

**Department of African American Studies and the Prisoner Reentry Institute  
John Jay College of Criminal Justice**

**Personnel Challenges in Delivering Effective Services  
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**Dr. C. Jama Adams** is a Professor in the Department of African American Studies at John Jay College of Criminal Justice. Dr. Adams earned a B.S. in Psychology from John Jay College. He received an M.A. and a Ph.D. in Psychology from the Graduate Center of the City University of New York. His research interests include organization issues in social service agencies, parenting, and Black thought in an era of cultural ambiguity. Dr. Adams is a practicing clinical psychologist and organizational consultant with extensive experience working with at-risk families and service organizations.

**Kimberly Hayes** has been the Director of Minisink Town House, a community service unit of the New York City Mission Society, since 2000. Minisink, which is located in Central Harlem, works primarily with at-risk families and youth. Through its Family Life Program, working in conjunction with the Administration of Children Services, it offers programming aimed at youth at risk for criminal justice involvement, premature pregnancy and school failure. Minisink provides intensive case management services, mental health interventions and advocacy services, as well as mentoring services for children whose parents are incarcerated.

**Stanley Richards** has worked in the criminal justice field for over 11 years. His work with prisoners and former prisoners started while incarcerated at the Groveland Correctional Facility where he worked as the Director of Pre-Release during his incarceration. Mr. Richards' professional experience started at the Fortune Society in 1991, where he initially worked as a counselor assisting former prisoners stabilize and reintegrate into their community. Since then he has been promoted to Director of Career Development where he assisted former prisoners and at-risk youth obtain and maintain employment and vocational training. Mr. Richards continued to grow and applied for the position of casework supervisor of the Health Link Project, a joint research project of Hunter College's Center on AIDS, Drugs and Community Health and the Fortune Society, where he supervised 10 jail and community-based case managers providing discharge planning and community aftercare services. At the conclusion of Health Link, Mr. Richards returned to Fortune as Senior Director of Client Development, was promoted to Deputy Executive Director of Programs in 2001, and is now Chief Operating Officer at the Fortune Society.

**Dr. McWelling Todman** is an Associate Professor of Clinical Practice in the Psychology Department at the New School for Social Research. He is also the Director of the Mental Health and Substance Abuse Counseling Program, and Chair of the Psychology Concentration at Eugene Lang College. He is the former Executive Director of the Columbia University CSS programs at the Columbia University's College of Physicians and Surgeons. He has served as a technical consultant to the Substance Abuse and Mental Services Administration (SAMHSA) and as the ad hoc chair of numerous independent grant review panels for the Center for Substance Abuse Treatment (CSAT) and the Center for Mental Health Services (CMHS). He received his PhD in Clinical Psychology from the New School for Social Research and his bachelors degree from Swarthmore College.