**Caroline Harmon-Darrow, PhD, MSW, LMSW**

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**EDUCATION**

Ph.D., 5/21

**University of Maryland, Baltimore**

School of Social Work

* Dissertation: “Comparing the impact of community-based mediation vs. prosecution on assault recidivism among adults”
* Co-chairs: Dr. Charlotte Bright and Dr. Tanya Sharpe
* Additional outside coursework: Mixed Methods Research, University of Michigan School of Social Work; Propensity Score Matching, Columbia University; Reactions to Violence, University of Maryland College Park, Criminology and Criminal Justice Department.

M.S.W., 5/02

**University of Maryland, Baltimore**

School of Social Work

Management & Community Organizing Concentration

B.A., 5/97

**University of California, Berkeley**

Double major in Social Welfare and English

**LICENSURE & CERTIFICATION**

Licensed Master of Social Work, State of Maryland, 4/20, License #25854

Certified Mediator, 12/97

Performance-Based Evaluation, Community Mediation Maryland, 8/11

Member, Maryland Program on Mediator Excellence

**EXPERIENCE**

Assistant Professor

**Rutgers University School of Social Work**

7/22 to present

Senior Community Program Specialist 9/21– 6/22

Graduate Research Assistant 9/17 – 8/19 & 7/20 – 5/21

**Maryland Human Trafficking Victims’ Initiative** (DOJ OVC: $2,500,000)

**Child Sex Trafficking Victims’ Initiative** (HHS ACF Children’s Bureau: $1,250,000)

**Personal Responsibility and Education** (Baltimore City Health Dept, $325,000)

* PI: Dr. Nadine Finigan-Carr
* Conduct evaluation research for two large anti-trafficking initiatives with multiple local, state and federal partners.
* Train Maryland child welfare workers on human trafficking policy and best practices for working with survivors.
* Facilitate planning of Annual Maryland Child Trafficking Conference, focused on educating service providers and members of the public about human trafficking risk factors, prevention, policy, and services.
* Conducted primary data collection with youth in out of home care on sexual and reproductive health knowledge and experience, as part of an evaluation of a training intervention.

Research Consultant

**Morrell Park Neighbors United, Access Art Inc.**

Fall 2021

▪ Assembling topic-specific evidence for a community organization engaged in neighborhood change through a Neighbors United project funded by United Way of Central Maryland.

Research Consultant

**Choice Research Associates**

Fall 2021

▪ Assisting with research and publication for an evaluation of prisoner re-entry mediation services.

Qualitative Research Consultant

**Friends Research Institute**

1/20 – 7/20

* Mentors: Dr. Shannon Gwin Mitchell & Dr. Robert Schwartz
* Developing codes, coding, analyzing themes, and writing about interviews of Baltimoreans with opioid use disorder who began a treatment program Baltimore City Detention Center, regarding their experiences with treatment and a patient navigator intervention post-release.
* Funded by the National Institute on Drug Abuse (NIDA) of the National Institutes of Health (U01DA013636)

Graduate Research Assistant

**University of Maryland Baltimore School of Social Work Field Office**

9/19 – 6/20

* Mentor: Dr. Samuel Little, Associate Dean for Field Education
* Assisted with editing a proposed book on modern field work
* Assisted with coordinating an annual report on field office data, similar to the CSWE annual report on field education

Graduate Research Assistant

**National Institute of Justice, Violence & Victimization section**

7/16-6/17

* Supervisor: Dr. Bethany Backes
* Co-authored journal article on operational definitions of poly-victimization
* Edited report on the state of U. S. victim services
* Conducted a website audit to improve use of Violence and Victimization sections of NIJ website

Graduate Research Assistant

**Drug and HIV Risk among Latino Immigrant Day Laborers** (NIDA: $109, 369)

**Organization, Health and Latino Workers** (CDC: $1.424.045)

**The Social Service Needs of Latino Immigrant Day Laborers in Baltimore** (NIDA: $10,000)

9/15-6/16

* PI: Dr. Nalini Negi
* Interviewed social service providers in Baltimore’s Latinx community, and assisted with data analysis, writing, and dissemination of findings to policymakers
* Co-authored journal article on depression among latinx immigrant horse farm workers

Director of Research & Training

**Center for Poverty Solutions**

11/98 – 10/00

* Coordinated & authored two-year qualitative research study on the impact of welfare reform in Maryland on food security and homelessness
* Conducted two annual surveys of trends in emergency service usage across the state of Maryland.
* Applied for and administered two $52,000 HUD technical assistance grants.
* Coordinated all aspects of two annual conferences, which offered over 55 workshops by 80 trainers to 420 emergency service providers and advocates statewide.
* Oversaw Resource Library for service providers, staff and people in need (created a new call number system, made collection accessible online and oversaw cataloging, outreach, customer service).
* Supervised Research Specialist, Librarian, Resource Manual Editor, and interns.
* Organized 300 volunteers for annual Opportunity Fair (a one-stop event for 3500 homeless and low-income people.)

Researcher

**Bay Area Social Services Consortium**

1/97 – 5/97

* PI: Dr. Michael Austin
* Did literature searches, performed phone interviews for research projects on Santa Clara County foster care and long-term AFDC recipients in San Mateo County
* Assisted with arrangement of focus groups, editing reports, interpreting and coding data, and creating website.

**TEACHING EXPERIENCE**

Adjunct Professor, University of Maryland, Baltimore

**Social Work Research (SOWK 670)**

Spring 2022 hybrid

* Master’s level foundation course in research methods and discerning consumption of social work research evidence.

Adjunct Professor, Northern Alabama University

**Advanced Generalist Practice with Communities and Organizations (SW 662)**

Spring 2022 online asynchronous, 2 sections

▪ Master’s level course in foundational macro social work skills and knowledge, including advocacy, community organizing, and social work management.

Adjunct Professor, University of Maryland, Baltimore

**Practice with Communities and Organizations (SOWK 631)**

Fall 2021 online synchronous, Fall 2018 in person, Summer 2018 hybrid

* Master’s level course in foundational macro social work skills and knowledge, including advocacy, community organizing, and social work management.

Adjunct Professor, University of Maryland Baltimore County

**Social Welfare & Social Policy (SOWK 260)**

Fall 2018

* Bachelor’s level course in social policy & social policy history.

Teaching Assistant, University of Maryland, Baltimore

**Mediation Clinic (LAW 533C)**

Fall 2018

* UMB Carey School of Law year-long clinic course in mediation practice, including lectures and co-mediation in Maryland District Court civil small claims day of trial cases.

Adjunct Professor, University of Maryland, Baltimore

**Social Welfare & Social Policy (SOWK 600)**

Spring 2018

* Master’s level course in social policy history, analysis, and advocacy.

Teaching Assistant, University of Maryland, Baltimore

**Social Welfare & Social Policy (SOWK 600)**

Fall 2017

* Master’s level course in social policy history, analysis, and advocacy. With Dr. Michael Reisch.

Guest Lecture, University of Maryland College Park

**Reactions to Violence (Criminology & Criminal Justice 225)**

Spring 2017

* Guest lecture on community-based violence prevention initiatives, with Dr. Laura Dugan.

Coordinator, University of California, Berkeley

**Expanding Education through Social Action**

8/96 – 5/97

* Led discussions, arranged panels, read and responded to written assignments, planned lessons and activities for a U.C. Berkeley Social Welfare credit course on social activism and community service.

**PUBLICATIONS**

***Peer Reviewed Journal Articles***

**Harmon-Darrow, C.** & Charkoudian, L. (2021). Mediator approach and mediator behavior: A secondary data analysis of day of trial and child access mediation in Maryland. *Conflict Resolution Quarterly, 38(4), 371-385.* DOI: 10.1002/crq.21302

Charkoudian, L., Walters, J., **Harmon-Darrow, C.,** & Bernstein, J. (2021). Mediation in criminal misdemeanor cases. *Criminology, Criminal Justice, Law & Society, 22*(3), 14-29.

Mitchell, S. G., **Harmon-Darrow, C.**, Lertch, E., Monico, L. B., Kelly, S., Sorenson, J. L., Schwartz, R., & Jaffe, J. H. (2021). Views of barriers and facilitators to continuing methadone treatment upon release from jail among people receiving patient navigation services. *Journal of Substance Abuse Treatment, 127*(108351), 1-7.https://doi.org/10.1016/j.jsat.2021.108351

**Harmon-Darrow, C.** (2020). Conflict resolution interventions and tertiary violence prevention among urban non-intimate adults: A modified systematic review. *Trauma Violence & Abuse, 23(1), . https://doi.org/10.1177/1524838020918672*

**Harmon-Darrow, C.**, Charkoudian, L., Ford, T., Ennis, M., & Bridgeford, E. (2020). Defining Inclusive mediation: Theory, practice, and research. *Conflict Resolution Quarterly*, *37*(4), 305-324. https://doi.org/10.1002/crq.21279

**Harmon-Darrow, C.,** Burruss, K., & Finigan-Carr, N. (2019). “We are kind of their parents”: Child welfare workers’ perspective on sexuality education for foster youth. *Children and Youth Services Review, 108* (104565), 1-9. https://doi.org/10.1016/j.childyouth.2019.104565

Negi, N., Swanberg, J., Clouser, J., **Harmon-Darrow, C.** (2019). Working under conditions of social vulnerability: Depression among Latino immigrant horse workers. *Cultural Diversity and Ethnic Minority Psychology, 26*(1), 54-60. http://dx.doi.org/10.1037/cdp0000276

Xu, Y., **Harmon-Darrow, C.**, & Frey, J. J. (2018). Rethinking professional quality of life for social workers: Inclusion of ecological self-care barriers. *Journal of Human Behavior in the Social Environment*, *29*(1), 11-25.

**Harmon-Darrow, C.** & Xu, Y. (2018). Retaining volunteer mediators: Comparing predictors of burnout. *Conflict Resolution Quarterly* *35*, 367–381.

***Under review***

Finigan-Carr, N. & **Harmon-Darrow, C.** (In Press). Field Placements serving survivors of trafficking, torture, trauma and abuse. Target: Book chapter for Little, S. B., Loessner, L., & Ofonedu, M., eds., *Social Work Field Instruction in Modern Practice: A Handbook*

**Harmon-Darrow, C.**, Jun, H. & Bright, C. L. (Under Review). Neighborhood gentrification and disruption’s association with police violence and negative police attention. *Psychology of Violence.*

**Harmon-Darrow, C.,** Afkinich, J. & Franke, N. D. (Under Review). Police diversion: A systematic review of diversion programs at the point of arrest. *Criminal Justice and Behavior.*

**Harmon-Darrow, C.,** Rubenstein, A., Eisler, A., McTavish, G., & Burruss, K., Finigan-Carr, N. (Under Review). Child welfare workers’ knowledge & self-efficacy about engaging survivors of child sex trafficking. *Social Work Research.*

Ogle, C., **Harmon-Darrow, C.,** Backes, B., Mulford, C. (Under Review). Operational definitions of poly-victimization: A review of the literature. *Trauma, Violence, & Abuse*

***In Development***

**Harmon-Darrow, C**. (In Development). How it escalated to violence: Participants in community-based mediation for cases of misdemeanor assault.

**Harmon-Darrow, C**. (In Development). Experiences of misdemeanor court diversion to community-based mediation.

**Harmon-Darrow, C**. (In Development). Comparing the impact of community-based mediation vs. prosecution on assault recidivism among adults.

**Harmon-Darrow, C.,** Aggarwal, N., Finigan-Carr, N. (In Development). Law enforcement training on child trafficking.

Flower, S. M., Pheasant, **Harmon-Darrow, C.**, Pierotte, L., Franke, N. D. (In Development). Prisoner Re-Entry Mediation and Recidivism. *Journal of Criminal Justice.*

**Harmon-Darrow, C.** (In Development). Community-Based Mediation Evaluations: A measurement study using exploratory and confirmatory factor analysis.

**Harmon-Darrow, C.,** Burruss, K., Aggarwal, N., & Finigan-Carr, N. (In Development). Changes in child welfare workers’ knowledge about child trafficking over time.

Burruss, K., **Harmon-Darrow, C.,** Mallon, N., McTavish, G., & Finigan-Carr, N. (In Development). Child welfare workers’ experiences of training on child sex trafficking.

Rubenstein, A., Eisler, A., **Harmon-Darrow, C.,** Finigan-Carr, N. (In Development). Game-based learning in a training for child welfare workers about child sex trafficking. Target: *Journal of Social Work Education.*

***Articles and Book Chapters***

Menzer, A. & **Harmon, C.** (2004). The Baltimore Transit Riders League. In *Highway Robbery: Transportation Racism & New Routes to Equity*, Bullard, R. D., Johnson, G. S., & Torres, A. O., eds. Boston, MA: South End Press.

Healthy Teen Network. (2018). Position statement: Homelessness and its intersection with sexual behavior among youth. Baltimore: Author. Retrieved 9/27/18: www.healthyteennetwork.org/resources/position-statement-homelessness-intersection-sexual-behavior/.

**Harmon, C.** (2000). Urban Implications of the Growth of Gay and Lesbian Populations in Suburbs. *Next American City*. http://thisbigcity.net/urban-implications-growth-gay-lesbian-populations-suburbs/

**PRESENTATIONS**

**Peer-Reviewed Academic Presentations**

**Harmon-Darrow, C.,** Finigan-Carr, N., Henry, S., & Burruss, K. (November 19, 2020). Child welfare workers’ knowledge & self-efficacy about engaging survivors of child sex trafficking. Poster presented at the Council on Social Work Education Annual Public Meeting, Online.

Hyde, C., Thurber, A., Matthew, R., & **Harmon-Darrow, C.** (January 20, 2019). *Identifying a framework for trauma informed community practice by building on community research.* Roundtable presented at the Society for Social Work Research Conference, San Francisco, CA.

**Harmon-Darrow, C.** (January 17, 2019). *Conflict resolution interventions and violence prevention among non-intimates: A modified systematic review.* Poster presented at the Society for Social Work Research Conference, San Francisco, CA.

**Harmon-Darrow, C.** Ogle, C., Backes, B., Mulford, C. (November 14, 2018). *Operational definitions of poly-victimization: A review of the literature.* Paper presented at the American Society of Criminology Annual Meeting, Atlanta, GA.

**Harmon-Darrow, C.** (November 8, 2018). *Conflict resolution interventions and violence prevention among non-intimates: A modified systematic review.* Poster presented at theCouncil on Social Work Education Annual Conference, Orlando, FL.

**Harmon-Darrow, C.** (October 6, 2018). *Comparing the impact of community-based mediation vs. prosecution on tertiary violence prevention among non-intimate adults*. Presentation of Dissertation Proposal to the American Association of Law Schools, 12th Annual Works in Progress Conference, Baltimore, MD.

**Harmon-Darrow, C.** (June 13, 2018). *Comparing the impact of community-based mediation vs. prosecution on tertiary violence prevention among non-intimate adults.* Presentation of Dissertation Proposal at the Network on Social Work Management Doctoral Scholars Institute, San Diego, CA.

**Harmon-Darrow, C.** (March 15, 2018). *Community-Based Mediation Evaluations: A measurement study using exploratory and confirmatory factor analysis*. Paper presented at the University of Maryland Baltimore Graduate Research Conference. Second Place.

Xu, Y., & **Harmon-Darrow, C.** (January 14, 2018). *Rethinking Professional Quality of Life for Social Workers: Inclusion of Ecological Self-care Barriers*. Paper presented at the Society for Social Work Research Conference, Washington, D.C.

**Harmon-Darrow, C.** (April 5, 2017). *Retaining volunteer mediators: Comparing predictors of burnout.* Paper presented at theUniversity of Maryland College Park GRAD Conference, College Park, MD. Second Place.

**Harmon-Darrow, C.** (March 13, 2017) *Retaining volunteer mediators: Comparing predictors of burnout.* Poster presented at the University of Maryland Baltimore Graduate Research Conference, Baltimore, MD

**Harmon, C.** (October 15, 2011). *Performance-Based Evaluation of Mediators: A Case Study*. Association for Conflict Resolution Annual Conference, San Diego, CA.

**Harmon, C.** & Ennis-Benn, M. (October 14, 2011). *Prisoner Re-Entry Mediation*. Association for Conflict Resolution Annual Conference, San Diego, CA.

Bulman, K., Cutrona, C., & **Harmon, C.** (October 12, 2011). *Surviving and Thriving in these tough economic times.* Association for Conflict Resolution Annual Conference, San Diego, CA.

**Harmon, C.** (June 10, 2000). *Selfhood and national identity in Virginia Woolf’s The Waves.* 10th Annual International Conference on Virginia Woolf, University of Maryland, Baltimore County.

**Invited Presentations and Practitioner Training**

Basic Mediator Training. Most recently 10/12/18, Carroll County Community Mediation Center, Westminster, Maryland. Fifty-hour course in basic mediation skills, which meets and exceeds Maryland Rule 17-104 governing mediator training and education, following the Inclusive model of mediation.

Advanced Mediator Training: School Attendance Mediation. Most recently 3/21/21, Community Mediation Maryland, Takoma Park, Maryland. A twenty-hour advanced mediator training in facilitating problem-solving sessions between school staff, parents and students to address school attendance problems and truancy.

Mediator In-service: Harnessing Intense Conflict Energy. Most recently 2/16/21, College of Southern Maryland, La Plata, Maryland. Four-hour in-service training for mediators on using Inclusive listening to mediate intensely emotional conflicts.

Community Mediation Leadership Academy: Grassroots Fundraising. Most recently 11/8/16, Mid Shore Community Mediation Center, Easton, Maryland.

Engaging Survivors of Child Sex Trafficking. Most recently 10/25/18, Harford County Department of Social Services, Aberdeen, Maryland. An eight-hour training about risk and protective factors for child sex trafficking, as well as skill sin engaging survivors. Prepared as a mandatory training for every for Maryland child welfare worker by the University of Maryland Baltimore School of Social Work Ruth Young Center, Prevention of Adolescent Risks Initiative (PARI) through their Child Sex Trafficking Victims Initiative (CSTVI), and in partnership with the

Partnership Development. Most recently 10/27/14, Community Mediation Maryland, Takoma Park, Maryland. Eight hour training on how to design, develop, sustain, and evaluate partnerships between mediation centers and government and nonprofits entities such as courts, law enforcement, correctional institutions, and houses of worship.

**FELLOWSHIPS & AWARDS**

Dissertation Fellowship

**University of Maryland Baltimore School of Social Work Ph.D. Program**

10/18 – 5/21

* Co-chairs: Dr. Charlotte Bright and Dr. Tanya Sharpe
* $4000 toward dissertation study: “Comparing the impact of community-based mediation vs. prosecution on violence reduction among non-intimate adults”

Research Assistantship

**National Institute of Justice, Washington, D.C.**

7/16 – 6/17

* Supervisor: Dr. Bethany Backes
* Co-authored a systematic literature review on operational definitions of poly-victimization.
* Edited report on the state of U. S. victim services
* Conducted an audit to improve use of Violence and Victimization sections of NIJ website

Doctoral Scholars Institute

**Network on Social Work Management**

Summer 2018

* Mentors: Dr. Allison Zippay, Rutgers University School of Social Work; Dr. Michael Austin, University of California Berkeley, School of Social Welfare; and Dr. Peter Chernack, Adelphi University School of Social Work

First Place, Poster Competition

**Maryland Public Health Association**

* “Conflict resolution interventions and violence prevention among non-intimates: A modified systematic review”
* Johns Hopkins Bloomberg School of Public Health, $200 award

Second Place, Oral Presentation

**GRAD conference**

* “Retaining volunteer mediators: Comparing predictors of burnout”
* University of Maryland College Park, $350 award

Travel Award

**University of Maryland Baltimore Graduate Student Association**

* $300 for Professional Development to attend the Association for Conflict Resolution annual conference in Pittsburgh, PA.

Scholarships

**University of Maryland Baltimore School of Social Work PhD Program**

* $250 to attend Early Career Scholars Teaching Institute at CSWE
* $1100 to attend Mixed Methods Institute at University of Michigan

Scholarship

**Columbia University**

* $225 to attend Propensity Score Matching course

Travel Awards

**University of Maryland Baltimore School of Social Work PhD Program**

* $500 to present at Council on Social Work Education
* $600 to present at Society for Social Work Research

**SERVICE TO THE SCHOOL & PROFESSION**

Co-Chair

**Policing Work Group**

**Smart Decarceration Grand Challenge of Social Work**

5/18-present (co-chair from 9/20)

* Lead qualitative study of police diversion programs, including interviews of program directors across the nation
* Lead systematic literature review about police diversion programs

**University of Maryland, Baltimore**

Social Work PhD Program

Member

**PhD Recruitment Committee**

9/15-5/17

* Worked with fellow students, faculty and staff to increase and diversify recruitment to the UMB SSW PhD program.
* Assisted in creation of a recruitment video and changes to the program website.

Coordinator

**Writing Accountability Group**

9/16-6/17 & 9/20-5/21

* Facilitated 4-8-member writing accountability group for PhD students and candidates.

Vice Chair

**Qualitative Interest Group**

1/19-5/21

* Co-planned and facilitated a monthly student-led group on qualitative methods.
* Assisted in recruiting panelists and planning trainings. Presented data for peer review & debrief.

**Ad Hoc Reviewer**

* *Violence and Victims*
* *Human Service Organizations*
* *Drug and Alcohol Review*
* *Perspectives on Social Work*

**University of Maryland, Baltimore**

MSW Program

Chair

**Lesbian Gay Bisexual Transgender Union**

6/01-5/02

* Arranged panels and trainings on a variety of social work and law-related LGBT issues.
* Raise funds and organized students to fight the referendum against the Antidiscrimination Act of 2001.

**COMMUNITY SERVICE**

Community Mediator

**Baltimore Community Mediation Center**

12/97 – present

* Mediate neighborhood, family, business, criminal court diversion, and custody cases.

Volunteer

**Baltimore Ceasefire**

1/19 – present

* Help promote quarterly citywide ceasefires through community outreach by elementary schoolers in Park Heights
* Conduct conflict resolution exercises with elementary schoolers in preparation for ceasefire weekends

Court Mediator

**Maryland District Court Alternative Dispute Resolution Office**

10/18 – present

* Mediate landlord-tenant disputes on the day of trial in the Baltimore City District Courthouse.

Board President & Founder

**Creative City Public Charter School**

1/10 – 10/14

* Led 9-person Board and 22-family founding group in the design and planning of an arts-integrated public charter elementary school in Park Heights community of Baltimore city, members of which prepared the curriculum, hired the leaders and teachers, enrolled 150 students, and engaged the community and parents through community presentations, door-knocking, advertising, networking, social media, and tabling.
* Coordinated and co-wrote charter application to Baltimore City Public Schools, presenting to the Baltimore City Board of School Commissioners, CEO, and charter school review panel.
* Coordinated and co-wrote Charter School Planning & Implementation application to the US Department of Education, resulting in a $525,000 start-up grant through a national competition.
* Worked with finance and Facilities committees to raise approximately $10,000 in individual gifts, $88,000 in grants, and a building loan of over $400,000.

Board Secretary

**Gay Lesbian Bisexual Transgender Community Center**

6/01 – 6/03

* Participated in Executive Committee decisions regarding hiring and firing, contracts, and operation of Gay Life newspaper; recorded minutes.
* Wrote four grants for various Center initiatives.
* Assisted with planning of Gay Pride Festival and fundraising events.

Coordinator

**Baltimore Affordable Housing Trust Fund Task Force**

4/02 – 12/03

* Co-convened coalition of housing providers & advocates to push for creation of a Housing Trust Fund for Baltimore City.
* Researched, wrote, and helped present formal proposal to Baltimore City Department of Housing & Community Development.

Hotline Counselor

**House of Ruth**

7/99 – 6/01

* Counseling, information, referral, and intake with survivors of domestic violence in Maryland.

**POST-MSW PRACTICE EXPERIENCE**

Acting Executive Director

**Creative City Public Charter School Foundation**

3/15-7/15

* Oversaw day-to-day operations, including facilities management, food service, emergency management, financial management and grants.
* Launched new literacy-based Afterschool Program, thanks to new $600K grant from Maryland State Department of Education’s 21st Century Community Learning Center program.
* Coordinated hiring process for new Principal, Community School Coordinator and Community School VISTA.
* Coordinated recruitment and enrollment of 102 new families for fall 2015 by publicizing successes, hosting open houses, giving tours.

Development Director

**Community Mediation Maryland**

10/09 – 2/15

* Coordinated the School Attendance Mediation Initiative, including raising $87,500 for the project and training mediators in five Maryland counties, through which families and teachers make plans to improve attendance for students at risk of chronic truancy.
* Assisted Community Mediation Corps members, providing annual training in Partnership Development.
* Worked with Development Committee to raise funds through individual giving, including an annual gala fundraiser. Increased annual giving from just under $15,000 to $30,000 annually.
* Prepared annual report and newsletters.
* Worked with inmates to prepare prison yard walk-a-thons to fund prisoner re-entry mediation.
* Managed day-to-day checks and deposits, payroll and monthly bookkeeping, created financial reports for Board, and staffed the annual audit.

Consultant

10/08 – 10/09

* Worked collaboratively with mediators and mediation trainers across the state to lead the design of a performance-based evaluation system for community mediators, the first in the nation to be endorsed by the national Association for Conflict Resolution.

Vice President, Board of Directors

9/03 – 6/08

* Initiated annual gala fundraiser as chair of Development Committee.
* Assisted in design of Community Mediation Corps, a statewide AmeriCorps program of community mediators.

Executive Director

**Community Mediation Program, Inc.**

9/03 – 6/08

* Led the strategic direction of the organization, tripling the number of mediations offered to the community annually.
* Supervised, hired and trained all staff, national service members, and interns, moving from 4 to 19 positions, including Community Mediation Corps members, Volunteer Maryland members, and social work interns.
* Increased annual revenue from $250,000 to $650,000, by preparing grant applications, maintaining relations with foundations, and planning and executing annual campaign and fundraising events.
* Co-trained CMP volunteer mediators through rigorous 50-hour training curriculum.

Organizer

**CPHA’s Transit Riders League**

6/01 – 9/03

* Analyzed transportation budgets and other legislation, coordinated group selection of legislative agenda, wrote & delivered testimony, Coordinated meetings with Maryland state legislators, US Congresspeople, and Baltimore City Councilpeople, maintained contact with legislative staff.
* Oversaw observations, coded, and analyzed data for 1000-observation “State of the Buses 2003” report on MTA service.
* Organized 200-person Rally for Transit in Annapolis.
* Staffed membership & committee meetings, recruited over 400 new members, doubled active participation.
* Planned and taught trainings on legislative advocacy and leadership skills.
* Wrote grants resulting in $42,000 in funding from new sources.

**OTHER RELEVANT EXPERIENCE**

Field Placement

**Park Heights Community Benefits District Referendum Project**

8/00-5/01

* Worked with residents to determine if the Park Heights Community would like to become a self-taxing Community Benefits District, representing University of Maryland and Northwest Baltimore Corporation.
* Researched housing and tax data, presented to leaders, campaigned door to door.

Member Support Coordinator

**Action for the Homeless’ HomeCorps Program**

9/97 – 11/98

* Recruited, hired, and supported 13 AmeriCorps members serving in shelters, transitional housing programs and Departments of Social Service across the state.
* Created yearlong training curriculum (on counseling skills, public assistance details, cultural competence, etc).
* Helped maintain partnerships with 13 agencies in which members served.

Intern

**Bethany House, London**

Summer 96

* Researched, prepared and presented a staff training on domestic violence and sensitivity to battered women
* Assisted counselors with case management, advocacy, and counseling at an East End transitional housing program for women and children

Intern

**The Riley Center, Shelter and Services for Battered Women**

6/95 – 5/97

* Performed intake interviews, referrals, advocacy and counseling, both on the crisis line and with the residents
* Facilitated a weekly house meeting
* Provided childcare in the emergency and transitional programs
* Created an extensive resource guide and welcome packet for residents

Intern

**Hon. Angela Alioto, President, San Francisco Bd of Supervisors**

9/94 – 5/95

* Researched the controversial issue of utilities municipalization to inform the supervisor
* Gathered support for Prop. R (youth commission)
* Responded to individual constituent concerns

Birthparent Intake Counselor

**Independent Adoption Center**

6/97-8/97

* Performed intakes with (assessed, provided information and referrals to, advocated for) expectant birthmothers at a national open adoption agency
* Assisted with matches between birthmothers and adoptive couples
* Prepared intake department training manual

Intern

**San Diego County Health Department**

Summer 94

* Shadowed administrators
* Created, administered and analyzed customer satisfaction survey across programs

**REFERENCES**

**Dr. Nadine Finigan-Carr, PhD, MPH**

Research Associate Professor

University of Maryland Baltimore School of Social Work

Supervisor 2017-present and dissertation committee member

nfinigan-carr@ssw.umaryland.edu

**Dr. Charlotte Bright, PhD, MSW**

Department Chair

Colorado State University

Mentor since 2015, professor for three courses, and dissertation co-chair

cbright@ssw.umaryland.edu

**Delegate Lorig Charkoudian, PhD**

Maryland General Assembly

Executive Director, Community Mediation Maryland

Mentor since 1997, dissertation committee member, supervisor from 2009-15

lorig.charkoudian@house.state.md.us