

PETER M. SOBOTA, L.C.S.W.

ACADEMIC EXPERIENCE

Clinical Assistant Professor

State University of New York at Buffalo, School of Social Work

- Instruct and advise graduate level students studying toward Masters Degree in Social Work
- Courses taught:
 - Interventions I
 - Interventions II
 - Interventions with Families
 - Motivational Interviewing and Assessment
 - Theories of Organizational Behavior and Development
 - Mental Health and Disability Social Work
 - Integrative Seminar in Health, Mental Health, and Disability
 - Social Services to Children, Youth, and Families
 - Nature and Treatment of Alcohol and Other Drug Problems
 - Introduction to Alcohol and Other Drug Problems (taught for Institute of Addictions Studies and Training, SUNY at Buffalo, School of Social Work)
- Field Liaison for student internships
- Faculty Advisor
- Committee on Students (Chair 2002-2003)
- Chair of Human Behavior in the Social Environment Curriculum Sequence
- Sequence and Concentration Chairs

Master Scholar

Civic Engagement Learning Academy, Undergraduate Education - State University of New York at Buffalo

- Advise Vice-President for Undergraduate Education on recruitment and appointment of Fellows to the Learning Academy
- Lead Board of Fellows in developing the mission and learning outcomes of the Academy. Develop initiatives to meet mission and learning outcomes.
- Guide Fellows in the development of Academy led seminars and linkages among courses in the Learning Academy
- Guide administrative staff in recruitment, advisement, and support of student members of the Academy.

CLINICAL EXPERIENCE

Employee Assistance Programs

- Provided assessment/evaluation, short-term therapy, referral to community resources and follow up.
- Consulted with management regarding impaired employees.
- Assessed and intervened related to organizational problems.
- Delivered management training on a variety of employee relations issues.
- Provided consultation related to Threat Assessment and Management.
- Delivered Impact Support Services related to unplanned events such as accidents, death or natural disaster.
- Provided Organizational Change/Transition Support Services to management.
- Provided management with Consultation, Strategy Development and Intervention in response to high-risk situations.
- Developed and implemented management/supervisory training to support Drug Free Work Force Policy.

Chemical Dependency

- Supervised multi-disciplinary treatment team.
- Developed and coordinated treatment programs. Implemented programs and provided quality assurance.
- Performed group and individual consultation; direct and indirect treatment services.
- Performed DSM diagnosis, mental status and lethality assessment.
- Modalities included: family systems, group, individual, marital/couples, child development and behavioral.

Child Mental Health

- Provided individual, family and group treatment services within a hospital-based child psychiatric clinic and an outpatient family service agency.

Medical Social Work

- Provided consultation for preventative and acute health care including: high risk mothers and infants, long term home health care, family treatment for physically handicapped children, geriatric psychiatric counseling, grief work with the terminally ill and their caregivers.

ADMINISTRATIVE EXPERIENCE

Manager

- Managed and implemented all aspects of start-up of Motorola, Inc. Employee Assistance Program serving Elma, NY facility (up to 1100 employees).
- Provided ongoing management of program. Utilization of services averaged 15% of total employee population per year, with a 4% increase over the last two-year period.

Clinical Coordinator

- Coordinated clinical services for United States Postal Service Employee Assistance Program serving the Western New York District (up to 6000 employees).
- Provided program development, marketing and implementation.
- Developed and delivered managerial and supervisory training.
- Procured, trained and supervised network of local affiliate therapists.
- Evaluated ongoing program.

Executive Director

- Managed non-profit Foundation providing educational and experiential workshops for persons involved in recovery from addictive behaviors.
- Performed budget planning, program development and evaluation.
- Handled public relations/marketing activities.
- Coordinated program services with Board of Directors.

Supervisor

- Managed clinical services in hospital-based outpatient clinic (1,500 visits/month).
- Supervised outpatient chemical dependency treatment program development and implementation.
- Managed client treatment flow, program efficacy, quality assurance, scheduling.
- Handled functional policy and procedural implementation.
- Provided public relations development and training.

ADMINISTRATIVE EXPERIENCE, CONTINUED

Corporate Training and Development

- Identified human resource training needs of management through extensive interviews with management and staff. Based on this analysis, designed and delivered training to include, “*Supervisory Skills*”, “*Identifying Impaired Employees*”, “*Intervening with Troubled Employees*”, “*Identifying Signs of Domestic Violence in the Workplace*”, “*Workplace Violence Prevention*” and “*Employee Performance Management*”.
- Developed and delivered training courses on Transition and Change Management during periods of extensive corporate re-organization. Assisted in the development of downsizing plans to include: managing human transition through organizational change, delivering difficult news, creating an engaged workforce, and retaining critical talent. Assisted senior management with development of downsizing communication strategy.

FIELD EDUCATION EXPERIENCE

Social Work Field Educator 1988-1992

- Provided field education to Bachelors and Masters level social work interns
- State University of New York at Buffalo, School of Social Work
- State University College of New York at Buffalo, Social Work Program
- D’Youville College, Department of Social Work

PROFESSIONAL EMPLOYMENT HISTORY

STATE UNIVERSITY OF NEW YORK AT BUFFALO, BUFFALO, NY 1996 - PRESENT

- *Clinical Assistant Professor - School of Social Work (August 2001- Present)*
- *Master Scholar – Undergraduate Education, Civic Engagement Learning Academy (November 2006-Present)*
- *Adjunct Clinical Assistant Professor – School of Social Work (1996 – December 2000)*

MOTOROLA, INC., ELMA, NY 1996 - 2001

- *Manager - Employee Assistance Program*

HEALTH MANAGEMENT SYSTEMS OF AMERICA, BUFFALO, NY 1993 - 1996

- *Clinical Coordinator- Employee Assistance Program, United States Postal Service, Western New York District*

CHILDREN'S HOSPITAL OF BUFFALO, BUFFALO, NY 1993 -1993

- *Social Worker - Division of Child and Adolescent Psychiatry*

ARTHUR W. BUCHANAN FOUNDATION, BUFFALO, NY 1992 - 1993

- *Executive Director - Aurora House*

SOUTHERN ERIE CLINICAL SERVICES, BUFFALO, NY 1988 - 1992

- *Supervisor - Clinical and Administrative, Erie County Medical Center: Division of Chemical Dependency*

CHILD & FAMILY SERVICES, BUFFALO, NY 1987 -1991

- *Clinical Consultant, Employee Assistance Program (part time)*

PROFESSIONAL EMPLOYMENT HISTORY, CONTINUED

ERIE COUNTY HEALTH DEPARTMENT, BUFFALO, NY **1987 -1988**

- *Medical Social Worker*

SOUTHERN ERIE CLINICAL SERVICES, BUFFALO, NY **1986 -1987**

- *Substance Abuse Counselor, Erie County Medical Center: Division of Chemical Dependency*

CHILD AND ADOLESCENT PSYCHIATRIC CLINIC, BUFFALO, NY **1985 -1986**

- *Social Worker*

EDUCATION

- STATE UNIVERSITY OF NEW YORK AT BUFFALO, BUFFALO, NY
MASTER OF SOCIAL WORK (1985)
BACHELOR OF ARTS, COMMUNICATION (1982)

PROFESSIONAL DEVELOPMENT

- *Integrated Model for Employee Relations Service Delivery.* Park Dietz, MD; George Kohlriser, Ph.D. Training in a six-step consultation Employee Relations Service Delivery Model that focuses on early identification, collaborative decision-making, and cooperative management across of range of Employee Relations situations.
- *Assessment and Management of Workplace Violence.* Park Dietz, MD. Advanced training in identifying and assessing threats and threatening situations; domestic violence and the workplace; impact of mentally ill employees; persistent pursuit and stalking; employee suicide.
- *Leading Organizational Transition.* William Bridges and Associates. Training in consulting with managers who are responsible for implementing a downsizing, merger or reorganization to assist employees through transition. Included strategies for individual employees whose roles, careers and lives are being impacted by change.
- *Crisis Prevention and Management.* Various instructors. Training in corporate response to various crisis situations including communicating with media, employee communication strategies, violence in workplace, employee theft of proprietary data, death of employee(s) and area of natural disasters.
- *Integrating Music, Stories, Games, and Case Studies into Teaching.* William Greco, Ph.D. Reviewed pros and cons of traditional lecture method of instruction. Reviewed alternative approaches that enhance short and long-term retention of skills and knowledge, efficiency of learning, increased ability for students to use acquired skills and knowledge to solve complex, relevant, real problems.

PROFESSIONAL AFFILIATIONS

- New York State Licensed Clinical Social Worker
- National Association of Social Workers
- Certified by William Bridges and Associates to conduct Transition Management Seminars

COMMUNITY SERVICE

- Board of Education - Springville-Griffith Central School District (President)