2018 Member, Carl A. Scott Memorial Fund Committee, Council on Social Work Education, Alexandria, VA Reviewer of scholarship applications
- 2010, 8. Member, Council on Racial, Ethnic and Cultural Diversity Directory of Social Work Educators, Council on Social Work Education
- 2008, 4. Reviewer, CSWE Abstracts for the Annual Program
- 2011-2018 Member, Columbia University School of Social Work Alumni Conference Planning Committee
- 2006-2015 Member, Columbia University School of Social Work Doctoral Graduates Committee.

2000 -2008. Member, appointed to the board of directors of South Jersey Behavioral Health Center, Camden, NJ. Chair, Professional Review Committee. June 2001 – contributed to Leadership Development Standards for JCAHO review, Member, CEO Succession Committee (10.06)

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