

**ROBIN SAKINA MAMA, Ph.D.**  
**PROFESSOR OF SOCIAL WORK**

**EDUCATION**

- 1990                   **Doctor of Philosophy in Social Work & Social Research**  
Concentration in Occupational Health  
Bryn Mawr College, Bryn Mawr, PA  
Dissertation: Legislating Empowerment: A Study of a  
Campaign to win Right to Act Legislation in New Jersey
- 1984                   **Master of Social Service**  
Concentration in Social Policy and Program Development  
**Master of Law and Social Policy**  
Bryn Mawr College, Bryn Mawr, PA  
Master's Thesis: Reproductive Hazards in the Toxic Workplace:  
the American Cyanamid Case
- 1982                   **Bachelor of Social Work**  
Concentration in Gerontology  
College Misericordia, Dallas, PA  
Summa Cum Laude

**PROFESSIONAL EMPLOYMENT/APPOINTMENTS**

- October 2006 -       **Chair, CSWE Council on External Relations**  
December 2007       **Member, CSWE Commission on Global Social Work**  
                              **Education**
- Sept. 2003 –         **Chair, International Committee**  
June 2008             National Association of Social Workers USA
- March 2006 – present **Associate Editor** for North America  
*Social Work Education*, published by Routledge  
Press, London, England
- April 2003 – March 2006   **Associate Editor**, North American Book Reviews  
*Social Work Education*, published by Taylor &  
Francis, London, England
- Jan 2001 – present   **Appointed Representative of the**  
**International Federation of Social Workers**  
**to the United Nations**  
New York, NY
- July 2006 – Present   **Professor of Social Work**

Monmouth University, West Long Branch, NJ

July 1999 - 2006

**Associate Professor of Social Work**  
Monmouth University, West Long Branch, NJ

September 2004  
- present

**Chair of the Department, MSW Program Director**

July 1998 –  
August 2004

**Director, Bachelor of Social Work Program**

Sept. 1992 -  
June, 1999

**Assistant Professor of Social Work**  
**Coordinator of Field**  
Monmouth University, West Long Branch, NJ

Coordinator of Field: Responsible for the placement of all junior and senior students in social work field internships, development and evaluation of field sites, and continuing education of field supervisors. Field Coordinator developed a field handbook for field supervisors, initiated formal affiliation agreements with all senior field sites, initiated a formal training for field supervisors, and increased the number of field sites from 15 to 95 as of 1998.

For the 1998-1999 academic year, also responsible for the placement of all MSW students in social work field Internships.

Teaching Responsibilities since 1992:

SW 223, Human Behavior and the Social Environment  
SW 321-322, Social Work Processes and Techniques I and II.  
SW 380 Community Development Practice.  
SW 421 Field Practice in Social Work.  
SW 422, Advanced Field Practice.  
SW 423, Seminar in Social Work.  
PR 415, Women & Technology  
SW 510, Field Practicum I Seminar.  
SW 520, Field Practicum II Seminar.  
SW 518 Global Community Practice.  
SW 614 Grant writing  
SW 619, Social Work Supervision – online course.  
SW 631 and SW 641. Field practicum seminars for students in the International and Community Development concentration.

1989 to  
1992

**Lecturer**  
Graduate School of Social Work and Social Research

Bryn Mawr College, Bryn Mawr, PA

SW 151 Social Welfare Policy, SW 146 Social Theory  
SW 372 Organizing for Social Change,

August 1987-  
August 1992

**Associate Director**

Philadelphia Area Project on Occupational Safety and Health  
(PHILAPOSH)

PHILAPOSH is a non-profit coalition of 194 unions, health and legal professionals working on occupational safety and health. Responsibilities included:

Education and technical assistance--the Associate Director maintained a caseload of 50 union locals in Southeastern Pennsylvania and Southern New Jersey, providing information and assistance on job safety and health issues, including contract language, workers' compensation, chemical research, and education specific to the union's needs. Areas of expertise included ergonomics and job redesign, video display terminal hazards, repetitive strain injury, occupational stress, and AIDS in the workplace.

AIDS in the Workplace Project- Coordinator of one of the few programs in the United States that provided education and technical assistance to workers in non-health care settings on AIDS, assisted unions and employers with AIDS employment policies, and assisted unions in establishing AIDS Action Plans that dealt with discrimination, health care, legal and insurance issues around AIDS. The Project also provided assistance to community groups working on AIDS in Philadelphia.

Asbestos Illness Program- Coordinator of a model pilot demonstration project to provide psychosocial support, education, and health intervention to workers with asbestos related disease.

Grant writing - Since 1984, the Associate Director was responsible for writing and maintaining the programs for the following grants: Philadelphia Foundation General Support Grant (\$15,000/year from 1986), Philadelphia Foundation Cancer Education Grant (\$13,000 average grant from 1986-89), Philadelphia City Council Class 500 Grant for education (\$10,000/year 1984-89), AIDS Activities Coordinating Office City of Philadelphia (\$50,000/year since 1988 for an AIDS in the Workplace Project).

Administration- Responsible for budget preparation and coordination, fiscal administration, and supervision of graduate social work students on internships.

August 1984-  
July 1987

**Administrative Manager**  
Philadelphia Area Project on Occupational Safety and Health

June-August  
1984

**Research Consultant**  
Yale-New Haven Occupational Health Clinic  
New Haven, CT

Conducted pilot study of workers' experiences with the Workers' Compensation system in Connecticut. Study results published in 1987.

June 1980-  
July 1982

**Research Assistant**  
Institute of Gerontology, College Misericordia  
Dallas, PA

Responsibilities included coordination of a \$43,000 grant for the Pennsylvania Department of Aging, direct casework at an adult day care center, research assistant to Homemaker/Home Health Aide grant, resident coordinator for summer Elderhostel programs.

## **PUBLICATIONS - Peer Reviewed**

Mama, R.S. (2007). "Social Policy from a Global Perspective", published in Sowers, K, Dulmus, C., and Colby, I (eds) *Comprehensive Handbook of Social Work and Social Welfare, Volume Four: Social Policy and Social Practice*. NJ: John Wiley & Sons.

Mama, R. (2006). "History of Social Work Education in the United States", published in V.Folkine and K. Briar-Lawson (eds) *Social Work and Social Work Education Abroad: Comparative Analysis in Russia and the USA*, Russian Academy of Education.

Cronin, M, Mama, R.S., Mbugua, C., Mouravieff-Apostol, E., (2006) "Social Work At the United Nations", published in Hall, N. (ed) *Social Work: Making a World of Difference*, International Federation of Social Workers.

Swigonski, M., Ward, K., Mama, R., Rodgers, J., Belicose, R. "An Agenda for The Future: Student Portfolios in Social Work Education", accepted for publication to *Social Work Education*, December, 2004.

Ward, Kelly & Mama, Robin. Breaking Out of the Box: Adventure Based Field.

Chicago: Lyceum Books, Fall 2005.

Mama, Robin S. "Global Community Practice Syllabus", (2004) published in Link, R. & Healy, L. (eds) *Teaching International Content: Model Syllabi and Modules for Social Work Educators*. Washington, D.C.: Council on Social Work Education.

Mathbor, G., Rodgers, M, & Mama, R. (2004). "The Changing Meaning of Participation In Community Development: Lessons Learned in Bangladesh". *Dzives Jautajumi IX*, Pgs 84-97.

Rodgers, M & R. Mama. (2002). "Infusing International Content into Advanced Generalist Practice", in Roy & Vecchoilla (Eds) *Thoughts on An Advanced Generalist Education: Models, Readings & Essays*, published by eddie bowers publishing, Iowa.

Swigonski, M., Mama, R., & Kelly Ward. *From Hate Crimes to Human Rights*. Haworth Press, 2001. Simultaneously published as a special edition of the Journal of Gay and Lesbian Social Services, 2001.

Mama, Robin Sakina. "Preparing Social Work Students to Work in Culturally Diverse Settings. *Social Work Education* Vol 20 (3), 2001.

Mama, Robin Sakina. "Violence in the Field: The Experiences of Students and Supervisors", *Journal of Baccalaureate Social Work*, Vol 2 (1), 2001

Mama, Robin Sakina. "Student Internships and Infectious Disease Exposure: An Exploratory Study". *The Journal of Baccalaureate Social Work*, Vol 2(2), April, 1997.

Mama, Robin Sakina and Toba Kerson. "Area Project on Occupational Safety and Health". In *Field Instruction in Social Work Settings*, Toba Kerson and Marcia Martin (Eds.). New York: Haworth Press, 1994. Simultaneously published in *The Clinical Supervisor*, Vol 12 No.1, 1994, pg 123-137.

Mama, Robin Sakina and Toba Kerson. "Area Project on Occupational Safety and Health". *The Clinical Supervisor* Vol 12, No. 1, 1994, p.123-137.

Nuccio, Kathleen E. and Mama, Robin Sakina. "Effects of Fetal-Protection Policies on Women Workers", *Affilia: Women and Social Work*, Volume 5, Number 3, Fall 1990, p. 39-49.

Lewis, Beth M. and Mama, Robin Sakina. "The Cost of Filing: Workers' Compensation and Unmet Need in the Work-Injured/Diseased Population", *Social Work Papers*, Volume 20, 1987.

## **BOOK REVIEWS**

*Practice Learning in the Caring Professions* by Dave Evans. Aldershot: Ashgate, 1999.  
Reviewed in: *Social Work Education*, Vol 20(1), 2001.

*Social Work as Community Development – A Management Model for Social Change* by  
Stephen Clark. Hampshire UK: Ashgate Publishing, 2000. Reviewed in: *Social Work  
Education*, Vol 20 (5), 2001.

### **Manuscript Reviews**

*Therapeutic Games and Guided Imagery Exercises*, by Dr. Monit Cheung, reviewed for Lyceum  
Books, July 2004.

*Social Work Values and Ethics*, 3<sup>rd</sup> edition, by Frederic Reamer, reviewed for Columbia  
University press, July 2004.

*Contemporary Perspectives on Human Rights*, by Elizabeth Reichert, reviewed for Columbia  
University press, July 2004.

### **PUBLICATIONS - Non-Peer Reviewed**

Mama, Robin Sakina. “Ethics of Globalization”, *Encyclopedia of Ethics*. CA:  
Salem Press, 2003.

Mama, Robin Sakina. “Pregnancy, Disability, and Maternity Leave”, *Encyclopedia of  
The U.S. Supreme Court*, Thomas Lewis & Richard Wilson (eds), CA: Salem  
Press, 2000.

Mama, Robin Sakina. “Social Workers and the Family”, *Encyclopedia of Family Life*,  
CA: Salem Press, December 1998.

Mama, Robin Sakina. “Aid to Families with Dependent Children”, “Pregnancy and  
Employment”, “Protective Legislation for Women” *Encyclopedia of Multiculturalism*.  
CA: Salem Press, 1997.

Mama, Robin Sakina. “Pregnancy and Employment”. *Ready Reference: Women's Issues*  
Edited by Margaret McFadden, Salem Press, 1997.

Mama, Robin Sakina. “Bibliography” A 10,000 word bibliography completed for *Ready  
Reference: Women's Issues* Edited by Margaret McFadden, Salem Press, 1997.

### **WORK IN PREPARATION**

Mama, Robin & Ward, Kelly. *Culturally Competent Field Instruction*. Book contract issued by  
Lyceum Press, January, 2006.

## **PRESENTATION OF PAPERS/ABSTRACTS**

“Hybrid Courses and Faculty Evaluation at Monmouth University”, presentation on behalf of the Center for Excellence in Teaching and Learning, September 16, 2008.

“Testimony before the Committee on Education and Labor, Subcommittee on Health Families and Communities hearing “Caring for the Vulnerable: The State of Social Work in America”., July 29, 2008, Washington, D.C.

“Resource Challenges and Costing of International Collaborations” with Dr. Karen Sowers, Dr. Mona Shatz, and Dr. Traci Harachi, at the International Social Work Conference, Boston, MA, June 6– 8, 2008.

“International Professional Associations for Global Health” presented with Dr. Laura Jannone and Dr. Bojana Beric at the Global Understanding Convention, Monmouth University, April 11, 2008.

“NGO’s and the United Nations”, presented at the Global Social Work Student Conference, Fordham University, March 30, 2008.

“NGO’s and the United Nations”, Keynote Address, Moorestown High School Model UN, February 9, 2008.

“Social Workers as a Force for Change in Diplomacy and Development”, presented with Leticia Diaz, Dr. Dennis Ritchie, Dr. Hugo Kamya at the Annual Meeting of the Council on Social Work Education Meeting, San Francisco, CA October 27 – 31, 2007.

“Developing External Relations to Complement Social Work Education and Develop Career Opportunities”, presented with Dr. Lynne Healy, Dr. Tim Rehner, Dr. Julie Guevara and Leticia Diaz at the Annual Meeting of the Council on Social Work Education Meeting, San Francisco, CA October 27 – 31, 2007.

“Delving into International Social Work”, preconference workshop presented with Dr. Tim Rehner, Dr. Julie Duevara and Dr. Dennis Ritchie, at the Annual Meeting of the Baccalaureate Social Work Program Directors, Los Angeles, CA, October 25 – 29, 2006.

“Translating International Human Rights Content into Social Work Practice”, presented with Dr. Dennis Ritchie, at the Annual Meeting of the Baccalaureate Social Work Program Directors, Los Angeles, CA, October 25 – 29, 2006.

“Social work’s role in international development”, presented at the Annual Meeting of the Baccalaureate Social Work Program Directors, Los Angeles, CA, October 25 – 29, 2006.

“Six tips for successful grant writing”, presented at “What Makes a Successful Grant Application?”, the office of Grants and Contracts, Monmouth University, Sept.

26, 2006.

“Making the social work profession an essential partner in international development” presentation with Leticia Diaz and Dr. Richard Estes, presented at the International Federation of Social Workers World Conference, Munich, July 28 – August 2, 2006.

“Social work advocacy at the United Nations”, presentation with Dr. Michael Cronin, Charles Mbugua and Ellen Mouravieff-Apostol, presented at the International Federation of Social Workers World Conference, Munich, July 28 – August 2, 2006.

“Coalition Building” 6 hour workshop for Prevention First, Eatontown, NJ, May 26, 2006.

“Grant Writing Workshop”, 2.5 hr workshop presented with Kathleen Dell, MSW for area social services agencies, May 19, 2006.

Moderator, “Global Perspectives on Human Trafficking”, panel presentation at the New Jersey Anti-trafficking Conference, March 24, 2006.

“Human Rights and Social Work Practice”, keynote address at *Connecting the Dots: Providing Social Services to Vulnerable Populations* conference, Jersey Shore Medical Center, March 21, 2006.

“Modern Day Slavery: A Challenge for Social Work Education and Practice”, presentation with Elizabeth Salett, Dr. Terry Hokenstad, and Dr. Sandra Starks, accepted for presentation to the Council on Social Work Education Annual Program Meeting, February 16-19, 2006, Chicago Il.

“Alternative Approaches to Teaching Field” with Dr. Kelly Ward, accepted for presentation at the 23<sup>rd</sup> Annual Baccalaureate Social Work Program Directors meeting, November 2-6, 2005, Austin, TX.

“How to be Global without Leaving Home” with Dr. Dennis Ritchie and Dr. Lisa Avery, accepted for presentation at the 23<sup>rd</sup> Annual Baccalaureate Social Work Program Directors meeting, November 2-6 2005, Austin, TX.

“What is a Collaborative?”, Keynote speech presented at *Collaboratives – Strengthening and Serving Our Community*, a conference sponsored by the Collaborative Council of Monmouth County in partnership with the New Jersey Office of Children’s Services, July 11, 2005, Monmouth University.

“International Issues and the Social Work Profession”, invited presentation, NJ National Association of Social Workers annual meeting, May 2-4, 2005.

“The United Nations: A Resource for Social Work Education”, invited presentation,



with Dr. Janice Wood Wetzel and Dr. Terry Hockenstad, CSWE Annual Meeting, New York City, Feb 26 – March 1, 2005.

“Recruiting High School Students into Social Work”, presentation with Dr. Kelly Ward at the Baccalaureate Program Directors annual meeting, Detroit, MI, November 6-9, 2004.

“Social Work Advocacy at the United Nations” presentation with Michel Cronin, Dr. Elaine Congress, and Charles Ngubo at the International Federation of Social Workers World Conference, 2-5 October, 2004, Adelaide, Australia.

“Engaging Social Work Professionals in the International Arena: Lessons Learned and Future Plans from the National Association of Social Workers-USA”, Presented with Dr. Lynne Healy, Dr. T. Hokenstadt, Leticia Diaz, and Gary Bailey at the International Federation of Social Workers World Conference, 2-5 October, 2004, Adelaide, Australia.

“The Language of Human Rights: Meaningless Rhetoric or a Means of Realisation?” Invited presentation at the International Federation of Health and Human Rights Organizations Conference, August 27, 2004, Utrecht, The Netherlands.

“Social Justice & Human Rights Panel”, invited presentation at the Annual Meeting of the Council on Social Work Education, February 2004, Anaheim, CA.

“On the “Burning Edge” of Technology: Electronic Portfolios, Student Assessment and Program Outcomes” presented with Dr. Kelly Ward and Cary Harr at the Annual Meeting of the Council on Social Work Education, February 2004, Anaheim, CA.

“Technology and Field”, invited pre-conference workshop, 21<sup>st</sup> Annual Conference of the Association of baccalaureate Program Directors, Reno, Nevada, October 29-November 2, 2003.

“Electronic Student Portfolios”, presented with Dr. Kelly Ward and Dr. Ray Belicose at the 21<sup>st</sup> Annual Conference of the Association of Baccalaureate Program Directors, Reno, Nevada, October 29 – November 2, 2003.

“Community Organizing within the United Nations: An NGO perspective”, invited presentation at the Annual Meeting of the Council on Social Work Education, February 28-March 3, 2003.

“ The Field Seminar in Cyberspace: Using the Internet for Field Education”, presented at the annual meeting of the Association of Baccalaureate Program Directors, Pittsburgh, October 23-27, 2002.

- “Using the Internet in International Social Work Education”, presented at the International Association of Schools of Social Work Conference, Montpellier, France, July 15-18, 2002.
- “Employee Assistance Programs and Workplace Safety Issues for Social Workers” presented with Dr. Kelly Ward at the NASW New Jersey Conference, April 22, 2002.
- “The Classroom or the Internet? Student Experiences and Research Results of a Supervision in Social Work Class”, presented at the Human Services & Information Technology Applications conference, Charleston, South Carolina, September 10-13, 2001.
- “Using the Internet in International Field Internships”, presented at the Human Services & Information Technology Applications conference, Charleston, South Carolina, September 10-13, 2001.
- “Creating International Activists in Social Work”, presented with Paul Longo at the Social Welfare Action Alliance 2001 Conference, Temple University, Philadelphia, PA, June 28 – July 1, 2001.
- “International Field Internships – Making it Happen”, The Association of Baccalaureate Social Work program Directors Annual Meeting, Destin, Florida, October, 2000.
- "Supervision On-Line: Providing Field Instructors with Supervision Training via the Web", presented at the Association of Baccalaureate Social Work Program Directors Annual Meeting, St. Louis, MO, November, 1999.
- “How to use Family Rituals to build Resiliency in Clients” presented with Dr. Kelly Ward at the New Jersey National Association of Social Workers Annual Meeting, April, 1999.
- “Understanding Culture in Macro Social Work”, presented at The Association of Baccalaureate Social Work Program Directors Annual Meeting, Albuquerque, New Mexico, October 7-11, 1998.
- "International Developments in Social Work" presented with Dr. Mark Rodgers at the Annual Meeting of the Society for Occupational and Environmental Health, Bethesda, MD, October 19-22, 1998.
- “The Brave New Work Contract: Job Transformation in the Lives of Americans” Conference sponsored by the Center for the Study of Public Issues, Monmouth University. Moderator and Reporter for workshop: The Impact of the Work Contract on the Family.

- “Infusing Multicultural Content into the Social Work Curriculum”, presented at the Association of Baccalaureate Social Work Program Directors Annual Meeting, Philadelphia, PA October 29-November 2, 1997.
- “Violence in the Field: Student Experiences During Internship”, presented at the annual meeting of the American Public Health Association, Nov. 18-21, 1996, New York, NY.
- “Student Internships and Infectious Disease”, presented at the annual meeting of the American Public Health Association, October 31 - November 3, 1994, Washington, D.C.
- “Providing Support for Asbestos Disease Victims: Presentation of a Pilot Project”, presented at the 118th Annual Meeting of the American Public Health Association, September 30 - October 4, 1990, New York, NY.
- “Workplace Policies and Practices: Right to Act and Right to Refuse”, presented at Coping with Chemicals in our Workplaces, in our Communities, sponsored by the National Center for Hazard Communication, College Park, MD, June 16, 1990.
- “Design and Implementation of AIDS Education Programs for Healthcare Workers”, presented at Occupational HIV Infection: Understanding and Controlling the Risks, sponsored by the Medical College of Pennsylvania, March 9-10, 1990, Philadelphia, PA.
- “AIDS Education and Local Unions: A Health & Safety Approach”, presented at the American Public Health Association National Meeting, October 22-26, 1989, Chicago, IL.
- “Ergonomics - Impact on the American Work Force”, Practical Ergonomics Conference, sponsored by the American Industrial Hygiene Association Central PA Section, June 14, 1989, Millersville University.
- “Coalition Building”. Bargaining For Our Families Conference, Sponsored by the Coalition of Labor Union Women, April 14, 1989, Philadelphia, PA.

## **UNIVERSITY SERVICE**

Peer Observer, 1998 – June, 2008

Hybrid Working Group, September 2007 – present

Advisory Board Member, Center for Excellence in Teaching and Learning, August 2007 - present

Office of Grants and Contracts Search Committee, February, 2007 – August 2007  
Graduate School Planning Committee, September 2006 – May, 2007  
Religion Studies Program Advisory Committee, July 2006 – December 2007  
Faculty Governance Task Force December 2005 – December 2006  
Provost's Task Force on Academic Organization April 2005 – April 2006  
Subcommittee on Outcomes Assessment for the Middle States Reaccreditation process,  
September 2004 – March 2006  
University Outcomes Assessment Committee, September 2003 – 2006  
Search Committee, Dean of School of Humanities & Social Sciences, September 2002 – May  
2004  
School Personnel Committee, School of Humanities and Social Sciences, September  
2002-August 2004

Faculty Council, 1996 – 2002; Vice-chair of Faculty Council 1996 -1997  
Governance Secretary 1997-1998  
Vice-chair 1998-2000  
Chair 2000 – 2001; 2001-2002

University Qualifications Committee, Sept – Dec 2000  
Periodic Review Report Subcommittee on Outcomes Assessment  
Task force on Outcomes Assessment, October 1999 - 2001  
Appointed to Graduate Faculty, July 1998  
New Academic Building Committee, March 1996 - 1998  
LCAC Freshman Advising, July, 1996  
NCAA Accreditation, sub-committee on Academic Integrity 1994-1995  
Experiential Education Sub-committee, 1993-2000  
Special Programs Committee, January - June 1994  
Preventing AIDS on Campus Together Committee, 1993-1995  
Honors Thesis Reader, 1994, 1999, 2001  
Library Coordinator, 1994 - 2000  
Search Committee, Criminal Justice Program, 1994  
Reviewer, Monmouth Junior Science Symposium, 1993  
Founders' Day Planning Committee 1993  
Advisor, Social Work Society, 1993-1995  
Organized Social work Teach-In on Children and Poverty, October 21, 1992. Part of a  
national teach-in conducted by over 200 colleges and universities during October 1992.

## **ADDITIONAL PROFESSIONAL TRAINING**

Using the Online Files of the National Library of Medicine. Sponsored by the Agency for Toxic  
Substances and Disease Registry, Oak Ridge Tennessee, 28 - 31 March, 1989.

Ergonomics. Sponsored by the Workplace Health Fund and the National Institute on

Occupational Safety and Health, Oklahoma University, Norman, OK, 11 - 15 April, 1988.

## **AWARDS AND HONORS**

Infusing Human Rights into the Social Work Curriculum, Judith Stanley Humanities Fellowship, Summer 2004.

Mini-sabbatical, Monmouth University, Summer 2001

Lap-Top Initiative Award, Monmouth University, 2001

*Distinguished Teaching Award, Monmouth University, 1999-2000*

Grant-in-Aid of Creativity, Monmouth University, 1997

Grant-in-Aid of Creativity, Monmouth College, 1994

Rivitz Award for Dissertation Support, Bryn Mawr College, 1988

Susan B. Anthony Memorial Award, Bryn Mawr College, 1984

## **MEMBERSHIPS**

Licensed Social Worker, New Jersey, #SL 13522

Council on Social Work Education, 1992- present

Association of Baccalaureate Program Directors, 1993 – present

National Association of Deans and Directors of Schools of Social Work, 2004-present

## **LANGUAGE SKILLS**

Reading, writing, and speaking fluency in Gujarati, one of the languages of Northwestern India, beginning French.