



RUTGERS UNIVERSITY
College Support Program

Welcome to the Rutgers College Support Program (CSP)

Empowering Students with Autism and/or
Attention-Deficit/Hyperactivity Disorder to
Thrive Academically and Interpersonally

Visit Our Website



Welcome to the Rutgers College Support Program (CSP)

In stark contrast to traditional educational settings that may not be accessible to neurodivergent learning styles, the Rutgers College Support Program is strategically crafted to empower students with Autism and Attention-Deficit/Hyperactivity Disorder (ADHD) to thrive academically and interpersonally.

The Rutgers College Support Program (CSP) recognizes and celebrates the diverse range of skills, abilities, and needs within our student population. Our commitment extends beyond individual support to a broader transformation of the educational landscape. We provide comprehensive education and training to university professors and staff, arming them with the knowledge to create inclusive environments that foster the success of neurodivergent students. Central to our approach is Rutgers CSP’s dedicated space, a purpose-built facility designed to be a vibrant hub for students to connect, relax, and build a supportive community.

Program Components

Tier selection is determined by individual student support needs and is not diagnosis specific.

	Tier 1 CSP Access	Tier 2 CSP Access+
Weekly Individual Coaching Sessions	✓ 30 min	✓ 60 min
Weekly Skills and Strategies Group	✓ 90 min	✓ 90 min
Monthly Social Events	✓	✓
Mental Health Monitoring	✗	✓
Individual Academic Support	✗	✓
“On-Call” Campus Liaison	✗	✓
Weekly Peer Mentorship	✗	✓
Cost Per Academic Year	\$2,000	\$7,000

The CSP at Rutgers is providing my son, who has a diagnosis of Asperger’s, with not only the support he needs, but also with the confidence he needs to be a successful student. They work with him on his academic skills and executive functioning skills while simultaneously encouraging age-appropriate social development. Perhaps the most important aspect is that the CSP has helped my son to finally believe in himself.

Miriam Motechin,
Parent of a Current
Rutgers CSP Student



CSP ACCESS

CSP ACCESS+

Weekly Individual Coaching Sessions

Students have individual meetings with their coach each week following the group session. The coach helps students prioritize and implement the skills and strategies learned in groups.

Each week during coaching sessions, students set realistic short-term goals and outline steps to accomplish them. The coach carefully monitors progress and helps motivate the student to implement new skills and strategies. In this way, the content learned in groups is personalized to meet the needs of each CSP student, and progress is tracked and celebrated.

Students in CSP ACCESS+ receive more intensive weekly coaching related to managing their schedule, planning ahead to complete assignments and prepare for exams, help with accessing key campus resources, and assistance with finding activities and expanding interests on campus and in the community.



CSP ACCESS

CSP ACCESS+

Weekly Skills and Strategies Group

Students in the CSP receive one of the few evidence-based group skills interventions available for neurodivergent college students – Accessing Campus Connections and Empowering Student Success (ACCESS).

This unique program includes eight, 90-minute group meetings with six to ten students in each group. During each meeting, group leaders cover psychoeducation/knowledge about ADHD and Autism, executive functioning skills and strategies, and adaptive thinking and cognitive strategies. Students get to interact with other Rutgers students, develop relationships, support each other, and share successful strategies. As part of the groups, academic and mental health providers from the university come and talk about how to receive additional services, helping students to navigate the Rutgers system and make connections.

CSP ACCESS

CSP ACCESS+

Monthly Social Events

Program members have access to social events such as Campus Spirit Night, Murder Mystery Night, Karaoke, the Annual Halloween Party, Cooking Demos, Game Nights, and more.

The CSP has been a gamechanger for me during my time at Rutgers. The dedicated, encouraging staff and the supports they provide have made all the difference in helping me succeed.

**Edan D.,
Rutgers CSP Student**



Fully equipped with state-of-the-art appliances, the RCAAS commercial kitchen is extremely popular with the students. In addition to the main lounge, it serves as a gathering area for monthly social events hosted by the CSP Peer Mentors.

I have witnessed first-hand the power of community and resources cultivated through the CSP. The Peer Mentor Executive Board is committed to fostering a strong sense of belonging and support amongst our students. By facilitating meaningful interactions and creating an environment where everyone feels involved, we will continue working to ensure that every CSP student can make the most of their college experience.

**Ethan Rust,
CSP Peer Mentor e-Board
President**



The CSP has really helped me as a student socially and academically. I really do not know how I would be managing campus life without the supports that the College Support Program offers.

**Josh G.,
Rutgers CSP Student**



The RCAAS's lounge and game room area serve as a central hub of activity for CSP students, where many social events are held and enjoyed.

As someone with a sibling on the autism spectrum, my heart has always gravitated towards supporting the community in the capacity that it has helped my own family. To find such a diverse community is rare, and to be part of a program that encourages students to thrive not only academically, but throughout their lifespan, is a privilege. Knowing that I can help play a positive role in another's life, whether as a friend or a friendly face in the crowd, will always be the most rewarding experience of all.

**Keya Pai,
CSP Peer Mentor e-Board
Secretary**



CSP Access+ Only Components



CSP ACCESS+

Mental Health Monitoring

Mental health challenges frequently wax and wane. Accordingly, university supports for students need to be flexible, and implemented as needed.

This can only be accomplished through careful and frequent monitoring of mental health symptoms. In CSP ACCESS+, students are asked to complete screening questionnaires several times per year to monitor possible mental health concerns. Follow-up is also provided as needed for students who report stress in their weekly coaching sessions or skills groups. The goal is to identify concerns so that mental health supports can be offered to mitigate impact on academic performance and quality of life.



CSP ACCESS+

Individual Academic Support

Individual academic coaching meetings are provided to students in ACCESS+ for 45-60 minutes per week in collaboration with the Rutgers Learning Centers.

Academic coaching meetings encourage students to optimize their learning experience by teaching strategies for improved studying, organization, time management, and active learning. In addition, CSP staff facilitate two 60-minute study sessions per week, where students are encouraged to apply the skills that they acquire during their academic coaching meetings to complete assigned readings and projects, do homework, write papers, etc. for their courses. CSP staff can also help to arrange individual academic tutoring sessions related to specific courses/disciplines when needed and subject to tutor availability.



CSP ACCESS+

“On-Call” Campus Liaison

Students in CSP ACCESS+ are supported by a team of specialized campus liaisons that are available during program hours (Monday-Friday 9am-4pm).

Liaisons help individual students troubleshoot any challenges or issues that may unexpectedly arise across the context of college life. Examples of common challenges that campus liaisons are available to assist with include difficulties navigating the campus, living with roommates, communicating effectively with professors, and resolving any other concerns related to academic performance, student conduct, or residence life.



CSP ACCESS+

Weekly Peer Mentorship

CSP Peer Mentors are trained Rutgers students who engage with CSP students, staff, and other Peer Mentors regularly. They are a critical part of our program.

There are many challenges that new and returning students face. Often, social and peer-related forms of support can serve as a buffer against the normal stressors students may experience. Therefore, Rutgers CSP operates a Peer Mentor program supporting students who are currently enrolled as undergraduates. CSP Peer Mentors receive rigorous training prior to their participation in the program.

Additional Resources for CSP Students

The following services are optional and are not included within the cost of the CSP at either tier (ACCESS or ACCESS+). These supplemental services provide added support and are offered for an additional cost as based on service availability.

CSP Employment Support Program

There are three main steps to the Employment Support Program (ESP) process.

Pre-Employment

Acting as a liaison to Rutgers Career Exploration and Success (CES), we provide individualized support for students seeking meaningful vocational experiences at Rutgers. The RCAAS has a wide-ranging network of existing relationships with potential employers throughout Rutgers University. The CSP will conduct an initial comprehensive evaluation to determine the best match within this network, based on the individual strengths and interests of the student. Once an appropriate employment pathway is determined, the CSP will facilitate a placement that matches the skill set of that particular student. Before their first day, CSP staff will help students learn how to self-monitor and evaluate their job performance to track progress throughout employment.

Onboarding

Job placements are tailored to the needs of each individual student. Selection of employers is based on the company’s current efforts to maintain an inclusive environment. Once students begin employment, CSP staff will provide job supports, including an assessment of job performance, immediate feedback, and evaluations. CSP staff will act as a liaison between the student and the employer while helping to navigate any difficulties that may arise. This gradual integration process allows for students to feel comfortable while adapting to the social culture of the workplace.

Monitoring Progress

As students adapt to the workplace and acclimate to the employment site, assistance may be gradually faded to foster independence. Continued support is available as needed while establishing novel job tasks and responsibilities. The student’s progress will be monitored over time through self-evaluations and feedback received from employers and CSP staff. The goal is to determine the appropriate levels of support needed to ultimately promote full independence at work. If it is determined there is a need for greater support, the CSP will act as a liaison to the NJ Division of Vocational and Rehabilitative Services (DVRS) and its employment providers to help students gain additional services to facilitate their continued success.



Employment Resources

The CSP has compiled a list helpful resources designed to assist CSP students as they prepare to seek employment opportunities, including how to build a resume, preparing for a job interview, employee recruitment programs, mentoring, and training.



Scan to download the document



Supplemental Clinical Support

ADHD Diagnostic Evaluations - Universities require documentation (a formal report) for students to be eligible for services such as accommodations and medication.

An evaluation in the community can cost \$1,000 to \$2,000. We want to ensure that all Rutgers students have access to low-cost/free ADHD evaluations. We evaluate students who were previously diagnosed and want an updated report, as well as students who believe they have ADHD and have not been evaluated before. We provide a range of low-cost evaluations that address treatment needs related to ADHD, anxiety, and depression.

Diagnostic Evaluations for Autism provide first-time autism diagnosis and/or re-evaluation to support planning and recommendations. Individual therapy provides support and addresses social, mental health, and/or other life goals. Group therapy is provided to support and address social, mental health, and/or other life goals. Individual and group therapy is available on a sliding fee scale.

ADHD Evaluation Request Form:



Autism Evaluation Request Form:



Commitment to Neurodiverse Student Success

Rutgers University is on a mission to be known as a place where students who think and learn differently are welcomed and included. To accomplish this, we brought together two centers from the Graduate School of Applied and Professional Psychology (GSAPP), the Rutgers Center for Adult Autism Services (RCAAS) and the Center for Youth Social Emotional Wellness (CYSEW), to develop a holistic model that promotes student wellness and well-being. The Rutgers CSP seeks to enrich the college experience and promote the overall success of university students with ASD and/or ADHD at all stages of their educational journey, from admission to graduation.



The official RCAAS Community Center ribbon cutting ceremony, September 2021. Photo taken by John O’Boyle.

This is about creating a welcoming, equitable and supportive environment that helps all of our qualified students—including those who are neurodiverse—to make the most of the world-class education we offer.

**Dr. Francine Conway,
Rutgers New Brunswick
Chancellor**

The term “neurodiversity” describes the variety of different human minds or brains, which interact and experience the world in many different ways. It is a term often applied to individuals with diagnostic classifications such as ADHD, autism, dyslexia, and Tourette syndrome. It does not mean “bad,” “unqualified,” “incompetent,” or any other negative descriptor that many neurodivergent individuals have unfortunately been labeled throughout their lives.



A Welcoming Space at the RCAAS Community Center

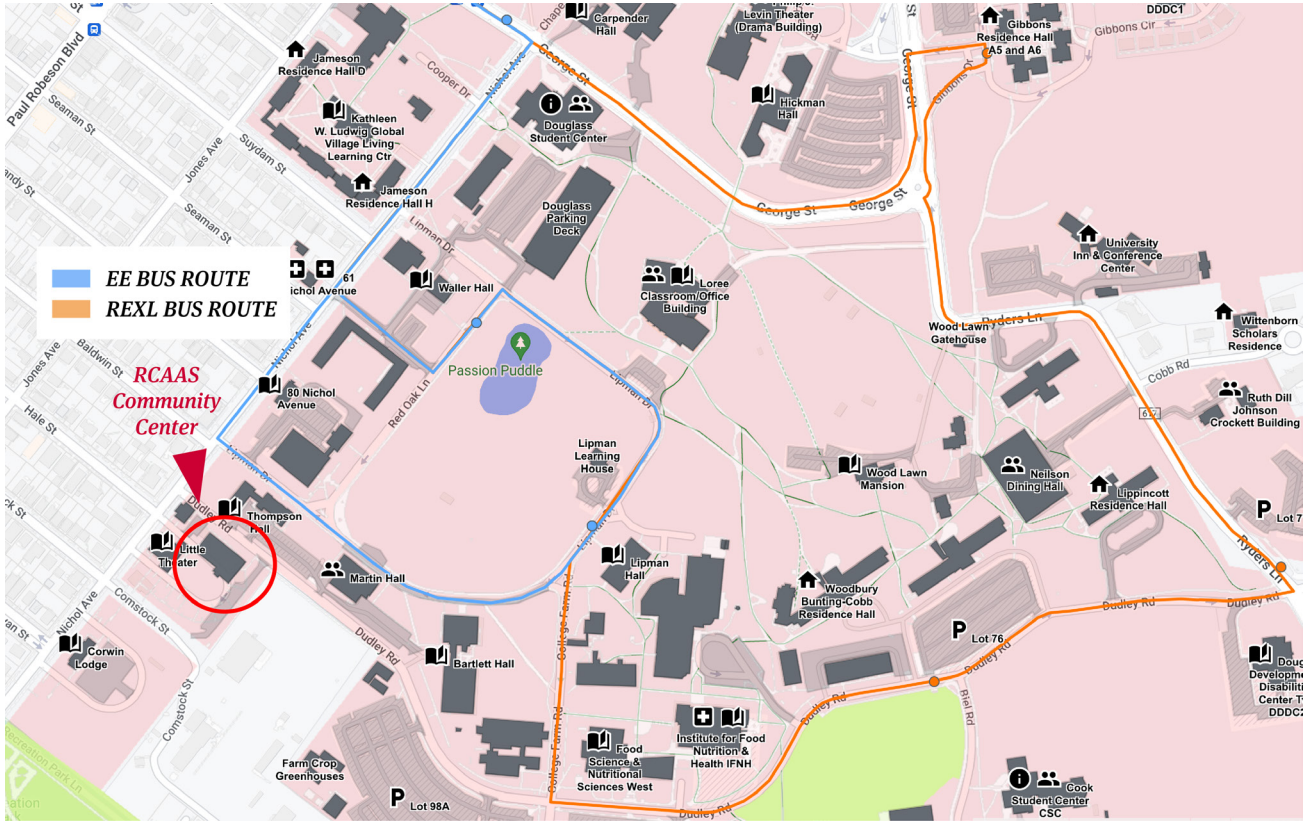


Our home away from home...

The Rutgers Center for Adult Autism Services Community Center is the headquarters of the Rutgers College Support Program. Located at [100 Dudley Road](#) on the scenic Douglass Campus in New Brunswick, the center offers convenient access to public and university transportation networks and is within walking distance of amenities such as the Douglass Student Center and iconic Passion Puddle.



Scan QR code for directions to the RCAAS:



CSP Partnerships

Rutgers CES is a campus partner who regularly collaborates with the CSP to provide our neurodiverse students with career-readiness skills that empower them to think critically about their post-graduation goals and navigate career planning with greater confidence. I cannot emphasize enough the CSP's exemplary status as a program that colleges across the country should model to ensure our next generation of neurodiverse students have the skills to thrive-- rather than merely survive-- as economic, social, and political participants in society post-graduation.

Airelle Smith,
Assistant Director, Career Advocacy and Professional Inclusion, Rutgers Career Exploration and Success (CES), Offices of the Chancellor and Provost

Working in concert with key campus and community partners, the CSP works collaboratively to assure student success. This integration is essential to ensuring that CSP students have access to and take advantage of everything that Rutgers has to offer across all aspects of university life, including academics, amenities, and a variety of exciting opportunities for social engagement.

College Support Program (CSP) – A Network of Support



A Culture of Collaboration, Safety, and Training

We cannot overstate the importance of the CSP's campus and community partnerships, such as with the Rutgers University Police Department (RUPD). The RUPD came to the RCAAS Community Center to conduct an enlightening training workshop and informally interact with CSP students. The outcome? A candid and impactful session that resulted in increased understanding on behalf of the officers, new and seasoned staff, and students.



We are grateful for the opportunity to train the Rutgers community about the neurodiverse student population and excited to have formed a collaborative partnership with RUPD, proving that clearly, we are, 'better together.'

Dr. Arpana Inman,
Dean and Distinguished Professor, GSAPP

Protecting the Rutgers community includes learning from people when they are not in crisis in order to establish more positive interactions.

RUPD Chief Kenneth Cop

Scan to read about this impactful event:



Neurodiversity Taskforce

The CSP, a unit within the RCAAS, is an essential part of a broad, university wide neurodiversity initiative. RCAAS Executive Director, Christopher Manente, PhD, BCBA received a grant award from the Department of Equity and Inclusion that led to his formation and chairing of Rutgers University’s Neurodiversity Taskforce. Its mission is to improve organizational climate and promote access, advocacy, and equity by affirming that Rutgers is an institution that celebrates the neurodiversity of its beloved community.



The Taskforce was created in January 2022 to evaluate the current climate of accessibility and acceptance for neurodiverse students at Rutgers and is comprised of 20+ members representing neurodiverse Rutgers students, faculty, and staff across a variety of academic and other units/ departments. Through stakeholder surveys and focus groups, the Taskforce identified critical priorities, findings and recommendations, shared at annual summits.

Scan to learn more about the RU Neurodiversity Taskforce:



As a faculty member that is deeply committed to the success of neurodivergent students, I am so grateful that this program exists and that it has inspired so many Rutgers leaders to prioritize expanded access to training and support related to neurodiversity. This is only the beginning...Now is the time to be bold in ensuring that all Rutgers faculty and staff have the training and support they need to create the most accessible and welcoming campus community for students who learn differently.

Dr. Mark Robson, Dean, Rutgers School of Graduate Studies and Distinguished Professor



Adam Tropper, undergraduate and former CSP student, and Tanvi Shrivasatava, undergraduate and CSP student, engage in a faculty-moderated panel discussion during the 2023 Rutgers University Neurodiversity Summit, speaking candidly about their own experiences as students on the autism spectrum.



Meet the CSP Team

Dr. Vanessa Bal

Karmazin and Lillard Chair in Adult Autism; Associate Professor, GSAPP; Director of RCAAS-Psychological Services Clinic and RCAAS Co-Director of Research

Vanessa H. Bal, PhD, is a licensed clinical psychologist who joined Rutgers in 2018. She earned her MSc. in neuroscience from the University of Oxford and her doctorate in psychology from the University of Michigan. She also completed her clinical psychology internship at the University of Michigan and a postdoc in human genetics at the University of California, San Francisco. Dr. Bal's research program emphasizes a lifespan perspective to furthering understanding of autism spectrum disorder (ASD) in adulthood.



While many universities offer academic supports to help autistic students get through college, we hope that integration of mental health services will help Rutgers students thrive.

Dr. Vanessa Bal



Rutgers University is on a mission to be recognized as a place where all students who think and learn differently are celebrated for their authentic identities! We hope that you'll join us!

Dr. Christopher Manente

Dr. Christopher Manente

Executive Director, RCAAS; Associate Professor of Clinical Practice, Applied Psychology Department, GSAPP

Christopher J. Manente, PhD, BCBA, is the Founding Executive Director of the RCAAS and an Associate Professor of Clinical Practice at the Rutgers Graduate School of Applied Professional Psychology. Dr. Manente's previous roles included serving as an Assistant Professor of Education at Caldwell University, as a consultant supporting students with ASD in schools throughout New Jersey, and serving as the Senior Program Coordinator of Adult Services at the Douglass Developmental Disabilities Center (DDDC) at Rutgers University.



Rutgers strives to move beyond helping neurodivergent students reach their fullest academic potential to provide a community that fosters a sense of belonging and wellness.

Dr. Joshua Langberg

Dr. Joshua Langberg

Professor of Clinical Psychology and Director of the Center for Youth Social Emotional Wellness (CYSEW), GSAPP

Joshua M. Langberg, PhD, is a licensed clinical psychologist who joined Rutgers in 2022 after working at Virginia Commonwealth University (VCU), where he served as the Associate Dean for Research and Operations for the College of Humanities and Sciences (CHS) from 2018-2021. He received his PhD in Clinical-Community Psychology from the University of South Carolina and completed his predoctoral internship at Duke University Medical Center. Dr. Langberg started his career at Cincinnati Children's Hospital Medical Center (CCHMC) and transitioned to VCU in 2011.

Ian Bober, M.A., BCBA

Senior Program Coordinator, Rutgers College Support Program

Ian Bober is a Board Certified Behavior Analyst who has a long history of working with autistic children and adults at Rutgers University. After starting as a preschool classroom assistant at the DDDC's Douglass School, Mr. Bober went on to serve as Program Coordinator for the Douglass Adult Program. There, he oversaw all clinical activities specializing in ABA-based vocational and life-skills training for adults with autism, as well as the development and implementation of intervention for challenging behaviors. Mr. Bober has served in his current role since Spring 2022.



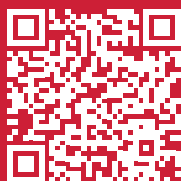
I'm proud to be part of the CSP and its mission to promote success for Rutgers students across a wide spectrum of neurodiversity. Ensuring effective support for some of our most talented Scarlet Knights strengthens and enriches our academic community.

Ian Bober

CSP-info@rutgers.edu



APPLY HERE!



Prospective students must first receive a formal offer of acceptance for admission to Rutgers University prior to applying and being considered for enrollment in the CSP.

College Support Program Headquarters

(RCAAS Community Center)

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