Celebrating Solutions Award
Nomination Form

Legal name of organization: Rutgers, The State University of New Jersey, School of Social Work, Center on Violence Against Women and Children

Year Established: 2007

Program nominated for award (if different): Violence Against Women and Children-Certificate Program (VAWC-CP)

Year established: 2008

Address: 536 George Street

City/State/Zip Code: New Brunswick, NJ 08901

Agency phone number: 848.932.4397

Contact Person: Judy L. Postmus

Title: Associate Professor/Director

Phone number: 848.932.4365

Fax number: 732.932.6023

Email address: postmus@ssw.rutgers.edu

Website address: www.vawc.rutgers.edu

Brief description of organization: The mission of the Center on Violence Against Women & Children is to strive to eliminate physical, sexual, and other forms of violence against women and children and the power imbalances that permit them. This mission will be accomplished through the use of a collaborative approach that focuses on multidisciplinary research, education, and training that impacts communities and policy in New Jersey, the U.S., and throughout the world.

Our core values include the following:
• We acknowledge that violence affects everyone.
• We view violence from a multi-dimensional perspective that impacts individuals, families, communities, organizations, and society.
• We value feminist principles of collaboration, inclusiveness, and equality.
• We recognize the importance of preventing and addressing violence at all its stages.
• We value and respect the perspective and experiences of our community partners.
• We acknowledge that people may be at different stages in their understanding of violence.
• We believe that education can make a difference in families and communities.
• We encourage learning that makes an impact beyond the classroom.
• We recognize that diversity in all its forms is complex.
• We believe our research should make a difference in the lives of all those impacted by violence.
• We instill these core values in our research and education.

**Geographical area served:** New Jersey (primary); United States (secondary)

**Is the organization tax-exempt under IRS 501(c) (3) guidelines or a public agency/unit of government?** University but have tax-exempt status.

Please check up to five descriptors that best apply to the program you are nominating:

___Batterer treatment
___Coalition/collaboration
___Counseling
___Dating violence
___Elder abuse
___Employment/training program
___Faith-based
___Health care setting
___Hotline Service
___Legal aid/assistance
___Prison-based
_x_Public awareness/education
___School/youth violence
___Shelter-based
___Technology/Internet service
___Transitional housing
___Underserved population
_x_ University setting
___Victim relocation
_x_ Other: graduate education
Release of Information

As one of the goals of the Mary Byron Project is to disseminate information about cutting-edge programs and best practices, we wish to post exemplary Celebrating Solutions Award nominations on our website (www.marybyronproject.org). Those posted will include the organization’s website address, telephone number, and e-mail address. If you have concerns about this request, please address them to kathypaulin@marybyronproject.org, prior to submitting a nomination.

By my signature on this letter, I grant the Mary Byron Project permission to use the contents of my nomination for the Celebrating Solutions Award in the manner and for the purposes set above. I further affirm that I am fully authorized to grant such permission to the Mary Byron Project.

Signature

Date 12/01/12

C.S. 2012
1. **Describe the work of the nominated program and explain how the mission of the program is accomplished.**

The Center on Violence Against Women and Children (VAWC) is housed in the Rutgers University School of Social Work and uniquely combines the academic, nonprofit, governmental, and corporate sectors to address violence against women and children. The School of Social Work, located in one of the most diverse states in the country, has a student population of 40% white students, 38% African-Americans, 18% Latino/a, and 4% other ethnicities (e.g., Asian, Multi-Racial, Native American). Our mission is to strive to eliminate physical, sexual, and other forms of violence against women and children and the power imbalances that permit them. This mission will be accomplished through the use of a collaborative approach that focuses on multidisciplinary research, education, and training that impacts communities and policies in New Jersey, the U.S., and throughout the world.

2. **Describe the most innovative aspects of the program you are submitting for consideration.**

The Rutgers School of Social Work is the only school in the country to offer this Violence Against Women & Children – Certificate Program (VAWC-CP) to graduate level social work students. Annually, the number of students who are in the VAWC-CP as well as the number of graduate students taking our courses varies from year to year. Since its inception of the program in the Fall of 2008, we have had 156 students in VAWC-CP and an additional 920 MSW students taking one (or more) of our courses. Students for the program are recruited from the diverse group of students represented in the graduate program. There is a limited but growing body of research pointing to the inadequate preparation of social workers to address violence against women in their practice settings and the need for specialized curricula on these topics. The VAWC-CP meets this lack of preparation through in-depth courses, specialized field placements, and supportive scholarships.

Students apply for the program for their advanced year in the MSW program. Requirements include taking four (4) courses and working in an internship (field placement) in a community agency whose work includes preventing and/or intervening in domestic violence, sexual violence, or child abuse. Rutgers, School of Social Work is accredited by the Council on Social Work Education which provides standards and competencies for all social work curricula. Under that umbrella, faculty members, Drs. Postmus and McMahon, took existing courses on “Family Violence” and “Child Sexual Abuse” and built the program from there, relying on their own expertise of working in the fields of domestic violence and sexual assault for a combined 20+ years as well as their years of teaching in a social work academic setting. Those initial courses were transformed into two theoretical courses entitled “Violence and Abuse in Adulthood” and “Violence and Abuse in Childhood.” They then created an advanced policy course and an advanced clinical practice course, culling ideas from syllabi of other social work educators across the country and from practitioners working directly with survivors. Each year, these core courses are reviewed and updated to ensure we are providing non-overlapping information for VAWC-CP students as well as providing basic information for non-VAWC-CP students who might be experiencing a first-time exposure to the topic of violence against women and children. Every course includes topics on domestic violence, sexual assault, and child abuse with special emphases on understanding how these forms of violence impact diverse communities (i.e., cultural groups based on ethnicity, language, sexual orientation, disabilities, age, religions, or the military). Other topics include trafficking, understanding perpetration, prevention and intervention strategies, and self-care strategies.
VAWC-CP students are also encouraged to take two electives that have some information in the course dedicated to violence against women and children. Some course offerings were easy to approve as electives (e.g., Women's Issues); others required our offering the course instructor readings, PowerPoint slides, and suggestions of guest speakers so that students could count those classes as electives (e.g., International Social Work, HIV/AIDS, or Play Therapy). VAWC-CP students are also required to focus their assignments on violence against women and children in those electives. Hence, we have encouraged many of our colleagues in the School of Social Work to include content on domestic violence, sexual assault, and child abuse; such content may have otherwise been neglected in the courses.

The professors who teach in the VAWC-CP program have extensive experience working in the field of domestic violence, sexual assault, or child abuse (5-30+ years in the field). Nearly all of our professors have clinical experience working with survivors of abuse. Additionally, we have professors who conduct research and have worked in the judicial and executive branches of government advocating on behalf of survivors. The majority of our professors have taught in the program for over two years.

All of our required classes (not the electives) include an activist activity assignment. This assignment challenges the student to become activists and engage in activities such as writing letters or policy briefs to legislators, organizing a march/rally, training colleagues at their internship, or educating friends or family members about violence against women or children. Such an assignment encourages students to be an active participant in addressing violence in their homes, their communities, and their workplaces as a student and eventually as a social work professional.

In addition to the specialized courses, students in VAWC-CP are placed in a specialized internship or field placement that provides them with real world learning environments. Students are required to complete their field placement in an agency that focuses on domestic violence, sexual violence, or child abuse. Examples of placements include domestic violence and sexual assault centers, shelters, mental health agencies, hospitals, child welfare, government entities, and educational institutions. This year 54 agencies have partnered with us and are working with our students. Students are exposed to a variety of clinical experiences at these placements, including, crisis intervention, individual or group counseling with survivors, developing workshops or programs aimed to increase the awareness of domestic violence, sexual violence or child abuse. Students are also exposed to macro-level issues, such as policy development and/or analysis, research, and learning about general nonprofit management. Such field work provides learning opportunities for students and provides our partner agencies with more knowledgeable interns in their offices. Indeed, we have received feedback from agencies requesting our VAWC-CP students as their interns because of the additional knowledge students bring to the agency.

Students in the VAWC-CP also have opportunities to work at VAWC as a research assistant, be involved as a volunteer in community-based activities (i.e. take back the night, Clothesline Project), and attend community events. Each year, we host “Speaker’s Series” seminars on all 3 Rutgers’ campuses (i.e., New Brunswick, Camden, & Newark). Example topics include “An Introduction to Alternative Therapy with Survivors,” “Understanding Sexual Violence Perpetrators,” and “Teen Dating Violence.” Students, faculty, staff, and community members are all invited; over 220 students and community members attended one of the seminars last year.
At the end of each academic year, all VAWC-CP students are invited to a Colloquium. The leadership of the Center and the School of Social Work congratulates the students and presents each student a certificate of completion. Additionally, VAWC-CP students are recognized at the MSW graduation, and their diploma officially identifies their completion of the VAWC-CP.

To financially support students in the VAWC-CP, we received an endowment from Verizon Wireless for the creation of a Verizon Wireless Hopeline Scholarship. These scholarships, available to students since the 2007-2008 school year, are offered to at least three (3) students each year. Each “Scholar” is also offered the opportunity to work at the Center as a research assistant on a number of available projects throughout the academic year. The students selected for the scholarship show a strong commitment to addressing domestic violence, sexual violence or child abuse, and demonstrate leadership skills. At our end-of-year colloquium, scholars present research to their fellow students, family and community members, as well as to our corporate and academic partners on a particular area related to domestic violence, sexual violence, or child abuse. Some examples of their presentations include:

- Domestic Violence in the U.S. Military (Jennifer Martinez – 2011)
- Battered Latina Immigrants: Barriers and Interventions (Alberto Olarte – 2011)
- Domestic Teen Sex Trafficking (Virginia Tenias De-Lopez – 2010)
- Rape as a Weapon of War: Sexual and Gender-Based Violence in the Congo (Audrey Allred – 2009)

Finally, the required courses that we offer to our VAWC-CP students are also open to all MSW students who are not in the program. We believe that all MSW students need education on domestic violence, sexual violence, and child abuse since most social workers will encounter survivors in their work...whether they know it or not. These courses provide a foundation to all MSW students, regardless of their field of interest, in order to prepare them for working with clients.

3. Describe your program's implementation. What barriers did your organization have to overcome? How did you marshal the necessary resources for implementation?

The Center on Violence Against Women & Children (VAWC) was created in the spring of 2007. With financial support and encouragement from the administration within the University and School of Social Work, VAWC created the VAWC-CP, patterned after a similar certificate program in gerontology offered at the School. VAWC staff worked closely with the School’s administration and faculty to identify existing courses to be revised for the VAWC-CP and to create new courses needed. We also worked closely with the faculty to develop potential electives for VAWC-CP students to take. We encouraged faculty to include at least one session or module on domestic violence, sexual violence or child abuse in their syllabus and then required VAWC-CP students to focus their assignments on one of those subjects.

With such an increase in the number of students applying to VAWC-CP (and coming to our MSW program because of the VAWC-CP), we were concerned if our existing community agencies, currently working with the School, could absorb that many interns. As such, the School’s administration fully funded Dr. Sara Plummer, a non-tenured track faculty, to direct VAWC-CP and to work closely with students, School staff, and community agencies. She built strong relationships with our field agencies, considered as key partners and resources for our students throughout their educational experience. Our field agencies are leaders in shaping our students into professionals and educating them about the real
world situations that occur in the field. The field supervisors volunteer to participate in workshops and panels held throughout the year. Finally, some supervisors and other key staff are recruited to guest lecture in our courses, to teach some of our courses, and to participate in our advisory committees.

The long-term goal of VAWC-CP is to radically change social work education across the country by providing research and education on violence against women. The intended outcome is to encourage more schools of social work across this country to focus their education and research on violence against women. With appropriate funds, we hope to replicate VAWC-CP in other schools of social work around the country, as well as create a faculty and doctoral fellow program that provides grants for research on violence against women and children.

In the short-term, we are exploring the development of an online VAWC-CP as well as creating a graduate certificate in violence against women and children for graduate students in other disciplines at Rutgers. We are also in discussions with our School’s undergraduate program to create a VAWC-CP for students in that program. Finally, we would like to create specializations in our joint degree programs to focus on violence against women and children. Our School of Social Work currently has joint degree programs with Rutgers, Camden Law School (JD-MSW) and with Princeton Seminary (MDiv-MSW). We also hope that the School will continue developing joint degree programs (e.g., public health, nursing, criminal justice) in which there are VAWC-CPs as part of those programs.

The largest challenge in expanding the program rests with available resources. Currently, the only funds for the program include the endowment that provides scholarships for students and funds from the School for a non-tenured track faculty member to coordinate the project. Some of our short-term ideas are ones that could be handled by the Coordinator; however, to reach our long-term goals, additional infrastructure funding is needed.

4. **How do you know your program works? Please site two examples. Although anecdotal examples are helpful, at least one example must include quantitative data.**

Although VAWC-CP is still new, we have encountered significant growth and positive responses from former and current students, as well as interest from students applying to the MSW program because of the program and opportunities at the Center. Annually, the number of students who are in the Violence Against Women & Children Certificate Program (VAWC-CP) as well as the number of graduate students taking our courses varies from year to year. Since its inception of the program in the Fall of 2008, we have had 213 students in VAWC-CP and an additional 1,055 MSW students taking one (or more) of our courses.

Additionally, to explore the impact of our courses on students’ attitudes and behaviors related to violence against women and children, we conducted an evaluation of several advanced human behavior courses. A total of 258 students completed a pretest survey and 195 completed the posttest. Findings from data analysis included that students in the Violence and Abuse in Adulthood course held significantly improved attitudes regarding violence against women and children and were more likely to screen for abuse in practice settings.

Information collected during a process evaluation of students in the certificate program last year, showed that overall, students expressed satisfaction with the program. The students reported that they felt the courses specific to the certificate program and their internships provided them with the
information they needed to work effectively with women and children who have experienced violence and abuse. Some comments from this evaluation about the strengths of the certificate program include:

"I find I am exposed to some of the same information in my class work as well as field which is good in that what I am learning is being reinforced. The hands on experience is priceless"

"My field placement and courses have provided as much information as I could hope to gain without further field experience or study and have been valuable"

Students graduating from the VAWC-CP have gone onto professional positions working in the field of domestic violence, sexual violence and child abuse in both clinical and administrative venues. Several students have told us that getting the VAWC-CP certificate gave them an advantage when seeking jobs with domestic violence, sexual assault, or child abuse organizations. Graduates of the program work in a variety of settings (e.g., nonprofit agencies, shelters, child welfare agencies, law enforcement) providing a wide range of services (e.g., crisis intervention, case management services, counseling/therapy, research or administrative duties). Specifically, graduates have worked with survivors of human trafficking, domestic violence, sexual violence, child abuse, child sexual abuse, as well as with perpetrators of violence. Graduates not working directly with survivors at a dedicated domestic violence, sexual assault, or child abuse agency have expressed that their experiences in the VAWC-CP have allowed them to better work with clients in different capacities (i.e. mental health or substance abuse) as they have a greater understanding of violence against women and children. Many of our graduates also serve in volunteer capacities, such as on Domestic Violence and Sexual Assault Response Teams in their communities.

In addition to professional work in the field, two of our VAWC-CP scholarship recipients have gone on to pursue their careers academically by enrolling in Ph.D. programs in Social Work, with a focus on violence against women.

5. Who are your key partners? What are their roles?
The VAWC Certificate program has several key partners who provide funding, administrative support, and education to our Certificate students. Our key partners include:

**Rutgers, School of Social Work:** The School has been a key partner to our program in a number of ways. As mentioned, the school has provided funds for us to have a full-time faculty member devoted to the program. Additionally, the school markets the program to all potential and incoming students.

**VAWC-CP Steering Committee:** The Center formed a steering committee that is reflective of our diverse collaborations with multi-disciplinary audiences. For instance, representatives from the academic, corporate, nonprofit, and governmental sector are represented on our Steering Committee. This Committee guides the implementation and evaluation of the VAWC-CP and includes representatives from a Rape Crisis Center, a Domestic Violence Non Residential Program, the School of Social work faculty and administration (i.e. Associate Dean for Academic Affairs and Associate Dean of Student Services), and Verizon Wireless.

This Committee voted this past year to make the selection process more competitive. As the applications increased it became clear that we would not be able to accommodate every student who applies as we had in the past. Further, due to the nature of the issues our students would be addressing in their field placements, it was decided that expectations around academic standing and a commitment to the field of
violence against women and children would be a necessary requirement to be accepted into the certificate program.

As such, students were asked to share an example of when they were an advocate or leader in the field of violence against women and/or children or a related field. They were also asked to describe a social problem related to violence against women and/or children and how they saw their role in addressing this issue. Finally, they were asked how they planned on using the knowledge gained from the certificate program in their future career. Students who provided comprehensive answers to these questions and expressed both a commitment to the field and past leadership skills were accepted into the program.

**VAWC-CP Students and Agencies**: Our certificate students and agencies are our “consumers” as well as our partners. Our students and agencies provide us with crucial feedback about what is working in the program and what needs to be improved. Furthermore, they are the people who promote our program to fellow students and colleagues. Students who are completing the VAWC-CP routinely share information with other students and encourage incoming students to apply. The 54 agencies that we partner with know and network with each other. We recognize they are key connecters in sharing their impressions of the program with other colleagues.

**Verizon**: Verizon Wireless Foundation provided a $100,000 endowment to create Verizon Wireless Hopeline Scholarships. Three students are chosen each year to receive a $1500 dollar scholarship. Representatives serve on our Steering Committee and participate each year in our end-of-year colloquium.

6. **Could/should your program be replicated in other areas of the country? Why?**
Yes, the VAWC-CP should and could be replicated throughout the country. This certificate is the only certificate of its kind in the country for social work students. We believe this is an opportunity that other schools of social work can implement, positively impacting their student population and their communities. Agencies face high demand and it would be beneficial to them to see many more students from across the country (or globe!) have access to this important program. The certificate would help generate a larger community of professional social workers who are trained on these issues. Social workers will encounter survivors in their practice regardless of the setting. Having this specialized knowledge will provide the knowledge, skills and experience they need to adequately and appropriately respond to these individuals. Agencies who hire VAWC-CP students after graduation know they are hiring an individual who has a high level of knowledge and experience working in the field. Additionally, graduates from VAWC-CP can create a national network of peers with similar experiences who can provide guidance and support when working with survivors.

The continual need for education and training in this field is great, and replicating the VAWC-CP would be an important initiative in order to reach and link others around the country.

7. **Does your agency have a workplace policy that addresses domestic violence? If so, please include a copy.**
Yes, Rutgers University does have a workplace violence policy that addresses domestic violence. Please see attached document.

8. **Has the agency and/or nominated program received VAWA funding?** No.
September 12, 2013

Ms. Marcia Roth
Executive Director
Mary Byron Project, Inc.
10401 Linn Station Road, Suite 116
Louisville, KY 40223

Dear Ms. Roth,

Enclosed please find an original and five (5) copies of the information you requested on our Violence Against Women and Children – Certificate Program (VAWC-CP). The information includes:

- A letter of support from Office for Violence Prevention and Victim Assistance, Rutgers University as a collaborating organization
- A letter of support from Jersey Battered Women Services (JBWS) as a victim’s organization
- A letter of support from the Verizon Foundation as a funding source
- 501(c)(3) documentation from the Rutgers University Foundation
- Last year’s budget (2012-2013) for the Center on Violence Against Women & Children
- Responses to the questions asked of all semi-finalists & those asked specifically of VAWC-CP.

I am pleased that our VAWC-CP was chosen as a semi-finalist for the Mary Byron Project’s Celebrating Solutions Award. I look forward to learning of the final decision made as to the winner of this prestigious award. Please do not hesitate to ask if you have further questions.

Sincerely,

[Signature]

Judy L. Postmus, Ph.D., ACSW
Associate Professor and Director
Center on Violence Against Women & Children
August 29, 2013

Ms. Marcia Roth
Executive Director
Mary Byron Project, Inc.
10401 Linn Station Road, Suite 116
Louisville, KY 40223

Dear Ms. Roth,

It is my pleasure to write this letter of support for the Center on Violence Against Women and Children at Rutgers University, School of Social Work for their application to the Mary Byron Project's Celebrating Solutions Award for their Certificate Program in violence against women and children. This program provides much needed education for social work students to be able to appropriately and sensitively work with survivors of violence.

Through specialized coursework and internship opportunities in domestic violence, sexual assault, or child abuse agencies, the Certificate Program integrates theory, skills, and practice to best prepare students for their social work careers. Ideally, these well-qualified candidates will work in the domestic abuse field; however, they are also well-suited to work in any area since we know that workers in a variety of fields (e.g., mental health, health, substance abuse, criminal justice) interact with victims. Such a program will dramatically impact survivors and their families throughout New Jersey and throughout the U.S. since Rutgers serves students from across the country.

Jersey Battered Women's Service Inc. in Morris County, NJ is a full-service domestic violence and domestic abuse prevention agency with volunteer opportunities. The services include a 24-hour hotline; counseling; safe house; transitional living; children's services; life skills education; vocational counseling; batterers' intervention; legal assistance; teen dating violence services; and professional training, education and youth prevention programs. We have a long history of supervising interns and providing professional education. We have a very productive relationship with the Center, including taking VAWC students, partnering in research and grants, providing trainings for VAWC's continuing education program, and teaching in the Certificate Program.

We value the partnership as we work to end violence against women. I whole-heartedly support their application for the award as the Center and this program exemplify innovative and creative strategies to end domestic violence.

Thank you for your consideration.

Sincerely,

Patricia Sly
Executive Director

Jersey Battered Women's Service
Helping those hurt by domestic abuse.
P.O. Box 1437, Northfield, NJ 07643
Phone: 973.287.7510
Fax: 973.268.6996

24-HOUR HELPLINE: 973.267.4763 • www.jbws.org
Dear Sir or Madam:

This is in response to your request of November 15, 2005, regarding your organization's tax-exempt status.

In October 1983 we issued a determination letter that recognized your organization as exempt from federal income tax. Our records indicate that your organization is currently exempt under section 501(c)(3) of the Internal Revenue Code.

Our records indicate that your organization is also classified as a public charity under sections 509(a)(1) and 170(b)(1)(A)(vi) of the Internal Revenue Code.

Our records indicate that contributions to your organization are deductible under section 170 of the Code, and that you are qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Internal Revenue Code.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely,

[Signature]
Janna K. Skufca, Director, TE/GE
Customer Account Services
Gentlemen:

This refers to your request for a determination of the filing status of Rutgers The State University.

Since your organization is a unit of the State of New Jersey, its income is exempted from Federal income tax by Section 115 of the Internal Revenue Code.

As an organization exempt from Federal income tax under Section 115 of the Internal Revenue Code, your organization is not required to file annual Exempt Organization Information Returns.

Sincerely yours,

Alfred L. Winston
District Director
Gentlemen:

In view of our findings that you are an organization described in Sections 170(b)(1)(A)(iV) and 509(a)(1) of the Internal Revenue Code, it follows that:

1. You are eligible to receive qualifying distributions within the meaning and for the purposes of section 4922(g)(1) of the Code, provided they are for section 170(a)(2)(B) purposes.

2. Since you are not a private foundation, section 170(b)(1)(A)(ii) is not applicable to you in that it refers to donations to private foundations. Rather you are eligible to receive contributions which allow the 50% deduction to contributors to section 509(a)(3) organizations.

3. Any donor making contributions or distributions to you need not exercise any expenditure responsibility with respect to such contributions within the meaning of section 4945 of the Code.

4. You are eligible to receive deductible contributions within the meaning and for purposes of sections 2055(a) and 2522(a) of the Code.

5. Any individual donor or donor organization in making contributions or distributions to the Rutgers University Foundation may rely on the determination letter of April 29, 1974, issued by the Internal Revenue Service to the Rutgers University Foundation.

6. As a section 509(a)(1) organization you are an organization qualified to be recipient of termination assets of a private foundation as provided under section 507(b)(1)(A) of the Code.

Sincerely yours,

[Signature]
Prescott Berry
Acting District Director

cc: Ward J. Herbert, Esq.
McCarter & English, Counsellors at Law
Based on information supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code.

We have further determined you are not a private foundation within the meaning of section 509(a) of the Code, because you are an organization described in section 170(b)(1)(A)(iv).

You are not liable for social security (FICA) taxes unless you file a waiver of exemption certificate as provided in the Federal Insurance Contributions Act. You are not liable for the taxes imposed under the Federal Unemployment Tax Act (FUTA).

Since you are not a private foundation, you are not subject to the excise taxes under Chapter 42 of the Code. However, you are not automatically exempt from other Federal excise taxes. If you have any questions about excise, employment, or other Federal taxes, please let us know.

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

If your purposes, character, or method of operation is changed, please let us know so we can consider the effect of the change on your exempt status. Also, you should inform us of all changes in your name or address.
If your gross receipts each year are normally more than $5,000, you are required to file Form 990, Return of Organization Exempt From Income Tax, by the 15th day of the fifth month after the end of your annual accounting period. The law imposes a penalty of $10 a day, up to a maximum of $5,000, for failure to file a return on time.

You are not required to file Federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on Form 990-T. In this letter we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

You need an employer identification number even if you have no employees. If an employer identification number was not entered on your application, a number will be assigned to you and you will be advised of it. Please use that number on all returns you file and in all correspondence with the Internal Revenue Service.

Please keep this determination letter in your permanent records.

Sincerely yours,

Alfred L. Whinston
District Director

cc: Ward J. Berbert, Esquire
## VAWC Operating Budget
### 2012-2013

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1. Submit three letters of support which illustrate why the applicant is deserving of the award.
   Three letters are attached including letters from:
   1. Office for Violence Prevention and Victim Assistance (VPVA), Rutgers University as a partnering agency
   2. Jersey Battered Women’s Services (JBWS) as a victim organization
   3. Verizon Foundation as a funding source

2. Submit proof of 501(c)(3) status.
   See attached IRS Determination letter and the Rutgers Foundation nonprofit status letter.

3. Submit last year’s budget for the program to be served by the award.
   See attached 2012-2013 operating budget for the Center on Violence Against Women & Children. Please note that the CDC and Allstate Foundation are grants for specific research projects; the funds from NJ Dept. of Children and Families cover a training project specific to their employees. The Certificate Program funds primarily come from the School of Social Work (SSW) who hires the Coordinator of the program, Sharon Zucker. SSW also pays for two faculty positions including Dr. Judy Postmus and Dr. Sarah McMahon. Other funds for the Certificate Program come from VAWC as a general revenue account; funds include costs associated with meetings or colloquium throughout the semester. Scholarship awards come directly to students from an endowment housed at the Rutgers Foundation. This endowment was made possible by a donation from Verizon Wireless Hopeline Project.

4. Respond to the following questions:
   a. What is the approximate number of individuals served annually by the applicant? 
      Annually, the number of students who are in the Violence Against Women & Children Certificate Program (VAWC-CP) as well as the number of graduate students taking our courses varies from year to year. Since its inception of the program in the Fall of 2008, we have had 239 students in VAWC-CP and an additional 1,194 MSW students taking one (or more) of our courses. This past year (2012-2013), we graduated 60 students from VAWC-CP; we had an additional 317 students take our courses. For this current year, we have assigned 69 students to 52 different field placement agencies, representing such diverse fields including domestic violence, sexual assault, and child abuse as well as
programs working with batterers, LGBTQ populations, veteran survivors of military sexual trauma, and survivors of human trafficking.

b. **How many paid staff and volunteers are used to administer the nominated program?**
We have one full-time Program Coordinator, Sharon Zucker, who also teaches two courses in VAWC-CP. We also provide part-time support from one staff member at the Center; this staff member is funded from grant sources. We have two full-time faculty members, Drs. Postmus and McMahon, who also teach courses in the program. Finally, we have almost 20 part-time lecturers (i.e., adjunct faculty) available to teach our courses, dependent on enrollment.

c. **Are there past awards, accolades, and grants furnished upon the applicant that would further exemplify its success in combating domestic violence?**
At the end of 2009, Dr. Postmus was appointed by Governor Corzine to serve on the New Jersey Child Fatality and Near Fatality Review Board. Dr. McMahon was also appointed to serve on the New Jersey Domestic Violence Fatality and Near Fatality Review Board. Both appointments are an indication and recognition by the NJ government of Drs. Postmus' and McMahon's work in the violence against women and children field.

In 2010, Dr. Postmus was invited to give a policy briefing on economic abuse on Capitol Hill, sponsored in cooperation with members of the Congressional Caucus for Women's Issues, including: Reps. Donna Edwards (D-MD) and Sue Myrick (R-NC), Co-Chairs, Violence Against Women Task Force, Reps. Jan Schakowsky (D-IL) and Mary Fallin (R-OK), Co-Chairs, Congressional Caucus for Women's Issues, and Reps. Gwen Moore (D-WI) and Kay Granger (R-TX), Vice-Chairs, Congressional Caucus for Women's Issues. Over 100 staff, media, and advocates attended the event.

In 2011, Dr. Postmus was invited as a keynote speaker for a conference on violence against women in Taiwan; VAWC was also asked to be a co-sponsor and to help identify experts from Rutgers and other universities to present research findings. Dr. McMahon was interviewed by multiple news media outlets regarding the Penn State child sexual abuse scandal and allegations of sexual assault at Boston College. She was also invited by Senator Robert Menendez to participate in a town hall meeting this past spring to discuss the re-authorization of the Violence Against Women Act. Additionally, she was invited to present before the Chief of Naval Operations Executive Panel in Alexandria, VA.

VAWC has been successful in establishing itself as a leader in conducting research in New Jersey and across the country as evidenced by our national support from The Allstate Foundation and the Centers for Disease Control and Prevention (CDC) as well as by requests from nonprofit and government entities to pursue research grants to help them evaluate their programs. The Allstate Foundation has awarded Dr. Postmus $959,224 to fund a randomized control, longitudinal study entitled, “Evaluating the Impact of the ‘Moving Ahead Through Financial Management’ Curriculum with Survivors.” This study measures the effectiveness and impact of financial literacy program with IPV survivors across three regions in the U.S. and Puerto Rico. The CDC funded project, entitled “Experimentally Testing the Effectiveness of a Campus-based Bystander Intervention,” is also a randomized control,
longitudinal study of the impact of a Rutgers prevention program on students’ attitudes and behaviors related to sexual assault and bystander intervention. Drs. McMahon and Postmus were awarded a federal R01 grant from the CDC for a three year project (8/10-7/13) funded at up to $998,000. This study is in collaboration with the Rutgers University, Office for Violence Prevention and Victim Assistance (VPVA). In addition, Dr. McMahon received a $24,000 faculty grant from Rutgers to further her research on understanding multi-level bystander intervention, which expands upon the research being conducted through the CDC grant. Data collection and analysis has been completed for this project; dissemination efforts are underway.

VAWC is involved with several other evaluation projects, collaborating with nonprofit organizations at the state and local levels. This past year, we were funded by the New Jersey Coalition Against Sexual Assault (NJCSA) to analyze gender norms data that were collected from approximately 889 residents of New Jersey to determine the societal perceptions, norms and attitudes towards gender norms and key risk factors towards sexual violence. We are also involved in a program evaluation of the AMARD&V (Artists Mentoring Against Racism, Drugs & Violence) summer camp which is an innovative arts based violence prevention program for local New Brunswick youth. The evaluation is aimed at discovering if the camp impacts youth’s ability to appreciate art and build a sense of community. Finally, VAWC finished the Orquidia Esperanza program evaluation which was a partnership collaboration of the Puerto Rican Action Board and Women Aware in New Brunswick.

VAWC is also involved with providing training to specific groups of employees from several state-wide agencies. We offered 11 different workshops (one per month) to two different groups of staff from the NJ Department of Children and Families. Each 5-hour workshop covered a range of topics related to violence against women. The curriculum was developed with funds ($200,000) from the Verizon Foundation in 2008 and created by a team of academics and trainers from domestic violence and sexual assault agencies. VAWC will again offer a series of workshops this year to another two groups of child welfare staff. We have also conducted a similar series of workshops for staff from the NJ Department of Corrections and plan to offer another series to the NJ Administrative Office of the Courts this coming year.

Finally, in 2012, VAWC was invited to join the Rutgers Institute for Women’s Leadership, a selective consortium of teaching, research, and public service units at Rutgers committed to advancing women’s leadership. Drs. Postmus and McMahon serve on the Institute’s Board of Directors.

d. If funding were not an issue, what (if any) changes or additions would you make to your program in the future? What are the long term goals for your program?
The long-term goal of VAWC-CP is to radically change social work education across the country by providing research and education on violence against women. The intended outcome is to encourage more schools of social work across this country to focus their education and research on violence against women. With appropriate funds, we hope to replicate VAWC-CP in other schools of social work around the country, as well as create a
faculty and doctoral fellow program that provides grants for research on violence against women and children. We also wish to provide grants to the Council on Social Work Education (CSWE) to create and sustain a program in their organization to focus on violence against women. Such a program would include developing curriculum that includes experiential learning projects with undergraduates, and enhancing advanced MSW specialty areas (e.g. mental health, substance use, and health) with violence against women competencies.

In the short-term, we are exploring the development of an online VAWC-CP as well as creating a graduate certificate in violence against women and children for graduate students in other disciplines at Rutgers. We are also in discussions with our School’s undergraduate program to create a VAWC-CP for students in that program. Finally, we would like to create specializations in our joint degree programs to focus on violence against women and children. Our School of Social Work currently has joint degree programs with Rutgers-Camden Law School (JD-MSW) and with Princeton Seminary (MDiv-MSW). We also hope that the School will continue developing joint degree programs (e.g., public health, nursing, criminal justice) in which there are VAWC-CPs as part of those programs.

Additional questions:
1. The application states that students are placed in a specialized internship or field placement that provides them with real world learning environments.
   a. What length of time are these internships and field placement, i.e., semester, academic year?
      Students in the VAWC-CP are required to complete 675 hours per academic year in their field placements. That roughly translates to 3 days per week at the agency covering 15 weeks per semester, for two semesters (a full academic year).
   b. Are the students required to participate in more than one field placement or internship?
      Students only complete one field placement due to the large number of hours required. Please note that this is the second field placement in the MSW program; students have already completed a full year in another social service agency to gain foundational skills.

2. In the application you state that in order to reach long-term goals, additional infrastructure funding is needed. How are you working to solve this?
   As part of our strategic planning process, we realized the need for all staff to take part in seeking funding and submitting grants. We have provided some training on how to develop concept papers and write grant applications for various projects, including infrastructure, and are working closely with a development officer from the School of Social Work to identify possible funders for these projects, as well as possible funders to endow the work of the Center and this program. We have also initiated conversations with the Dean of the School of Social Work to hire a “Grants Coordinator” so that a full time staff person can be dedicated to seeking funds. The intent would be that every grant would include a percentage of funds to cover this Coordinator’s position so that within 3 years, the position would be fully funded through grants. This conversation has stalled temporarily since we have recently hired a new Dean; we plan on talking with her soon about this request. Finally, we include a small percentage in every grant to provide some infrastructure support of staff and activities.
3. **To date, how many students have fully completed the requirements of the certificate program?**

   To date, 182 students have completed the certificate program. In addition to our new cohort (69), an additional five students (part-time) from previous cohorts are anticipated to complete the certificate program requirements by May 2014.

4. **Is a domestic violence victim/survivor represented on the Steering Committee?**
   
   This past year, Dr. Sara Plummer left her position as the VAWC-CP Coordinator for an academic position at another school. We hired Sharon Zucker to replace Dr. Plummer to coordinate this program. During this transition, we disbanded the original Steering Committee temporarily; Ms. Zucker will be re-initiating the Steering Committee and will be inviting former and new members to join. While we know that we are often in the presence of victims/survivors of domestic violence, as an academic center it is difficult to identify individuals as such. However, we fully recognize the importance of having the victim/survivor voice represented, and it is Ms. Zucker’s intention to invite victim advocates to join the Committee, as well as others who work with victims/survivors.

5. **Is it anticipated that utilization of an on-line VAWC-CP will allow the program to be open and available to more students?**

   Yes. Rutgers School of Social Work just launched a fully online MSW for students outside of New Jersey. We have already had conversations with the director of this online program; she is in favor of having an online VAWC-CP. We plan to seek funding to support this expansion.

6. **Have other Rutgers’ programs, either academic or athletic, utilized the resources and expertise of this program to develop additional programs or responses to violence against women in the campus community?**

   Rutgers University is quite fortunate to not only have our academic center that focuses on research, teaching, and community work, but also to have an Office for Violence Prevention and Victim Assistance (VPVA) on campus (see one of our recommendation letters). VPVA provides direct services to victims of dating and sexual violence and conducts prevention programs for all students and athletes on campus. The function of our Center is to not compete with direct service providers but to support their efforts. Hence, we work closely with VPVA to evaluate their programs and support them as needed. Indeed, Sharon Zucker, our new Coordinator of VAWC-CP used to work in this office and direct their SCREAM Theater program. Many of their staff teach our courses and they function as one of our field placements for our clinical students.

   VPVA provides mandatory programming to all student athletes at Rutgers, as well as to all incoming first-year students, on issues of interpersonal violence and violence prevention. Much of the programming teaches bystander intervention as a primary strategy in preventing interpersonal violence, and utilizes the extensive research and evaluation done by VAWC, and specifically Dr. Sarah McMahon, to support the work.
Additionally, it is our hope to collaborate with other academic programs at Rutgers to offer graduate level certificates in Violence Against Women and Children in other disciplines. We know that violence against women and children overlaps with many other courses of study, such as law, women and gender studies, public health, public administration, psychology, sociology, etc. We would like to create a certificate program that would allow graduate students in other selected disciplines to take VAWC-CP courses and gain knowledge on these issues and how to apply this knowledge to their course of study and professional career.

7. Please feel free to briefly share any additional information about your program that may be helpful for our reviewers to know.

The state of New Jersey, through the New Jersey Coalition for Battered Women (NJCBWS) offers a Domestic Violence Specialist (DVS) certification. In order to receive the DVS certification, an individual must satisfy requirements in the areas of both education and direct service. We are currently working with the NJCBW to create a specialization within the VAWC certificate program for students who are interested in the DVS certification. With this opportunity, students who concentrate their field placement and assignments on domestic violence would attain the DVS upon completion of the certificate program. This collaboration would continue to enhance the positive relationship that has developed between VAWC and NJCBW, as more professionals will be able to complete the rigorous training that is associated with the DVS. At the current time, this certification is not well known throughout the State. It is our hope, and that of NJCBW, to generate more interest and expertise in this area.