

## Zan Haggerty, DSW, LCSW | (they/them)

### EDUCATION

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**Doctor of Social Work (DSW)** May 2024

Rutgers University, School of Social Work

Research 2 Practice Fellow (2023-2024)

Research Area: Transgender emerging adults mental health, liberation-based clinical practices

MMP: [www.collegegenderaffirmingcare.com](http://www.collegegenderaffirmingcare.com)

**Master of Social Work (MSW)** 2017

Rutgers University, School of Social Work

Clinical Social Work- Violence Against Women & Children Certificate

**Bachelor of Arts, International Human Rights & Development** 2010

The George Washington University, Elliott School of International Affairs

### AREAS OF INQUIRY AND EXPERTISE

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- Transgender mental health
- Integrated, multidisciplinary health care
- Anti-oppressive clinical practice

### PEER REVIEWED PUBLICATIONS

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**Haggerty, Z.** (2023). Queering a life worth living: A gender affirming care model for suicidal transgender emerging adults. *Journal of Gay and Lesbian Mental Health*.

Pederson, C., Knudson, L., **Haggerty, Z.**, & Padrón, K. M. (2023). White paper: Gender affirming care in college health. *Journal of American College Health*.

### MANUSCRIPTS IN PREPARATION

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Goldblatt Hyatt, E., & **Haggerty, Z.** (in press). Chapter 2: Social work and reproductive justice: A necessary fit. In Goldblatt Hyatt, E.D. (ed.). *Social work and reproductive justice: A necessary fit*. Oxford University Press.

**Haggerty, Z.** (under 2<sup>nd</sup> review). The air in the room: A qualitative study of transgender emerging adults and their experiences in mental health treatment. *Journal of LGBTQ Issues in Counseling*.

**Haggerty, Z.** & Goldblatt Hyatt, E. (in preparation). *Queering Mentorship through Liberatory Consciousness*.

Reda, Q., Miller-Butcher, V., & **Haggerty, Z.** (in preparation). From the margins to the center: Supporting today's college students.

### CONFERENCE PRESENTATIONS

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Malorni, A., Duron, J., **Haggerty, Z.**, John, R., Henessy, K., & Campbell, J. (October 2024). *Liberatory consciousness framework in action: A collaborative autoethnography of a clinical*

*social work course*. [Presentation]. Liberatory Consciousness Framework Conference (Virtual).

Pederson, C., **Haggerty, Z.**, Brintnell, D., & Soran, D. (October 2024). *Gender affirming hormone treatment: The basics of prescribing and providing gender affirming care in college health*. [Presentation]. North Central College Health Association (Minneapolis, MN).

**Haggerty, Z.** (May 2024). *Collegiate gender affirming care coalition: A website resource review*. [Presentation]. Big10 Collegiate Gender Affirming Care Coalition. (Virtual).

**Haggerty, Z.** (April 2024). *Building a lifeline for trans students: A call to action*. [Presentation]. Research 2 Practice Symposium. (New Brunswick, NJ).

**Haggerty, Z.** & Starkman, S. (February 2024). *Treating in Place for Marginalized Students with Complex Mental Health Needs*. [Presentation]. Big 10 Counseling Centers Conference. (State College, PA).

**Haggerty, Z.** & Junker, E. (February 2024). *Families in transition: Working with transgender and/or nonbinary clients in 2024*. [Presentation]. Montgomery County Marriage & Family Law. (Virtual).

**Haggerty, Z.** (November 2023). *The air in the room: A qualitative study of transgender emerging adults and their experiences in mental health treatment*. [Presentation]. Big 10 Gender Care Coalition. (Virtual).

**Haggerty, Z.** (November 2023). *Gender Affirming Clinical Care*. [Presentation]. RHS-CAPS Annual Program Meeting. (New Brunswick, NJ).

**Haggerty, Z.** & Goldblatt Hyatt, E. (October 2023). *Mentorship through Liberatory Consciousness*. [Poster Presentation]. CSWE Annual Program Meeting. (Atlanta, GA).

**Haggerty, Z.** & Gatto, M. (September 2023). *Increasing Cultural Competencies and Inclusion for Gender Diverse College Students*. [Presentation]. Mason Gross Fine Arts Department Seminar. (New Brunswick, NJ).

**Haggerty, Z.** & Gatto, M. (September 2023). *Working with Gender Expansive Students*. [Presentation]. Office of Teaching Evaluation & Assessment Research. (New Brunswick, NJ).

Pederson, C., Knudson, L., **Haggerty, Z.**, & Padrón, K. M. (June 2023). *White paper: Gender affirming care in college health*. [Presentation]. Big 10 Health Director Annual Meeting. (College Park, MD).

**Haggerty, Z.** (April 2023). *Gender Affirming Care in Medical Settings*. [Presentation]. RHS-Hurtado Health Center Grand Rounds. (New Brunswick, NJ).

**Haggerty, Z.** & Gatto, M. (March 2023). *Increasing Cultural Competencies and Inclusion for Gender Diverse College Students*. [Presentation]. Mason Gross Dance Department Seminar. (New Brunswick, NJ).

## TEACHING EXPERIENCE

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Lecturer Spring 2024- Present  
Counseling Techniques for Genetic Counselors  
Genetic Counseling Master's Program, Rutgers, The State University of New Jersey  
(Master's level)

Lecturer Fall 2022-Present  
Clinical Social Work I  
School of Social Work, Rutgers, The State University of New Jersey  
(Master's level)

Lecturer Spring 2023- Present  
Counseling Techniques for Genetic Counselors  
Topic: Two Part Series: Transference & Countertransference; Defenses & Resistance  
Genetic Counseling Master's Program, Rutgers, The State University of New Jersey  
(Master of Science Level- Course instructor: Jessica Rispoli, MGC, CGC)

## INVITED TALKS

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Invited Speaker Fall 2024  
Gender Affirming Care for Youth and Young Adults in Clinical Settings  
Schools of Social Work, Nursing, & Health Professions, Rutgers University (Virtual)  
(Master's Level- Course instructor: Cassandra Simmel, PhD)

Guest Lecturer Spring 2023  
Anti-Oppressive Clinical Practice  
School of Social Work, University of Maryland (Virtual due to COVID-19)  
(Master's Level- Course instructor: Iris Cardenas, PhD)

Invited Speaker Spring 2023  
Grief & Loss Across the Lifespan  
Topic: Adolescent Queer Identity Loss  
School of Social Work, Rutgers, The State University of New Jersey  
(Master's level- Course instructor: E Goldblatt Hyatt, DSW, LCSW)

Guest Lecturer Fall 2021  
Diversity & Oppression  
Topic: Gender Diversity  
School of Social Work, Rutgers, The State University of New Jersey  
(Master's level- Course instructor: Tam Le Rovitto, DSW, LCSW)

Guest Lecturer Fall 2021  
Clinical Social Work I

Topic: Dialectical Behavior Therapy

School of Social Work, Rutgers, The State University of New Jersey

(Master's Level- Course instructor: Beverly Mason, DSW, LCSW)

## AWARDS & FELLOWSHIPS

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- Research 2 Practice Fellow- IIDEA Grant (\$1000) 2023
- Dr. Zaneta Rago-Craft Award Recipient, Center for Social Justice, Education, and LGBTQ Communities
- Conference support, School of Graduate Studies, Rutgers University (\$1,000) 2023
- School of Social Work Alumni Opportunity Scholarship (\$2,000) 2016

## CLINICAL EXPERIENCE

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**Assistant Director**

*August 2022-present*

**Counseling, ADAP, and Psychiatry (CAPS) of Rutgers- Next Step Program**

**Rutgers University New Brunswick, NJ**

- Oversee specialized clinical program (Next Step) designed to meet the needs of with higher risk and higher need students.
- Serve as the on-site chief administrator and clinical supervisor of the facility and staff during open hours.
- Assist with recruitment, training, retention and mentoring of a diverse staff for the program. Responsible for administrative and clinical supervision for designated staff.
- Design and implement programming activities including drafts of policies and procedures for the program.
- Develop Gender Affirming Care procedure, policies, clinical templates, and competencies for transgender students in need of letters of support for medical interventions.
- Write letters of support for transgender students to increase access to medical interventions and necessary gender affirming procedures.
- Collaborate with medical providers to provide comprehensive gender affirming care to students seeking medical interventions.
- Create, maintain, and enrich the program curriculum.
- Coordinate assessment of clinical outcomes, satisfaction surveys and the like in collaboration with the quality improvement efforts at CAPS.
- Coordinate program schedules including group, individual and case management appointments. In collaboration with the Associate Director for CAPS Services designs, evaluates and re-designs work processes within the program to maximize clinical flow in an effective, efficient manner that is responsive to student needs.
- Offer clinical leadership for the program, modeling compassionate, and evidence informed/ evidence based individual and group psychotherapy care for students.
- Continually assess student needs and modifies interventions as needed.
- Offer group and individual support for students.
- Assist with coordinating care with parents/family members, concerned others on campus, referrals in the community including hospitals, IOPs, and private practitioners.
- Collaborate with all CAPS staff to provide effective care including psychiatric care and support for co-occurring mental health and substance use disorders.

- Coordinate schedules and assignments for mental health trainees offering service and training within the program.

**Licensed Clinical Social Worker**

*April 2020-August 2022*

**Counseling, ADAP, and Psychiatry (CAPS) of Rutgers- Next Step Program**

**Rutgers University** *New Brunswick, NJ*

- Perform extended evaluations for students who are in need of more intensive mental health services than traditional outpatient.
- Provide individual psychotherapy to include DBT, CPT, CBT, as well as insight-oriented modalities for a caseload of 7-10 students with high-risk presentation and/or significant mental health or functioning challenges.
- Manage DBT consultation team as DBT Team lead providing training for staff, onboarding assistance for new members, and ongoing professional development for a team of 12 clinical professionals
- Evaluate and implement crisis intervention for students who present with imminent risk to self or others
- Supervise second-year MSW intern to run groups, provide individual therapy, case management, and develop skills implementing evidence-based treatments
- Develop curriculum for advanced Dialectical Behavioral Therapy group for students who have experience with DBT but are unable to attend an adherent DBT program.
- Provide comprehensive case management for high-risk students to include referral coordination and collaboration among university offices.
- Cultivate topical activity and psychoeducational groups to meet the needs of current student population
- Evaluate services regularly and adjust to meet the needs and goals of students

**Founder, Psychotherapist**

*September 2019-present*

**Solidarity, LLC, Princeton, NJ**

- Conduct psycho-social assessments for clients
- Provided individual psychotherapy to include DBT, CPT, CBT, as well as insight-oriented modalities.
- Consult and provide comprehensive case management and referrals

**Senior Program Coordinator**

*November 2017-April 2020*

**Counseling, ADAP, and Psychiatry (CAPS) of Rutgers**

**Rutgers University** *New Brunswick, NJ*

- Performed 15-20 rapid assessments per week, including risk assessments, and safety evaluations to determine appropriate level of care and service offering for each individual.
- Provided individual psychotherapy to include DBT, CPT, CBT, as well as insight-oriented modalities.
- Provided comprehensive case management for high-risk students to include referral coordination and collaboration among university offices.
- Collected, input, and analyzed data gathered on individual students referred to higher levels of care during the collegiate academic year.

- Attended and participated in DBT Consultation Team to include running DBT skills groups, provide DBT-informed individual sessions, and consultation to DBT team members.
- Participated on Multidisciplinary Team of social work, psychiatrists, and psychologists, in an effort to provide comprehensive, client-centered consultation and case formulation for students served at CAPS.
- Led Undergraduate Interpersonal Process Group, Skills Workshops, and Distress Tolerance Groups to students of diverse backgrounds with varying clinical needs and presentations.

## **Primary Therapist**

*May 2017-November 2018*

### **Princeton House Behavioral Health**

#### **Princeton HealthCare System North Brunswick, NJ**

- Led DBT Program for acute, at-risk adolescents in the Adolescent Unit of North Brunswick location including group-based intervention, individual interventions, case management, referrals, risk and crisis assessments.
- DBT Core trained to facilitate skills review, psychoeducation, behavior chain analyses, problem solving approaches, and cope ahead plans.
- Taught DBT Skills groups to adolescents of diverse backgrounds to include Core Mindfulness, Distress Tolerance, Emotion Regulation, Interpersonal Effectiveness, and Middle Path Skills.
- Managed caseload of adolescents to include community referrals, school coordination, family involvement, and education on treatment and support for patients.
- Provided individual sessions to review diary card, conduct behavior chain analyses, solution analyses, and contingency management programs when appropriate.
- Participated in multidisciplinary DBT consultation team to ensure DBT adherence and treatment team support.
- Perform intake evaluation using psychosocial assessment and integrated diagnostic summary.
- Coordinated the development and implementation of the multidisciplinary treatment plan and complete treatment plan reviews.
- Collaborated on treatment strategies on multidisciplinary treatment team including advocating for changes in level of care, risk assessment, and crisis intervention.

## **Clinical Social Work Intern**

*August 2016- May 2017*

### **Counseling, ADAP, and Psychiatric Services**

#### **Rutgers University New Brunswick, NJ**

- Maintained a caseload of 15-20 individual clients utilizing CBT, Process, and Insight-oriented therapy.
- Co-facilitated Undergraduate Interpersonal Process Group to 8 students each semester.
- Volunteered to videotape DBT Skills Group sessions for consultation team and agency training purposes.
- Participated in DBT consultation team including leading team meetings, co-facilitating skills groups, and weekly in-depth review of training.
- Provided individual substance abuse sessions to mandated students per the Office of Student Conduct sanctions, employing standardized assessment, Motivational Interviewing, and CBT for Substance Use intervention tactics.



- Received training and participated in weekly CPT consultation meetings to work with clients with PTSD symptoms.
- Participated in weekly substance abuse training and consultation team, including leading presentations on psycho-social impact of substance use
- Presented 4-session Anxiety Management psycho-educational workshops and revised the curriculum as need of population changes.

**Research Assistant- Dr. Laura Curran**

*February 2016-May 2017*

**Rutgers University School of Social Work, New Brunswick, NJ**

- Researched literature on the mental health of MSW students including protective and risk factors and topics as assigned.
- Composed a comprehensive literature review to be used in a study on the online MSW program at Rutgers University.
- Met weekly with faculty to collaborate on projects as assigned and to gather resources as needed.

**Case Manager**

*September 2015-April 2016*

**Promise Clinic New Brunswick, NJ**

- Piloted first Social Work partnership with the Promise Clinic, establishing scope and depth of services offered to patients.
- Conducted outreach and intake screenings to enroll new patients through Elijah's Promise soup kitchen.
- Directed Promise Clinic pilot Medicaid program for eligible patients and ensure successful transition to health services.
- Managed caseload of 8 clients to ensure health, housing, food, and other socio-medical needs are met.

**Behavioral Coach for Family with Special Needs**

*October 2014-Dec 2016*

**Behavior Interventionist West Windsor, NJ**

- Implemented behavioral modification strategy for a six-year-old with emotional, learning, and behavioral disabilities.
- Aligned home behavior with target and expected behaviors from Individualized Education Program.
- Met with parents, case workers, and other educators to ensure implementation of the most effective interventions.

**Membership Services Manager**

*March 2013-August 2014*

**International Birth & Wellness Project Washington, DC**

- Managed enrollment and certification process for Child Birth Educator program, tracking progress throughout studies.
- Updated curriculum to include current statistics and Child Birth Educator resources.
- Developed online module and evaluation services for certification.

**Training & Curriculum Development Coordinator**

*August 2011-February 2014*

**Metro TeenAIDS Washington, DC**

- Managed and led monthly professional development trainings for 18 staff members.
- Overhauled sexual reproductive health curricula taught to over 1272 youth and adults in DC.
- Facilitated the first sexual health program at Maya Angelou Youth Detention Center to 37 young men.

## **Program Manager**

*May 2010-June 2011*

### **Khon Kaen Education Initiative** *Khon Kaen, Thailand*

- Created and implemented alternative lessons for 127 students to learn English, math, science, and life skills.
- Oversaw and delivered weekly workshops for 23 Thai educators and 17 Buddhist Monks.
- Managed operations for 3 school sites and 10 educators including hiring processes, onboarding new members, and staff training.

## **SERVICE**

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**Memberships & Affiliations:** Collegiate Gender Affirming Care Coalition, AmeriCorp: Public Allies Alum, NPR, Human Rights Campaign

### **Community Involvement:**

*DSW Mentor-* Mentor first year DSW students at Rutgers University

*IIDEA Committee Student Representative-* RUSSW 2022-2024

*Gender Care Coalition Member-* Serve on executive board with medical and mental health providers across the country. Consult, research, and present on best practices for working with transgender students in college health centers. Build and maintain website for national coalition.

*Gender & Sexual Diversity Consultation Lead-* Lead consultation team to ensure clinical best practices are applied to LGBTQ+ clients

*LGBTQ Ambassador-* Princeton House

*Founding member of Inclusion team-* Princeton House

*Electronic Medical Record Trainer-* Princeton House

## **IN THE MEDIA**

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1. Podcast Episode: <https://podcasters.spotify.com/pod/show/rutgersssw/episodes/S3E1-Rapid-Fire-with-Zan-Haggerty-e2ev0c3/a-aat1b80>
2. <https://www.insidehighered.com/news/student-success/health-wellness/2023/04/25/campus-outpatient-program-addresses-complex-student>
3. <https://studentaffairs.rutgers.edu/news/caps-next-step-program-fills-gap-students-rutgers-university>
4. <https://socialwork.rutgers.edu/news/observing-transgender-day-remembrance-call-action>
5. <https://www.njspotlightnews.org/2023/06/nj-school-districts-mirror-national-conflicts-over-gender-policies/>



6. <https://www.njspotlightnews.org/2022/11/lbgtq-health-challenges-suicide-risk-factors-acceptance-care-nonbinary-trans/>
7. <https://www.dailyprincetonian.com/article/2023/02/princeton-intensive-mental-health-care-rutgers-next-steps-program-model-counseling-therapy-care>
8. <https://socialwork.rutgers.edu/news/interview-dsw-student-zan-haggerty-transgender-day-remembrance>
9. Podcast Episode: <https://soundcloud.com/twotherapiststales/pride-month-beverly-mason-zan-haggerty-stefan-j-simanovich>

## **SPECIALIZED SKILLS**

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Software: Microsoft Office, EPIC, Mediat, Qualtrics, Website building (Wix, Google)  
Languages: Thai (Moderate Working Proficiency); Spanish (Conversational)

## **PROFESSIONAL AFFILIATIONS AND LICENSURE**

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- Collegiate Gender Affirming Care Coalition (CGACC)
- National Association of Social Worker (NASW)
- Council on Social Work Education (CSWE)
- Licensed Clinical Social Worker (LCSW) NJ License #35SI00587300
- Gender ASSET Certified