



THE UNIVERSITY OF CHICAGO

CROWN FAMILY SCHOOL  
OF SOCIAL WORK, POLICY,  
AND PRACTICE

Advancing a More Just and Humane Society



# Ph.D. Program Graduates

---

2023 - 2024

| TABLE OF CONTENTS |

Matthew Borus .....	1
Hyojin Cho .....	6
Samantha Guz .....	15
Stephanie Hong.....	27
Lester Kern.....	35
Frania Lua.....	47
Melanie Nadon .....	58
Hannah Norwood.....	67

## Matthew G. Borus



My research asks how disabled people experience, navigate, and contest the divergent and contradictory meanings and policy implications of disability in the contemporary US. Drawing on archival, interview-based, and participant observation data, I take the divergent forms of disabled experience as starting point for comparative case analysis. By focusing on how

policies interpellate subjects within political and economic systems, emphasizing the wide variation in these experiences, and tying current policy to ongoing social movement efforts to reshape it, I emphasize the fundamentally social nature of disability, a category that has been central to a range of social work practice since the emergence of the profession.

# Matthew G. Borus

969 E. 60th St, Chicago, Illinois 60637  
617-894-2139  
mgborus@uchicago.edu

## EDUCATION

- June 2024 (expected) PhD, Social Work and Sociology, **University of Chicago**  
DISSERTATION: *Reasonable Accommodation, Rehabilitation, and Incarceration: Theorizing Disabled Citizenship*  
COMMITTEE: William Sites (co-chair), Elisabeth Clemens (co-chair), Reuben Miller, Michele Friedner
- 2018 MA in Sociology, **University of Chicago**  
2009 MSW with community practice concentration, **University of Michigan**  
2009 MPP with social policy concentration, **University of Michigan**  
1998 BA in Religion, **Oberlin College**

## PUBLICATIONS

- Borus, M.** (Under review). "Dispersed Organizing Before the Internet: The Case of *The Disability Rag*."
- Borus, M.** (2015). "Joy and Justice," review of *Community Projects as Social Activism: From Direct Action to Direct Services*, by Benjamin Shepard. *Shelterforce* 36 (4), p. 49.

## GRANTS, FELLOWSHIPS, AND AWARDS

- 2023 Simon Doctoral Student Teaching Award, Crown Family School, UChicago
- 2023 Crown Family School Dissertation Research Grant (\$4000)
- 2023 Henderson Research Fund, UChicago Sociology Department (\$4000)
- 2022 Outstanding Graduate Student Paper Award, American Sociological Association Section on Disability in Society, for "Dispersed Organizing Before the Internet: The Case of *The Disability Rag*."
- 2021 Social Security Administration ARDRAW (Analyzing Relationships between Disability, Rehabilitation, and Work) small grant program (\$10,000)
- 2021 Pozen Family Center for Human Rights PhD Research Grant (\$4975)
- 2021 Crown Family School Dissertation Research Grant (\$3025)
- 2018 Urban Doctoral Fellow, Mansueto Institute for Urban Innovation

2018	Graduate Student Leadership Recognition Award, University of Chicago
2015	Scholarship for Public Administration, Public Policy, and Public Affairs, ICPSR Summer Program in Quantitative Methods of Social Research
2008	Evy Eugene Mavrellis Award, Ford School of Public Policy
2006	Merit Scholarship, University of Michigan School of Social Work

## CONFERENCE PRESENTATIONS

“Navigating Policy From Below: Managing on SSI and SSDI in Greater Chicago.” American Sociological Association annual meeting, August 2023.

“From Reasonable Accommodation to Incarceration: The Breadth of Disabled Citizenship.” American Sociological Association annual meeting, August 2022.

“Disability, Work, and Self-Sufficiency Programs: Client Perspectives on SSI and SSDI.” Research Conference on Self-Sufficiency, hosted by the US Administration for Children and Families, June 2022.

“Dispersed Organizing Before the Internet: The Case of the Disability Rag.” American Sociological Association annual meeting, August 2021.

Discussant, “The Microbiome and Postcolonial Critique,” presentation by Dr. Claire Decoteau at Medicine and its Objects workshop, November 2020.

“What Works? A Critical Historical Analysis of Evidence-based Policymaking” with Emily Claypool. Accepted for the 2020 Society for the Study of Social Problems annual meeting, cancelled due to covid-19 pandemic.

“Today, Wheelchair Riders at McDonalds’: Racialized Construction of Disability Activism in a Grassroots Periodical of the 1980s.” Society for the Study of Social Problems annual meeting, August 2019.

Discussant, “Imagining Subversive Futures” panel. MAPSS Graduate Student Academic Research Conference, University of Chicago, May 2019.

“Rag, Rights, and Radicalism: Creation of a Disability Activist Counterpublic in the 1980s.” Presentation at Chicago Disability Studies Conference, April 2018.

“Paternalism and Professionalism: Tensions Between Social Work and the Disability Rights Movement.” Poster presentation to the Society for Social Work and Research annual conference, January 2018.

“Reflections on Early Findings: The Administration for Children and Families (HHS) Perspective.” Panel presentation at the 50th Annual Workshop of the National Association for Welfare Research and Statistics, Los Angeles, CA, September 2010.

“An Introduction to the TANF-SSI Disability Transition Project.” Panelist at 13th Annual Welfare Research and Evaluation Conference, Washington, DC, June 2010.

“Healthy Relationships and Dating Violence: Adolescent Voice and Arts-Based Intervention in Delray, Detroit.” With Hsun-Ta Hsu and Laura Norton-Cruz. Presented at the Annual Program Meeting of the Council on Social Work Education, San Antonio, TX, November 2009

## INVITED WORKSHOP PRESENTATIONS

“Navigating Policy From Below: Managing on SSI and SSDI in Greater Chicago.” Presentation to University of Chicago Disability Studies Workshop, February 2023.

“Dispersed Organizing Before the Internet: The Case of the Disability Rag.” Emerging Scholars Workshop on *The Nonprofit Sector*, October 2020.

“Historical and Contemporary Perspectives of Cross-Disciplinary Approaches to Social Work Knowledge Creation,” workshop presenter, Council on Social Work Education annual program meeting, October 2019.

“Cross-Disciplinary Approaches for Responding to Social Work’s Grand Challenges,” roundtable presenter, Society for Social Work and Research annual conference, January 2019.

Discussant, “Recognizing/Misrecognizing Disability” panel. Chicago Disability Studies Conference, April 2018.

“Professionalism vs. Self-Determination: Whose Status? Whose Empowerment?” Presentation to University of Chicago Disability Studies Reading Group, November 2017.

“Ragged Subjectivity: Liberal, Neoliberal, and Defiant Conceptions of Disability Activism.” Presentation to University of Chicago Disability Studies Reading Group, May 2016.

## TEACHING EXPERIENCE

Instructor of Record: Social Intervention: Programs and Policies

- Taught Winter 2019 and Winter 2020

Instructor of Record: Community Organizing

- Taught Spring 2019 and Winter 2018

Teaching Assistant: Social Intervention: Programs and Policies

- With Professor Jennifer Mosley, Winter 2017

Teaching Assistant: Social Problems, Social Policy, & Social Change

- With Professor Jennifer Mosley, Spring 2017

Second Reader on Undergraduate Theses

- Heather Weller, Public Policy, 2021
- Ben Sarasin, Public Policy, 2022

### Invited Guest Lectures

- Arts of Ministry: Community, Leadership, and Change, Professor Cynthia Lindner, University of Chicago Divinity School, Spring 2019, 2020, 2021, and 2022.
- Urban Social Work Program, Professor Julian Thompson, Chicago Center for Urban Life and Culture, Spring 2020, 2021, and 2022.

## ACADEMIC SERVICE

2022 – Present	Peer reviewer (as needed), Nonprofit and Voluntary Sector Quarterly
2021 – Present	Editorial Assistant, <i>Social Service Review</i>
2018 – Present	Book Review Board member, <i>American Journal of Sociology</i>
2019 – Present	Peer reviewer (as needed), <i>American Journal of Sociology</i>
2019 – 2021	Coordinator, Crown Family School Doctoral Theory Workshop
2019 – 2020	Coordinator, Workshop on Urban Governance, UChicago
2017 – 2019	Co-Coordinator, Disability Studies Workshop/Reading Group, UChicago
2018	Organizer, Chicago Disability Studies Conference
2016	Grievance Committee Working Group, School of Social Service Administration, University of Chicago
2014 – 2015	Doctoral Committee student member, School of Social Service Administration, University of Chicago
2008 – 2009	Elected student representative, Ford School of Public Policy executive Committee, University of Michigan
2007 – 2008	Elected Representative, School of Social Work student government, University of Michigan

## SELECTED PROFESSIONAL EXPERIENCE

2009-2014	Social Science Research Analyst, Administration for Children and Families, US Department of Health and Human Services; Washington, DC
2004-2006	Case Manager and Health Educator, Youth on Fire; Cambridge, MA
1999-2006	Community Organizer, various organizations; Boston, MA



## Hyojin Cho

My research aims to deepen understanding of changes in the labor market that are affecting the well-being and economic security of marginalized workers and households. I analyze the trends, drivers, and consequences of multiple dimensions of job quality, attending to inequities by race and gender. My focus is on workers in low-wage industries, such as retail and food service, as well as on frontline workers within the human service sector, of whom many are also low paid. I employ an organizational approach useful for revealing the structural mechanisms through which or-



ganizational policies and practices shape frontline manager behavior in ways that define job quality on the ground, including their implementation of labor standards. Through my work, I strive to contribute to the field of social work by identifying new directions for improving social and economic justice in the broader labor market and within our own human service workforce.



# Hyojin Cho

969 E. 60th Street,  
Chicago, IL 60637  
hyojincho@uchicago.edu

## EDUCATION

- 2024 (expected) University of Chicago  
Crown Family School of Social Work, Policy, and Practice  
PhD Social Work  
Dissertation Chair: Susan J. Lambert, Ph.D.  
Committee: Jennifer E. Mosley, Ph.D. and Jennifer Romich, Ph.D.  
Dissertation Title: *The Changing Quality of Human Service Jobs in an Era of Increasing Competition and Uncertainty*
- 2016 Seoul National University, Seoul, Korea  
Master of Arts in Social Welfare  
Thesis Title: *The Effect of 'Flexicurity' on Perceived Job Insecurity: Focusing on the Interaction Effect Between Labor Market Flexibility and Welfare States' Social Security Level*
- 2013 Ewha Womans University, Seoul, Korea  
Bachelor of Arts in Sociology and Social Welfare (Summa cum Laude)

## RESEARCH INTERESTS

Job Quality and Precarious Employment  
Labor Market Inequities  
Fair Labor Standards and Policy Implementation  
Job Quality in Social Work  
Human Services Organization and Management  
Privatization of the Human Service Sector  
Work-Family Policies and Programs

## PUBLICATIONS

### Peer-Reviewed Journal Articles

- Ko, H., & **Cho, H.** (2018). The Achievement of The Employment-oriented Welfare State. *Korea Social Policy Review*, 25(2), 305-332. DOI: 10.17000/kspr.25.2.201806.305 (in Korean).
- Ko, H., & **Cho, H.** (2017). Revisiting the Effectiveness of the Employment-oriented Welfare State: Considering the Quality of Employment Achievement. *Asian Social Work and Policy Review*, 11(2), 158-167. DOI:10.1111/aswp.12122.

Bae, E., Ko, H., & **Cho, H.** (2017). Is Increasing of Labor Market Policy Expenditure Effective Policy Tool to Lessen the Fiscal Crisis in Welfare State? The Interaction Between Active and Passive Labor Market Policy. *Korea Social Policy Review*, 24(4), 185-222. DOI:10.17000/kspr.24.4.201712.185 (in Korean) \*Recipient of the 1st Koran Association of Social Policy Best Young Researcher Paper Award.

### Manuscripts Under Review or In Progress

**Cho, H.**, Lambert, S.J., Ellis, E., & Henly, J.R., (Revise & Resubmit; completing minor revisions). How Work Hour Variability Matters for Work-to-Family Conflict. *Work, Employment and Society* (published by the British Sociological Association).

**Cho, H.**, & Lambert, S.J. (Manuscript in Preparation). Franchise Ownership and Challenges to the Equitable Implementation of Fair Workweek Laws.

**Cho, H.**, Lambert, S.J., & Pollack, H. (Manuscript in Preparation). Job Reshuffling of Human Service Workers during the COVID-19 Pandemic.

Swanson, R.T., Carreon, E.D. & **Cho, H.** (Manuscript in Preparation). The Wages of Caring: The Effect of Minimum Wage and State Budgeting on the Wages of Home-Based Healthcare Workers.

### Policy Reports

Lambert, S.J, Haley, A., **Cho, H.**, & Swanson, R.T., (2023, January). *Seattle's Secure Scheduling Ordinance 2022 Employer Implementation Report*. Chicago, IL: University of Chicago. Available at <https://www.seattle.gov/documents/departments/cityauditor/auditreports/secsureschedulingreport2022.pdf>

### Other Publications

**Cho, H.** (2020, December). Precarious Work Scheduling Practices and Legislation of Fair Workweek Laws in the US. *Global Social Security Review* (Winter Issue, Vol.15, pp63-72). Available at <https://www.kihasa.re.kr/publish/regular/gss/view?seq=24690&volume=24504>. (in Korean)

**Cho, H.** (2018, June 29). Workplace Gender Discrimination and Sexual Harassment as Social Hazard. *Pressian (Internet News)*. Available at <https://www.pressian.com/pages/articles/202017>. (in Korean)

**Cho, H.** (2017, December 31). Why Are Some Workers More Vulnerable to Occupational Injuries and Diseases? The Importance of a Workplace Environment That Allows Workers to Voice Safety Issues. *Pressian (Internet News)*. Available at <http://www.pressian.com/news/article.html?no=181175>. (in Korean)

**Cho, H.** (2017, September 3). Burnout Syndrome Is Not an Individual-Level Problem: When Income Inequality Is Severe, Workers Are More Exhausted in That Society. *Pressian (Internet News)*. Available at <http://www.pressian.com/news/article.html?no=167522>. (in Korean)

## PRESENTATIONS

### Peer-Reviewed Conference Presentations

**Cho, H.**, & Lambert, S.J. (2023, November). Franchise Ownership and Challenges to the Equitable Implementation of Fair Workweek Laws. Paper to be presented at the 2023 Association for Public Policy Analysis & Management (APPAM) Fall Research Conference, Atlanta, GA. (Presenting author).

- Swanson, R.T., Carreon, E.D. & **Cho, H.** (2023, June). *The Wages of Caring: The Effect of Minimum Wage and State Budgeting on the Wages of Home-Based Healthcare Workers*. Paper presentation at the 3rd Global Carework Summit, Costa Rica. (Non-presenting author).
- Swanson, R., & **Cho, H.** (2023, June). "He Worked One Day and Didn't Come Back.": *Challenges and Possibilities for Frontline Jobs in the Great Resignation*. Paper presentation at the Labor and Employment Relations Association (LERA) 75th Annual Meeting, LERA Best Papers session, Detroit, MI. (Non-presenting author).
- Cho, H.** (2023, January). *Unequal Labor Market Experience of Frontline Social Workers in the US during COVID-19*. Paper presentation at the 27th Annual Conference of the Society for Social Work and Research (SSWR), Phoenix, AZ. Organized symposium titled "The Impact of the COVID-19 Pandemic on Frontline Human Service Workers: Quality of Jobs, Employment Status, and Working Conditions." (Presenting author).
- Lambert, S.J, Haley, A., **Cho, H.**, & Swanson, R.T., (2023, January). *Creating Resilient Employment Standards: The Role of Fair Workweek Laws in Protecting Job Quality during the COVID-19 Pandemic*. Paper presentation at the 27th Annual Conference of the Society for Social Work and Research (SSWR), Phoenix, AZ. (Presenting author).
- Cho, H.** (2022, June). *The Changing Quality of Frontline Human Service Jobs: 1980-2019*. Paper presentation at the Work and Family Researchers Network (WFRN) 6th Biennial Conference, New York City, NY. (Presenting author).
- Cho, H.**, Lambert, S. (2021, January). *The Effect of Fair Workweek Legislation on Work Hour Instability among Hourly Workers*. Poster presentation at the 25th Annual Conference of the Society for Social Work and Research (SSWR) held virtually due to Covid-19 pandemic. (Presenting author).
- Ellis, E., **Cho, H.**, Lambert, S., & Henly, J. (2021, January). *How Work Hours Matter for Work-to-Family Conflict: Ramifications of Number, Variability, and Control Over Hours*. Paper presentation at the Work and Family Researchers Network (WFRN) 5th Biennial Conference held virtually due to Covid-19 pandemic. Pre-recorded showcase session. (Non-presenting author).
- Cho, H.**, Lambert, S., Henly, J., & Ellis, E. (2020, January). *Control over the Number and Timing of Work Hours: Implications for the Wellbeing of Hourly and Salaried Workers*. Paper presentation at the 24th Annual Conference of the Society for Social Work and Research (SSWR), Washington, DC. (Presenting author).
- Cho, H.** (2016, February). *The Effect of 'Flexicurity' on Self-perceived Job Insecurity*. Paper presentation at the 20th Annual Conference of the Society for Social Work and Research (SSWR), Washington, DC. (Presenting author).
- Cho, H.** (2015, December). *Labor Market Flexibility in the Context of Social Security: Implications to Korea*. Paper presentation at the 2015 Academic Exchange Program between the Department of Social Welfare of Seoul National University (Korea) and Renmin University of China (China), Beijing, China. (Presenting author).
- Cho, H.** (2015, November). *Analyzing Flexicurity at the Micro-level and Its Implications*. Paper presentation at the Sino-Nordic Welfare Research Network (SNoW) Seminar, Shanghai, China. (Presenting author).
- Cho, H.** (2014, February). *A Critical Review on the Performance Indicators Used in Analyzing Korea Workfare Program*. Paper presentation at the special symposium organized by the Social Science Korea (SSK) Network, Seoul, Korea. (Presenting author).

## Invited Presentation

October 2020 **Cho, H.** *Precarious Employment in the Context of COVID-19: Governmental and Private Sector Responses to Mitigate Economic Hardship*. Invited panelist for the symposium series “Social Work for Social Justice: Creating Responsive and Inclusive Institutions, Policies, and Practices,” organized in honor of 100 years of the Crown School of Social Work, Policy and Practice (formerly School of Social Service Administration) Doctoral Program, University of Chicago, Chicago, IL.

## RESEARCH AND TEACHING EXPERIENCE

### Research Experience

August 2019 – Present *Implementation of Fair Workweek Laws Study*  
Co-PIs: Susan J. Lambert, Ph.D. (University of Chicago) & Anna Haley, Ph.D. (Rutgers University)  
The project examines the employer-side of Fair Workweek Laws (FWLs) by conducting in-depth interviews with frontline retail and food service managers on their implementation of FWLs. Following the enactment of FWLs in Seattle and Chicago, four waves of longitudinal research were conducted in Seattle during 2017, 2018, 2021 and 2022 and a cross-sectional study was conducted in Chicago in 2022.

#### **Project Manager – Coding & Analysis Team (June 2021 – Present)**

Collaborated with Co-PIs to code and analyze in-depth interview data. Managed a team of undergraduate and master’s level research assistants coding the interviews and facilitated weekly coding review meetings. Participated in writing a policy brief published in January 2023. As lead author, currently preparing a manuscript for submission to a peer-reviewed journal focused on the challenges franchise owners face in implementing Fair Workweek Laws. Also involved in preparing a collaborative manuscript that analyzes variation in frontline retail and food service managers’ responses to the tight labor market during the COVID-19 pandemic.

#### **Graduate Research Assistant (August 2019 – June 2021)**

Participated in recruiting study participants and conducted in-depth interviews with frontline managers about their staffing and scheduling practices amid the COVID-19 pandemic. Utilized Dedoose software to code the interview data and analyze frontline managers’ scheduling practices under Seattle’s Secure Scheduling Ordinance. Assisted in developing a detailed coding scheme to capture labor budget pressures on frontline managers and their ramifications for frontline managers’ scheduling practices.

Feb 2022 –  
July 2022

#### **Research Assistant**

*Underemployment in the US: Its Distribution and Effects on Workers*

Co-PIs: Lonnie Golden, Ph.D. (Pennsylvania State University) & Jaeseung Kim, Ph.D. (University of South Carolina)

The project investigated trends in underemployment and the relationship between underemployment and worker wellbeing. As a research assistant, conducted data cleaning and comprehensive data analyses using panel data from the Survey of Income and Program Participation (SIPP).

- Oct 2018 –  
Feb 2021      **Graduate Research Assistant**  
*Unstable Work Hours and Worker Well-being*  
Co-P.I.s.: Susan J. Lambert, Ph.D. & Julia R. Henly, Ph.D. (University of Chicago)  
The project examined the ramifications of work hour instability on multiple aspects of worker wellbeing, utilizing data from the 2016 US General Social Survey. As a research assistant, conducted data analyses to investigate the relationship between work hour instability and work-to-family conflict and the moderating role of schedule control and schedule predictability. As lead author, prepared a manuscript to submit to a peer-reviewed journal, which is currently under review with minor revisions pending.
- Nov 2014 –  
Jan 2015      **Research Assistant**  
*Welfare Attitudes of Koreans: The Effect of Generation, Region and Income Level*  
P.I.: Soo-Wan Kim, Ph.D. (Gangnam University, Seoul, Korea)  
Collected and analyzed qualitative data of public attitudes towards social policy.
- May 2014 –  
Nov 2014      **Research Assistant**  
*Reorganization Plan of Veterans' Benefit Levels*  
P.I.: Sang-Hoon Ahn, Ph.D. (Seoul National University, Seoul, Korea)  
As a main research assistant, conducted an analysis of the Korean veterans' welfare system, focusing on benefit levels. Contributed to the data collection process and facilitated overall research management, ensuring successful completion of the project.
- Aug 2013 –  
Aug 2014      **Research Assistant**  
*A Comparative Study on the Integrative Strategy for Work and Welfare in the Era of Multidimensional Inequality*  
P.I.: Sang-Hoon Ahn, Ph.D. (Seoul National University, Seoul, Korea)  
Explored the phenomenon of multidimensional social inequality and assisted in developing policy strategy. Conducted literature review and analyzed quantitative data.
- Dec 2013 –  
May 2014      **Research Assistant**  
*A Study on the Public's Needs and Perceptions of Social Policy in Korea*  
P.I.: Sang-Hoon Ahn, Ph.D. (Seoul National University, Seoul, Korea)  
Conducted descriptive analyses of survey data of public needs and perceptions of social policy in Korea; responsible for leading analysis of public attitudes toward gender equality and work-life balance.

## TEACHING EXPERIENCE

- Jan 2023 –  
Mar 2023      **Teaching Apprentice**  
University of Chicago, Crown Family School of Social Work, Policy, and Practice  
Course Title: Organizational Analysis for Social Sector Leaders  
Instructor: Jennifer E. Mosley, Ph.D.  
Provided comments on students' weekly response posts on course readings, held office hours to assist students with midterm paper, and graded and provided feedback on midterm papers. Delivered a lecture on the topic of "*Marketization and Managerialism in the Social Sector.*"

- Mar 2022 – **Teaching Apprentice**  
 May 2022 University of Chicago, Crown Family School of Social Work, Policy, and Practice  
 Course Title: Social Intervention: Research and Evaluation  
 Instructor: Marci A. Ybarra, Ph.D.  
 Collaborated with the instructor to prepare weekly classes and led class discussions and small group activities. Graded and gave feedback on students' final papers. Delivered a lecture on the topic of "Survey Research and Quantitative Data Analysis."
- Oct 2020 – **Teaching Assistant**  
 Dec 2020 University of Chicago, Crown Family School of Social Work, Policy, and Practice  
 Course Title: Social Intervention: Programs and Policies  
 Held weekly office hours to provide students input on their group presentations and to help them with their final papers, which required proposing an intervention to reduce poverty at the federal, state, or city-level. Graded and provided feedback on students' final papers.
- Sep 2014 – **Teaching Assistant**  
 Feb 2015 Seoul National University, Department of Social Welfare, Seoul, South Korea  
 Course title: Volunteer Social Service 1: Theories of Welfare State Strategies  
 Instructor: Sang-Hoon Ahn, PhD  
 Provided teaching and administrative assistance.

### Other Relevant Student Mentoring Experience

- Mar 2016 – **Assistant Dean of Students**  
 Aug 2017 Seoul National University, Department of Social Welfare, Seoul, South Korea  
 Provided student counseling and assisted arranging scholarships for students in need; organized major events of the department.

## ACADEMIC SERVICE

- February 2022 **Stata Overview Session**  
*University of Chicago, Crown Family School of Social Work, Policy and Practice*  
 Organized and conducted a Stata overview session for doctoral students who are new to the Stata statistical analysis package.
- February 2021 – **Peer Tutor for Statistics**  
 December 2021 *University of Chicago, Crown Family School of Social Work, Policy and Practice*  
 As a peer mentor for statistics, supported fellow doctoral students throughout their statistics and quantitative data analysis courses. Main responsibilities included conducting weekly meetings to provide comprehensive assistance in understanding statistical concepts and offering practical guidance for effectively analyzing data required for their weekly assignments.
- October 2020 **Invited Panelist for the Doctoral Theory Workshop**  
*University of Chicago, Crown Family School of Social Work, Policy and Practice*  
 Invited panelist for the Crown School of Social Work, Policy and Practice Doctoral Theory Workshop session on "Demystifying the Academy: What to Know, How to Know it, and What to Focus On," shared experiences of navigating doctoral program with fellow doctoral students.



## SCHOLARSHIPS, HONORS & AWARDS

- 2022 **Crown Family Dissertation Research Grant (DRG) (\$3,900)**  
University of Chicago, Crown Family School of Social Work, Policy, and Practice  
Project: The Changing Quality of Frontline Human Service Jobs in an Era of Increasing Competition and Uncertainty (PI: Hyojin Cho)
- 2022 **Crown Family School Methods Training Stipend (\$750)**  
University of Chicago, Crown Family School of Social Work, Policy, and Practice  
Funded research methods training for the course “Analysis of Complex Survey Design”
- 2022 **Graduate Council Research & Personal Development Fund, (\$300)**  
University of Chicago, Crown Family School of Social Work, Policy, and Practice  
Funded research methods training for the course “Workflow of Data Analysis using Stata”
- 2022 **Invited Participant, Data-Intensive Research Conference**  
Network for Data-Intensive Research on Aging (NIDRA),  
Life Course Center, University of Minnesota, Minneapolis, MN
- 2021 **Invited Participant, 2021 Doctoral Scholars Institute**  
Network for Social Work Management
- 2020 **Graduate Council Travel Fund**  
Graduate Council, University of Chicago
- 2015 **Teaching and Research Assistant Scholarship, Seoul National University**
- 2009-2013 **Merit-based Scholarship, Ewha Womans University**  
Awarded competitive fellowship for the whole college period. Selected on the basis of academic performance.

## PRACTICE EXPERIENCE

- 2014 **Social Work Internship, MA level**  
Seo-dae-mun Community Self-Sufficiency Center, Seoul, Korea  
Provided gateway program for welfare-recipients as a part of a welfare-to-work program. Studied social economy and community-based business as alternative strategies to achieve adequate income. Field Placement Research paper: “*Study on the experience of self-sufficiency: Focusing on the narratives of participants in the nursing service program.*”
- 2013 **Social Work Internship, BA level**  
Ewha Social Service Center in Phnom Penh, Phnom Penh, Cambodia  
Provided an afterschool program to children from low-income families. Assisted in conducting a local survey of residents living in rural areas about health and well-being, Srang Province, Phnom Penh.

## DATA ANALYSIS TRAINING & SKILLS

Advanced Statistics for Data Analysis

Applied Longitudinal Data Analysis

Causal Inference – Propensity Matching Score, Regression Discontinuity Design, Difference-in-Difference

Hierarchical Linear Model (HLM)

Workflow of Data Analysis using Stata – Data Management Skill

Analysis of Complex Survey Data – Variance Estimation Technique to Consider Complex Sample Design

Software: *Stata, SPSS, Hierarchical Linear Model (HLM) Software, Dedoose (qualitative data analysis)*

## PROFESSIONAL MEMBERSHIPS

Society for Social Work and Research (SSWR)

Work and Family Researchers Network (WFRN)

Labor and Employment Relations Association (LERA)

## Samantha Guz



I am a critical scholar with 6 years of direct practice experience who uses research to disentangle public education from the prison industrial complex. My work examines how the law and the private sector shape public education's role in US society. In this work I prioritize two processes. First, how direct practice at the intersection of these systems impacts the

formation of race, gender, and ability. Second, how race, gender, and ability determine the influence of these systems in family life. By foregrounding the role of direct practice in these interactions, my mixed methods research aids practitioners and activists in creating change within their organizations and communities.

---

## Samantha Guz, LCSW (she/her/hers)

5630 S. University Ave.  
Chicago, IL 60637  
555-893-4026  
[sguz@uchicago.edu](mailto:sguz@uchicago.edu)

### EDUCATION

- Ph.D. **June 2024 (expected), University of Chicago, Chicago, IL**  
**Crown Family School of Social Work, Policy and Practice**  
Dissertation: “Who Belongs in Neighborhood Schools?” A Mixed Methods  
Reexamination of Alternative High School Transfer as School Push Out  
Chair: Matt Epperson Ph.D.  
Committee: Jennifer Mosley Ph.D., Eve L. Ewing Ed.D., Rebecca Hinze-Pifer Ph.D.
- M.S.S.W. **August 2017, The University of Texas at Austin, Austin, TX**  
Concentration: Clinical Practice in Social Work
- B.S. **May 2015, Texas A&M University at College Station, College Station, TX**  
Major: Psychology and Sociology

### INTERESTS

- Research** School-prison nexus; School-based health services; Street-level policy; Critical feminist studies
- Teaching** Foundations of direct practice and ethics; School social work practice; Clinical practice with families; Narrative therapy

### PUBLICATIONS

#### Peer Reviewed Journal Articles

- Epperson, M., **Guz, S.** & Sarantakos, S. (in press). Logic models as a tool in community engaged research. *Social Work*.
- Ding, X., Lightfoot, E., Berkowitz, R., **Guz, S.**, Franklin, C. & DiNitto, D.M. (2023). Characteristics and outcomes of school social work services: A scoping review of published evidence. *School Mental Health*.
- Guz, S.** & Suslovic, B. (2023). “She must be experimental, resourceful, and have sympathetic understanding:” toxic white femininities as a persona and performance in school social work. *Affilia*.
- Guz, S.**, Kattari, S.K., Hecht, H.K., Gross, E.B. & Ross, E. (2022). A scoping review of asexuality literature in social science research. *Archives of Sexual Behavior*, 51(4), 2135-2145.
- Franklin, C., **Guz, S.**, Zhang, A., Kim, J. S., Zheng, H., Hai, A.H., Cho, Y. & Shen, L. (2022). Solution-focused brief therapy for students in schools: A comparative meta-analysis of the English and Chinese literature. *Journal of the Society for Social Work and Research*, 13(2), 381-407.

- Guz, S.**, Kattari, K. S., Atteberry-Ash, B., Klemmer, C., Call, J. & Kattari, L. (2021). Depression and suicide risk at the cross-section of sexual orientation and gender identity for high school youth. *Journal of Adolescent Health, 68*(2), 317-323.
- Ewing, E.L., Davis, B. & **Guz, S.** (2021). “I hope I make it:” Alternative school students’ attendance and the need for an expanded accountability. *Urban Education, 58*(6), 1383-1414.
- Park, S., **Guz, S.**, Zhang, A., Beretvas, N., Franklin, C. & Kim, J.S. (2020). Characteristics of effective school-based, teacher-delivered mental health services for children. *Research on Social Work Practice, 30*(4), 422-432.
- Atteberry-Ash, B., Speer, R. S., Kattari, K. S., **Guz, S.** & Kattari, L. (2019). School safety experiences of youth adults across sexual orientation and gender identity. *Children and Youth Services Review, 104*, 104403.
- Zhang, A., Borhneimer, L., Weaver, A., Franklin, C., Hai, A. **Guz, S.** & Shen, L. (2019). Cognitive behavioral therapy for primary care depression and anxiety: A secondary meta-analytic review using robust variance estimation in meta-regression. *Journal of Behavioral Medicine, 42*, 1117-1141.
- Gulbas, L.E., **Guz, S.**, Hausmann-Stabile, C., Szlyk, H. & Zayas, L.H. (2019). Trajectories of well-being among Latina adolescents who attempt suicide: A longitudinal qualitative analysis. *Qualitative Health Research, 29*(12), 1766-1780.
- Chen, H., Liu, X., **Guz, S.R.**, Zhang, A., Franklin, C., Zhang, Y. & Qu, Y. (2018). The use of solution-focused brief therapy in Chinese schools: A qualitative analysis of practitioner perceptions. *International Journal of School Social Work, 3*(1), 1-18.
- Franklin, C., Kim, J.S., Beretvas, T., Zhang, A., **Guz, S.**, Park, S., Montgomery, K.L. Chung, S. & Maynard, B. (2017). The effectiveness of teachers in the delivery of school mental health services: A meta-analysis. *Clinical Child and Family Psychology Review, 20*(3), 333-350.
- Williams, M. & **Guz, S.** (2017). Four macro interventions that combat the school-to-prison-pipeline. *Professional Development: The International Journal of Continuing Social Work Education Journal, 2*(1), 38-45.

## Book

- Franklin, C., Streeter, C., Linda, W. & **Guz, S.** (2018). *School Focused Brief Therapy in Alternative Schools*. Routledge.

## Book Chapters

- Guz, S.** (in press). The response of school social work to racial segregation and desegregation in American public schools. In L.S. Abrams (Ed.), *Social Work, White Supremacy, and Racial Justice: Reckoning with Our History, Interrogating our Present, Re-Imagining our Future. Volume 1: Social Work’s Historical Legacy of Racism and White Supremacy*. Oxford University Press.
- Guz, S.** & Irsheid, S. (2023). Expansive ecological model for attendance and engagement interventions. In C. Franklin (Ed.), *School Services Sourcebook* (3<sup>rd</sup> ed.). Oxford University Press.
- Guz, S.** (2022). Locating school social work in the reconstruction period. In *Encyclopedia of Social Work*. Oxford University Press.

- Garthe, R.C. & **Guz, S.** (2019). The development of forgiving in children, adolescents and emerging adults: Applications of forgiveness. In E. L. Worthington & N. Wade (Eds.), *Handbook of Forgiveness* (2<sup>nd</sup> ed.). Routledge.
- Franklin, C., Bolton, K. & **Guz, S.** (2019). Solution-focused brief family therapy. In B. Fiese (Ed.), *APA Handbook of Contemporary Family Psychology*. American Psychological Association.
- Franklin, C., Hopson, L. & **Guz, S.** (2018). Involuntary clients in public schools: Solution-focused brief therapy interventions. In R. Rooney & R. Mirick (Eds.), *Strategies for Work with Involuntary Clients* (2<sup>nd</sup> ed.). Columbia University Press.
- Franklin, C. & **Guz, S.** (2017). Tier 1 approach: Schools adopting SFBT model. In J.S. Kim, M.S. Kelly and C. Franklin (Eds.), *Solution-focused Brief Therapy in Schools: A 360-Degree View of Research and Practice Principles* (2<sup>nd</sup> ed.). Oxford University Press.

### Book Reviews

- Guz, S.** (in press). Book review: The unteachables: Disability and the invention of Black special education. *Social Service Review*.
- Guz, S.** (2022). Book review: The feminist and the sex offender: Confronting sexual harm, ending state violence. *Affilia*, 37(3), 525–526.

### Writings for Practitioners and Policy Makers

- Johnson, D.W., Hinze-Pifer, R., Orta, D. & **Guz, S.** (in press). Protective schools: Understanding the role of schools in mitigating the impact of proximity to violence. *University of Chicago Consortium for School Research*.
- Guz, S.** (2023). Not a culture war, using public schools to cement a specific social order. *National Association of Social Workers Specialty Practice Sections Spring/Summer 2023*. Retrieved through: <https://www.socialworkers.org/careers/specialty-practice-sections/School-Social-Work>
- Guz, S.** (2021). The stories we tell ourselves: An introduction to the series. *School Social Work Network*. Retrieved at: <https://schoolsocialwork.net/the-stories-we-tell-ourselves-an-introduction-to-the-series/>
- Guz, S.** (2021). The stories we tell ourselves part 1: School social work and casework. *School Social Work Network*. Retrieved at: <https://schoolsocialwork.net/the-stories-we-tell-ourselves-part-1-school-social-work-and-casework/>
- Guz, S.** (2021). The stories we tell ourselves part 2: School social work, immigration, and citizenship. *School Social Work Network*. Retrieved at: <https://schoolsocialwork.net/the-stories-we-tell-ourselves-part-2-school-social-work-immigration-and-citizenship/>
- Guz, S.** (2021). The stories we tell ourselves part 3: School social work and school segregation. *School Social Work Network*. Retrieved at: <https://schoolsocialwork.net/the-stories-we-tell-ourselves-part-3-school-social-work-and-school-segregation/>



**Guz, S.** (2021). The stories we tell ourselves part 4: School social work and white womanhood. *School Social Work Network*. Retrieved at: <https://schoolsocialwork.net/the-stories-we-tell-ourselves-part-4-school-social-work-and-white-womanhood/>

### Popular Press

Washington, D.M., Suslovic, B. & **Guz, S.** (2021). Op-Ed: U of C doesn't need more policing to reduce crime. *Southside Weekly*. Retrieved at: <https://southsideweekly.com/op-ed-u-of-c-doesnt-need-more-policing-to-reduce-crime/>

**Guz, S.** and Washington, D.M. Sr. (2021). Criminalizing childhood: A proposal could institute fines and mandatory counseling for families. *Southside Weekly*. Retrieved at: <https://southsideweekly.com/criminalizing-childhood/>

### PUBLICATIONS UNDER REVIEW AND IN PREPARATION

**Guz, S.**, Orta, D., Johnson, D.W. & Liu, V. (under review). *"We are the worst, we pity you:" The role of white women's emotions in racial schemas and the distribution of school resources.*

Horton, D. & **Guz, S.** (under review). *Teacher diversity and preparedness: Sustaining a diverse educator workforce equipped for authentic engagement with a diverse classroom.*

**Guz, S.** & Ding, X. (in preparation). *A scoping review of the empirical literature on alternative high schools.*

### RESEARCH GRANTS

#### UNDER REVIEW

Submitted 2023      *Seeing Inside the Organizational Black Box: A Mixed Methods Study of Equity in School-based Program Access*  
William T. Grant Foundation Reducing Inequality Large Grant  
Co-Principal Investigator with Dr. Rebecca Hinze-Pifer

Submitted 2023      *Seeing Inside the Organizational Black Box: A Mixed Methods Study of Equity in School-based Program Access*  
Spencer Foundation Research Grants on Education Large  
Co-Principal Investigator with Dr. Rebecca Hinze-Pifer

#### FUNDED PROJECTS

2023-2024      *"Who Belongs in Neighborhood Schools:" Appropriate Student Services, Alternative High Schools, and Push-out*  
William T. Grant Foundation Reducing Inequality Officers Grant  
\$50,000

2021-2022      *"Who Belongs in Neighborhood Schools:" A Mixed Methods Reexamination of Alternative High School Transfer as School Push Out*  
University of Chicago  
Center for the Study of Race, Politics, and Culture Research Stipend  
\$2,500

2020-2021      *A Scoping Review of the Empirical Literature on Alternative High Schools*  
University of Chicago  
Center for Health Administration Studies Doctoral Research Stipend (\$3000) &  
Mansueto Institute Urban Doctoral Fellowship (\$1000)

## AWARDS

2022-2023

UCANU Health Services Research Program (T32) Affiliate

## PEER REVIEWED CONFERENCE PRESENTATIONS

### Paper Presentations

April 2022

**Guz, S.** & Suslovic, B. *“She is experimental, resourceful, and sympathetic:” toxic white womanhood as a persona and performance.* Paper presented at American Educational Research Association in Chicago, Illinois.

April 2022

**Guz, S.,** Orta, D, Johnson, D.W. & Liu, V. *“We need protocols:” The role of white women’s emotions in racial justice activism.* Paper presented at American Educational Research Association in Chicago, Illinois.

January 2022

**Guz, S.,** Orta, D, Johnson, D.W. & Liu, V. *“We need protocols:” Racialized experiences of activism in an organizational context.* Paper presented at Society for Social Work and Research Annual Conference in Phoenix, Arizona.

January 2022

**Guz, S.** & Epperson, M. *Innovative approaches to reversing the overrepresentation of individuals with behavioral health needs in the criminal legal system.* Paper presented at Society for Social Work and Research Annual Conference in Phoenix, Arizona.

April 2022

**Guz, S.,** Johnson, D.W., Orta, D. & Berryman, K. *Racial capitalism and student organizing in schools: School climate and student well-being as political territories.* Paper presented remotely at American Educational Research Association Annual Meeting.

April 2022

Hinze-Pifer, R., Orta, D., Johnson, D.W., Blanchard, A., **Guz, S.** & Berryman, K. *Schools as protective factors: Understanding the buffering effects of schools on exposure to community violence.* Paper presented remotely at American Educational Research Association Annual Meeting.

March 2022

Nadon, M. & **Guz, S.** *Housing service characteristics and experiences of homelessness and incarceration for youth aging out of foster care.* Paper presented at Association for Public Policy Analysis and Management in Austin, Texas.

January 2022

Nadon, M. & **Guz, S.** *Housing service characteristics and experiences of homelessness and incarceration for youth aging out of foster care.* Paper presented remotely at Society for Social Work and Research Annual Conference.

April 2021

Hinze-Pifer, R. & **Guz, S.** *“Resilience Through Relationships:” Exposure to community violence and healing in schools during COVID-19 and e-learning.* Paper presented remotely at American Educational Research Association Annual Meeting.

January 2021

Zhang, A., Franklin, C., **Guz, S.** & Kim, J. *Solution-focused brief therapy for students in schools: A comparative meta-analysis of the English and Chinese literature.* Paper presented remotely at Society for Social Work and Research Annual Conference.

November 2020

**Guz, S.** *The response of school social work to racial segregation and desegregation in American public schools.* Paper presented remotely at Social Work, White Supremacy and Racial Justice.

- November 2020 Williams, M., Jenkins-Williams, M. & **Guz, S.** *The strengthening power of mentorship.* Paper presented remotely at Council on Social Work Education Conference.
- January 2020 **Guz, S.**, Kattari, K. S., Atteberry-Ash, B., Klemmer, C., Call, J. & Kattari, L. *Depression and suicide risk at the cross-section of sexual orientation and gender identity for high school youth.* Paper presented at Society for Social Work and Research Annual Conference in Washington D.C.
- October 2019 **Guz, S.** & Williams, M. *School-based social work: A longitudinal analysis of punitive discipline and school safety.* Paper presented at Council on Social Work Education Conference in Denver, Colorado.
- January 2019 Garthe, R., Fedock, G., **Guz, S.**, Golder, S., Logan, TK. & Higgins, G. *Intimate partner violence victimization among women on probation and/or parole: An examination of attitudes and utilization of domestic violence services.* Paper presented at Society for Social Work and Research Annual Conference in San Francisco, California.
- November 2018 **Guz, S.** *Suicidality in Latina adolescents: Interprofessional collaboration & points of intervention.* Paper presented at Society for Social Work and Research Annual Conference in Orlando, Florida.
- October 2017 **Guz, S.** & Williams, M. *Analyzing racial, economic and behavioral health barriers for incarcerated women of color.* Paper presented at Council on Social Work Education Conference in Dallas, Texas.
- October 2017 Zhang, A., **Guz, S.** & Franklin, C. *Evidence-based collaboration with teachers: Systematic-review and meta-Analysis of teacher-delivered-school-based mental health interventions.* Paper presented at Council on Social Work Education Conference in Dallas, Texas.

### Workshops

- January 2022 Suslovic, B., **Guz, S.** & Epperson, M. *Nexus-based research: A methodological framework for engaging criminalized and psychiatrized individuals in qualitative research.* Workshop presentation at Society for Social Work and Research Annual Conference in Phoenix, Arizona.
- November 2022 Suslovic, B., **Guz, S.** & Epperson, M. *Nexus-based research: A methodological framework for engaging criminalized and psychiatrized individuals in qualitative research.* Workshop presentation at Council on Social Work Education Conference in Anaheim, California.

### Panels

- February 2022 Hill, A., **Guz, S.**, Washington, D.M. & Suslovic, B. *Abolitionist social work.* Remote panel presentation at DePaul Graduate Philosophy Conference Perspectives on Surveillance, Policing, Carcerality and Abolition.
- October 2017 LaBrenz, C., Kim, K., Szlyk, H., Olcon, K., **Guz, S.**, Benden, A. & Pulliam, R. *Breaking the silence: The unacknowledged role of whiteness in social work.* Panel presentation at Council on Social Work Education Conference in Dallas, Texas.

### Poster Sessions

- January 2021 Zhang, A., **Guz, S.**, Franklin, C. & Kim, J. *Characteristics of effective school-based, teacher-delivered mental health services for children using meta-regression*. Poster presented remotely at Society for Social Work and Research Annual Conference.
- January 2019 **Guz, S.**, Zhang, A. & Franklin, C. *Intervention characteristics in relation to school-based mental health service outcomes: A secondary meta-analysis*. Poster presented at Society for Social Work and Research Annual Conference in San Francisco, CA.
- January 2018 Williams, M. & **Guz, S.** *Understanding racial, economic and behavioral health barriers for incarcerated women of color*. Poster presented at Society for Social Work and Research Annual Conference in Washington D.C.
- November 2016 **Guz S.**, Williams, M. & Berson, L. *The school-to-prison-pipeline: Teaching updated intervention tools*. Poster presented at Council on Social Work Education Conference in Atlanta, Georgia.
- October 2016 Williams, M. & **Guz S.** *Interventions for school social workers to combat the school-to-prison-pipeline*. Poster presented at NASW TX Conference in Arlington, Texas.

### INVITED ACADEMIC PRESENTATIONS

- February 2021 **Guz, S.** & Franklin, C. *School social work history: Immigration and school-based practice during the progressive era*. Invited speaker at the PhD Colloquium at the University of Texas at Austin Steve Hicks School of Social Work.
- November 2020 **Guz, S.** & Ding, X. *Alternative high school literature review: Methodological and theoretical overview*. Invited speaker at the Beyond Schools Lab at the University of Chicago.
- September 2020 Ding, X. & **Guz, S.** *Systematic literature reviews: How to manage your data*. Invited speaker at the PhD Colloquium at the University of Texas at Austin Steve Hicks School of Social Work.

### INVITED PRESENTATIONS FOR PRACTITIONER AUDIENCES

- June 2021 **Guz, S.** *Trauma-informed & structurally-informed practice*. Invited speaker at the Chicago Center for Youth Violence Prevention at the University of Chicago.
- June 2021 **Guz, S.** *Citizenship and school social work during the progressive era*. Invited speaker in a supplementary video within the *School Services Sourcebook* (3<sup>rd</sup> ed.).

### RESEARCH EXPERIENCE

- 2019 – 2023 **Graduate Research Assistant**  
 Principal Investigator: David W. Johnson Ph.D.  
 Consortium of School Research, University of Chicago  
Funders: The Joyce Foundation, Crown Family Philanthropies, The Steans Foundation, The Fry Foundation, The Circle of Service Foundation  
Community Partner: Chicago Public Schools

Responsible for data collection (interviews in Chicago Public Schools), qualitative data analysis, facilitating community-advisory board meetings, presenting results to district and community stakeholders, and co-authoring public reports.

2019 – 2023

***Project Manager***

Principal Investigator: Matt Epperson Ph.D.  
Crown Family School of Social Work, Policy and Practice, University of Chicago  
Funder: Laura and John Arnold Foundation  
Community Partners: Cook County Health, Cook County Adult Probation, and Family Guidance Center

Collaborated closely with PI to implement a computer adaptive mental health and substance use screening tool in Cook County. Managed collaborative relationships with community partners, wrote quarterly grant reports, co-developed and co-designed implementation protocols, and analyzed quantitative data.

2019 – 2023

***Project Manager***

Principal Investigator: Matt Epperson Ph.D.  
Crown Family School of Social Work, Policy and Practice, University of Chicago  
Community Partner: Cook County Chicago Justice and Mental Health Collaborative

Collaborated closely with PI to conduct a process and outcome evaluation of a pre-adjudication fitness diversion program in Cook County. Role included research tasks such as analyzing quantitative data, conducting individual interviews and analyzing qualitative data. Sustained a research-practice collaboration that included county judges, court line staff, and a community-based organization.

2019 – 2022

***Graduate Research Assistant***

Principal Investigator: Eve L. Ewing Ed.D.  
Funder: University of Chicago Center for the Study of Race, Politics, and Culture

Contributed to a manuscript focused on barriers to attendance for students enrolled in alternative high schools.

**TEACHING**

Spring 2022

***Instructor***

*Race, Racism and Resistance in Public School Policy and Practice*  
Crown School of Social Work, Policy and Practice, University of Chicago

Created Masters course that explored the ways race has and continues to shape public education in the United States. We engaged historical perspectives, contemporary policy debates, critical theory, empirical research, as well as reflections from school practitioners and activists to understand the mechanisms that reproduce racial inequality in public education.

Winter 2022

***Graduate Teaching Assistant and Lecturer***

*Direct Practice in the Era of Mass Incarceration*  
Crown School of Social Work, Policy and Practice, University of Chicago  
Primary Instructor: Gina Fedock Ph.D.

This Masters course explored historical, current, and emerging clinical practices with populations involved with and directly impacted by the criminal legal system. As a TA I revised the syllabus, lectured, facilitated class discussion, held office hours, and

graded final projects. Specifically lectured and facilitated class discussion on policy and practice related to the juvenile legal system.

Spring 2021

***Graduate Teaching Assistant and Lecturer***

Crown School of Social Work, Policy and Practice, University of Chicago

Instructor: Matt Epperson, Ph.D.

Course: *Smart Decarceration : A Grand Challenge for Social Work*

This Masters course presented social work students with productive practice and policy alternatives to incarceration-based thinking. As a TA I revised the syllabus, lectured, facilitated class discussion, held office hours, and graded final projects. Specifically lectured and facilitated class discussion on social work history, policy, and practice related to smart decarceration.

Spring 2020

***Graduate Teaching Assistant and Lecturer***

*Race and American Schools*

Crown School of Social Work, Policy and Practice, University of Chicago

Instructor: Eve L. Ewing, Ed.D

This Bachelors-level course explored the fundamental role that race and racism have played in the structure, governance, policy, and social functioning of American public schools. I was responsible for a cohort of students within the class. For this group of students I lectured weekly on course content, facilitated class discussion related to course readings, and graded all assignments. I also held office hours and one-on-one meetings with these students to provide guidance on conceptual and practical questions related to the course projects.

Spring 2020

***Graduate Teaching Assistant and Lecturer***

*Schools and Space*

Department of History, University of Chicago

Instructor: Nick Kryczka, Ph.D.

This Bachelors-level course introduced students to major issues in educational history and urban history by way of a case study of Chicagoland. I was responsible for a cohort of students within the class. For this group of students I lectured weekly on course content, facilitated class discussion related to course readings, and graded all assignments. I held office hours to address conceptual and practical questions related to the class, paper topics, writing skills, and historical methods.

**GUEST LECTURES**

Summer 2023

School of Social Work, Smith College

Instructor: Durrell M. Washington, M.S.W

Title: *Epistemic Injustice: toxic white femininity in Social Work*

Winter 2023

School of Social Work, University of Washington

Instructor: Maya Williams Ph.D.

Title: *(Dis)ability and Public Education: Ideological and Material Social Reproduction*

Fall 2022

The Harris School of Public Policy, University of Chicago

Instructor: Karyln Gorski Ph.D.



Title: *Under the Hood: How We Facilitated Interviews and Analyzed Data*

Spring 2021

Social Work, Augsburg University

Instructor: Erin Sugrue, Ph.D.

Title: *The Response of School Social Work to Racial Segregation and Desegregation in American Public Schools*

### **DIRECT PRACTICE EXPERIENCE**

March 2018 – Community-based Therapist

September 2019 Lawrence Hall, Chicago, IL

Engaged in the clinical process of intake, assessment, diagnosis, treatment and follow-up. Utilized individual, group and family treatment modalities to provide trauma-based clinical services. Served a caseload of 20-24 young people between the ages of 14-26 who were involved in the criminal legal system in community-based and school-based settings. Responsible for program development, data management, and grant reporting. Deepened skills in trauma-focused cognitive behavioral therapy (TF-CBT), Dialectical Behavioral Therapy (DBT), Acceptance and Commitment Therapy (ACT), and art-based therapeutic activities.

November 2017 – School-based Case Manager  
March 2018 Bright Star Community Outreach, Chicago, IL

Provided trauma-informed case management and therapeutic services to youth in Chicago Public Schools. Received formal training in Check & Connect case management program implementation and fidelity. Engaged in consultation with teachers and school administrators regarding mental health services.

January 2017 – Community-based Clinical Social Work Intern  
August 2017 LifeWorks, Austin, TX

Engaged in the clinical process of intake, assessment, treatment and follow-up. Implemented brief and ongoing trauma-based clinical services in community settings for adolescents. Utilized a variety of modalities including individual counseling, family counseling, and group therapy. Further developed skills in trauma-focused cognitive behavioral therapy (TF-CBT), grief and loss counseling, and art-based therapeutic activities.

August 2016 – Group Facilitator  
December 2016 AGE of Central Texas, Austin, Texas

Facilitated weekly group sessions for older adults experiencing early signs of memory loss. Group provided psychoeducation on dementia, instillation of hope, and support for participants.

August 2015 – School Social Work Intern  
May 2016 McBee Elementary School, Austin, Texas

Engaged in the clinical process of intake, assessment, treatment, and follow up. Utilized a variety of modalities including individual, family, and group therapy.

Developed skills in play therapy, trauma-focused cognitive behavioral therapy (TF-CBT), grief and loss therapy, and art-based therapeutic activities. Brokered services for families as well as established connections between the school and community providers.

August 2013 –  
August 2015

Strengthening Families Interventionist  
Texas AgriLife Extension Service, College Station, Texas

Engaged in the clinical process of intake, assessment, and treatment. Implemented the Strengthening Families Program (SFP) for youth in rural Central Texas. Facilitated SFP youth groups in community settings. Adapted program materials for unhoused youth and youth living in rural areas. Partnered with rural community agencies to broker services for families.

August 2013 –  
May 2015

Family Therapist  
Bravos Valley Rehabilitation Center, Bryan, Texas

Served individuals aged 4-21 through individual therapy and family therapy. Oriented individual therapy around clients' motivation and desire for self-determination. Family therapy focused on psychoeducation and skill building for caregivers and siblings. Participated in ongoing data collection and evaluation of treatment fidelity. Led psychoeducation groups for caregivers and siblings of children with autism. Role included being an advocate for clients in rural medical and education settings.

## **JOURNAL REVIEW**

*Urban Education; Social Service Review; International Journal of School Social Work; Perspectives on Social Work; Adolescent Health; Archives of Sexual Behavior; Human Service Organizations: Management, Leadership, & Governance*

## **ACADEMIC SERVICE**

2022-2023

Doctoral Student Volunteer  
School Social Work SSWR Special Interest Group

2021-2023

Student Representative on Doctoral Committee  
Crown Family School of Social Work, Policy, and Practice, University of Chicago

## Youngjin Stephanie Hong



As an interdisciplinary scholar, I draw on developmental science, economics, sociology, and advanced quantitative methodologies to understand how child and family policies and programs influence marginalized children's development and family well-being. Specifically, my current research focuses on the effects of income support policies and work-family policies, such as childcare subsidies, on early childhood development, childcare contexts, and equitable access to the subsidy

program. I also examine the unintended consequences of immigration enforcement policies on children's healthy development and family well-being. My overarching goal is to inform the design and effectiveness of policies and programs to ameliorate the negative impact of societal inequities on children and families.

# Youngjin Stephanie Hong

(773) 431-3771  
steph5050@uchicago.edu

## EDUCATION

- 2024 (Expected)**      **University of Chicago, Chicago, Illinois**  
Ph.D. in Social Work      **Crown Family School of Social Work, Policy, and Practice**  
Dissertation Title: *The Impact of Cash and Near-Cash Benefits on Child Development: Evidence from Supplemental Nutrition Assistance Program and Earned Income Tax Credit.*  
Dissertation Committee: Julia R. Henly, Ph.D. (Chair),  
Marci Ybarra, Ph.D., Jane Waldfogel, Ph.D., Manasi Deshpande, Ph.D.,  
Aaron Gottlieb, Ph.D.
- June 2019**      **University of Chicago, Chicago, Illinois**  
M.S.W.      **Crown Family School of Social Work, Policy, and Practice**  
Concentration: Social Administration
- Dec 2016**      **Ewha Womans University, Seoul, Korea**  
B.A. in Economics      Summa Cum Laude  
Minor in Social Welfare

## RESEARCH INTERESTS

Poverty and inequality; Child and family policy; Work and family policy; Early care and education; Family well being; Child development; Immigrant families

## TEACHING INTERESTS

Social welfare policy; Child and family policy; Work and family policy; Quantitative research methods; Causal inference methods

## PUBLICATIONS

### Peer-Reviewed Journal Articles

- Hong, Y.S.**, Henly, J.R., & Alexander, D. (Under Review). Reducing childcare subsidy instability through eligibility period extensions: Equity impacts of 12-month recertification requirements.
- Ybarra, M., **Hong, Y.S.**, & Garcia, A. (Under Review). Deportation threat and infant birthweight: The role of place and immigrant mothers' legal status.
- Kim, J., Pilarz, A.R., **Hong, Y.S.**, Henly, J.R., & Sandstrom, H. (2022). How is instability in child-care subsidy use associated with instability in child-care arrangements? *Social Service Review*, 96(4), 655-702. <https://www.journals.uchicago.edu/doi/10.1086/722096>.

**Hong, Y.S.**, & Henly, J.R. (2020). Supplemental Nutrition Assistance Program and school readiness skills. *Children and Youth Services Review*, 114 (105034), 1-14. <https://doi.org/10.1016/j.chilyouth.2020.105034>

## Reports

Dylan, B., Goldberg, R.M., & **Hong, Y.S.** (2023). *Families' experiences with the Child Tax Credit: Advancing tax equity through administration reforms and community partnerships*. UIUC School of Labor and Employment Relations. <http://lep.illinois.edu/wp-content/uploads/2023/02/Understanding-Fam-Exp-2-14-23.pdf>

## WORK IN PROGRESS

**Hong, Y.S.** Effects of SNAP purchasing power on children's cognitive, socioemotional, and health development.

**Hong, Y.S.**, Ybarra, M., & Garcia, A. Everyday exposure: The influence of deportation threat on safety net participation in mixed-status families.

Alexander, D., Henly, J.R., & **Hong, Y.S.** Regulation and retention of family, friend, and neighbor care in the Illinois childcare subsidy program.

## GRANTS, FELLOWSHIPS, AND AWARDS

May 2023      **Horowitz Foundation for Social Policy Award**  
Awarded \$7500 to support dissertation research.

Dec 2022      **Graduate Council Travel Fund**  
University of Chicago

May 2022      **Crown Family Dissertation Research Grant**  
University of Chicago  
Awarded \$2500 to support dissertation research.

Jan 2020      **Graduate Council Travel Fund**  
University of Chicago

2018 – 2019      **Lynne-Fowler Endowed Scholarship**  
University of Chicago

2017 – 2019      **Merit Scholarship**  
University of Chicago

2012 – 2016      **Dean's List**  
Ewha Womans University

Spring 2015      **Scholarship of Outstanding Academic Excellence**  
Ewha Womans University

Fall 2012      **Scholarship of Academic Excellence**  
Spring 2013      Ewha Womans University  
Fall 2013

## INVITED TALKS AND WORKSHOP PRESENTATIONS

- March 2023 *Reducing childcare subsidy instability through eligibility period extensions: Equity impacts of 12-month recertification requirements.*  
Invited to present at Crown Doctoral Theory Workshop.
- April 2022 *Reducing childcare subsidy instability through eligibility period extensions: Equity impacts of 12-month recertification requirements.*  
Invited to present at Illinois Action For Children.
- March 2022 *Deportation threat and infant birthweight: The role of place and immigrant mothers' legal status.*  
Invited to present at the Donald J. Bogue Demography Workshop at the University of Chicago.
- Feb 2020 *Supplemental Nutrition Assistance Program and school readiness skills.*  
Invited to informally discuss the paper's methods at the University of Pittsburgh School of Social Work methods workshop.

## PEER-REVIEWED CONFERENCE PRESENTATIONS

- April 2023 Hong, Y.S. *The Impact of Cash and Near-Cash Benefits on Child Development: Evidence from Supplemental Nutrition Assistance Program and Earned Income Tax Credit.*  
Paper presentation at the Population Association of America, New Orleans.
- November 2022 *Regulation and Retention of Family, Friend, and Neighbor Care in the Illinois Child Care Subsidy Program.* (non-presenting author)  
Paper presentation at the Association for Public Policy Analysis and Management, Washington DC.
- November 2022 Hong, Y.S. *The Impact of Cash and Near-Cash Benefits on Child Development: Evidence from Supplemental Nutrition Assistance Program and Earned Income Tax Credit.*  
Paper presentation at the Association for Public Policy Analysis and Management, Washington DC.
- January 2022 Hong, Y.S. *Deportation threat and infant birthweight: The role of place and immigrant mothers' legal status.*  
Poster presentation at the Society for Social Work and Research (Virtual due to Covid-19).
- January 2022 Hong, Y.S. *Reducing childcare subsidy instability through eligibility period extensions: Equity impacts of 12-month recertification requirements.*  
Accepted as paper presentation but converted to virtual poster presentation due to Covid-19 at the Society for Social Work and Research.
- April 2021 Hong, Y.S. *Reducing childcare subsidy instability through eligibility period extensions: Equity impacts of 12-month recertification requirements.*  
Poster presentation at the Society for Research in Child Development (Virtual due to Covid-19).
- January 2021 *How is instability in child-care subsidy use associated with instability in child-care arrangements?* (non-presenting author).  
Paper presentation at the Society for Social Work and Research (Virtual due to Covid-19).



- November 2020 Hong, Y.S. *Deportation threat and infant birthweight: The role of place and immigrant mothers' legal status.*  
Paper presentation at the Association for Public Policy Analysis and Management (Virtual due to Covid-19).
- January 2020 Hong, Y.S. *Supplemental Nutrition Assistance Program and school readiness skills.*  
Paper presentation at the Society for Social Work and Research, Washington DC.

## RESEARCH EXPERIENCE

- 2019 – Present **Graduate Research Assistant**  
Principal Investigator: Julia R. Henly, Ph.D. – University of Chicago Crown Family School of Social Work, Policy, and Practice.
- Collaborated with PI and additional researchers to work on two childcare subsidy program projects. Primary responsibilities included brainstorming conceptual framework and research questions, preparing datasets for analysis using longitudinal childcare subsidy administrative data and administrative-survey linked data, constructing policy data using public sources, designing study models, and conducting analyses. Contributed to two peer-reviewed journal articles.
- 2018 – Present **Graduate Research Assistant**  
Principal Investigator: Marci Ybarra, Ph.D. – University of Chicago Crown Family School of Social Work, Policy, and Practice.
- Collaborated with PI and an additional researcher to work on two projects related to immigration enforcement policies and practices. Primary responsibilities included brainstorming conceptual framework and research questions, preparing datasets for analysis using California Health Interview Survey data and public sources, designing empirical models, and conducting analyses. In another project, constructed state-level Paid Family Leave policy data on earnings eligibility, weeks of time off, wage replacement rate, and minimum and maximum weekly benefit level. Analyzed how paid family leave policies may affect resources of single mothers at different income levels.
- 2018 **Independent Research Study**  
University of Chicago Crown Family School of Social Work, Policy, and Practice.
- Supervised by Julia R. Henly, Ph.D, conducted a study of how participating in Supplemental Nutrition Assistance Program is associated with school-readiness skills among preschool to kindergarten-entry aged children and whether this relationship differs by the depth of household poverty.
- 2018 – 2019 **Graduate Research Assistant**  
Co-Principal Investigators: Marci Ybarra, Ph.D., Angela S. Garcia, Ph.D., and Yanilda Gonzalez, Ph.D. – University of Chicago Crown Family School of Social Work, Policy, and Practice.
- Participated in study of Chicago's new municipal ID program: CityKey project. Prepared study dataset by cleaning survey data, merging across multiple surveys, and creating study variables. Conducted descriptive and multivariate regression analyses.

2016 **Independent Research Study**  
Ewha Womans University

In a Sociology Research Methods class, wrote an empirical research paper about the relationship between traditional gender role attitudes and overall happiness level, and whether this relationship differs by gender (male or female) and age (over or below the age of 50).

## TEACHING EXPERIENCE

Spring 2023 **Teaching Assistant**

Course: *Statistical Research Methods II*  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: Sarah Kwon, Ph.D.  
Doctoral-level course for causal inference econometric methods.

Prepared materials for weekly lab sessions, taught weekly lab sessions, held weekly office hours, created problem sets on difference-in-differences and regression discontinuity, graded problem sets.

Spring 2023 **Guest Lecturer**

Course: *Statistical Research Methods II*  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: Sarah Kwon, Ph.D.  
Lecture: Instrumental Variables method

Winter 2023 **Teaching Assistant**

Course: *Social Intervention: Research and Evaluation*  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: Janelle Goodwill, Ph.D.  
Introductory research methods course for quantitative and qualitative research methods.

Held weekly office hours, updated assignments from previous years with the instructor, and graded assignments and papers.

Winter 2023 **Guest Lecturer**

Course: *Social Intervention: Research and Evaluation*  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: Janelle Goodwill, Ph.D.  
Lecture: Introduction to quantitative research methods

Winter 2022 **Teaching Assistant**

Course: *Work and Family Policy: Policy Considerations for Family Support*  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: Julia R. Henly, Ph.D.

Course that examines contemporary policy questions of concern to families and the economy, with coverage of income support policies (e.g., EITC, UI, UBI) and work-family policies (e.g., family leave, childcare policy).

Held weekly office hours, updated assignments from previous years with the instructor, and graded assignments and papers.

- Winter 2022      **Guest Lecturer**  
 Course: *Work and Family Policy: Policy Considerations for Family Support*  
 University of Chicago Crown Family School of Social Work, Policy, and Practice  
 Instructor: Julia R. Henly, Ph.D.  
 Lecture: Earned Income Tax Credit policy.
- Spring 2021      **Teaching Assistant**  
 Course: *Inequality and the Social Safety Net: Theory, Empirics, and Policies*  
 University of Chicago, Kenneth C. Griffin Department of Economics  
 Instructor: Manasi Deshpande, Ph.D.  
 Course on theoretical, empirical, and policy issues surrounding inequality and the social safety net.
- Led weekly TA sessions for reviewing problem sets and lectures related to econometrics and statistical programming code, held weekly office hours, and graded papers and problem sets.
- Winter 2019      **Teaching Assistant**  
 Course: *Statistics for Data Analysis II*  
 University of Chicago, Harris School of Public Policy  
 Instructor: Ingvil Gaarder, Ph.D.  
 Econometrics course that covers randomized controlled trials, multivariate linear regression, panel data methods (e.g., difference-in-differences), regression discontinuity, and instrumental variables.
- Led weekly TA sessions for reviewing problem sets and lectures, held weekly office hours, and graded problem sets and exams.

## SERVICE

### Ad Hoc Journal Reviewer

2022 – Present      Children and Youth Services Review

## DATA ANALYSIS SKILLS

Software	STATA, R, Latex
Specialized methods	Advanced microeconomics for policy analysis Applied econometrics Causal inference methods Survival analysis Hierarchical linear models

## PROFESSIONAL MEMBERSHIPS

Society for Social Work and Research  
Association for Public Policy Analysis & Management  
Society for Research in Child Development  
Population Association of America

## SELECTED PROFESSIONAL EXPERIENCE

Oct 2018 – **Intern**  
Jun 2019 Chapin Hall at the University of Chicago, Chicago, Illinois

Supervised by John Lyons, Ph.D., worked with data team to prepare datasets for analysis, using the Child and Adolescent Needs and Strengths (CANS) data and R programming. Managed the CANS general training surveys by sending out post-training surveys to trainees. Conducted literature reviews on workforce development in child welfare.

Oct 2017 – **Intern**  
Jun 2018 Become: Center for Community Engagement and Social Change, Chicago, Illinois

Supervised by Dominica McBride, Ph.D., participated in evaluating local and state programs, including mentoring program and Wisconsin's Child Psychiatry Consultation Program. Engaged in various stages of program evaluation, including data collection (creating and conducting surveys, conducting interviews, leading focus groups), data cleaning, and data analysis (both qualitative and quantitative). Wrote evaluation reports and program proposals.

July 2014 – **Intern**  
Aug 2014 Korea Social Investment, Office of Planning & Corporation, Seoul, Korea

Participated in Social Impact Bond (SIB) research. Researched foreign SIB case studies to explore existing evidence on how SIB has impacted its target populations in other countries. This work was included in KSI's proposal for Child Group Home SIB project, which was presented at the Seoul Metropolitan Government in 2014.

## Lester J. Kern III

My scholarship focuses on the intersections of mental healthcare, the criminal-legal system, and urban life in the U.S. I employ qualitative and quantitative methods to examine collaborative behavioral health interventions and explore the experiences of those on their front lines, including persons with mental illness and their social supports, healthcare workers, and law enforcement officers.

I aim to highlight agency within interconnecting systems of power and conflict, turning a critical eye towards the historical and contemporary changes in safety nets and healthcare policies that have positioned emergency medical services and carceral settings as growing avenues for healthcare for those experiencing poverty, where frontline workers continuously wrestle to balance



resource scarcity against continued community need.

As an educator, I seek to foster inclusive learning environments that integrate, affirm, and challenge student perspectives, and I am compelled to create educational spaces that are responsive to the diverse nature of today's student body.

# Lester J. Kern III

1101 East 56th Street, W216  
Chicago, IL 60637  
414-897-3254  
lj kern@uchicago.edu

## EDUCATION

- 2024 (expected) **Doctor of Philosophy in Social Work, Policy, and Practice**  
The University of Chicago Crown Family of Social Work, Policy, and Practice  
Committee: Reuben Miller, Ph.D. (Chair), Nicole Marwell, Ph.D., Amy Watson, Ph.D.  
Dissertation Title: *Between two worlds: A case study of a psychiatric emergency department in Milwaukee*
- 2017 **Master of Social Work: Innovations in Community, Policy, and Leadership**  
Wayne State University School of Social Work  
Thesis Advisor: Erin Comartin, Ph.D.  
Thesis Title: *Crisis Intervention Team training: A comp*
- 2015 **Bachelor of the Arts in Psychology; Minor in Africology**  
University of Wisconsin - Milwaukee College of Letters & Sciences

## RESEARCH INTERESTS

Mental Healthcare Policy	Law Enforcement and Policing
Alternatives to Arrest and Incarceration	Organizational Relationships
Crisis Intervention	Gun Culture

## PEER-REVIEWED PUBLICATIONS

- Willis, T., **Kern, L.**, Hedden, B., Nelson, V., Comartin, E., & Kubiak, S. (2023). The impact of Crisis Intervention Team (CIT) training on police use of force. *Journal of Offender Rehabilitation*, 62(3), 157-173. <https://doi.org/10.1080/10509674.2023.2182863>
- Washington, D., Hill, A., Harper, T. J., & **Kern, L.** (2021). Achieving juvenile justice through abolition: A critical review of social work's role in shaping the juvenile legal system and steps to achieving an anti-racist future. *Social Sciences*, 10(6), 211-228. <https://doi.org/10.3390/socsci10060211>
- Willis, T., Comartin, E., Victor, G., **Kern, L.**, & Kubiak, S. (2021). Individuals with mental illness who have multiple encounters with law enforcement. *Journal of Offender Rehabilitation*, 60(2), 117-137. <https://doi.org/10.1080/10509674.2020.1863298>
- Miller R., **Kern, L.** & Williams, A. (2018). The front end of the carceral state: Police stops and the radicalization of due process in the age of mass incarceration. *Social Service Review*, 92(2), 290-303. <https://doi.org/10.1086/697905>



## MANUSCRIPTS UNDER REVIEW

**Kern, L.**, Comartin, E., Nelson, V., & Kubiak, S. The impact of jail-based for-profit mental health providers on post-jail treatment engagement.

**Kern, L.**, Comartin, E., & Kubiak, S. Crisis Intervention Team training: An exploratory comparison of behaviors and outcomes among CIT and non-CIT deputies.

## BOOK CHAPTERS

Hill, A., Washington, D., Harper, T. J., & **Kern, L.** (2022). "The role of social workers in transforming the American educational system as a means to carceral abolition" In L. S. Abrams, S. E. Crewe, A. J. Dettlaff, & J. H. Williams (Eds.), *Social work, white supremacy, and racial justice: Reckoning with our history, interrogating our present, re-imagining our future*. Oxford University Press.

## FELLOWSHIPS, SCHOLARSHIPS, AND AWARDS

- 2023                    **Travel Scholarship** (Total: \$1,000). Awarded by the National Institute of Justice.
- 2023 –  
2024                    **Ford Foundation Dissertation Fellowship** (Total: \$28,000). Awarded by the National Academies of Sciences, Engineering, and Medicine.
- 2023                    **Grand Challenges for Social Work Doctoral Award (Honorable Mention)** (Total: \$500). Awarded by the American Academy of Social Work & Social Welfare.
- 2018`                    **CABSW Institute Scholarship** (\$1,000). Awarded by the Chicago Association of Black Social Workers.
- 2017 – Present        **Doctoral Student Scholarship**. Awarded by the University of Chicago Crown Family School of Social Work, Policy, and Practice.
- 2017                    **Ella Zwerdling Thesis Scholarship** (\$500). Awarded by the Wayne State University School of Social Work.
- 2015 – 2017            **Graduate Professional Scholarship** (\$23,000). Awarded by the Wayne State University Graduate School.
- 2012 – 2015            **Lawton Scholarship Award** (\$6,000). Awarded by the University of Wisconsin - Milwaukee Inclusive Excellence Center.

## GRANTS

- 2021                    **Dissertation Research Grant** (Total: \$5,698)  
Awarded by the Crown Family School of Social Work, Policy, and Practice.
- 2018                    **Community Engagement Grant** (Total: \$4000)  
Awarded jointly by the Center for the Study of Race, Politics and Culture; the Mansueto Institute for Urban Innovation; the Office of Civic Engagement; and the Office of the Vice Provost for Academic Leadership, Advancement and Diversity.

2018 **Graduate Global Impact Summer Internship** (\$4000). Provided by the National Institute for the Humanities.

## RESEARCH EXPERIENCE

05/21 – Present **Principal Investigator**  
Project: *Between two worlds: A case study of a psychiatric emergency department in Milwaukee*  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Funded by: Crown Family School of Social Work, Policy, and Practice Dissertation Research Grant (\$5,698)

Conceptualized dissertation study, data collection methods, and analytical approach. Conducted over 300 hours of observations at a psychiatric emergency department. Drafted interview guides and conducted 20 in-depth interviews of psychiatric emergency department stakeholders, including administrators, psychiatrists, nurses, psychiatric technicians, security guards, and advocates.

09/19 – 06/21 **Research Assistant**  
Project: *Chicago CRED qualitative evaluation*  
Northwestern University Network and Neighborhood Initiative (Evanston, IL)  
Supervisor: Andrew Papachristos, Ph.D.

Performed a qualitative evaluation of a community-based organization aimed at reducing gun violence in Chicago. Responsibilities included drafting client interview guides; scheduling and conducting longitudinal in-person and virtual interviews with clients as they progress through the program; in-person and virtual observations of programming across domains of cognitive-behavioral intervention, reducing substance use, education, and life skills; and qualitative coding of interview and observation data.

04/19 – 10/20 **Research Assistant**  
Project: *Youth Advocate Programs qualitative evaluation*  
Youth Advocates Program (Chicago, IL)  
Supervisor: Reuben Miller, Ph.D.

Performed a qualitative evaluation of a community-based organization aimed at holistically supporting at-risk youth in Chicago. Responsibilities included drafting interview guides; conducting semi-structured interviews with YAP advocates and service recipients; performing observations of programming and interactions between youth advocates and youth across domains of family, education, employment, and juvenile justice; shadowing youth advocates as they complete their daily tasks; and attending advocate trainings and reviewing organizational materials.

03/19 – 06/19 **Research Consultant**  
Project: *Using photovoice to identify and assess neighborhood features*  
Youth Empowerment Solutions (Chicago, IL)  
Supervisors: Deborah Gorman-Smith, Ph.D. & Franklin Cosey-Gay, Ph.D.

Assisted middle-school age co-researchers with implementation of photovoice project detailing their perceptions of neighborhood assets and liabilities. Responsibilities included meeting with youth co-researchers to train them on the photovoice method; conducting focus groups aimed at understanding youth perceptions; collaborating with youth to create an end-of-year art exhibit; and attending community stakeholder meetings.

- 10/18 – 03/20 **Research Assistant**  
 Project: *Understanding the coping strategies of women serving life sentences*  
 University of Chicago School of Social Service Administration (Chicago, IL)  
 Supervisor: Gina Fedock, Ph.D.
- Coded and analyzed interviews with 41 incarcerated women serving life sentences on their interpretations of their coping mechanisms, interpersonal relationship patterns, and perceptions of time. Responsibilities included deductive hand coding of interview data and organizing codes using qualitative data analysis software.
- 10/18 – 07/19 **Research Consultant**  
 Project: *Statewide evaluation of mental health diversion programs*  
 Wayne State University Center for Behavioral Health and Justice (Detroit, MI)  
 Supervisor: Erin Comartin, Ph.D.
- Evaluated 19 county-level mental health diversion programs. Responsibilities included performing descriptive and inferential data analyses; entering and organizing Medicaid and Michigan Department of Corrections data; drafting reports for presentation to stakeholders; and drafting a manuscript examining officer narratives for mental health-coded and suicide-coded calls for service. This position is a continuation of earlier work done through the Michigan Mental Health Diversion Council.
- 04/18 – 10/18 **Chicago Area Research Coordinator**  
 Project: *African American women SNAP and WIC food and nutrition service recipients' program opinions and political opinions in the U.S.*  
 University of Wisconsin - Milwaukee Dept. of Africology (Milwaukee, WI)  
 Supervisor: Gladys Mitchell-Walthour, Ph.D.
- Explored the sociopolitical opinions of low-income Black women living on the south side of Chicago. Responsibilities included contacting social service centers to secure access and recruit participants, creating a team interview schedule, and interviewing 18 women in the Bronzeville community.
- 04/18 – 09/18 **Research Technician**  
 Project: *Statewide evaluation of mental health diversion programs*  
 Michigan State University School of Social Work (East Lansing, MI)  
 Supervisor: Elizabeth Tillander, MSW
- Performed a cross-site evaluation of 19 counties' mental health diversion programs. Responsibilities included performing descriptive and inferential data analyses, entering and organizing Medicaid and Michigan Department of Corrections data, and drafting reports for stakeholders. This position was a continuation and expansion of earlier work done through the Michigan Mental Health Diversion Council.
- 09/17 – 06/19 **Doctoral Research Assistant**  
 University of Chicago School of Social Service Administration (Chicago, IL)  
 Supervisor: Reuben Miller, Ph.D.
- Collaborated with faculty supervisor to conceptualize research questions; conducted literature searches and drafted literature reviews; identified internal and external funding opportunities; scheduled team meetings; and organized team tasks and deadlines.

- 06/17 – 11/17 **Research Assistant**  
 Project: *Statewide evaluation of mental health diversion programs*  
 Wayne State University School of Social Work (Detroit, MI)  
 Supervisor: Erin Comartin, Ph.D.
- Performed a cross-site evaluation of mental health diversion programs for 9 counties through the Michigan Mental Health Diversion Council. Responsibilities included performing descriptive and inferential data analyses using Medicaid and Michigan Department of Corrections data and drafting reports for presentation to stakeholders.
- 10/16 – 02/17 **Research Assistant**  
 Project: *Women's Health Study: Wayne County Sexual Assault Forensic Examiner program*  
 University of North Carolina - Chapel Hill School of Medicine (Chapel Hill, N.C.)  
 Supervisor: Valentina Djelaj, LMSW
- Screened sexual assault survivors for Sexual Assault Nurse Examiner eligibility; conducted longitudinal interviews and evaluations; and worked with Detroit Receiving Hospital and Sinai Grace Hospital nurses to aid survivors in the recovery process. An extension of the Women's Health Study at the UNC - Chapel Hill School of Medicine.
- 09/16 – 05/17 **Principal Investigator**  
 Project: *Crisis Intervention Team training: A comparison of behaviors and outcomes among trained and untrained law enforcement officers* (Master's Thesis)  
 Wayne State University School of Social Work (Detroit, MI)
- Investigated effects of a county-wide mental health jail diversion program by examining the impact of Crisis Intervention Team (CIT) training on the actions of sheriff's office deputies in a mid-size midwestern city. Responsibilities included performing ride-alongs with trained and untrained deputies; creating an observation checklist to compare deputy behaviors with established CIT principles; performing descriptive analyses of quantitative data and qualitative coding of observation data; and drafting a manuscript.
- 08/15 – 08/17 **Graduate Research Assistant**  
 Wayne State University Center for Social Work Research (Detroit, MI)  
 Supervisor: Caitlin Brown, LMSW
- Created, programmed, and distributed surveys; collected, entered, and analyzed data; facilitated focus groups; conducted and transcribed narrative interviews; coded quantitative and qualitative data; drafted reports for internal and external presentation; managed and edited center website; provided research tutoring to students; and served as liaison between center and Detroit Delta Preparatory Academy for Social Justice.
- 05/14 – 05/15 **Undergraduate Research Assistant**  
 Project: *Social connectedness and campus climate for college students of color: The importance of ethnic identity profiles.*  
 University of Wisconsin - Milwaukee Dept. of Educational Psychology (Milwaukee, WI)  
 Supervisor: Shannon Chavez-Korell, Ph.D.
- Examined how ethnic identity attitudes and social connectedness influenced perceived campus climate for college students of color attending a PWI. Recruited participants; conducted and transcribed interviews; and administered, entered, and analyzed survey data.

## CONFERENCE PRESENTATIONS

- Kern, L.**, Comartin, E., & Kubiak, S. (2023). *Crisis Intervention Team training: Comparing behaviors and outcomes among trained and untrained law enforcement officers*. Poster presentation at the 2023 Society for Social Work Research Conference in Phoenix, AZ.
- Won, C. R., **Kern, L.**, Lee, H. Y., & Hao, Z. (2023). *Preference for behavioral health training among law enforcement officers in rural areas*. Poster presentation at the 2023 Society for Social Work Research Conference in Phoenix, AZ.
- Kern, L.** (2022). *Disrupting street conflict: Evaluating More Life's ability to deter street violence and victimization*. Panel presentation at the 2022 American Society of Criminology Annual Meeting in Atlanta, GA.
- Washington, D., **Kern, L.**, Wright, D., Payton, B., Barry, K., McGrath, S., & Papachristos, A. (2022). *Disrupting street conflict: Evaluating More Life's ability to deter street violence and victimization*. Poster presentation at the 2022 Society for Social Work Research Conference in Washington, D.C.
- Willis, T. & **Kern, L.** (Nov. 2021). *The impact of Crisis Intervention Team (CIT) training on police use of force*. Panel presentation at the 2021 American Society of Criminology Annual Meeting in Chicago, IL.
- Hill, A., Washington, D., **Kern, L.**, & Harper, T. J. (Mar. 2021). *The role of social workers in transforming the American educational system as a means to carceral abolition*. Symposium presentation at the 2021 University of Houston Graduate College of Social Work Social Work, White Supremacy, and Racial Justice Symposium in Houston, TX.
- Kern, L.** (Mar. 2017). *Crisis Intervention Team training: Behavioral differences in trained and untrained law enforcement officers*. Symposium presentation at the 2017 Wayne State University School of Social Work Social Justice Symposium in Detroit, MI.
- Kern, L.** (Mar. 2017). *Crisis Intervention Team training in Michigan: Behavioral differences in trained and untrained law enforcement officers*. Symposium presentation at the 2017 Wayne State University Three Minute Thesis competition in Detroit, MI.
- Kern, L.** & Chavez-Korell, S. (Mar. 2016). *Social Connectedness and Campus Climate for College Students of Color: The Importance of Ethnic Identity Profiles*. Poster presentation at the 2016 Wayne State University Graduate and Post-Doctoral Research Symposium in Detroit, MI.
- Kern, L.** & Chavez-Korell, S. (Apr. 2015). *Social Connectedness and Campus Climate for College Students of Color: The Importance of Ethnic Identity Profiles*. Poster presentation at the 12th Annual Posters in the Rotunda Conference: Showcasing UW Undergraduate Research in Madison, WI.
- Reinders-Saeman, R., **Kern, L.**, & Altamirano, L. (Oct. 2014). *The Power of Narratives: Qualitative Analyses of Campus Climate, Risks, and Resilience as Experienced by College Students of Color*. Symposium at the 2014 Biennial National Latino/a Psychological Association Conference in Albuquerque, NM.
- Chavez-Korell, S., Lira, E. N., Reinders-Saeman, R., **Kern, L.**, Lopez, M., Alomá, A., Salas-Pizaña, S. P. (Oct. 2014). *Campus climate for Latino college students and students of color: United we survive and thrive*. Symposium presentation at the 2014 Biennial National Latino/a Psychological Association Conference in Albuquerque, NM.

López Flores, M., Alomá, A., Lira, E. N., Reinders, R., Lewis, A., & **Kern, L.** (Oct. 2014). *College students of color ethnic identity profiles' influence on social connectedness and campus climate views*. Poster presentation presented at the 2014 Biennial National Latino/a Psychological Association Conference in Albuquerque, NM.

Lopez, M., Lewis, A. C., **Kern, L.**, Leon, E. & Salas-Pizaña, S. P. (Feb. 2014). *Examining the moderating effects of ethnic identity: Profiles on perceptions of campus climate and social connectedness of college students of color*. Poster presentation for the 2014 Teachers College Winter Roundtable Conference, New York, N.Y.

## SELECT NON-PEER REVIEWED PUBLICATIONS

Wright, D., **Kern, L.**, Washington, D., Payton, B., Barry, K., McGrath, S., & Papachristos, A. (2021). Why individuals at the highest risk of gun violence chose Chicago CRED: Key findings from baseline interviews highlight promising efforts by the street outreach program. Rapid research report produced for the Institute for Policy Research.

Kubiak, S., Comartin, E., Tillander, L., Best, J., Bisson, H., Hambrick, N., **Kern, L.**, Milanovic, E., Nelson, V., Putans, L., Swanson, L., & Willis, T. (2019). Mental health across the criminal legal continuum: A summary of five years of research in ten counties. Report produced for Governor's Diversion Council.

Kubiak, S., Comartin, E., Best, J., Bisson, H., Hambrick, N., **Kern, L.**, Nelson, V., Putans, L., Swanson, L., & Willis, T. (2019). Baseline activity across sequential intercepts by diversion pilot programs: Using a cohort sample to evaluate diversion report on Stage 2 activities from March 2017 - April 2018. Report produced for Governor's Diversion Council.

Kubiak, S., Tillander, L., Comartin, E., Rabaut, C., Bisson, H., **Kern, L.**, & Putans, L. (2018). Diversion pilots: Long term outcomes - Aggregate findings across sites for those served between April 1, 2015 and March 31, 2016. Report produced for Governor's Diversion Council, January 2018.

Kubiak, S., Tillander, L., Comartin, E., Rabaut, C., Bisson, H., **Kern, L.**, & Putans, L. (2018). Kalamazoo County Jail diversion pilots: April 1, 2015 and March 31, 2016. Report produced for Governor's Diversion Council and Kalamazoo County, Michigan.

Kubiak, S., Tillander, L., Comartin, E., Rabaut, C., Bisson, H., **Kern, L.**, & Putans, L. (2018). Oakland County Jail diversion pilots: April 1, 2015 and March 31, 2016. Report produced for Governor's Diversion Council and Oakland County, Michigan.

Kubiak, S., Tillander, L., Comartin, E., Rabaut, C., Bisson, H., **Kern, L.**, & Putans, L. (2018). Wayne County Jail diversion pilots: April 1, 2015 and March 31, 2016. Report produced for Governor's Diversion Council and Wayne County, Michigan.

## TEACHING INTERESTS

Mental Healthcare Policy  
Qualitative Research Methods  
Social Meanings of Race  
Social Work Policies and Programs

Smart Decarceration  
Research and Evaluation  
Social Work Practice in Communities and Organizations



## TEACHING & MENTORING EXPERIENCE

### INSTRUCTION

08/22 – 06/23     Coordinator: Doctoral Workshop on Theory in Social Work Research (Graduate)  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Doctoral Program Chair: Yoonsun Choi, Ph.D.

This year long workshop engages first- and second-year Crown doctoral students on topics of social welfare theory and research and professional development. Responsibilities include planning and facilitating the workshop, including assessing student needs and interests, inviting internal and external speakers, facilitating discussion, and grading.

03/21 – 06/21     Teaching Assistant: Global Development and Social Welfare (Graduate)  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: Alan Zarychta, Ph.D.

This advanced graduate course focused on major theories of global development, particularly how political, economic, historical, and environmental factors influence the development trajectories of different nations and localities. Offered weekly office hours to students and graded assignments.

08/20 – 12/20     Instructor of Record: Social Intervention: Policies and Programs I (MSW)  
University of Chicago School of Social Service Administration

This graduate course offered an overview of contemporary social welfare policies affecting poor and lower-income people in the U.S. to first year MSW students, with attention to their historical and philosophical foundations. The course focused on the core functions of the welfare state and the use of government interventions as a response to social welfare issues in the U.S. Developed course curriculum, provided weekly lectures, facilitated in-class discussion, graded course assignments, held weekly virtual office hours, and provided supplementary learning resources.

10/19 – 12/19     Teaching Assistant, Guest Lecturer: Social Intervention: Research and Evaluation (MSW)  
University of Chicago School of Social Service Administration  
Instructor: Jessica Darrow, Ph.D.

This introductory course offered an overview of research methods, basic concepts behind common statistical procedures, and approaches to the evaluation of practice to first year MSW students. Provided supplemental course readings, facilitated rich in-class and online discussion, offered weekly office hours to provide one-on-one instruction to students, and administered final examinations. Engaged students on qualitative research methods and facilitated an in-class activity on semi-structured interviewing, participatory observation, and reflexivity.

10/15 – 10/16     Instructor: Michigan Test for Teacher Certification Readiness Boot Camp (Undergraduate)  
Wayne State University College of Education  
Supervisors: Kevin Williams and Chelsea Smith

This five-week boot camp focused on test-taking strategies that facilitate successful completion of the Michigan Test for Teacher Certification (MTTC). For three camp cycles, assisted a licensed instructor in creating lesson plans; lectured on basics of grammar and syntax; evaluated students' classwork, assignments, and practice exams; and provided weekly supplemental one-on-one instruction.

## INVITED GUEST LECTURES

11/20            **Guest Lecturer:** *Criminal Justice I*  
Howard University School of Social Work (Washington, D.C.)  
Instructors: Karen Kolivoski, Ph.D. & Gerard Tate, DSW

## STUDENT MENTORSHIP

Andrea Camacho de Anda, MSW Student, Arizona State University (CSWE MFP Mentee)  
Regina Honorat, MSW Student, Columbia University (CSWE MFP Mentee)  
Tabari Zahir, MSW Student, California State University, San Bernardino (CSWE MFP Mentee)  
Durrell Washington, Ph.D. Student, University of Chicago (SSA Peer Mentorship Program Mentee)

## PEDAGOGICAL TRAINING FOR TEACHING

02/19            **Chicago Center for Teaching: Developing Inclusive Pedagogy in Social Work**  
University of Chicago School of Social Service Administration (Chicago, IL)

11/18 – 12/18    **Chicago Center for Teaching: Fundamentals of Teaching in Social Work**  
University of Chicago School of Social Service Administration (Chicago, IL)

## CLINICAL AND PRACTICE EXPERIENCE

09/16 – 04/17    **MSW Student Intern**  
Eastside Community Network (Detroit, MI)  
Supervisor: Angela Wilson, MSW

Assisted in implementation of 2016 Build Health Challenge by creating and distributing surveys using Qualtrics; surveyed water needs in lower eastside; assisted in implementation and evaluation of Lower Eastside Action Plan; collaborated with Chandler Park Conservancy on neighborhood beautification projects; analyzed survey data using SPSS; and attended community outreach meetings with residents and local non-profit leaders.

09/15 – 04/16    **MSW Student Intern**  
Don Bosco Hall - Sutton House (Detroit, MI)  
Supervisor: Melonie Barnes, MSW

Assisted licensed social workers in developing personalized treatment plans for juvenile justice involved boys and their families in a residential treatment setting. Performed intake assessments; provided supervised individual, group, and family therapy focused on anger management, social relations, and life skills; created life skills workshops on professional readiness topics, including resume-writing and interviewing; created workshops on consent and healthy relationships; and produced weekly client progress notes.

## SELECT PROFESSIONAL EXPERIENCE

08/19 – Present **Resident Head**  
University of Chicago Housing and Residence Life (Chicago, IL)  
Supervisor: Alandis Phillips, M.S.

Responsibilities include serving as a mentor and administrator to undergraduate students in the Max Palevsky Residential Commons; managing a yearly programming budget; planning weekly educational and recreational activities; and hiring and supervising two undergraduate Resident Assistants.

## ORGANIZATIONS & SERVICE

### Organizations

1/16 – 05/17 Member. Phi Alpha National Honor Society. Wayne State University.  
02/16 – 05/17 President. Association of Black Social Workers. Wayne State University.  
04/14 – 05/15 President. Alpha Phi Alpha, Epsilon Tau Chapter. University of Wisconsin- Milwaukee.  
10/13 – 08/14 Community Outreach Chair. Black Student Union. University of Wisconsin- Milwaukee.  
02/12 – 06/12 Chair. Student Life and Interest Committee. University of Wisconsin- Milwaukee.  
07/11 – 04/12 Senator. Student Association. University of Wisconsin - Milwaukee.  
02/08 – 03/09 Treasurer. American Civil Liberties Union Student Alliance. University of Wisconsin- Milwaukee.

### Ad Hoc Journal Reviewer

2022 Social Work  
2021 Journal of Offender Rehabilitation

## RELATED PROFESSIONAL SKILLS

Coding & Statistical Packages: MAXQDA, NVivo, SPSS, Stata, Microsoft Excel  
Survey Programs: Qualtrics, Survey Monkey, Google Forms, Remark  
Presentations: Microsoft PowerPoint, Google Slides, Canva, Prezi  
Classroom Management: Canvas, Blackboard  
Reference Management: Zotero, Endnote  
Project Management: Evernote, Microsoft Teams, Box, Slack

## PROFESSIONAL MEMBERSHIPS & SELECTED TRAININGS

### AFFILIATIONS

American Society of Criminology  
Council on Social Work Education  
Crisis Intervention Team International  
Society for Social Work Research  
Society for the Study of Social Problems

## SELECTED TRAININGS

- 2021            **Summer Virtual Workshop for Advanced Graduate Students.** Provided by the Michigan Center for Urban African American Aging Research and the Program for Research on Black Americans.
- 2020            **Summer Dissertation Proposal Workshop.** Provided by the Howard University Center for Race & Wealth and the University of Wisconsin- Madison Institute for Research on Poverty.

## Frانيا Mendoza Lua

My research considers disjointed yet overlapping lines of inquiry—the sexual and reproductive health of children of immigrants, immigration policies and enforcement, and social policy. I am interested in examining how these areas intersect, and how this intersection may provide a deeper understanding of Latine individual health, and health disparities in the United States affecting Latine communities. To meet this goal, I have developed two focused lines of research that examine social determinants of health that are salient among Latine populations. First, I examine the impact of immigrant exclusionary social policies and immigration enforcement policies on the sexual and reproductive health of Latine youth in immigrant families. My second line of work investigates the role of “illegality” and legal stratification on immigrant



families and its impact on family functioning and the sexual health of Latine youth in immigrant families. Using both quantitative and qualitative methods, my research underscores the importance of examining policy, social, and cultural factors concurrently to understand health behaviors and health outcomes of Latine communities in the United States.

# Frانيا Mendoza Lua, M.S.W.

Chicago, IL 60615  
(714) 600-8595  
franiam@uchicago.edu

## EDUCATION

- Ph.D. In Progress, University of Chicago, Crown Family School of Social Work, Policy and Practice, Chicago, IL  
Dissertation Chairs: Angela Garcia, Ph.D. & Aaron Gottlieb, Ph.D.  
Committee: Alida Bouris, Ph.D., Daysi Diaz-Strong, Ph.D. Marci Ybarra, Ph.D.
- Dissertation Title: The Impact of Immigrant-related Social Policies and Family Environments on the Sexual and Reproductive Health of Latine Children of Immigrants
- M.S.W. 2016, University of Michigan, School of Social Work  
Concentration: Interpersonal Practice and Health  
Summa Cum Laude
- B.A. 2013, University of California, Los Angeles  
Majors: Political Science, Anthropology

## RESEARCH INTERESTS

Immigration and Welfare Policy  
Children of Immigrants  
Immigrant Families  
Adolescent Health  
Sexual & Reproductive Health  
Mixed-Methods Research Design  
Intergenerational Health Disparities

## PUBLICATIONS

### Peer-Reviewed Journal Articles:

- Ybarra, M., **Mendoza Lua, F.** (2023). No calm before the storm: Low-income Latina immigrant and citizen mothers before and after COVID-19. *The Socioeconomic Impacts of the COVID-19 Pandemic. Russell Sage Foundation*, 9. doi: <https://doi.org/10.7758/RSE.2023.9.3.07>
- Cordova, D., Muñoz-Velázquez, J., **Mendoza Lua, F.**, Fessler, K., Warner, S., Delva, J., Adelman, A., Youth Leadership Council, Fernandez, A., Bauermeister, J. A. (2020). Pilot study of a multilevel mobile health app for substance use, sexual risk behaviors, and testing for sexually transmitted infections and hiv among youth: randomized controlled trial. *JMIR*. doi: 10.2196/16251



- Cordova, D., **Mendoza Lua, F.**, Muñoz-Velázquez, J., Street, K., Bauermeister, J. A., Fessler, K., Adelman, A., Youth Leadership Council, Neilands, T. B., & Boyer, C. B. (2019). A multilevel mhealth drug abuse and STI/HIV preventive intervention for clinic settings in the United States: A feasibility and acceptability study. *PLoS ONE*. doi: 10.1371/journal.pone.0221508
- Johnson, K.J., Salas-Wright, C.P, Cordova, D., Ugalde, J., Todic, J., **Mendoza Lua, F.** (2019). The acceptability of biobehavioral research with Latino youth in the United States. *Journal of Adolescent Research*. doi:10.1177/0743558418765397
- Cordova, D., **Mendoza Lua, F.**, Ovadje, L., Hong, E., Castillo, B., & Salas-Wright, C. P. (2018). Randomized controlled trials of technology-based HIV/STI and drug abuse preventive interventions for African American and Hispanic youth: A systematic review. *JMIR Public Health Surveill*. doi:10.2196/publichealth.7129
- Córdova, D., **Mendoza Lua, F.**, Ovadje, L., Fessler, K., Bauermeister, J. A., Salas-Wright, C. P., Vaughn, M., Youth Leadership Council. (2017). Adolescent experiences of clinician-patient HIV/STI communication in primary care. *Health Communication*. doi: 10.1080/10410236.2017.1339379. PMID:28686489
- Córdova, D., Alers-Rojas, F., **Mendoza Lua, F.**, Bauermeister, J. A., Nurenberg, R., Ovadje, L., Fessler, F., Delva, J., Salas-Wright, C. P., & Youth Leadership Council. (2016). Usability and acceptability of an adolescent mHealth HIV/STI and drug abuse preventive intervention in primary care. *Behavioral Medicine*, 25, 1-12. doi: 10.1080/08964289.2016.1189396 PMID: 27223646.
- Córdova, D., Bauermeister, J. A., Fessler, K., Delva, J., Nelson, A., Nurenberg, R., **Mendoza Lua, F.**, Alers-Rojas, F., Salas-Wright, C. P. & Youth Leadership Council. (2015). A community-engaged approach to developing an HIV/STI and Drug Abuse mHealth preventive intervention for primary care: A qualitative study. *Journal of Medical Internet Research mHealth uHealth* 3(4). doi:10.2196/mhealth.4620.

### Manuscripts in Preparation:

**Mendoza Lua, F.**, Garcia, A., Ybarra, M. (In Preparation). Triaging Support: Latina Undocumented Mother's supports before and after the COVID-19 pandemic

**Mendoza Lua, F.**, Ybarra, M., Garcia, A., Gonzalez, Y. (In Preparation). The role of policy imposition, social media, and news coverage on immigrant behaviors.

Wade, R., Bouris, A., **Mendoza Lua, F.** (In Preparation). Police contact influence on the mental health of young Black sexual minority men (BSMM)

Cordova, D., Ovadje, L., **Mendoza Lua, F.**, Warner S., Bauermeister, J. A., Youth Leadership Council, Neilands, T. B., & Boyer, C. B. (In Preparation). The preliminary efficacy and six month outcomes of a multilevel mhealth drug abuse and STI/HIV preventive intervention for clinic settings in the United States

### POLICY BRIEFS AND PROTOCOLS:

Cordova D, Bauermeister J.A., Warner S., Youth Leadership Council, Wells P, MacLeod J., Neilands T.B., **Lua F.M.**, Delva J., Fessler KB, Smith V Jr, Boyer C. (2023). Protocol for an Adolescent and Young Adult HIV/STI and Substance Use Disorder Digital Health Preventive Intervention JMIR

Garcia, A., Gonzalez, Y.M., and Ybarra M., with **Frania Mendoza Lua** and Yu-an Lin. (2018). "The CityKey Enrollee Survey: One-Year Results. Report to the City Clerk of Chicago

## RESEARCH EXPERIENCE:

- 2018-  
**Research Project Coordinator**  
Principal Investigator: Dr. Angela Garcia  
University of Chicago, Crown Family School of Social Work, Policy and Practice
- Right to the City: Can a Municipal Identification Card Unlock the Door to Urban Inclusion in Chicago?**  
Funding Source: Chicago Community Trust, Responsive Grant Award  
Research Budget: \$60,000
- 2018-  
**Research Project Coordinator**  
Principal Investigator: Dr. Alida Bouris  
University of Chicago, Crown Family School of Social Work, Policy and Practice
- Project PrEP-R: Network support to engage and retain younger Black MSM in PrEP care**  
Grant#: R34MH111392  
Funding Source: National Institute of Mental Health  
Project Period: 2016-2020  
Research Budget: \$677,737
- PrEParing our Youth**  
Funding Source: Third Coast Center for AIDS Research Pilot Award  
Project Period: 2016-2020  
Research Budget: \$50,000
- 2014-2018  
**Research Associate/Project Coordinator**  
Principal Investigator: Dr. David Cordova  
University of Michigan, School of Social Work
- Greater Than**  
Grant#: 1H79 SP021781-01  
Funding Source: Substance Abuse and Mental Health Services Administration  
Project Period: 2016-2021  
Managed Research Budget: \$1,146,694 (total costs)
- A Community-University Approach to Preventing HIV**  
Grant#: UL1TR002240  
Funding Source: Michigan Institute for Clinical and Health Research  
Project Period: 2018-2019  
Managed Research Budget: \$10,000 (total costs)
- Preventing HIV/STI Among Urban Adolescents Via A M-health Primary Care Intervention**  
Grant#: 1R03DA041891-01A1  
Funding Source: National Institute on Drug Abuse/NIH  
Project Period: 2017-2019  
Managed Research Budget: \$310,000 (total costs)

### **Preventing HIV/AIDS in Urban Adolescents Via A M-health Primary Care Intervention**

Grant#: R25 MH067127

Funding Source: NIH/NIMH

Project Period: 2015-2016

Managed Research Budget: \$20,000

### **Preventing Cigarette Use Among Urban Adolescents Via An M- Health Primary Care Intervention**

Grant#: G016234

Funding Source: Comprehensive Cancer Center

Project Period: 2015-2016

Managed Research Budget: \$50,000

2011-2013

#### **Research Assistant**

Principal Investigators: Dr. Lilian Gelberg and Lisa Arangua  
UCLA Department of Family Medicine

Mexico/US National Institute of Drug Abuse QUIT (Quit Using Drugs Intervention Trial) for Casual Users of All Drugs

## **GRANTS, AWARDS, & FELLOWSHIPS**

2023	W. Allison Davis Graduate Research Award (\$3,500)
2023	2023 Society for Social Work and Research (SSWR) Doctoral Student Travel Award (\$1,500)
2022	APPAM Student Equity & Inclusion Fellowship (\$1,500)
2022	Crown Family Dissertation Grant (\$3,900)
2022	Center for the Study of Gender and Sexuality Research Grant (\$2,500)
2021	2022 Society for Social Work and Research (SSWR) Doctoral Student Travel Award (\$1,500) [Award Declined]
2021	University of Chicago Presidential Inauguration Keynote Speaker Nominee
2021	University of Chicago Center for Health Administration Studies Doctoral Research Award (\$3,000)
2019	HACU/Southwest Airlines Lanzate Higher Education Award Program (\$2,000)
2016	Diversity Research Travel Award, Society for Prevention Research (\$500)
2015	University of Michigan, School of Social Work Dean's Scholarship
2014	University of Michigan, School of Social Work Scholarship
2013	Latina to Watch, Hispanas Organizing for Political Equality (HOPE)
2012	UCLA 14th Annual Westwind Conference Dean's Prize Best Conference Presentation (\$500)
2011	Ronald E. McNair Research Scholars Program (\$10,000)
2011	UCLA Cotsen Undergraduate Research Fellowship, Cusco Peru (\$4,000)

## **CONFERENCE PRESENTATIONS, PAPERS, AND POSTERS**

**Mendoza Lua, F**, Ybarra, M. (2023, January). Improving Policy Implementation and Program Access: Lessons from the COVID-19 Pandemic. Symposium. Society for Social Work and Research. Phoenix, Arizona.

Ybarra, M., & **Mendoza Lua, F**. (2022, November). No Calm Before the Storm: Marginalized Mothers Before and After COVID-19. Association for Public Policy Analysis and Management Conference, Washington D.C. [Paper Withdrawn due to Illness]

- Mendoza Lua, F.** (2022, March). No Calm Before the Storm: Racialized and Immigrant Mothers Before and After COVID-19. Chicago Ethnography Conference, Madison, Wisconsin.
- Mendoza Lua, F.** (2022, January). Examining the Impact of the COVID-19 Pandemic on Low-Income Families of Color. Roundtable Session. Society for Social Work Research Conference [Roundtable Withdrawn due to COVID]
- Ybarra, M., & **Mendoza Lua, F.** (2021, December). No Calm Before the Storm: Marginalized Mothers Before and After COVID-19. Russell Sage Foundation Socioeconomic Impact of COVID-19 Special Issue Conference, New York, New York.
- Muñoz-Velázquez, J. A., Warner, S. C., **Mendoza Lua, F.**, & Cordova, D. (2020, March) To test or not to test: What psychosocial risk factors are associated with uptake of STI/HIV testing among youth? Society for Adolescent Health and Medicine, San Diego, California.
- Warner, S. C., Munoz-Velazquez, J., Djmandjaja, C., **Mendoza-Lua, F.**, & Cordova, D. (2019, November). The Role of Attitudes and Beliefs on Condomless Sex Among a Diverse Sample of Youth. Poster session presented at the Annual Biomedical Research Conference for Minority Students (ABRCMS), Anaheim, California.
- Kanagasingam S.K., **Mendoza-Lua F.**, McBride, M., Carter R., Rivas-Drake D., Caldwell C. (2018, May). An Analysis of Ethnic/Racial and Gender Identity during the Pubertal Transition among Mother-Daughter Dyads. Poster will be presented at the 2018 Society for Research on Adolescence Biennial Meeting in Minneapolis, Minnesota.
- Cordova, D., **Mendoza Lua, F.**, Munoz-Velazquez, J., Street K., Bauermeister J., Fessler K., Adelman N., Delva J., Youth Leadership Council. (2018, March). The Preliminary Efficacy of a HIV Preventive Intervention App in an Urban Youth-Centered Community Health Clinic. Paper will be presented at the 2018 Society for Adolescent Health and Medicine. Seattle, Washington.
- Cordova, D., **Mendoza Lua, F.**, Munoz-Velazquez, J., Street, K., Bauermeister, J., Fessler, K., Adelman N., Delver, J., Boyer, C.B., Youth Leadership Council. (2018, January). The Preliminary Efficacy of a Technology-Based HIV and Drug Abuse Preventive Intervention in a Youth-Centered Community Health Clinic: Opportunities for Incorporating Biomarkers of Exposure and Genetic Susceptibility. Poster presented at the National Institute of Drug Abuse (NIDA) Genetics Consortium Meeting. Rockville, MD.
- Cordova, D., **Mendoza Lua, F.**, Ramsey, J., Castillo, B., Street, K., Munoz-Velazquez, J., Fessler, K., Boyer, C., Bauermeister, J., Adelman, N., Brown, M., Youth Leadership Council. (2017, June). Acceptability of an The Feasibility of a Technology-Based HIV Preventive Intervention in an Urban Youth-Centered Community Health Clinic in the United States. Poster presented at the International Aids Society. Paris, France.
- Mendoza Lua, F.**, Youth Leadership Council, Street, K., Nelson, K., Cohn, J., Adelman, N., Fessler, K. & Cordova, D. (2017, March). Preventing Drug Abuse and Sexual Risk Behaviors among Adolescents via an Innovative mHealth App. Poster presented at the Conference on Adolescent Health. Ann Arbor, Michigan.
- Mendoza Lua, F.**, Cohn, J., Nelson, K., Adelman, N., & Youth Leadership Council, Cordova, D. (2017, March). The Preliminary Efficacy of a mhealth Preventive Intervention on Cigarette Use Among Adolescents. Poster presented at University of Michigan School of Social Work Research Day. Ann Arbor, Michigan.
- Herzog, L., **Mendoza Lua., F.**, Vankempen, C., The Corner Health Center., Ramsey, J., Fessler, K., Cordova., D., (2016, May). A Community-University Partnership to Identify Structural Barriers and Facilitators to Best Practices in a Youth-Centered Primary Care Clinic. Poster presented at the 2016 Society for Prevention Research. San Francisco, California.

Cordova, D., Alers-Rojas, F., **Mendoza Lua, F.**, Nurenberg, R., Ovadje, L., Fessler, K., Bauermeister, J., Delva, J., Salas-Wright, C., Youth Leadership Council. (2016, March). Acceptability of an Adolescent mHealth HIV/AIDS and Drug Abuse Preventive Intervention in Primary Care. Poster presented at the 2016 Society for Prevention Research. San Francisco, California.

**Mendoza Lua, F.**, Cordova, D., (2015, November). Developing a Fuller Understanding of Medical Resident Training Needs in a Youth-Centered Primary Care Setting. Poster presented at 2015 MICHR Mentoring Forum. Ann Arbor, Michigan.

Córdova, D., Bauermeister, J. A., Alers-Rojas, F., Nurenberg, R., **Mendoza Lua, F.**, Feil, D., Salas-Wright, C. (2015, July). Physician-adolescent HIV/STI risk behaviors communication in primary care. Paper presented at AIDSIMPACT. Amsterdam, ND.

Córdova, D., Bauermeister, J. A., Delva, J. Alers-Rojas, F., Nurenberg, R., **Mendoza Lua, F.**, & Salas- Wright, C. P. (2015, May). Developing an m-Health Primary Care HIV/STI Preventive Intervention for Urban Adolescents: Methodological Considerations in the Context of Policy and Technological Advances. Poster presented at the national conference of the Society for Prevention Research. Washington, DC.

Córdova, D., Bauermeister, J. A., Delva, J. Alers-Rojas, F., Nurenberg, R., **Mendoza Lua, F.**, & Fell, D. (2015, January). Developing a primary care HIV preventive intervention app: Grounded in the voices of adolescents. Paper presented at the national conference of the Society for Social Work Research. New Orleans, LA.

## TEACHING EXPERIENCES

- 2021                    **Teaching Assistant**  
Immigration Law and Society  
Instructor: Dr. Angela Garcia
- 2020-2021            **Teaching Apprentice**  
Direct Practice I: Anti-Oppressive Social Work Practice  
Direct Practice II: Anti-Oppressive Social Work Practice  
Instructor: Dr. Alida Bouris
- 2016-2018            **Spanish Language Instructor**  
En Nuestra Lengua, University of Michigan  
Director: Teresa Satterfield, Ph.D.
- 2013-2014            **First Grade Afterschool Teacher**  
Twilight Education Project  
Goldenwest Community College / Boys and Girls Club of Huntington Valley
- 2010-2013            **Academic Outreach Educator**  
Early Academic Outreach Program (EAOP)  
University of California, Los Angeles

## INVITED LECTURES & KEYNOTES

- Mendoza Lua, F.** (2022, October). *“It’s just another thing to worry about”*: Low-income Latina mother’s mental health prior to and following the pandemic.” University of Chicago, Immigration Workshop, Chicago IL
- Mendoza Lua, F.** (2021, April). *“Research Methods and Ethics.”* McNair Research Scholars Program. University of Wisconsin, Madison
- Mendoza Lua, F.** (2020, March). *“Belonging in the City? Municipal ID in the Trump Era.”* Ph.D. Visit Day Research Day Colloquium. University of Chicago, School of Social Service Administration, Chicago IL
- Mendoza Lua, F.** (2020, February). *“The impact of deportation burden on adolescents in mixed-status families.”* Guest Lecture: Immigration Law and Society. University of Chicago, School of Social Service Administration, Chicago IL
- Mendoza Lua, F.** (2019, June). Segerstrom High School Alumni Graduation Keynote Speaker. Santa Ana, California
- Mendoza Lua, F.** (2019, March). *“Family influences on romantic relationship orientations among gay and bisexual adolescent males of color: Mapping the landscape of family knowledge and acceptance.”* Ph.D. Visit Day Research Day Colloquium. University of Chicago, School of Social Service Administration, Chicago IL
- Mendoza Lua, F.** (2017-2019, January). *“Navigating the Social Safety Net and Health Care Access for Mixed-Status Families.”* Guest Lecture: Working with Latino Families, Research-Informed Practices to Prevent Substance Abuse in Racial and Ethnic Minority Adolescents, University of Michigan, School of Social Work, Ann Arbor, MI
- Mendoza Lua, F.** (2018, June). *“Key strategies for developing a community-university proposal.”* Michigan Institute for Clinical & Health Research (MICHR). University of Michigan, Ann Arbor, MI.
- Mendoza Lua, F.** (2018, June). *“Trauma-Informed Youth Organizing.”* Guest Lecture: Immigration Enforcement, Human Rights, and Social Justice. University of Michigan, School of Social Work, Ann Arbor, MI

## INVITED METHODS AND TRAINING PROGRAMS

- |      |  |
|------|--|
| 2022 | Intersectional Qualitative Research Methods Institute for Advanced Doctoral Students (IQRMI-ADS), University of Texas at Austin                            |
| 2020 | Howard University’s Center on Race and Wealth and The Institute for Race and Poverty at the University of Wisconsin-Madison Dissertation Proposal Workshop |
| 2020 | Summer Institute in Migration Research Methods (SIMRM), Russell Sage Foundation  |
| 2018 | Inter-university Consortium for Political and Social Research (ICPSR) Summer Program Diversity Initiative Scholar  |
| 2015 | Health Disparities Summer Research Program, University of Michigan Institute for Clinical and Health Research Scholar                                      |
| 2015 | UCLA Minority Training Program in Cancer Control Research Scholar  |



## ACADEMIC SERVICE

### Scholarship

- 2022- **Graduate Student Coordinator**, Immigration Workshop  
University of Chicago
- 2021- **Reviewer**  
Socius: Sociological Research for a Dynamic World  
American Journal of Preventive Medicine
- 2020-2021 **Research Consultant, Mujeres Latinas en Acción**  
Chicago, IL
- 2019-2021 **Student Representative**, Group for the Advancement of Doctoral Education in Social Work (GADE)  
University of Chicago, School of Social Service Administration
- 2018-2019 **Student Representative**, Doctoral Committee  
University of Chicago School of Social Service Administration

### Diversity

- 2021-2022 **Chair**, Graduate Student Diversity Advisory Board (DAB)  
University of Chicago
- 2021 **Invited Moderator**, Office of Multicultural Student Affairs Heritage Series: Erika L. Sanchez  
University of Chicago
- 2019-2021 **Doctoral Student Representative**, Inclusion Equity and Diversity Board (IED)  
University of Chicago, School of Social Service Administration
- 2018-2020 **Doctoral Student Representative**, Graduate Student Diversity Advisory Board (DAB)  
University of Chicago

### Mentorship

- 2022 **Navigating Post-Graduation Panel**, Undergraduate Admissions  
University of California, Los Angeles
- 2021 **PhD Peer Mentorship Program**, Crown Family School of Social Work, Policy, and Practice  
University of Chicago
- 2020-2021 **Student Admissions Blog Editor and Contributor**, Graduate Student Admissions  
University of Chicago
- 2018-2020 **Graduate Student Mentor**, Center for Identity, and Inclusion  
University of Chicago
- 2016-2018 **Research Mentor**, Undergraduate Research Opportunity Program (UROP)  
University of Michigan, Ann Arbor, Michigan
- 2012-2018 **Undergraduate Scholarship Reader**, UCLA Latino Alumni Association  
University of California, Los Angeles

## PRACTICE EXPERIENCE

- 2016-2018      **Social Worker/Youth Organizer**  
Washtenaw Interfaith Coalition for Immigrant Rights  
Ypsilanti, Michigan
- 2016- 2018      **Medical Social Worker**  
Washtenaw County Department of Public Health  
Ypsilanti, Michigan
- 2014-2016      **Medical Social Work Intern**  
The Hope Clinic  
Ypsilanti, Michigan
- 2013-2014      **Assistant Program Director**  
Oakview Boys and Girls Club of Huntington Valley  
Huntington Beach, California

## PROFESSIONAL ASSOCIATIONS

Society for Social Work and Research  
Association for Public Policy Analysis and Management  
Berkeley Interdisciplinary Migration Initiative  
Center on Race and Wealth, Howard University  
Institute on Race and Poverty, University of Wisconsin, Madison  
Ronald E. McNair Research Scholars Program

## DATA ANALYSIS TRAINING AND SKILLS

### Qualitative

*Software:* NVivo, Dedoose

### Quantitative

Computing for Information Science  
Machine Learning and Data Transformation  
*Software:* R Studio

Applied Regression  
*Software:* STATA, SPSS, R Studio

Applied Longitudinal Data Analysis  
*Software:* STATA, R Studio, SUPERMIX

Causal Inference: Moderation, Mediation, and Spill-over  
*Software:* SPSS, R Studio

## LANGUAGES

Native Spanish Speaker (Read and Write)

Fluent English (Read and Write)

California Department of Education State Seal of Biliteracy

## Melanie L. Nadon

The aim of my research is to understand the social and political factors that govern policy implementation and shape families' experiences with frontline social policies. I conduct this work with a core focus on how poverty influences child welfare policy decisions and family outcomes, with practice and policy implications for both the front end of the system – child protective services, and the tail end of the system – foster care. As a social work scholar with advanced policy training, I bring a rigorous interdisciplinary lens to core issues in the profession of social work, like child welfare and poverty. Child welfare research is a vital, established field in social work, but it has often been conducted in a silo. My work adds key theory and insights from other fields like public policy, tying social work practice priorities to political and administrative theories and



concerns. As a scholar of historically racialized systems like the safety net and child welfare, I focus on equity in both my research and teaching by centering the lived experiences of real families and communities who are impacted by these systems. My overall goal in my work is to meaningfully inform social policy and practice in order to improve the policy experiences of families.

# Melanie L. Nadon

969 E. 60th St. Chicago, IL 60637  
 mnadon@uchicago.edu  
 909.256.9556  
<https://www.linkedin.com/in/mnadon17/>

## EDUCATION

- 2024 (exp.) **Ph.D.**, The University of Chicago  
 Crown Family School of Social Work, Policy, and Practice
- Emphases: Child welfare, poverty, policy implementation, transition-age youth
  - Dissertation Title: *The Nexus of Poverty, Place, Race, and Bureaucracy: A Multi-Method, Multi-Level Examination of Child Welfare Investigations*
  - Dissertation Committee: Jennifer Mosley, Ph.D. (chair); Gina Miranda Samuels, Ph.D.; Marci Ybarra, Ph.D.; Scott W. Allard, Ph.D.
- 2017 **Master of Public Administration**, University of Washington  
 Evans School of Public Policy & Governance
- Emphases: Child welfare, poverty, housing, policy analysis and evaluation
  - Master's Capstone Project: *Holistic Service Provision for Child Welfare-Involved Families: Designing and Evaluating the Family Advocacy Center*
  - Advisors: Scott W. Allard, Ph.D. (academic), Heather D. Hill, Ph.D. (capstone)
- 2015 **Bachelor of Arts**, Summa Cum Laude  
 University of La Verne  
 Majors: Gender, Law, & Policy and Speech Communication, Department Honors

## PUBLICATIONS

### Peer-Reviewed Articles

- Nadon, M.L.**, Park, K., Lee, J., Wright, M. (2023) Who Makes the Call? Examining the Relationship between Child Maltreatment Referral Sources and Child Welfare Case Outcomes in the United States. *Child Abuse & Neglect*
- Nadon, M.L.**, Park, E., Feng, H., Courtney, M.E. (2022). Examining Prevalence and Predictors of Economic Hardships for Transition-age Foster Youth. *The Journal of the Society for Social Work Research*.  
<https://doi.org/10.1086/721667>.
- Nadon, M. L.** (2020). Making the Transition: How Asset Building Services Can Promote Positive Adult Outcomes for Foster Youth. *Children and Youth Services Review*, 105083.  
<https://doi.org/10.1016/j.chilyouth.2020.105083>.

### *Under Review*

Park, E., **Nadon, M.L.**, Okpych, N., Harty, J., Courtney, M.E. (Under review). Examining Prevalence and Predictors of Food Insecurity for Transition-Age Foster Youth.

**Nadon, M.L.** and Ybarra, M. (Under review). Safety Net Generosity and the Takeup of Child Welfare Transitional Services among Youth Aging out of Foster Care.

## **Reports & Briefs**

- Nadon, M.L.**, Benjamin, L. Mosley, J. Marwell, N. Gugerty, M.K. (2023). *Knowledge Integration and Evidence in the Implementation of the Family First Prevention Services Act: Findings from Minnesota*. Chicago, IL: The University of Chicago.
- Park, K., Courtney, M.E., Okpych, N. J., & **Nadon, M.L.** (2020). Foster Youth Would Benefit from Emphasis on Prevention and Treatment to Reduce Justice System Involvement. Chicago, IL: Chapin Hall at the University of Chicago. <https://www.chapinhall.org/cjinvoke>.
- Courtney, M. E., Okpych, N. J., Park, E., Harty, J., Feng, H., **Nadon, M.L.**, Ditto, D.J., & Park, K. (2020). *Findings from the California Youth Transitions to Adulthood Study (CalYOUTH): Conditions of youth at age 23*. Chicago, IL: Chapin Hall at the University of Chicago. <https://www.chapinhall.org/research/cal youth-wave4-report/>.
- Nadon, M.L.**, 2018. *Gender Responsive Juvenile Justice: A Girls Court*, Center for Children & Youth Justice. <https://policycommons.net/artifacts/1731132/gender-responsive-juvenile-justice/2462781/>.
- Nadon, M.L.**, 2018. *Military Youth Project Literature Review*, Center for Children & Youth Justice. <https://policycommons.net/artifacts/1731126/military-youth-project-literature-review-september-2017-overview/2462775/>.

## **Working Papers & Manuscripts in Preparation**

- Nadon, M.L.** Aggregating Intersectionality: Child Maltreatment Case Outcomes in the Context of Interacted County-Level Racial Composition, Poverty, and Urbanicity.
- Nadon, M.L.** and Lambert, S. Essential but Undervalued: The Vital Role of Essential Business Managers in Defining and Implementing Public Health Mandates during the COVID-19 Pandemic.
- Nadon, M.L.** and Guz, S. Housing Service Characteristics and Experiences of Homelessness and Incarceration for Youth Aging out of Foster Care.
- Mosley, J., Gugerty, M.K., Benjamin, L., Marwell, N., Sandfort, J., and **Nadon, M.L.** Negotiation and Operationalization of Evidence in the Implementation of Child Welfare Policy.
- Nadon, M.L.**, Park, E., Courtney, M.E. Usage of Safety Net Services and their Influence on the Outcomes of Older Youth in Foster Care: Findings from California.

## **PRESENTATIONS**

### **Invited Presentations**

- May 2023 – The University of Wisconsin-Madison’s Institute for Research on Poverty (IRP) Webinar, *Supporting Youth Exiting Foster Care: What Works & What Is Still Needed* <https://www.irp.wisc.edu/resource/supporting-youth-exiting-foster-care>
- April 2022 – National Data Archive on Child Abuse and Neglect (NDACAN), *Data User Talks*

### **Academic Conference Presentations**

- Nadon, M.L.**, *session organizer*. (2023, November). “Policy Implementation across the Life Course: How Regulatory Differences Affect Vulnerable Populations.” Panel accepted for Association for Public Policy and Management (APPAM) Annual Research Conference, Atlanta, GA.



- Nadon, M.L.** (2023, November). “Aggregating Intersectionality: Child Maltreatment Case Outcomes in the Context of Interacted County-Level Racial Composition, Poverty, and Urbanicity.” Paper accepted at the Association for Public Policy and Management (APPAM) Annual Research Conference, Atlanta, GA.
- Nadon, M.L.**, Park, K., Lee, J., Wright, M. (2023, November). “Who Makes the Call? Examining the Relationship between Child Maltreatment Referral Sources and Child Welfare Case Outcomes in the United States.” Paper accepted as Student Research at the Association for Public Policy and Management (APPAM) Annual Research Conference, Atlanta, GA.
- Nadon, M.L.** (2023, October). “Child Welfare Decisions in the Intersectional Context of Regional Poverty, Race, & Urbanicity.” Paper accepted at the National Association for Welfare Research and Statistics (NAWRS) 59th Workshop, Salt Lake City, UT.
- Park, E., **Nadon, M.L.**, Okpych, N., Harty, J., Courtney, M.E. (2022, November). “Examining Prevalence and Predictors of Food Insecurity for Transition-Age Foster Youth.” Paper presented as part of the Symposium, *Findings from the California Youth Transitions to Adulthood Study (CalYOUTH): Implications for Policy and Practice*. Society for Social Work and Research (SSWR) Annual Research Conference, Phoenix, AZ.
- Nadon, M.L.**, Ybarra, M. (2022, November). “The Intersections of State-Level Variations in Safety Net Generosity and Child Welfare Service Utilization for Youth Aging out of Foster Care.” Paper presented at the Association for Public Policy and Management (APPAM) Annual Research Conference, Washington, D.C.
- Nadon, M.L.**, *session organizer*. (2022, November). “Devolving Implementing Authority: How Policy Choices Shape Equity in Outcomes.” Panel organized for Association for Public Policy and Management (APPAM) Annual Research Conference, Washington, D.C.
- Park, E., **Nadon, M.L.**, Okpych, N., Harty, J., Courtney, M.E. (2022, November). “Examining Prevalence and Predictors of Food Insecurity for Transition-Age Foster Youth.” Paper presented as student research at Association for Public Policy and Management (APPAM) Annual Research Conference, Washington, D.C.
- Lambert, S., Haley, A. Cho, H. **Nadon, M.L.**, Swanson, R., Carreon, E. (2022, June). “Essential but Undervalued: Experiences of Care Workers and Service Workers in the Context of Covid-19.” Paper presented at Work and Family Research Network (WFRN) Annual Conference, New York, NY.
- Mosley, J., Gugerty, M.K., Marwell, N., **Nadon, M.L.** (2022, May). “The Administration of Evidence Based Policy: Implications for Equity.” Paper presented as part of a Percolator Session at Public Management Research Conference (PMRC), Phoenix, AZ.
- Mosley, J., Gugerty, M.K., Benjamin, L., Marwell, N., Sandfort, J., **Nadon, M.L.** (2022, March). “Negotiation and Operationalization of Evidence in the Implementation of Child Welfare Policy.” Paper presented at Association for Public Policy and Management (APPAM) Annual Research Conference, Austin, TX.
- Nadon, M.L.**, Guz, S. (2022, March). “Housing Service Characteristics and Experiences of Homelessness and Incarceration for Older Foster Youth.” Paper presented at Association for Public Policy and Management (APPAM) Annual Research Conference, Austin, TX.

- Nadon, M.L.**, Guz, S. (2022, January). “Housing Service Characteristics and Experiences of Homelessness and Incarceration for Youth Aging out of Foster Care.” Paper presented at Society for Social Work and Research (SSWR) Annual Conference, Hybrid: Washington, D.C & Remote due to COVID-19.
- Nadon, M.L.**, Park, E., Feng, H., Courtney, M.E. (2022, January). “Examining Prevalence and Predictors of Economic Hardships for Transition-age Foster Youth.” Paper presented at Society for Social Work and Research (SSWR) Annual Conference, Hybrid: Washington, D.C & Remote due to COVID-19.
- Nadon, M.L.**, Guz, S., Washington, D.M. (2020, November). “The Social Work Profession’s Role in Working Within Vulnerable Youth Systems.” Paper accepted for presentation at the Council on Social Work Education (CSWE) Conference, Remote due to COVID-19.
- Nadon, M.L.** (2019, January). “Making the Transition: How Asset Building Services Can Promote Positive Adult Outcomes for Foster Youth.” Paper presented at Society for Social Work and Research (SSWR) Annual Conference, San Francisco, CA.
- Nadon, M.L.** (2018, November). “Making the Transition: How Asset Building Services Can Promote Positive Adult Outcomes for Foster Youth.” Poster presentation at Association for Association for Public Policy and Management (APPAM) Annual Research Conference, Washington, D.C.
- Nadon, M.L.** (2017, May). “Making the Transition: How Asset Building Services Can Promote Positive Adult Outcomes for Foster Youth.” Poster presentation at the Evans School of Public Policy & Governance Research Symposium, Seattle, WA.
- Nadon, M.L.** (2017, May). “Unequal Childhoods: How Washington State’s Child Welfare System Targets and Fails Youth of Color.” Paper presented at the University of Washington Graduate and Professional Student Senate (GPSS) Academic Conference, Seattle, WA.

## GRANTS, FELLOWSHIPS, & SCHOLARSHIPS

- July 2022 – **Dissertation Research Grant** (\$10,000)  
June 2023 Russell Sage Foundation
- July 2022 – **National Dissertation Award** (\$25,000)  
March 2024 Institute for Research on Poverty, University of Wisconsin-Madison
- July 2022 – **Travel Research Grant** (\$2,500)  
Sept. 2022 Center for the Study of Race, Politics, & Culture, University of Chicago
- April 2022 – **National Institute of Aging Predoctoral Fellowship** (\$25,836, annually)  
March 2024 National Institute on Aging, Grant Award T32 AG000243
- Sept. 2021 – **Doctoral Research Stipend** (\$3,000, annually)  
Sept. 2024 Center for Health Administration Studies, University of Chicago
- Sept. 2021 – **Brewster C. Denny Fellowship** (\$46,000)  
Sept. 2022 University of Washington Evans School of Public Policy & Governance
- Aug. 2011 – **Communication Performance Scholarship** (\$130,000)  
May 2015 University of La Verne Speech Communication Department

## RESEARCH EXPERIENCE

**Doctoral Research Assistant**, Knowledge Integration Initiative (KII) Project, University of Chicago, July 2020 – Present

- Conduct qualitative interviews and participant observation with child welfare system stakeholders on the implementation of the Family First Prevention Services Act of 2017
- Organize, code, and analyze qualitative data
- Contribute to reports and memos for project stakeholders
- Principal Investigators: Jennifer Mosley, Ph.D., Lehn Benjamin, Ph.D., Nicole Marwell, Ph.D. Mary Kay Gugerty, Ph.D., Jodi Sandfort, Ph.D.

**Project Manager**, Fair Work Week Study, University of Chicago, March 2020 – Feb 2022

- Oversaw study recruitment, data collection, and study progress
- Trained and managed a team of 10 remote research assistants
- Designed data collection instruments, including surveys and interview protocols
- Supervised the creation and use of a qualitative data coding scheme
- Principal Investigators: Susan Lambert, Ph.D. and Anna Haley, Ph.D.

**Doctoral Research Assistant**, CalYOUTH Study, University of Chicago, Sept. 2019 – Present

- Conduct literature reviews on topics relevant to transition-age foster youth
- Assist with quantitative data analysis for administrative and survey data
- Code and analyze qualitative survey data
- Contribute to reports and memos for child welfare stakeholders
- Principal Investigator: Mark Courtney, Ph.D.

**Research Assistant**, Creating Moves to Opportunity (CMTO), Johns Hopkins University, February 2019 – September 2019

- Recruited study participants for the CMTO project in Seattle and King County, WA
- Conducted in-depth, in-person interviews with treatment and control group families
- Coded and analyzed interview transcripts for reports and papers
- Principal Investigator: Stefanie DeLuca, Ph.D.

**Research Assistant**, Seattle Secure Scheduling Ordinance Evaluation, University of Chicago, April 2017 – September 2019

- Recruited study participants for the Seattle Secure Scheduling Ordinance evaluation
- Conducted in-depth, in-person interviews with stakeholders, write reports on interview findings, and code and analyze transcribed interviews
- Contributed to analysis for reports to the City of Seattle
- Principal Investigators: Susan Lambert, Ph.D. and Anna Haley, Ph.D.

**Student Research Assistant**, Family Advocacy Center, January 2017 – June 2017

- Conducted evaluation research including literature reviews and interviews
- Wrote and designed logic models, reports, newsletters, and program expansion proposals
- Program Evaluator: Anne Nicoll, Ph.D.

**Research Assistant**, University of La Verne Communication Department, July 2014 – May 2015

- Contributed to mixed methods research on equity programs in competitive debate
- Collected and analyzed survey and administrative data from tournaments in Canada, Malaysia, South Africa, the U.K, and the U.S.
- Principal Investigator: Robert Ruiz, Ed.D.

## AWARDS & HONORS

- May 2023      **Simon Doctoral Student Teaching Award**  
University of Chicago Crown Family School of Social Work, Policy, & Practice
- May 2017      **Dean's Award for Outstanding Research Poster**  
Evans School of Public Policy & Governance
- May 2015      **Commencement Speaker**  
University of La Verne
- May 2015      **Speech Communication Department Academic Recognition Award**  
University of La Verne
- April 2015     **Top Panel Submission Award**  
Central States Communication Association
- Fall 2011 –  
Spring 2015    **Dean's List**  
University of La Verne
- Nov. 2014     **Top Speaker and Semi-Finalist**  
Lord Hugill International Debating Championships
- June 2013     **World Finalist**  
Global Debate and Public Policy Challenge (GDPPC)
- April 2013     **Top Speaker and Semi-Finalist**  
United States Universities National Debating Championships
- May 2011      **California State Champion**  
American Association University of Women (AAUW) Speech Trek

## TEACHING

### University of Chicago – Crown School of Social Work, Policy, and Practice

#### *Instructor of Record*

Child and Family Policy

- Winter 2023

#### *Teaching Assistant*

Data for Policy Analysis & Management

- Winter 2024

Social Problems, Social Policy, and Social Change

- Winter 2021

Social Intervention: Programs and Policies

- Winter 2021

### **University of Chicago – Parrhesia Program for Public Discourse**

#### ***Teaching Assistant***

Public Speaking Theory and Practice

- Spring 2020

Communicating Effectively: Free Expression, Civic Argument, and Public Advocacy

- Summer 2021
- Summer 2020

## **SERVICE, LEADERSHIP, & ENGAGEMENT**

### **Referee**

*Child Maltreatment*

*Human Service Organizations*

*Journal for the Society of Social Work and Research (JSSWR)*

*Social Currents*

*Social Service Review (SSR)*

### **Departmental Service**

July 2023 – **Ph.D. Program Assistant**  
Present Crown Family School of Social Work, Policy, & Practice

July 2020 – **Co-Chair**  
July 2021 Doctoral Student Social Committee (DSSC), Crown Family School of Social Work, Policy, & Practice

### **Other Service**

April 2023 – **Volunteer Judge**  
Present Chicago Debates

June 2023 – **Volunteer Judge**  
National Speech & Debate Association (NSDA) National Tournament

May 2013 – **President**  
May 2017 Lordsburg Debate Union

March 2016 – **Ombudsman**  
March 2018 United States Universities Western Regional Debating Championships

Jan 2012 – **Vice President**  
June 2015 Southern California Women's Debate Forum

## PROFESSIONAL EXPERIENCE

**Project Manager**, Center for Children & Youth Justice (CCYJ), August 2016 – August 2019

- Conducted needs assessment research and formative evaluations for pilot projects
- Designed, implemented, and evaluated child welfare and juvenile justice programs
- Managed project budgets, supported fundraising events, and oversaw grant writing
- Staffed and provided administrative support for stakeholder committees/task forces
- Created and managed stakeholder trainings for program implementation
- Supported policy advocacy efforts for child welfare and juvenile justice reform by conducting research, providing legislative testimony, and writing policy briefs/reports

**Assistant Debate Coach**, Pacific Lutheran University, September 2015 – March 2018

- Taught argumentation, communication, and research skills to undergraduate students
- Managed team events including mentorship programs and fundraisers

**Policy Analysis & Evaluation Intern**, Saltchuk Resources, Inc., June 2016 – September 2016

- Designed an evaluation plan for the company's Ethical Code of Conduct policy
- Contributed to national and local policy analysis for the Government Affairs Department

**Debate Coach**, Bonita High School, August 2013 – September 2015

- Taught public speaking, rhetoric, and argumentation to high school students
- Managed overall speech and debate team operations, including program budget, team travel, participation at tournaments, and practice session

## TRAININGS & CERTIFICATIONS

- Stata NetCourse, *Panel Data Using Stata*, July-August 2023
- The University of Chicago's Chicago Center for Teaching & Learning (CCTL), *Course Design and College Teaching Program* attendee, Fall 2022
- University of Michigan, *ICPSR Summer Program in Quantitative Methods of Social Research*, Session II July-August 2022
- National Data Archive on Child Abuse and Neglect (NDACAN), *Summer Research Institute*, June 2022
- University of Michigan, *Mixed Methods Research Workshop*, Summer 2021
- National Institutes of Health *Protecting Human Research Participants Certification*, September 2020
- Human Capital & Economic Opportunity Global Working Group, *Summer School on Socioeconomic Inequality*, July 2018

## PROFESSIONAL MEMBERSHIPS

- American Professional Society on the Abuse of Children (APSAC)
- Association for Public Policy and Management (APPAM)
- National Association for Welfare Research and Statistics (NAWRS)
- Public Management Research Association (PMRA)
- Society for Social Work and Research (SSWR)
- Work and Family Research Network (WFRN)



## Hannah Obertino Norwood



My research brings together social work and sociocultural anthropology to study the political and interpretive process of enumeration that helps determine decennial census counts. I center the organizers, advocates, and service providers in Chicago working to avert an undercount as they navigate the contradictions of US democratic infrastructure—both its promise and its perennial inequity. As

a scholar and teacher, I am interested in engaging US institutions and social work settings as sites of politics and policy-making and in the intersections of social work and ethnographic method. My past and current work is principally concerned with equitable access to resources and political power for immigrant communities and other groups disenfranchised by the state.

# Hannah Obertino Norwood

*honorwood@uchicago.edu*  
314-882-7928

## EDUCATION

Ph.D. **University of Chicago Crown Family School of Social Work, Policy, and Practice**  
June 2024 (expected) Dissertation Title: “Who Counts? An Ethnographic Study of 2020 Census Enumeration in Chicago”  
Committee Members: E. Summerson Carr (chair), Angela S. García, Joseph P. Masco, and William Sites.

MA **University of Chicago Crown Family School of Social Work, Policy, and Practice**  
June 2019 Concentration: Social Administration

BA **University of Chicago**  
June 2013 The College  
Major: Anthropology with Honors  
Minor: Spanish Language and Literature

## RESEARCH INTERESTS

Immigration Policy and Organizing  
Frontline and Social Service Professionals  
US Democracy and Inequity  
The Politics of Counting and US Census Implementation  
Urban Politics  
The State, Surveillance, and Mistrust  
Ethnographic Methods  
Anthropology of the US

## PEER-REVIEWED PUBLICATIONS

**Obertino-Norwood, Hannah**, and Angela S. García (2023). “Hard to Count? The ‘Citizenship Question’ and 2020 Census Engagement among Undocumented Latin Americans in Chicago.” *Social Service Review*, 97 (3).

Carr, E. Summerson and **Hannah Obertino-Norwood** (2022). “Legitimizing Evidence: The Trans-Institutional Life of Evidence-Based Practice.” *Social Science & Medicine*, 310: 115-130.

## MANUSCRIPTS UNDER REVIEW AND IN PROGRESS

Weiner-Davis, Tadeo and **Hannah Obertino-Norwood** (Revise and resubmit). “Pandemic Ethnography: Fieldwork in Transformed Social Space.”  
*Qualitative Research*

**Orbertino-Norwood, Hannah** (Manuscript in preparation). “Figuring the State: Chicago Census Intermediaries and the Labor of Enumeration.”  
*Target Journal: PoLar, Political and Legal Anthropology Review*

## PEER-REVIEWED PRESENTATIONS

- Nov 2023      **Obertino-Norwood, Hannah.** Roundtable Chair. “Trans-disciplinary Research and Practice for Social Change.”  
American Anthropological Association Annual Meeting in Toronto, Canada
- Nov 2023      **Obertino-Norwood, Hannah.** Roundtable Presenter. “Figuring the State: Affective Labor in Bureaucratic Encounters on State Margins.”  
American Anthropological Association Annual Meeting in Toronto, Canada
- Mar 2023      **Obertino-Norwood, Hannah.** “Recruiting Trust: Indeterminacy, Crisis, and 2020 Census Counting.”  
AES/APLA/CAE Spring Conference “Indeterminacy” in Princeton, New Jersey
- Jan 2023      **Obertino-Norwood, Hannah.** Roundtable Presenter. “Tensions & Possibilities: The Role of Peers across Social Work Contexts.”  
Society for Social Work Research in Phoenix, Arizona
- Dec 2022      **Obertino-Norwood, Hannah.** “From Surveillance to Recognition: 2020 U.S. Census Counting in the Language of Visibility.”  
Society for Social Studies of Science in Cholula, Mexico (virtual)
- July 2022      **Obertino-Norwood, Hannah,** and Angela S. García. Presenting author. “Hard to Count? The “Citizenship Question” and 2020 Census Engagement among Undocumented Latin Americans in Chicago.”  
Global Meeting on Law and Society in Lisbon, Portugal (virtual)
- Mar 2022      **Obertino-Norwood, Hannah,** and Angela S. García. Presenting author. “Hard to Count? 2020 Census Engagement Among Undocumented Latin Americans in Chicago.”  
U of SC Future of Immigration Conference in Columbia, South Carolina
- Nov 2021      **Obertino-Norwood, Hannah.** Roundtable Presenter. “Ethnographers as Collaborators: Tensions Producing Knowledge in the Field.”  
American Anthropological Association Annual Meeting in Baltimore, MD (virtual)
- Oct 2021      **Obertino-Norwood, Hannah.** “Reaching the ‘Hard to Count:’ Trusted Messengers and the Effort to Avert a Census Undercount.”  
Society for Social Studies of Science in Toronto, Canada (virtual)

- May 2021 **Obertino-Norwood, Hannah.** “The Trusted Messenger: Reaching the ‘Hard to Count’ in the 2020 Census.”  
Michicagoan Graduate Student Conference in Linguistic Anthropology in Chicago, Illinois (virtual)
- Jan 2020 **Obertino-Norwood, Hannah,** and Katie Gibson. Symposium Organizer:  
“Enacting Expertise: Ethnographic Accounts of Contested Professional Authority and Legitimacy in Practice”  
Society for Social Work Research in Washington, D.C.
- Jan 2020 Claypool, Emily, Jade Wong, and **Hannah Obertino-Norwood.** (non-presenting author).  
“What’s So Controversial About Performance Measurement? A Historical Analysis.”  
Society for Social Work Research in Washington, D.C.

## INVITED WORKSHOPS AND PRESENTATIONS

- Winter 2023 **Workshop Presenter: “From Surveillance to Recognition: Counting as Visibility.”**  
Immigration Workshop  
University of Chicago
- Fall 2023 **Invited Presenter: “The Trusted Messenger and the Effort to Avert an Undercount in the 2020 Census.”**  
Crown Family School Doctoral Theory Workshop  
University of Chicago
- Winter 2022 **Workshop Presenter: “Being Seen by the State: Visibility and Counting in the 2020 U.S. Census.”**  
The Workshop on US Locations  
University of Chicago
- Winter 2021 **Invited Panelist: “Who Counts? The Census, Documentation, and Citizenship”**  
Presented by Global Programs at the Crown Family School of Social Work, Policy, and Practice  
University of Chicago
- Fall 2018 **Discussant**  
Semiotics: Culture in Context Workshop  
University of Chicago

## RESEARCH EXPERIENCE

- 2020-Present **Principal Investigator, PhD Dissertation**  
University of Chicago Crown Family School of Social Work, Policy, and Practice
- Conducted 12 months of full-time, multi-sited ethnographic fieldwork as part of a study of enumeration of immigrant communities in the 2020 Census in Chicago.

- 2019-2020 **Lead Graduate Research Assistant for Organization Interviews**  
 University of Chicago Crown Family School of Social Work, Policy, and Practice  
*Principal Investigators: Angela S García, Marci Ybarra, and Yanilda González*
- Contacted and conducted interviews with leaders in organizations that collaborated with the city of Chicago on development and implementation of the CityKey program. Trained additional RAs conducting interviews and coded transcribed interviews using Dedoose.
- 2018-2019 **Graduate Research Assistant**  
 University of Chicago Crown Family School of Social Work, Policy, and Practice  
*Principal Investigators: Angela S García, Marci Ybarra, and Yanilda González*
- Participated in research team for the study of Chicago’s new municipal ID program (CityKey). Conducted surveys with recipients of “CityKey” IDs at printing sites throughout Chicago including aldermanic offices, community organizations, and city hall.
- 2016-2018 **Graduate Research Assistant**  
 University of Chicago Crown Family School of Social Work, Policy, and Practice  
*Principal Investigator: E. Summerson Carr*
- Edited chapters of book manuscript for content, assisted with book workshop, analyzed interview data, and wrote footnotes for an ethnographic study of the training of Motivational Interviewing.
- 2017 **Graduate Research Assistant**  
 University of Chicago Crown Family School of Social Work, Policy, and Practice  
*Principal Investigator: Nicole Marwell*
- Reviewed and wrote reading summaries of relevant literature on big data, city governance, and the use of the algorithms in government. Assisted in developing project’s conceptual framework.
- 2012-2013 **Ethnographic B.A. Thesis Research**  
 University of Chicago  
 Bachelor’s Honors Thesis, “Losing Maxwell Street,” in possession of the Maxwell Street Foundation.
- Conducted ethnographic research, including participant observation, archive analysis, and interviews with former vendors and advocates, on the closure of the original Maxwell Street Market in Chicago.
- 2012 **Family Support Hotline Research Project**  
 Illinois Coalition for Immigrant and Refugee Rights
- Conducted research project on Family Support Hotline for families in deportation crises including analysis of referral and call data, and interviews with undocumented immigrants facing deportation.

## TEACHING INTERESTS

Political Process in Policy Formulation and Implementation  
 US Migration Policy, History, and Organizing  
 Inequality in the US  
 Ethnographic and Qualitative Methods  
 Urban Policy and Politics

## TEACHING EXPERIENCE

- Fall 2022 **Guest Instructor**  
Graduate Course: Social Intervention: Programs and Policies I  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
The first course of required policy sequence for social work master's students.  
Instructor: Angela S. García, PhD
- Taught a single session of discussion-based US social welfare policy course as a guest instructor.
- Winter 2022 **Instructor**  
Graduate Course: Social Intervention: Programs and Policies II  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
The second course of required policy sequence for social work master's students.
- Created a unique syllabus and independently taught discussion-based policy course in virtual, in-person, and hybrid modes. Set up and maintained course Canvas site and graded all assessments.
- Summer 2021 **Guest Lecturer**  
Course: Identity, Census and US Politics  
The University of Chicago Collegiate Scholars Program  
Instructor: Angelica Velazquillo  
Lecture: "The 2020 Census and Chicago"
- Spring 2021 **Graduate Teaching Assistant**  
Graduate Course: Immigration, Law, and Society  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: Angela S. García, PhD  
Advanced immigration course for social work master's students.
- Graded final assignment, held office hours, met with all student groups prior to group presentations, tracked attendance and discussion posts, monitored Canvas course site, and provided Zoom support.
- Winter 2020 **Guest Lecturer**  
Graduate Course: Immigration, Law, and Society  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: Angela S. García, PhD  
Lecture: "Complete Count 2020: An Ethnographic Study of Immigrant Enumeration in Chicago"
- Winter 2019 **Graduate Teaching Assistant**  
Graduate Course: Social Intervention: Programs and Policies II  
University of Chicago Crown Family School of Social Work, Policy, and Practice  
Instructor: E. Summerson Carr, PhD  
The second course of required policy sequence for social work master's students.
- Held office hours and provided individual support to students on assignments and class material, monitored Canvas site. Graded midterm and final papers.



- Spring 2016      **Guest Lecturer**  
 Undergraduate Course: Domains of Human Evidence  
 Lake Forest College  
 Instructor: Rebecca Graff, PhD  
 Lecture: “Work in Urban Sociology/Applied Cultural Anthropology”
- 2014-2016      **Program Site Director at Little Village Lawndale High School**  
 Saga Innovations in partnership with Chicago Public Schools  
 (Formerly Match Education in 2014-2015 academic year)
- Ran co-curricular high dosage math tutoring program, a collaboration with the University of Chicago Urban Education Institute and Chicago Public Schools.
- 2013-2014      **Tutor at Little Village Lawndale High School**  
 Match Education in partnership with the University of Chicago Urban Education Institute
- Tutored caseload of 12 high school students full time in high dosage mathematics tutoring lab at Little Village Lawndale High School.

## PEDAGOGICAL TRAINING

- Spring 2023      **Certificate in College Teaching**  
 Chicago Center for Teaching  
 University of Chicago
- Graduate certificate program that structures pedagogical training through required reflections, coursework, workshops, and teaching consultation.
- Fall 2021      **Rhetoric of Writing-Focused Feedback Workshop**  
 University of Chicago Writing Program
- Spring 2021      **Course Design and College Teaching**  
 Chicago Center for Teaching  
 University of Chicago
- Full credit course on teaching pedagogy and course design, covering inclusive teaching, learning theories, the remote classroom, assessment, and grading.
- Fall 2020      **Teaching@Chicago Conference**  
 Chicago Center for Teaching  
 University of Chicago
- Annual full-day voluntary teaching orientation designed to introduce new graduate student instructors to UChicago pedagogy and teaching resources.
- Winter 2019      **Developing Inclusive Pedagogy in Social Work**  
 University of Chicago
- Four-part workshop and book discussion group on inclusive pedagogy in social work led by fellow social work graduate students.

Fall 2019      **Fundamentals of Teaching in the Social Sciences**  
Chicago Center for Teaching  
University of Chicago

Four-part workshop series focused on core teaching tools and approaches led by Chicago Center for Teaching Fellow.

## PROFESSIONAL AND PRACTICE EXPERIENCE

2020-Present      **Mentor**  
iMentor Chicago

Mentored Chicago Public School student through their junior and senior year of high school, and first year post-high school to provide post-secondary support. Connect with student weekly and through monthly organized events.

2017      **Volunteer with Youth Organizing Director**  
Logan Square Neighborhood Association

Helped plan and present community wellness sessions for Brown In Hermosa program and youth leadership summer training programs. Provided general assistance in program implementation and shadowed and supported youth organizers.

2016-2017      **Social Work Intern**  
Field Placement at Morton East School Based Health Center of Cook County

Provided individual therapy for caseload of high school students in school-based health center. Conducted weekly group sessions for high school students who are mothers. Planned and developed a new advisory board for the clinic to better incorporate student and community feedback. Completed mental health intakes for students referred to the clinic.

2014-2016      **Site Director at Little Village Lawndale High School**  
SAGA Innovations in partnership with Chicago Public Schools  
(Formerly Match Education in 2014-2015 academic year)

Ran co-curricular high dosage math tutoring program, a collaboration with the University of Chicago Urban Education Institute and Chicago Public Schools. Oversaw caseload of 120 high school students and directly managed team of nine tutors. Provided weekly 30-minute observations and written feedback of every tutor, managed classroom and provided curriculum support. Built relationships and collaborated with four school administrations and teaching staff to ensure program success and support student needs. Tracked and analyzed student academic and attendance data and growth. Developed and presented tutor training sessions to over 100 tutors and coworkers and professional development sessions to team of nine tutors.

- 2013-2014     **Tutor at Little Village Lawndale High School**  
 Match Education in partnership with the University of Chicago Urban Education Institute
- Tutored caseload of 12 high school students full time in high dosage mathematics tutoring lab. Individualized instruction and support for students and maintained weekly contact with students' families. Collaborated with CPS teachers to determine curriculum and address needs of students.
- 2012           **Policy Research Intern**  
 Illinois Coalition for Immigrant and Refugee Rights
- Recruited, trained, and managed 600 volunteers, including teams of attorney volunteers, as the head volunteer coordinator for Dream Relief event. Aided in event logistics and the organization and presentation of deferred action community information sessions. Conducted research project on Family Support Hotline for deportation crises.
- 2010-2013    **Head of Workshops and Events, School Coordinator**  
 University of Chicago  
 ArtShould
- Taught and organized weekly after school art program at local elementary school. Member of the student organization board helping with events, lesson planning, and the development of the organization to reach over 400 elementary school students in 7 CPS elementary schools.

## ACADEMIC SERVICE

- 2022-Present   **Executive Committee Co-Chair**  
 Scholars Across Anthropology and Social Work
- 2021-2022     **Coordinator**  
 University of Chicago Crown Family School of Social Work, Policy, and Practice  
 Crown Dissertation Writing Workshop
- 2020-2021     **Coordinator**  
 University of Chicago  
 The Workshop on US Locations
- 2018-2020     **Doctoral Studies Committee Student Representative**  
 University of Chicago Crown Family School of Social Work, Policy, and Practice
- 2016-2017     **Doctoral Student Association Social Co-Chair**  
 University of Chicago Crown Family School of Social Work, Policy, and Practice

## GRANTS, FELLOWSHIPS, AND HONORS

- 2021           **Crown Dissertation Research Grant (\$3,500)**  
 University of Chicago Crown Family School of Social Work, Policy, and Practice
- 2013           **Honors, BA Thesis**  
 University of Chicago  
 Department of Anthropology

- 2009-2013     **Dean's List**  
University of Chicago  
The College
- 2012            **Jeff Metcalf Fellowship** (\$4,000)  
University of Chicago
- 2011            Foreign Language Acquisition Grant for Spanish Language Study (\$5,000)  
University of Chicago

## **PROFESSIONAL MEMBERSHIPS**

Scholars Across Anthropology and Social Work  
Society for Social Work Research (SSWR)  
SSWR Special Interest Group on Immigrants and Refugees  
Society for Social Studies of Science (4S)  
American Anthropological Association