

JANET HOSFORD-LAMB, MSW, LCSW-C, CEAP(PENDING)

FOCUSED SOLUTIONS, LLC.

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EDUCATION

M.S.W.	2000	University of Maryland, School of Social Work, Baltimore, Maryland Concentration: Management and Community Organization Specialization: Employee Assistance Programs
B.S.W. B.A.	1998	Western Maryland College now known as McDaniel College Major: Social Work Minor: Sociology

HONOR AND AWARDS

- Employee Assistance Professional Association Quality Award, 2004- Clinical Supervisor of Nationally Recognized EAP
- Work Horse Award, Junction, Inc peer award 2002
- Social Work Service Award, Awarded by the ARC of Baltimore, 1999
- Order of Omega Award Recipient, Western Maryland College 1998

LICENSURE AND CERTIFICATION

- Licensed Certified Social Worker - Clinical (State of Maryland) (LCSW-C # 11913)
- Licensed Independent Social Worker (District of Columbia)
- Certified Social Work Supervisor- Certified by the Maryland Social Work Licensing Board
- Certified in Basic Critical Incident Stress Management (CISM) – Certified by the International Critical Incident Stress Foundation
- Certified in Advanced Critical Incident Stress Management (CISM) – Certified by the International Critical Incident Stress Foundation
- Certified in Basic EMDR- Certified by the Humanitarian Assistance Programs
- Student Assistance Professional- Certified by the Maryland Student Assistance Program Association through Safe and Drug Free Schools
- Certified Facilitator in Community Conference, An Alternative Dispute Resolution Program
- Certified Employee Assistance Professional –Pending- In process

PROFESSIONAL EXPERIENCETEACHING

10/09-12/09	Part Time Clinical Faculty Member, University of Maryland, School of Social Work, Baltimore, MD
8/08-8/09	Part Time Faculty Instructor, Employee Assistance Online Certification Program, North Eastern University, Boston, MA.
8/06 – 12/07	Part Time Faculty Instructor, Family Studies Department, Towson University, Towson, MD.

GUEST LECTURES

10/2007- *Managing EAP Affiliate Networks*, University of Maryland, School of Social Work-Administering EAP Class (J.Jacobson, PhD)

- 04/2007- *Assessing, Diagnosing, and Treating Substance Use Disorders*, University of Maryland, School of Social Work-Psychopathology Class (K.Collins, PhD)
- 11/2006- *Addiction in the Family*, Towson University Family Studies Department-Family Theory Class (Instructor-L. Orvetz, PhD)
- 10/2006- *EAP Clinical Supervision*, University of Maryland, School of Social Work- Administering EAP Class (Instructor-J. Jacobson, PhD)
- 10/2005- *Assessing for Substance Abuse and Identifying Appropriate Treatment*, University of Baltimore Graduate in Counseling Program-Addictions 101 Class (Instructor-J. Pasely, PhD)
- 10/2005- *Panel Discussion EAP Services*, University of Maryland at Baltimore School of Social Work- Administering EAP Class (Instructor-J. Jacobson, PhD)
- 11/2004- *Addiction in the Family*, Towson University Family Studies Department-Intro Class (Instructor- J. Jacobson, PhD)
- 4/2004- *Addiction in the Family*, McDaniel College-Intro to Social Work Class (Instructor-D. Rees, DSW)
- 2/2002- *Field Experience*, McDaniel College- Social Work Practice Class (Instructor-D. Rees, DSW)
- 5/1998- *Field Experience*, Western Maryland College, now known as McDaniel College- Intro to Social Work Class (Instructor-D. Rees, DSW)

RESEARCH EXPERIENCES

- Winter 2002 Data Organizer (PI: C.Orzlack-Kroner)
Social Work Students' Attitudes towards Homosexuality
- Fall 2000 Data Evaluator (PI: D. Masi)
Effectiveness of Telephonic EAP Assessments
- Fall 1996 Effectiveness of the Taneytown Delinquency Programs
Research Methods Class

CLINICAL

- 5/08-present Faculty, Staff and Student Assistance Counselor- Casual Employee
Johns Hopkins University, Rockville, MD & Washington, DC
- 4/08-present Licensed Clinical Social Worker & EA Professional
Focused Solutions, LLC.
- 3/03 – 3/08 Licensed Clinical Social Worker
Cedar Ridge Counseling Centers, Laurel, MD
- 7/01-3/02 &
5/00 - 5/01 Part Time Family Addictions Counselor
Family Addictions Counselor and Substance Abuse Consultant to the Gateway School
Junction, Incorporated, Westminster, MD
- 5/01-11/01 EAP Care Coordinator
Business Health Services, Baltimore, MD

- 9/98-5/99 Therapeutic Foster Care Worker (Student)
BARC, Towson, MD
- 8/97-5/98 Psychiatric Social Worker (Student)
Springfield Hospital Center, Sykesville, MD

MANAGEMENT AND ADMINISTRATIVE

- 4/08-present Owner
Focused Solutions, LLC.
- 8/06-9/08 Part Time Program Manager, Alternative Dispute Resolution Program-Community Conference
Junction, Incorporated, Westminster, MD
- 9/04 - 7/06 Clinical Supervisor, Pfizer Pharmaceuticals' National EAP
APS Healthcare, Silver Spring, MD
- 3/02-9/04 Program Manager, Rapid Intake Grant
Junction, Incorporated, Westminster, MD
- 11/01- 3/02 Lead EAP Care Coordinator
Business Health Services, Baltimore, MD
- 5/00-1/01 & Employee Assistance Representative
8/99-5/00 Employee Assistance Representative (Student)
Employee and Family Assistance Program, Northrop Grumman, Baltimore, MD

CONSULTING EXPERIENCE

- 8/07-present EAP Consultant
Masi Research, Inc. Boston, MA
- 7/07-present Consultant Researcher and EAP Faculty Liaison
University of Maryland, School of Social Work, Baltimore, MD

PROFESSIONAL WRITTEN WORK

- 3/08- *Working It Out-Social Workers in Employee Assistance*
Second Author, Published in March 2008 *Social Worker Today* Magazine
- 11/07- EAP Implementation Plan written with Jodi Jacobson, PhD for the Department of Energy and sponsored
by the University of Maryland's School of Social Work.
- 6/07- *Using Alternative Dispute Resolution/Community Conference to Improve Carroll County Racial
Relations.*
- 3/07- Fiscal year 2008 grant for Community Conference, written for the Maryland Mediation and Conflict
Resolution Office. \$40,000 grant was won with this grant.
- 1/07- Grant progress report for Community Conference, written for the Maryland Mediation and
Conflict Resolution Office.
- 2/06- Clinical Supervisor Manual-Coordination of Management Referred Pfizer Pharmaceuticals

Employees, written for APS Healthcare.

10/04- *Clinical Corner* written as a statistical analysis of trends, provided quarterly by APS Healthcare 7/06 to Pfizer Pharmaceuticals.

3/02- Rapid Intake Program manual written for Junction, Inc. The manual included program theory based on best practices treatment models along with procedures and outlined session activities.

Professional Presentations/Trainings

10/08 EAP Clinical Supervision, sponsored by Masi Research Consultants, Presented to Shepell fgi, Toronto, ON Canada.

6/08 Effective Supervision, sponsored by University of Maryland's School of Social Work and the Maryland Department of Human Resources. Presented to Adult Protective Services Staff, Baltimore, MD.

6/08 Community Conference, sponsored by Junction, Inc. Presented to Risky Business Annual Prevention Conference, Westminster, MD.

4/08 Maintaining Positive Working Relationships, sponsored by APS Healthcare. Presented to Ross, Dixon & Bell's staff, Washington, DC.

3/08 Time Management, sponsored by APS Healthcare. Presented to Ross, Dixon & Bell's staff, Washington, DC.

11/07 Community Conference Program of Carroll County. Sponsored by Junction, Inc. Presented to the Carroll County's Local Management Board, Westminster, MD.

10/07 Effective Community at Work, sponsored by APS Healthcare. Presented to Hogan and Hart's staff, Washington, DC

4/07 Community Conference; an Alternative School Conflict Resolution Tool, sponsored by Junction, Inc. Presented to the Pupil Service Staff and Administrators at the Carroll County Public School System, Westminster, MD.

4/07 Effective Communication in the Workplace, sponsored by APS Healthcare. Presented to the Defenders of Wildlife, Washington, DC.

3/07 Dealing with Difficult People, sponsored by APS Healthcare. Presented to Arent Fox's Paralegal staff, Washington, DC.

2/07 Maintaining a Positive Attitude, sponsored by APS Healthcare. Presented to Hogan and Hart's Quality Assurance Staff, Baltimore, MD.

1/07 Time Management sponsored by APS Healthcare. Presented to Arent Fox's Paralegal staff, Washington, DC.

10/04 Understanding Employer Enabling and the Addiction Process. How to Intervene with an Employee at Risk. Co-presenter Glennon, J. Presented to the Maryland Dietary Mangers Professional Association. Ocean City, MD.

4/04 Understanding Employer Enabling and the Addiction Process. How to Intervene with an Employee at Risk. Sponsored by Project Lift. Presented to a Consortium of Carroll County Business Leaders and Human Resource Professionals, Westminster, MD.

- 11/02 Understanding Employer Enabling and the Addiction Process. How to Intervene with an Employee at Risk. Presented to the Dietary Mangers Professional Association-Chesapeake Chapter. Manchester, MD.
- 6/03 Understanding Addiction as a Disease. Sponsored by the Carroll County Safe and Drug Free Schools. Presented to Faculty and Staff of the Carroll County Public Schools, Westminster, MD.
- 9/03 How to Talk to Your Teen About Drug Use. Sponsored by the Carroll County Substance Abuse Prevention Program. Presented to Century High School's PTSA Back to School Night. Sykesville, MD
- 9/02 Current Trends in Adolescent Substance Abuse. A Panel Discussion. Panel Members Bigart, J. Palmieri, N. Sponsored by Carroll County's Substance Abuse Prevention Program. Presented to a consortium of community members and professionals. Hampstead, MD.
- 9/01 Cultural Diversity-Respecting Difference. Sponsored by Janus Associates. Presented to Manor Care, Adelphi, MD
- 1/01 Identifying at Risk Students and Understanding the Student Assistance Program. Sponsored by Junction, Inc. Presented to faculty and staff at the Gateway School, Westminster, MD

Professional Memberships

- * Employee Assistance Professional Association (EAPA), Chesapeake Chapter
- * National Association of Social Workers, Maryland (NASW)
- * Society for Human Resources Management (SHRM)
- * Humanitarian Assistance Programs (HAP)

SERVICE

SERVICE TO THE PROFESSION

12/06 – 8/08	Matchless Productions Advisory Board Member (Teen Smoking Prevention Program)
9/06 – 9/08	Maryland Community Conference State Coordinators Committee
3/03 - present	Western Maryland Substance Abuse Supervisors Group
11/03- 3/04	Carroll County Schools' Drug Free Workforce Policy Advisory Committee
9/02-8/04	United Way Carroll County Board Member
9/02-8/04	United Way Project Lift for Central Maryland and Carroll County
5/00-8/04	Student Assistance Program consultant for Carroll County Schools
9/99-12/00	Governor's Childcare Business Partnership of Maryland
9/99- 6/00	Work/Family Network of Maryland
9/02-5/04	Social Work Field Instructor, McDaniel College
9/99-5/00	Co-Chair, Employee Assistance Professional Association (EAPA) Student Chairperson

SERVICE TO THE COMMUNITY

11/04-Present	Member of Mineral Springs Home Owners Association
9/03	United Way Day of Caring-Painted Non Profit Organization
7/02	4H Guest Judge for Public Speaking Competition
9/99	United Way Day of Caring – Provided Service to the House of Ruth

DESCRIPTION OF COURSE(S) TAUGHT

Clinical Social Work and Addictive Behavior Patterns

This course is an advanced clinical masters leveled class that focuses on teaching students identification and treatment of addictive behaviors.

EAP Clinical Services Delivery

This course is an online advanced clinical class that focuses on teaching students the methodology of providing clinical EAP services.

Introduction to Family Studies (FMST 101)

This course is an introductory general education class that focuses on teaching students about families through the lifespan.

PROFESSIONAL REFERENCES

- Karen Eskow, PhD, CFLE
- Jodi M. Jacobson, PhD, LCSW-C, CEAP, CFLE
- Dale A. Masi, PhD, LCSW-C, CEAP
- Olivia Myers, LCSW-C, LCADC, ACSW
- Jim O’Hair, LCSW-C, CCAD, CEAP
- Robert M. Sack, M.D. (Psychiatrist)