

Celebrating Solutions Award Nomination Form

Section I – General Program Information

Legal name of organization: Center and Program on Domestic Violence, University of Colorado, at Denver and Health Sciences Center

Year established: 2000

Program nominated for award (if different): N/A

Year established: N/A

Address: P.O. Box 173364, Campus Box 142

City/State/ZIP code: Denver, CO 80217-3364

Contact person: Barbara Paradiso

Title: Director

Phone number: 303-315-2736

Fax number: 303-315-2054

E-mail address: Barbara.paradiso@cudenver.edu

Website address:

<http://www.cudenver.edu/Academics/Colleges/SPA/Academics/programs/PublicAffairsAdmin/MasterPublicAdmin/Pages/Concentrations.aspx>

Brief description of the organization: The Center on Domestic Violence responds to a nationally recognized need to educate and train individuals as leaders in the movement to end violence against women; provide original research on promising solutions to domestic violence; and build collaborative opportunities between academic professionals and domestic violence practitioners. The Center's signature initiative is the Program on Domestic Violence (PDV). The only program of its kind in the country, the PDV combines content studies in the area of domestic violence with skill building in organizational management and policy development. As a concentration within the Masters of Public Administration degree, and most recently the Masters in Criminal Justice degree as well, the PDV melds grassroots activism and strong administrative practice.

Geographical area served: National

Is the organization tax-exempt under IRS 501 (c) (3) guidelines or a public agency/unit of government? Yes

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

- | | |
|--|---|
| <input type="checkbox"/> Shelter-based | <input type="checkbox"/> Prison-based |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Stalking |
| <input type="checkbox"/> Health care setting | <input checked="" type="checkbox"/> Coalition/collaboration |
| <input type="checkbox"/> Dating violence | <input type="checkbox"/> Transitional housing |
| <input type="checkbox"/> School/youth violence | <input type="checkbox"/> Technology/Internet service |
| <input type="checkbox"/> Underserved population | <input checked="" type="checkbox"/> Employment/training program |
| <input type="checkbox"/> Faith-based | <input type="checkbox"/> Civil justice |
| <input type="checkbox"/> Elder abuse | <input type="checkbox"/> Hotline service |
| <input type="checkbox"/> Legal aid/assistance | <input checked="" type="checkbox"/> Public awareness/education |
| <input checked="" type="checkbox"/> University setting | <input type="checkbox"/> Police/law enforcement |
| <input type="checkbox"/> Batterer treatment | <input type="checkbox"/> Other _____ |

Section II – Program Questions

1. Describe the mission of your organization in five sentences or less.

Three primary goals define the work of the Center on Domestic Violence. These goals are to: develop a skilled and informed leadership for the movement to end domestic violence; inform and empower domestic violence practitioners and policymakers through original research to successfully address domestic violence; and, finally, build strong bonds between academia and direct service agencies through training, technical assistance, and collaboration. These combined efforts are reflected in the Center's mission: *to end domestic violence by fostering institutional and social change through leadership development, education, research, and community collaboration.*

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

The Program on Domestic Violence

It is estimated that nearly four million women are battered each year in the United States while seven million children watch on in horror. Across the country, in rural and urban areas, women and children made vulnerable by abuse rely upon the aid of shelter and advocacy programs to relieve their suffering, provide for their basic needs, advocate on their behalf and increase support within their communities. How well these helping organizations are managed and led plays a critical role in determining the ultimate safety, health and security of victims of violence.

The Program on Domestic Violence (PDV) represents an innovative solution to creating transformative leaders for today's domestic violence movement. To date, the University of Colorado at Denver and Health Sciences Center is the only institution in the country that has created an opportunity for individuals interested in the field of violence against women and children to participate in professional training and graduate level educational opportunities focused on domestic violence and organizational leadership, policy and management.

The PDV is designed to support efforts to challenge violence by creating vehicles through which survivors, direct service professionals, public policy advocates, and those new to the field can gain the skills and credentials necessary to succeed at leadership positions. Students of the Program pursue the Master of Public Administration degree or the Masters in Criminal Justice degree in the School of Public Affairs, with a Concentration in Domestic Violence Organizational Management and Policy Development.

Reaching out to a national audience, the program has been designed in a distance learning format. The structure of the master degree program is a hybrid that combines the option of online courses with five, week long intensive periods of study in Denver. A key tenet of the program is the development of a community of scholar/ practitioners where students may turn for insight and assistance, to discuss strategies and collectively organize, building relationships that may continue to be a support long beyond students' graduate studies.

Another important aspect of the PDV are highly relevant, "just-in-time" training opportunities offered for individuals interested in the field who desire to update their skills or develop new

organizational capacity. Three times per academic year, Distinguished Guest Faculty are invited to participate in the program's Community Education Series, which attract over 200 participants annually. Distinguished Guests are nationally recognized experts in domestic violence and/or the administration of non profit organizations.

Broadening the Center's Reach

A long range vision of the Center is to incorporate domestic violence education into the curriculum of all professional schools of the University whose graduates may encounter battered women in their jobs. In two short years the Center has made great progress in this area. Two examples are discussed below.

With more legal systems dedicating specialized services to domestic violence, there is higher demand for criminal justice workers to be well prepared to address issues surrounding interpersonal violence. Last spring, the Center received approval to provide the Program on Domestic Violence as a concentration within the Masters of Criminal Justice (MCJ) Program. It carries the distinction of being the first concentration to be developed for the MCJ program at the University of Colorado.

The Center is also now working in collaboration with representatives from the four schools of the Health Sciences (Medicine, Nursing, Pharmacology and Dentistry) to create a Graduate Certificate in Interpersonal Violence for Health Professionals. Currently, there are no health sciences schools in the nation that offer concentrated studies in domestic violence in a structured program. An Advisory Board of local and national experts provides guidance to the project. National authorities in the area of domestic violence and health, including Jacquelyn Campbell, Ph.D. of Johns Hopkins University, and Richard Krugman, Ph.D. at the University of Colorado are contributing advisors.

Partnerships between Academia and Domestic Violence Practitioners

A further innovative aspect of the Center is the Domestic Violence Research and Action Coalition (DVRAC). DVRAC is a coalition of individuals and organizations who see research as a tool for activism. New knowledge has too often been impeded by tensions and mistrust that exists between academic researchers and service providers. DVRAC works to bring independent and university based researchers, advocates, activists and survivors together to promote quality, participatory, community-based domestic violence research. DVRAC's current research project is called *Asking the Right Questions: A Colorado Grassroots Action Research Agenda*, which is designed to build a community and survivor informed domestic violence research agenda for Colorado.

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

Introduced to the University through a private family foundation, the concept for the Program on Domestic Violence (PDV) was informed by conversations among domestic violence advocates, survivors and activists on local, state and national levels, including:

- a. A 1997 national survey of 350 domestic violence program directors identified educational opportunities that provide an understanding of violence and abuse paired with preparation for management level and policy responsibilities as a critical need.
- b. In consultation with the directors of state domestic violence coalitions, direct service agencies and members of the National Coalition Against Domestic Violence, 36 of 40 respondents stated that training and education, particularly in the area of program management, was an unmet need in their state.
- c. Consultation with the national domestic violence community at a series of conferences and meetings from 1998 to the present reveal similar findings.

Beginning in the fall of 1998, the University of Colorado convened a committee to explore the feasibility of launching graduate academic and professional training programs for individuals interested in domestic violence. The committee's goal was to investigate the ability and capacity of the University to design and conduct a national program that provides educational opportunities which enhance leadership in the areas of program administration and policy development aimed at improving the prevention of, and the provision of services for, women and children who have been victimized by domestic violence. Building upon the success of the Program on Domestic Violence, in 2003 the University sought and secured funding to begin development of the Center on Domestic Violence.

Barriers to the creation of an academic program focused on domestic violence were many. Rarely have professional or vocational schools prepared students to address the unique realities presented by domestic violence work. For example, a study conducted in 1992 by the University of Minnesota found that while 90% of recent graduates from academic professional programs throughout the university system said their work requires them to have an understanding of violence, abuse and harassment, less than 38% of those surveyed believed they had been adequately prepared to address those issues. Minnesota is not alone in this experience. To date, domestic violence continues to lack credibility and recognition as a legitimate field of study within academic circles. Resistance, also, came from the practitioner community concerned that academic programming would negatively impact the domestic violence movement, institutionalizing an elitism that would reinforce cultural patterns of racism, classism and sexism.

With the support of University, campus and department administrations willing to take risks, foundation "seed funding", and an insightful and committed core group of faculty and practitioners, both the Program and Center on Domestic Violence have been successfully implemented.

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.

Quantitative data

While the program is still new in academic terms, the feedback received from 47 students in the six graduating cohorts has been overwhelmingly positive. Satisfaction surveys have repeatedly returned scores of very good to excellent. More importantly, outcome evaluations conducted with students indicate increased confidence in a series of 15 skill and knowledge areas regarding domestic violence management and policy by an average of two grade levels per student.

Anecdotal examples

"The program on domestic violence provided me with the tools to solve the policy challenges that battered women and their children face on a daily basis." Randy, Class of 2004

"As a survivor of domestic violence, I enrolled in the program to help other victims by making systemic changes in how we address domestic violence in this country." Jen, Class of 2009

Anecdotes like these are typical among the alumni and students of the Program on Domestic Violence. A formal, longitudinal study of student success has not yet been conducted but a number of graduates have informally reported back securing jobs in the field and/or career promotions which they attribute to their learning within the program. Two examples are:

a. Brook Ely, who graduated in 2004, is currently the Program Specialist with the Domestic Abuse Assistance Program (DAAP), which is a state agency charged with funding domestic violence programs across the state of Colorado. She provides grant-related technical assistance, collects program data, monitors program services and offers domestic violence training to county departments of human services. Brooke works directly with Ruth Glenn, the DAAP Administrator, who is also an alum from the Program on Domestic Violence.

b. Erin Miller, who graduated in 2006, is now working at the YWCA Eastern Union County in New Jersey as the Director of Residential Services. She is also an active volunteer at the NYC Gay and Lesbian Anti-Violence Project, is part of the New York State LGBTQ Domestic Violence Network, and has joined the Battered Lesbian Committee of the New Jersey Coalition for Battered Women (NJCBW).

A second indicator that the program is working would be the degree to which it has garnered community support. In addition to the ongoing strong partnerships described in question #5, a strong vote of confidence was given the program when it was awarded \$950,000 in grants to initiate expansion of its vision of developing the Center on Domestic Violence at the University of Colorado.

5. Who are your key partners? What are their roles?

Partners in the creation and ongoing development of the Program on Domestic Violence (PDV) have included a broadly representative group of faculty, staff and administrators, community representatives and domestic violence practitioners.

The PDV is the only program that enjoys the participation of all three campuses and at least eight departments across the CU system. Participating Schools from the University have included the Departments of Sociology, Women's Studies, Law and Psychology on the Boulder campus; the School of Nursing at the Health Sciences Center; the Schools of Education, Behavioral Sciences and the Graduate School of Public Affairs (both Public Affairs and Criminal Justice) on the Denver campus; and SPA and Women's Studies at Colorado Springs. Faculty teach for the program, act as

student advisors on projects, assist in crafting evaluation tools and processes and sit as members of the program's advisory committees.

To ensure that the educational experience received is as current, effective and "real world" as possible, the PDV has placed heavy emphasis on the involvement and use of domestic violence survivors and successful practitioners as advisory committee members, course instructors, and classroom and community presenters.

Three state coalitions of victim service providers--the Colorado Coalition Against Domestic Violence, the Colorado Coalition Against Sexual Assault and the Colorado Association for Victim Assistance — as well as the National Coalition Against Domestic Violence have endorsed the need for this program by providing in kind support of time and materials, participating in program committees, assisting with marketing and offering advise and direction.

6. Could/should your program be replicated in other areas of the country? Why?

This or a similar academic program should and could be replicated in other areas of the country. However, as of now, this is the only Masters Degree program of its kind in the country.

The Program on Domestic Violence meets a nationally recognized need to educate and train individuals as domestic violence leaders and managers. Many of the individuals in leadership positions in domestic violence organizations today began by staffing a crisis line or doing night shifts in a shelter. Through perseverance and talent, they were promoted to positions of director, often with little or no experience in financial management, fundraising, human resources or other administrative skills necessary to the operations of an organization. As a result programs have, at times, been thrown into crisis, suffering from staff walkouts or from severe cuts in funds and in community support. Conversely, as service organizations have become larger and more sophisticated in their operations, individuals have been hired into leadership positions that have strong management expertise but may lack knowledge of, or passion regarding, violence against women and the foundational social change aspects so primary to domestic violence work.

Currently there are greater than 2000 battered women's shelter and advocacy programs, 1300 sexual assault services, and 3000 victim service agencies across the nation. If efforts to end violence against women and children are to succeed, quality leadership is needed. The directors and administrators of these agencies must be well prepared to manage organizations, advocate for change in policy and law, and hold a clear understanding of the factors in our society that enables violence to continue.

The long-term goal of the Center and Program on Domestic Violence is to end violence in lives of women and children. The program's strategy toward achieving this end is to build upon the existing strengths of communities by investing in and enhancing the leadership of local domestic violence service organizations. Programs that are well run are more stable, provide higher quality services and are better able to effectively educate and act as agents for change within their communities.

Section III – Signature

As one of the goals of the Mary Byron Foundation is to disseminate information about innovative programs and best practices, we wish to post exemplary Celebrating Solutions Award nominations on our website at www.marybyronfoundation.org. Those posted will include the organization's contact information. If you have concerns about this request, please address them to information@marybyronfoundation.org prior to submitting a nomination.

By my signature on this nomination, I grant the Mary Byron Foundation 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 Foundation.

Signature *Barbara Garabito*

Date 10.5.07

The Mary Byron Project - Celebrating Solutions Award

Semi Finalist Documents and Questions

Submitted by

**The Program and Center on Domestic Violence
School of Public Affairs
University of Colorado Denver**

1) Letters of support

Letters from the following three organizations are enclosed:

a) A partnering or collaborative organization

Rita Smith, Executive Director
National Coalition Against Domestic Violence
1120 Lincoln St., Suite 1603
Denver, CO 80203
Phone: 303-839-1852

b) A victims' organization

Jane Pemberton, Managing Director
Domestic Violence Services
Family Tree, Inc.
3805 Marshall Street, Suite 100
Wheat Ridge, Colorado 80033
Phone: 303-422-2133

c) An elected official

Speaker Andrew Romanoff
House of Representatives
Colorado State General Assembly
State Capital – Room 271
Denver, Colorado 80203
Phone: 303-866-2346

2) Submit proof of 501 (c) (3) status if the program is operated by a non-profit, non-governmental agency.

Please see enclosed proof of the University's tax exempt status

3) Submit last year's budget for the program to be served by the award.

Please see the enclosed 2006-2007 fiscal year budget for the Program on Domestic Violence, the academic program of the Center.

4) Respond to the following questions:

a) What is the approximate number of individuals served annually by the applicant or nominee?

Annually, cohorts of students ranging in size from eight to 20 have been admitted into the Program on Domestic Violence (PDV). The 2007 cohort of students was the largest ever at 20 women, 65% of whom are survivors of domestic violence. Fifty-six students have graduated from the program to date; representing an 81% graduation rate. Approximately 40 students are enrolled in the program at any given time.

The Center on Domestic Violence also provides a Community Education Series to the public that provides 250-300 individuals annually with day-long workshops and seminars. In collaboration with six other organizations, the Center also serves over 900 students, faculty and staff each year through a two-day screening event for domestic violence on campus.

Ultimately, those served by the Center include the countless women, children and men victimized by violence who have received skilled and knowledgeable assistance from individuals who have gained expertise by participating in the PDV training and education programs.

b) Are there past awards, accolades, and grants furnished upon the applicant or nominee that would further exemplify its success in combating domestic violence?

In order to establish and maintain quality within the PDV and access to the education for a broad base of individuals, it has been imperative that revenues be supplemented through grants and other gifts. Over the past eight years, the program has received a number of grants from local and national, private and public funding sources in amounts ranging from \$2500 to \$113,000. Within the past year alone, the PDV has received the following grants:

- 1) \$30,000 grant from Kaiser Permanente to help create the new Certificate in Interpersonal Violence and Health Care. These funds will be used to hold a regional conference in December on the healthcare response to domestic violence (200-300 people are expected to attend) and develop marketing materials for the certificate.
- 2) \$2,500 grant from the Gay and Lesbian Fund for Colorado to support the conference mentioned above on the healthcare response to domestic violence.
- 3) \$3,000 grant from the U.S. Department of Health and Human Services, Office of Public Health and Science, Region VIII to sponsor the above conference.
- 4) \$76,391 grant from the Colorado's Justice Assistance Grant Program to conduct a study titled "Utilizing Evidence-Based Practices to Implement Differentiated

Treatment for Domestic Violence Offenders in Colorado.” PDV students are providing research for this project, which will evaluate a risk and needs assessment instrument used by treatment providers in Colorado who provide court-mandated batterer intervention treatment.

An indication of the Center’s high regard within University of Colorado Denver was revealed last year when the PDV was chosen as the first concentration to be developed for the Master of Criminal Justice (MCJ) program. The concentration offers an innovative and unique approach to the study of criminal justice with a concentration in domestic violence. Further proof that the Center’s work is gaining national attention was an August 16, 2007 article by Angeli Rasbury featured in Woman’s E-news titled “Domestic Violence Advocates Go Back To School,” which was widely circulated on the internet.

In 2008 the director of the PDV, Barbara Paradiso, received a Certificate of Appreciation from the Office of Justice Programs at the U.S. Department of Justice in recognition of her work serving victims of domestic violence. In 2002 Ms. Paradiso was also honored by Project Safeguard, one of the Denver area’s premier domestic violence service and advocacy organizations, with their Social Change Community Advocate Award for her work in developing the Program on Domestic Violence.

Perhaps the strongest accolade the Program and Center on Domestic Violence has received to date has been the confidence placed in it by the University of Colorado system. Each year two to four projects are chosen from throughout the University of Colorado (CU) system to be highlighted in its federal funding efforts. For four consecutive years, CU invested in the future of the PDV. As a result of that campaign, \$950,000 in federal funds has been awarded the program for the purpose of developing a national research Center on Domestic Violence at the school.

The honor which best exemplifies the Center’s success at combating domestic violence, however, is the tremendous achievements of PDV alumni. Graduates of the Program are being hired into increasingly challenging positions where the skill and knowledge they have gained through their graduate studies influences policy and service effecting literally hundreds, perhaps thousands, of women and children. As an example, positions accepted by PDV alums in the past year include: Executive Director at the Birmingham Alabama Domestic Violence Program, Manager at Department of Human Services, Residential Supervisor at Family Tree Women in Crisis, Co-Chair Adams County Domestic Violence Task Force, and Assistant Director of Victim Witness at the Adams County District Attorneys Office. Each of these appointments represents a first time post within the domestic violence field or a significant promotion for the student hired.

c) If funding were not an issue, what (if any) changes or additions would you make to your program in the future?

The faculty, staff and advisors to the Center on Domestic Violence (the Center) share an exciting and ambitious vision for the future. If money were not an issue the Center would establish an actual physical center on campus where activities around issues of women and

violence would be centralized. The Center would house a world class library and plenty of meeting space where groups of students, faculty and community members would come together formally and informally to study, talk, debate, strategize and problem solve. The Center would be teaming with activity. Additions to the program would include:

Students

Costs for participation in the educational offerings of the Center would be kept at reasonable levels, accommodations improved and greater scholarship support would be offered. Finances present a significant barrier for many interested in applying to the program. Additional marketing and recruitment resources would bring greater numbers and more diverse student body to the program, including increased international participation. Graduates of the program would be working in management and policy positions of local, state, national and international organizations. Many would return to the Center to mentor and to teach new students

Academic Programming and Research

The variety of academic offerings would increase, providing students an opportunity to explore the issue of domestic violence from additional perspectives and disciplines. Concentrated studies on domestic violence would be made available to students in every professional school of the University as well as within the undergraduate curriculum. Paid internships, research assistantships and exchange programs would provide students hands on learning at some of the most cutting edge organizations across the globe. University based and independent researchers would work in concert with community to uncover knowledge that would affect domestic violence work in profound new ways. Researchers and students from around the world would be brought together regularly at the Center to share ideas, develop new collaborations and prepare a strong new generation of scholars focused on issues of sexual and domestic assault.

Campus Resources

Direct victim services would be provided from the Center, offering survivors and all students, faculty and staff a safe and accepting place to go for information, support and assistance. Center staff would be available to provide training sessions in the classroom, for student groups, at undergraduate freshman orientation and within campus housing facilities. Awareness campaigns and regular speakers would provide the campus community and the Denver/Metro area as a whole access to greater information and new skills for responding effectively to domestic violence and sexual assault.

Training and Technical Assistance

The Center and Program on Domestic Violence would come to be seen as a premier resource for training and technical assistance regarding domestic violence. The management and policy focused curriculum at the core of the Center's programs would be restructured in a training format that would be made available to locations around the county.

Overall a tremendous synergy would exist among faculty, students, staff and community at the Center. The Center would become internationally known as a crossroads where people

representing a broad base of social issues and perspectives converge to engage in critical thinking, innovation, an exchange of ideas and the formulation of effective solutions.

5) Our selection committee has created a series of questions about each semi-finalist's specific program so that we can better understand your work. Please see the enclosed separate sheet for your set of questions and answer each thoroughly.

1. Please explain how people learn about your program and the selection criteria utilized.

People learn about the Program on Domestic Violence in the following ways:

- Annual national marketing campaign each January involves mailing a letter and PDV brochure to: PDV's mailing list (n=3000 names); lists acquired (n=2000-5000 names) of domestic violence organizations (direct service, advocacy, or policymaking); lists of undergraduate academic programs that dovetail well with the PDV (n=50 names)
- Extensive use of listservs to which the Center currently subscribes (n=200 names).
- In August 2008 the Center will unveil a comprehensive website, which will greatly enhance the Center's ability to market the PDV.
- Word of mouth from alumni and other students

The selection criteria used to screen applicants include minimum requirements set by the School of Public Affairs for its applicants:

- An undergraduate degree from an accredited college or university with a minimum 3.0 GPA
- GRE, GMAT, or LSAT scores, unless waived
- Three strong letters of recommendation

In addition, the PDV's own interview and review process includes an essay and personal interview, which assesses the applicant's:

- Desire to participate in the program
- Past demonstration of commitment to the domestic violence field
- Domestic violence understanding/awareness
- Plans/ability to give back to the domestic violence movement
- Unique perspective/knowledge the applicant brings to the cohort

2. The visibility of this unique program can prompt victims to seek assistance. How does this program collaborate with campus and local victim services providers to address the needs of anyone seeking direct help?

At 43,149 students, the Auraria Campus in downtown Denver is the largest in Colorado. Three institutions of higher education share the campus; yet no comprehensive strategy to reduce domestic violence, dating violence, sexual assault and stalking exists. Likewise, no crisis intervention program exists and efforts to raise awareness about interpersonal violence (IPV) or encourage reporting are minimal. Equally significant, law enforcement's

efforts are uncoordinated and lack resources to hold offenders accountable and protect victims. Troubled by these crimes, an informal, campus wide group, the Auraria Healthy Relationships Coalition (AHRC), led by the Center on Domestic Violence formed two years ago. Campus Police, the Counseling Centers, Health Services, Women's Studies, Social Work, and concerned students work collectively through AHRC to highlight and address the unique challenges Auraria faces in responding to IPV.

In 2008 the Center on Domestic Violence submitted a grant proposal, in conjunction with AHRC, requesting \$500,000 from the Office of Violence Against Women at the Department of Justice to develop the Auraria Safe Campus Initiative. The project would accomplish four goals: 1) develop and implement campus policies, protocols and services to identify and respond to IPV; 2) establish victim services; 3) increase awareness regarding IPV and the resources available to address it; and 4) strengthen security and investigative strategies to prosecute offenders and prevent violent crime.

A decision on whether the grant will be approved is expected in September 2008. Meanwhile the Center, AHRC, and several community organizations (including Safehouse Denver, and the Rape Assistance and Awareness Program) currently meet each month to review how victims are being helped on campus and what could be done better to improve services. When contacted by individuals seeking services, the staff of the CDV trained to do so, provide crisis intervention and subsequent referral to partners in the AHRC. Finally, each October the Center collaborates with many of these same organizations to hold a two-day screening and referral event called "Love, Sex and Lies: An Intimacy Checkup." Last year over 900 students, faculty and staff participated, and 50 participants, who were identified at a high risk for abuse, were provided with counseling to create a plan for enhanced safety.

3. How will the information about this graduate academic and professional training program be disseminated to other states and academic communities?

Twice a year the Center publishes a newsletter, which updates its constituents on new research, community collaborations, and students in the PDV. The Center also conducts workshops at state and national conferences to bring visibility to the work of the students in the PDV. For example, research conducted by Professor Angela Gover, PhD and three students in the program will be presented at the 30th Anniversary Conference of the National Coalition Against Domestic Violence in Washington DC this summer.

The Center's work is also attracting attention from organizations in other areas of the country that are interested in seeing the PDV's academic programs replicated at other schools. For example, the director of Community Action Stops Abuse in St. Petersburg, Florida is interested in working with the Center in bringing PDV programming to universities on the east coast. There is also interest among several colleges in South Carolina to replicate the "Love, Sex, and Lies: An Intimacy Checkup" in fall 2008 on their campuses.

4. Assume you are consulting with leaders from another university or college who want to replicate your program and services. How would you describe the steps to be

taken to replicate your program? Please include, if applicable: potential community stakeholders, any assessment to determine a community's readiness/capability, possible barriers and some optional solutions that may be considered to reach this worthy goal.

While academic interest in domestic violence is certainly increasing, to date the Program on Domestic Violence appears to remain the only graduate level program in the nation focused on the development of leadership for the movement to end violence against women.

To replicate a similar program at another school, proponents of the plan would need to overcome the stigma against domestic violence has as a legitimate field of study. Therefore, a school with a strong commitment to empowering women and an entrepreneurial spirit would go a long way towards making a program like this succeed. Establishing a steering committee or task force comprised of domestic violence advocates and program administrators is helpful to fully evaluating and the School's interest and capacity for initiating a program. Some of the questions the planning group must answer are: where might such a program be located (School of Business, Social Work, Women's Studies, Non Profit Management and Public Health are some of the many possibilities); what specific need will the program be designed to address; will the student audience be local, statewide or nationally recruited; how will the program be administered, is additional staff required; what funding sources might exist to support the start up costs of the program; and, what faculty are available to teach, advise and support the program and its students. Data collection and research on the need for an academic program would be key. For example, an update of two studies from the 1990's that the PDV used to justify its creation would be helpful in understanding need. These studies focused on: 1) the educational needs of domestic violence program directors, and 2) the extent to which current graduates are prepared to address issues of violence against women in their discipline.

The school may need to overcome resistance from the practitioner community concerned that academic programming would negatively impact the domestic violence movement, institutionalizing an elitism that would reinforce cultural patterns of racism, classism and sexism. Therefore, involvement of such organizations, including state coalitions, advocates, and groups providing direct services, in the vision and curriculum plan would be key.

It takes a school that is willing to take risks on a new academic program for a similar program to the PDV to succeed. "Seed money" from a private foundation or government agency can help lessen the financial risk to the school, but this must be coupled with an insightful and committed core group individuals to lead the effort. These individuals would include faculty from the graduate school, practitioners in the community, campus administrators, student groups, and campus organizations who would be willing to devote the time and commitment to creating the new program.

By developing skilled and informed leadership, academic programs can advance the capacity of service providers and policy makers in rural and urban communities throughout

the country to prevent human suffering, meet basic needs and promote self-sufficiency for victims of battery and abuse.

Address any reply to: 300 E. 5th St., Austin, Tex. 78701

Department of the Treasury

District Director Internal Revenue Service

Date:

In reply refer to:

May 21, 1971

A:EA:EO:CRK

AUS:EO:71-332



The Regents of the University of Colorado
University of Colorado
Boulder, Colorado 80304

Gentlemen:

On the basis of your statement and the information recently submitted regarding the admissions policy of your institution, and the publicizing thereof, and with the understanding that such policies will remain in effect, we confirm the exempt status of your institution under Internal Revenue Code, Section 501(a), as an organization described in Section 501(c)(3).

This confirmation does not preclude a reevaluation of your admissions policy at a later date. It also does not preclude an examination of the operations of your institution to determine if the policy as described in your statement is being implemented.

Sincerely yours,

R. L. Phinney
District Director

SPA Center on Domestic Violence: Educational Program: Year 1 07-08

Sources of Funding

DOJ Grant		46,766
Other Grants		29,467
Intensive Tuition Revenue		90,000
Education Series Registrations		8,300
Contributions		2,000
Total Sources of Funding		<u>176,533</u>

Direct Expenses**Salary and benefits**

Faculty Fellow - A. Gover	20%	26,235
Center Director - B. Paradiso	41%	41,797
Community Relations Director - S. Cole	25%	16,566
Adjunct Faculty	100%	9,856
Student Assistants	50%	7,000
Total Salary and benefits		<u>101,454</u>

Operating Expenses

Supplies	200
Telephone	400
Printing	200
Postage	100
Copying	1,000
Official Functions	500
Intensive Meal Costs	7,602
Intensive Supplies	1,800
Ed Series Speaker Fees & Expenses	6,263
Ed Series Postage	700
Ed Series Printing	1,376
Instructional Material	1,000
Equipment	500
Conference Registration	500
Dues and Memberships	200
Advertising	1,000
Travel	625
Scholarships	14,000
Total Operating Expenses	<u>37,966</u>

Subtotal Staffing and Operating Expenses

Center Reserve - 15% of program expenses for carry-forward reserve	20,913
Total Direct Expenses	<u>160,333</u>

Indirect Expenses**Auxiliary Fund Sources**

CPE General Administrative Recharge	18%	16,200
Other General Administrative Recharge	6%	0

Sponsored Project Fund Sources

UC Denver Facilities and Admin Costs	43%	0
--------------------------------------	-----	---

Total Indirect Expenses16,200**Total Program Budget (Direct & Indirect)****176,533**

Program Surplus (deficit)

0

State Representative
ANDREW ROMANOFF
887 South Gilpin Street
Denver, CO 80209
Capitol: 303-866-2346
Fax: 303-866-2615



SPEAKER OF THE HOUSE

Vice Chair:
Executive Committee of
Legislative Council
Member:
Legislative Council Committee

COLORADO
HOUSE OF REPRESENTATIVES
STATE CAPITOL
DENVER
80203

July 14, 2008

Marcia Roth, Executive Director
Mary Byron Project
10401 Linn Station Road
Louisville, KY 40223

Dear Ms. Roth,

It is truly a pleasure to write this letter of support for the Center on Domestic Violence at the University of Colorado Denver, School of Public Affairs, in its application for a Celebrating Solutions Award.

The Center on Domestic Violence brings together students and professionals in a hands-on learning environment, where students not only learn about effective public policy, they make a real impact on it as well. An example of the impact these students have made was helping develop and write important legislation creating an address confidentiality program for victims of domestic violence and stalking. Thanks to the hard work of students at the Center, this year Colorado joins 22 other states with similar programs. Most importantly, because of students at the Center, hundreds of victims who previously feared for their lives on a daily basis will now have the tools to pick up and start over without constant fear of retribution.

The Center on Domestic Violence serves as a model program for the country. Their work helps articulate the nexus among domestic violence organizations, human service agencies, offender treatment programs, and criminal justice projects to address violence within families. The capacity of this network to effectively address domestic violence hinges on developing strong leadership and a backbone of skilled staff. Through its academic and community based education programs the Center is helping to train the leaders of tomorrow.

The Center on Domestic Violence is working to become the epicenter for domestic violence research and policy advocacy; a place where research is gathered, data analyzed, collaborations fostered and policy solutions discovered to help curb domestic violence nationally. A center like

this is unprecedented in the U.S., and is an invaluable asset to service providers and policy makers alike.

Ending violence in the home is of vital importance to the people of Colorado. I strongly encourage you to reward the Center and its innovative Program on Domestic Violence with the Mary Byron Project Celebrating Solutions Award. Thank you for your consideration.

Sincerely,



Andrew Romanoff
Speaker of the House



July 10, 2008

Marcia Roth, Executive Director
The Mary Byron Project
10401 Linn Station Rd.
Louisville, KY 40223

Dear Ms. Roth,

As a partnering organization of the Center on Domestic Violence, it is with great pleasure that the National Coalition Against Domestic Violence (NCADV) recommends the Center for a Celebrating Solutions Award.

The non-profit sector faces a looming crisis in leadership in the next decade as many experienced managers and directors of agencies serving victims of domestic violence are expected to retire. It is critical that the domestic violence and sexual assault movements have access to a pipeline of skilled and informed leaders who can help their organizations create a new era of change in the struggle against interpersonal violence. By building the leadership and management skills necessary to meet this need, the Center is fulfilling a very important role. We are hugely impressed by the success of the Center in creating this new and informed leadership over the last eight years.

The NCADV has been a longtime partner with the Center in creating its programs. We have been involved in the development of the curriculum, vision, and marketing of the program. Currently, we assist in the screening process of prospective students and last year assisted with the vetting of over 25 applicants. Our expertise and connections to organizations working in the field of domestic violence supports the Center in its ability to market its academic programs to a broad community of advocates in the field.

As a coalition of organizations, we understand the importance of building the capacity of these organizations to successfully carry out their mission. This capacity is dependent upon strong leadership and a knowledgeable, well informed and skilled staff. Through its academic and community-based education programs, the Center's work has demonstrated a unique and highly effective approach to training and leadership development of domestic violence responders. It represents an unparalleled opportunity to positively affect the strength and excellence of organizations throughout the country committed to serving victims and ending domestic violence.

The future of the Center is full of promise and potential. It is rapidly becoming a clearinghouse or "home base" through which work related to domestic violence can be gathered and research collaborations among educational institutions and national and

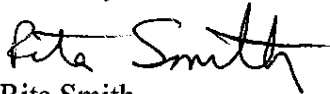


Page two

local organizations fostered. Overall, it represents a distinctive approach to breaking the cycle of violence, and the NCADV is particularly proud to support it.

The Center's dedication to producing new leadership, research, and community collaboration in responding to the needs of shelters and victim advocacy groups is truly remarkable. Therefore, in the interest of saving lives and breaking the cycle of violence that plagues our society, the NCADV encourages your thoughtful support of this vital project.

Sincerely,

A handwritten signature in black ink that reads "Rita Smith". The signature is written in a cursive style with a large, sweeping "S" and a long horizontal line extending from the end of the name.

Rita Smith
Executive Director
303-839-1852, x105
rsmith@ncadv.org



www.thefamilytree.org

Family Tree, Inc.

3805 Marshall Street, #100
Wheat Ridge, CO 80033
Phone: (303) 422-2133
Fax: (303) 422-5707

Gemini

1629 Simms Street
Lakewood, CO 80215
Phone: (303) 235-0630
Fax: (303) 235-0633

Women In Crisis

P.O. Box 1586
Arvada, CO 80001
Crisis Line: (303) 420-6752
Phone: (303) 420-0412
Fax: (303) 420-0516

Housing and Family Services

3805 Marshall Street, #201
Wheat Ridge, CO 80033
Phone: (303) 467-2604
Fax: (303) 422-3754

Karlis Family Center

1777 Kipling Street
Lakewood, CO 80215
Phone: (303) 462-1060
Fax: (303) 462-1315

House of Hope

3301 S. Grant Street
Englewood, CO 80113
Phone: (303) 762-9525
Fax: (303) 762-9552

Adams County Projects

TANF Stable Families
7190 Colorado Blvd.
Commerce City, CO 80022
Phone: (303) 227-2205
Fax: (303) 227-2777

**Early Intervention
and Prevention**

7401 Broadway
Denver, CO 80221
Phone: (303) 412-5135
Fax: (303) 412-5321

**Community Family
Resource Team**

7401 Broadway
Denver, CO 80221
Phone: (303) 412-5283
Fax: (303) 412-5325

Treasure Trunk

7043 W. 38th Avenue
Wheat Ridge, CO 80033
Phone: (303) 421-9205
Fax: (720) 898-1014

July 11, 2008

Mary Byron

Celebrating Solutions Award Selection Committee
c/o Marcia Roth, Executive Director
The Mary Byron Foundation
10401 Linn Station Road
Louisville, Kentucky 40223 – 3842

Dear Ms. Byron:

As the Managing Director of Domestic Violence Services for Family Tree, one of the largest agencies in Colorado working to break the cycle of domestic violence, I strongly recommend the Center on Domestic Violence (CDV) at the University of Colorado for the Mary Byron Celebrating Solutions Award.

About a year ago, I was fortunate enough to hire a graduate of the Center's Masters of Public Administration Program on Domestic Violence (PDV), Ann Beauvais, as Residential Supervisor of Family Tree Women In Crisis. Ann has excelled as a first-time supervisor, demonstrating skills in both administration and client services. She has also received rave reviews as a domestic violence trainer of volunteers, staff, and professionals in the community.

The PDV is a unique program that focuses on organizational management and policy development integrating grassroots social justice work with good administrative practice. The program, the only one of its kind in the country, draws advocates and other domestic violence workers from around the world. Its unique curriculum combines online learning with intensive cohort sessions and exposes participants to national experts and best practices in the field. Cohort sessions allow students to develop broad-based networks that continue to offer support long after graduation.

The CDV brings nationally recognized experts in the domestic violence or other related fields to Denver as part of the PDV. During that time, the CDV offers half-day or daylong community education opportunities, which are open to advocates and other professionals throughout Colorado and neighboring states. Family Tree staff have been regular participants in these informative trainings and have effectively used the skills they have learned to help break the cycle of domestic violence in our community.



A United Way
Agency

*The mission of Family Tree is to help people overcome child abuse,
domestic violence and homelessness to become safe, strong and self-reliant.*

CDV staff are good collaborators in the state and local communities. They partner in many efforts including the Colorado Coalition Against Domestic Violence, the Domestic Violence Research in Action Coalition and many others.

Family Tree truly believes that a program such as the Masters of Public Administration Program on Domestic Violence breaks the cycle of violence by inspiring and training students and employees of agencies such as ours. We strongly recommend your consideration of this program for recognition.

Sincerely,

A handwritten signature in cursive script that reads "Jane Pemberton". The signature is written in black ink and is positioned above the typed name and title.

Jane Pemberton
Managing Director
Domestic Violence Services