

Ph.D. Candidates and Graduates on the Job Market



2023- 2024

Richard Edwards, Interim Dean

Cassandra Simmel, Ph.D. Program Director

Judith McCoyd, Associate Director of Doctoral Programs

Dear colleagues,

Attached, please find the CVs for our Ph.D. graduates and degree candidates from the Rutgers University School of Social Work. These folks surmounted the challenges of COVID-19 in their early doctoral work and have moved through the rigors of doctoral work. We are proud of them!

Our graduates have strong records of research, publication, and conference presentations. They have research, teaching, and practice expertise across fields including interpersonal violence, social policy impacts on family life, child development under adverse circumstances, LGBTQ+ concerns, social determinants of health, cultural humility, and international poverty reduction. They are a tenacious, productive, and talented group.

We would be happy to connect you with any of our graduates.

Sincerely,



Cassandra Simmel, PhD
Director of the PhD Program



Judith L.M. McCoyd, PhD
Associate Director of Doctoral Programs

Candidates

Roxanna S. Ast

Yafan Chen

Alisha Cupid

Lorraine Howard

Huiying Jin

Nicole Milano



Roxanna.s.ast@gmail.com

ORCID: 0000-0001-8922-0277

<https://www.researchgate.net/profile/Roxanna-Ast>

Education:

- Doctor of Philosophy, Rutgers University, School of Social Work (January 2023)
- Master of Social Work, Rutgers University, School of Social Work (May 2017)
- Master of Psychological Studies, University of Glasgow (May 2012)
- Bachelor of Arts, English Literature and Translation, Guilan University (May 2010)

Research Interests:

Quality of life and health outcomes in the LGBTQ+ community with a focus on experiences of abuse and violence, community and policy response; identity development and media representation; violence prevention; evaluation research, and research and data ethics.

Research Experience:

- Prevention Researcher (2023-present), Department of Children and Families-NJ
- Research & Evaluation coordinator, Center for Research on Ending Violence, Rutgers University (2020-2022)
- Graduate Research Coordinator, Center for Research on Ending Violence, Rutgers University (2018-2020)
- Quality Control Evaluator, Ryan White- Part A- Central NJ (2015-2021)
- Research Assistant: Safe Horizon (2016-2017); Institute for Families (2015-2018)

Roxanna Ast (She/her) received her PhD in January 2023 from Rutgers University with research interests in quality of life and health outcomes in the LGBTQ+ community, violence prevention and policy, and research and data ethics and often uses community-based participatory research strategies and mixed methods research approaches. Roxanna has over 10 years of practice experience with survivors of violent crimes and system impacted communities in the Middle East, United Kingdom, and United States. Roxanna is pursuing a TT academic position at an institution that values community-based work and is dedicated to expansive learning, impactful research, and interdisciplinary collaboration.

Roxanna Shayesteh Ast | رگسانا شایسته است (She/Her/او)

Roxanna.s.ast@gmail.com | 949-933-0534

EDUCATION

Doctor of Philosophy, Social Work

January 2023

Rutgers University, School of Social Work

Dissertation: *"Quality of life among LGBTQ+ survivors of IPV: an exploratory sequential mixed method approach"*

Committee: Victoria Banyard (Chair), Edward Alessi, Gabriel Robles, Judy L. Postmus, Heather McCauley

Masters of Social Work (MSW)

2017

Rutgers University, School of Social Work

Management and Policy- Human Trafficking Emphasis

Master of Social Science (MSc), Psychological Studies

2012

University of Glasgow (UK), Department of Education

Thesis: *"Effects of globalization, immigration, and mass media on the cultural identity of the modern citizen"*

Bachelor of Arts, English Literature and Translation

2010

Guilan University (Iran), Department of Humanities and Social Studies

RESEARCH INTERESTS

Quality of life and health outcomes in the LGBTQ+ community with a focus on experiences of abuse and violence, community and policy responses; Identity development and media representation; Violence prevention; Evaluation research; Research and data ethics, and Community Based Participatory Research – Mixed Methods Research.

TEACHING INTERESTS

Sexual identity and gender diversity courses, violence and abuse (causes, prevention, and consequences), research methods, policy, research and data ethics.

RESEARCH FUNDING

Title: *Examination of Key Elements to Successful Implementation of Services for Youth with Problematic Sexual Behavior: A New Jersey Research Partnership*

Funding Agency: Child Well-Being Research Network, Chapin Hall, University of Chicago

Role: Doctoral Research Associate; Principal Investigator: J. Duron, Ph.D.

Date of funding: January 2022 – May 2023

Amount: \$80,000

Title: *Quality of Life and LGBTQ+ Survivors*

Funding Agency: The Melissa Institute for Violence Prevention and Treatment

Role: Principal Investigator

Date of funding: January 2022-May 2023

Amount: \$ 3,500

Title: *InTECHgration: How ICTs Facilitate Integration and Promote the Resilience of Sexual and Gender Minority Emerging Adult Migrants in the United States*

Funding Agency: Social Sciences and Humanities Research Council (SSHRC) Partnership Grant through the University of Toronto Partnership (S. Craig: PI, Partnership Grant)

Role: Doctoral Research Associate; Principal Investigator: E. Alessi, Ph.D.

Date of funding: July 2020- June 2021

Amount: \$ 30,000 (CAD)

Title: *Enhancing Victim Services at Rutgers University*

Funding Agency: Department of Justice, Office of Victims of Crimes & the Attorney General's Office of New Jersey

Role: Doctoral Research Associate; Principal Investigator: S. McMahon, Ph.D.

Date of funding: September 2018- August 2021

Amount: Approximately \$7,000,000

Title: *Prevention at the Outer Layers of the Ecology: Using GreenDot to Build Collective Efficacy and Change Injunctive Norms.*

Funding Agency: Centers for Disease Control (CDC)

Role: Doctoral Research Associate; Principal Investigator: V. Banyard, Ph.D.

Date of funding: 2015-2020

Amount: Approximately \$1.6 million

CONTRACTS

Evaluating School Attendance in Paterson Public Schools; Barriers and Facilitators. Attendance Works. February 2023- June 2023 (\$10,000). Co-Investigator.

Evaluating Community Health Approaches to COVID-19 among Latinx Serving Agencies. PROCEED, Inc. 2021-2023 (\$75,000). Principle Investigator.

Evaluating Health Outcomes and Quality of Life when Using a Food Justice Framework. CUMAC/ECHO, Inc. 2021-2023 (\$45,000). Co-Investigator.

Evaluating Green Spaces and Community Connectedness. City Green, Inc. 2021 (\$15,000). Co-Investigator.

Evaluating Artists Mentoring Against Racism, Violence and Drugs. Center on Latino Arts & Culture, Rutgers University, 2019-2021 (\$7,500 per year), Research Assistant, PI: McMahon, Ph.D.

PEER-REVIEWED PUBLICATIONS

McCauley, H. L., Reid, T. A., Anderson, R. E., **Ast, R.**, Zelazny, S., & Miller, E. (2023). Contextualizing cisgender women's histories of intimate partner violence victimization with men and women. *Violence Against Women*, Accepted In Press Manuscript.

Cusano, J., Wood, L., **Ast, R. S.**, McMahon, S., Steiner, J. J., & Spector, C. (online, 2022). Help-seeking among college survivors of dating and sexual violence: a qualitative exploration of utilization of university-based victim services. *Journal of American College Health*, 1–8.

<https://doi.org/10.1080/07448481.2021.2024208>

McMahon, S., Cusano, J., Buttner, C., Snyder, S., **Ast, R. S.**, & Camerer, K. (2022). Evaluating efforts to

address campus sexual violence: developing a data ecosystem. *Journal of Interpersonal Violence*.
<https://doi.org/10.1177/08862605221078817>

Austin, A., Dentato, M. P., Holzworth, J., **Ast, R. S.**, Verdino, A. P., Alessi, E. J., Eaton, A. D., & Craig, S. L. (2022). Artistic expression as a source of resilience for transgender and gender diverse young people. *Journal of LGBT Youth*, 1–25. <https://doi.org/10.1080/19361653.2021.2009080>

Alessi, E., Kahn, S., **Ast, R. S.**, Cheung, S. P., Lee, E. O. J., & Kim, H. (2021). Learning from practitioners serving LGBTQ+ forced migrants and other diverse groups: Implications for a culturally informed, affirmative practice. *Journal of the Society for Social Work and Research*.
<https://doi.org/10.1086/716722>

Ast, R. S., Banyard, V. L., Burnham, J., & Edwards, K.M. (2021). Community conversations on relationship violence: town variations in prevention perceptions through concept mapping. *American Journal of Community Psychology* (0), 1-11. <https://doi.org/10.1002/ajcp.12488>

Burnham, J., Banyard, V., **Ast, R. S.**, & Edwards, K. (2021). Case study of community sexual and relationship violence prevention: Using concept mapping to evaluate community perceptions over time. *Journal of Family Violence*, 37(1), 43-57. <https://doi.org/10.1007/s10896-021-00296-z>

IN PREPARATION & REVIEW

Ast, R. S., Stylianou, A. M., Johnson, L., & Postmus, J. L. (under 3rd review). Intimate partner violence and quality of life: examining the effect of economic abuse on survivor psychological well-being. *Journal of Interpersonal Violence*.

Robles, G., Reynolds, A., **Ast, R. S.**, & Starks, T. (under 1st review). Substance use and discrimination in a sample of U.S.-based Latinx sexual minority men and their primary relationship partners.

Golden, K., & **Ast, R., S.** (in preparation). Considerations for improving data integrity and reducing the risk of harm to communities when conducting online research with minoritized and marginalized populations.

Ast, R. S. (in preparation). “Not all of our stories end that way”: queer relationships in mass media and its impacts on perceptions of queer love.

BOOK CONTRIBUTION

Jaffe, M., Conti, M., Longhofer, J., & Floersch, J. (2020). *The social work and LGBTQ sexual trauma casebook: phenomenological perspectives, First Edition*. [**R. S. Ast** developed assorted case study materials in the book]. Routledge, Taylor & Frances Group.

SELECTED COMMUNITY and CONSULTANCY REPORTS

Ast, R. S. (2023). *Providing affirming care: foundations in transgender and non-binary inclusive practices*. Prepared for the Department of Children and Families. New Jersey.

Ast, R.S. (2023). *LGBTQ+ community needs assessment, policy, and safety*. Policy brief prepared for the Department of Children and Families. New Jersey.

Ast, R. S. (2023). *Coaching boys into men; Sexual violence prevention evaluation Report*. Prepared for the Department of Children and Families, Rape Prevention and Education Unit. New Jersey.

Snyder, S., Burnham, J., DeCristofano, A., **Ast, R. S.**, McMahon, S., & Padovano, K. (2023). *A social justice approach to bystander intervention; rethinking violence prevention programming*. Sexual Assault report. 26 (2), pp 17-32.

Ast, R. S. (2022). *Microaggressions impact and interventions training at Rutgers University*. Report developed by the Center for Research on Ending Violence for the Attorney General Victim of Crime Act.

Ast, R. S., & Schrum, J. (2022). *Community inquiry process: gaps in information and resources dissemination*. Prepared for Proceed Inc. through funding provided by the CDC. Elizabeth, NJ.

Manley, L., **Ast, R. S.**, & McMahon, S. (2022). *Trauma processing yoga group*. Prepared for Violence Prevention and Victim Assistance – Rutgers University – New Brunswick.

Manley, L., **Ast, R. S.**, & McMahon, S. (2022). *Understanding sexual harassment*. Prepared for Violence Prevention and Victim Assistance – Rutgers University – Newark.

Schrum, J., & **Ast, R. S.** (2022). *A mixed methods evaluation of a self-healing community model*. Report prepared for CUMAC. Paterson, NJ.

Schrum, J., & **Ast, R. S.** (2022). *Power in Health (Poder en Salud) and COVID-19: a national community-focused intervention using a public health model*. Report prepared for Proceed, Inc. through funding provided by the CDC. Elizabeth, NJ.

Ast, R. S., Banyard, V., Burnham, J., & Edwards, K. (2021). *Community conversations on relationships violence: Town variations in prevention perceptions*. Supported by funds from the Centers for Disease Control and Prevention (CDC). Center for Violence Against Women and Children. Rutgers University.

Ast, R. S., Obara, L.M., & McMahon, S. (2021). *Unite to build a better community”: An arts-based adolescent violence prevention program*. Prepared for the Center for Latino Arts and Culture, Rutgers University, New Brunswick, NJ.

Ast, R. S., & Schrum, J. (2021). *Inclusive healthy communities project; a qualitative assessment*. Prepared for City Green- Clifton, NJ.

Bennett, E., & **Ast, R. S.** (2021). *Violence prevention & victim assistance services client satisfaction*. Funded by the Victims of Crime Act Grant provided through the New Jersey Attorney General’s Office.

Hutchison, C., **Ast, R. S.**, & McMahon, S. (2021). *Healthy relationships series evaluation report*. Prepared for the Office of Violence Prevention and Victim Assistance- Camden Campus.

Spector, C., **Ast, R. S.**, & McMahon, S. (2020). *Intimate partner violence in LGBTQ relationships*. Prepared for Violence Prevention and Victim Assistance – Rutgers University – Camden.

Spector, C., **Ast, R. S.**, & McMahon, S. (2020). *Responding to violence in the LGBTQ community*. Prepared for Violence Prevention and Victim Assistance – Rutgers University – RBHS.

Ast, R. S., Cusano, J., Wood, L., & McMahon, S. (2019). *Assessing barriers to help-seeking and service utilization on campus: interview with student survivors*. Report developed by the Center on

Violence Against Women and Children for the Attorney General Victim of Crime Act.

Ast, R. S., Steiner, J., & Seabrook, R. (2019). *Evaluating passive programming*. Final report prepared for Violence Prevention and Victim Assistance – Rutgers University – Newark.

Ast, R. S., Steiner, J., Seabrook, R., McMahon, S. & Ryan, J. (2018). *Assisting victims of crime acts report*. Report developed by the Center on Violence Against Women and Children for the Attorney General Victim of Crime Act.

CONFERENCE PRESENTATIONS

Ast, R. S., Scott, D., & Cohen, A. (July 2023). *Violence prevention, leadership opportunities, and political advocacy*. [Panel presentation]. National Dialogue on Sexual Violence Prevention.

Ast, R. S., Scott, D., & Cohen, A. (June 2023). *Sexual violence prevention in the LGBTQ+ community: Research & policy*. [Oral Presentation]. LGBTQ Research Symposium. (Virtual- University of Kansas).

Ast, R. S. (July 2022). *Quality of life among LGBTQ survivors: lived experiences*. [Poster Presentation]. 8th National LGBTQ Health Conference (Chicago, USA).

Austin, A., Dentato, M., Holzworth, J., Verdino, A., **Ast, R. S.,** Eaton, A., & Craig, S. L. (Jan 2022). *Engaging in creative expression as a source of resilience for transgender and gender diverse young people*. [Panel Presentation]. 26th Annual Conference of Society for Social Work & Research. (Withdrawn due to COVID-19).

Cheung, S., Alessi, E., **Ast, R. S.,** Greenfield, B., Sarna, V., Craig, A. L., & Eaton, A. (Jan 2022). *Intechgration: sexuality and gender minority emerging adult migrant's social media and integration experiences in the United States*. [Panel Presentation]. 26th Annual Conference of Society for Social Work & Research. (Withdrawn due to COVID-19).

Ast, R. S. (Sep 2021). *Economic abuse among LGBTQ+ survivors of IPV*. Part of an invited panel on economic abuse from diverse lenses: issues around ethnicity, language, and sexual diversity. European Conference on Domestic Violence, Slovenia. (Withdrawn due to COVID-19)

Ast, R. S., Austin, A., Dentato, M. P., Craig, S., & Eaton, A. (May 2021). *Artistic expression and mental health well-being among transgender and gender diverse youth (TGD)*. 7th National LGBTQ Health Conference. (Virtual due to COVID-19).

Ast, R. S., Stylianou, A., Johnson, L., & Postmus, J. L. (January 2021). *An exploratory study of intimate partner violence, Mental Health Symptoms, and Quality of Life*. [Oral Presentation]. 25th Annual Conference of Society for Society for Social Work Research. (Virtual due to COVID-19).

Cusano, J., Steiner, J., **Ast, R. S.,** & Wood, L. (January 2021). *Help-seeking among survivors of on-campus interpersonal violence: A qualitative exploration*. [Poster Presentation]. 25th Annual Conference of Society for Social Work Research. (Virtual due to COVID-19).

Ast, R. S. (June 2020). *Interpersonal relationships and resiliency: a qualitative study of Iranians living in the United States*. Center for Research on Families & Relationships International Conference. Edinburgh, United Kingdom (cancelled due to COVID-19).

Ast, R. S. (January 2020). *Adolescents' sexual orientation and school connectedness: the role of race,*

ethnicity, and gender. [Poster Presentation]. Society for Social Work Research. Washington. D. C.

RESEARCH EXPERIENCE

Applied Researcher & Program Evaluator

Sep 2022- Present

Department of Children & Families, Office of Applied Research & Evaluation (DCF-ARE)

- Create and manage a cohesive research portfolio that builds evidence to support DCF's strategic planning and operations which is aligned with state and federal violence prevention priorities.
- Provide scientific advice to the executive team for consideration in public policy, programmatic, and agency decisions.
- Utilize data visualization tools and community-centered methods such as data walks to enhance public scholarship around violence prevention.
- Oversee the design and implementation of all primary prevention evaluation projects across the state.
- Develop and support the incorporation of health equity tools and measures across primary prevention initiatives.
- Supervise primary prevention evaluation and research staff.

Research and Evaluation Coordinator

Sep 2020-Aug 2022

Rutgers School of Social Work, Center for Research on Ending Violence (REV)

- Designed and managed all evaluation projects under the enhancing victim services grant funded through the Attorney General's office (AG-VOCA) across Rutgers University.
- Directed the evaluation of the Artists Mentoring Against Racism, Drugs, and Violence (AMARD&V) community-based project.
- Directed the implementation of evaluation projects related to violence prevention and victim assistance across all four campuses at Rutgers University.
- Managed data analysis and evaluation reporting across projects and staff.
- Supervised MSW and PhD level students on the research and evaluation team.
- Led the two survey instrument development projects on measuring healthy relationships and knowledge around sexual assault and consent.
- Collaborated with faculty on various qualitative and quantitative research projects.
- Led and oversaw all Institutional Review Board (IRB) applications for qualitative and quantitative research projects.

Graduate Research Coordinator

Sep 2018- Sep 2020

Rutgers School of Social Work, Center for Research on Ending Violence (REV)

- Led a qualitative project on understanding barriers faced by non-help seeking survivors of sexual assault on campus.
- Completed ongoing evaluations for Violence Prevention and Victim Assistance (VPVA) Services across Rutgers University campuses.
- Provided technical assistance on evaluation of sexual assault non-traditional and passive programs on campus.
- Completed IRB related documentations and applications for various projects.
- Collaborated with various researchers and faculty on grant applications.

Quality Control Evaluator

Sep 2015- Sep 2021

Ryan White- Part A Provision

- Conducted qualitative and quantitative evaluation and research projects for the Ryan White part-A services providers in central Jersey.
- Collaborated with over 13 HIV/AIDS service providers in central New Jersey on program development and implementation.
- Developed and trained planning council members (consumers and providers) on data collection and dissemination.
- Assisted with arranging and hosting annual World AIDS Day events across provider agencies and in collaboration with consumer planning council members.
- Worked closely with the Middlesex County Office of Human Services (MCOHS) on evaluations, grant proposals, and needs assessments related to the Ryan White-Part A grant.

Research Assistant

Aug 2016-June 2017

Safe Horizon, Department of Research and Evaluation

- Participated in a wide range of evaluation projects related to domestic violence, sexual assault, child abuse, and human trafficking in New York City.
- Conducted qualitative data collection for the quality improvement of Safe Horizon's Court and Community Programs across 5 boroughs across New York City.
- Attended committee and subcommittee meetings of the NYC Human Trafficking Task Force inter-agency collaboration aimed at improving services for victims of human trafficking.
- Collected, coded, and analyzed data to measure the impact of client-centered approaches in client empowerment.
- Prepared written and visual materials for research reports and presentations.

Research and Evaluation Assistant

Sep 2015-July 2018

Rutgers School of Social Work, Institute for Families

- Reviewed and evaluated Ryan White (HIV/AIDS Services) grant proposals and IRB related documentation.
- Coordinated and collected data on HIV/AIDS services in NJ using needs assessments, semi-structured interviews, surveys, and focus groups.
- Developed, delivered, and evaluated training material for clients and providers in the field.
- Conducted and co-facilitated site visits for quality improvement and delivered reports and strategic recommendations.
- Evaluated the state response and management during natural crises such as Hurricane Sandy.
- Studied and measured the impact of revitalization on community satisfaction and neighborhood safety in Paterson, New Jersey.

TEACHING EXPERIENCE

Instructor

Fall 2022

Understanding Violence: Causes, Consequences & Social Justice Change
School of Social Work, Rutgers, The State University of New Jersey
(Undergraduate level)

Guest Lecturer

Spring 2022

Research Methods and Evaluation: Ethics, Data, and Community Input

School of Social Work, Kentucky University (Virtual due to COVID-19)

(Doctoral Level- DSW)

Guest Lecturer

Fall 2021

Introduction to Global Health:

“Gender”- Based Violence as a Global Health

Issue

School of Public Health, Rutgers, The State University of New Jersey

(Master of Science level- MPH)

Guest Lecturer

Spring 2021

Global Health: Gender Based Violence in a Global Context

School of Public Health, Rutgers, The State University of New Jersey

(Master of Science level- MPH)

Guest Lecturer

Spring 2021

Research Development Seminar: Design and Data Collection

School of Social Work, Rutgers, The State University of New Jersey

(Doctoral Level: PhD)

Guest Lecturer

Fall 2019

Advanced Policy Analysis: New York Children Victims Act

School of Social Work, Rutgers, The State University of New Jersey

(Master of Science Level: MSW)

Lecturer

2007-2010

English as a Foreign Language

Borna Language Institute, Tehran, Iran

(Adult Learners)

AWARDS & FELLOWSHIPS

-
- Dissertation Support Funds Award, School of Social Work, Rutgers University 2022
(\$820; Award)
 - Emerging Scholar IIDEA Research Award, School of Social Work, Rutgers University. Awarded to a student who has made outstanding and innovative contributions to IIDEA (Inclusion, Intersectionality, Diversity, Equity, and Advancement) research initiatives (\$2,000 Award) 2022
 - Rutgers University Office of the Provost and Executive Vice Chancellor for Research and Academic Affairs (\$12,500; Award) 2022
 - Rutgers University Office of the Provost and Executive Vice Chancellor for Research and Academic Affairs (\$12,500; Award) 2021
 - Doctoral Student Academic Advancement Support Program 2021
(\$5,000; Competitive funding)
 - Rutgers University School of Graduate Studies off Campus Award 2019
(\$2,000; Competitive funding)

- Rutgers University School of Social Work Graduate Assistantship 2018-2021
(\$28,000 per annum; Award)
- Conference travel support, School of Graduate Studies, Rutgers University 2018-2022
(\$1,000 per annum, except AY 2020-2021; Award)

PRACTICE EXPERIENCE

Ryan White Planning Council Support

Sep 2015- Sep 2022

Fox Caring Consultants

- Collaborated with over 13 HIV/AIDS service providers in central New Jersey on program development and implementation.
- Developed and trained planning council members (consumers and providers) on data collection and dissemination.
- Assisted with arranging and hosting annual World AIDS Day events across provider agencies and in collaboration with consumer planning council members.
- Worked closely with the Middlesex County Office of Human Services (MCOHS) on evaluations, grant proposals, and needs assessments related to the Ryan White-Part A grant.

Home Visitation Program Specialist

Dec 2017- Aug 2018

Prevent Child Abuse, New Jersey

- Provided technical assistance and support to assigned Healthy Families-TANF Initiative for Parents (HF-TIP) and Parents as Teachers (PAT) Home Visiting programs in Atlantic, Cape May, Monmouth, Ocean and Perth Amboy Counties.
- Reported monthly, quarterly, and annual benchmarks and outcomes set forth by the Health Resources and Services Administration (HRSA) to maintain funding from the Maternal Infant Early Childhood Home Visiting (MIECHV) grant.
- Managed crises and critical incidents that occurred at sites involving issues related to domestic violence, mental illness, substance abuse, child abuse and neglect, severe injuries, and incarcerations.
- Ensured model fidelity and quality assurance through ongoing communication, building and sustaining community relationships, monitoring data, and devising and implementing continuous quality improvement plans via the Home Visiting Collaborative Improvement and Innovation Network (HVCoin).
- Monitored data on an ongoing basis for all assigned HF-TIP and PAT sites, including level of service, home visit rates, immunizations, developmental screenings, and other HRSA mandated benchmarks.

Domestic Violence Advocate, MSW internship

Sep 2015-May 2016

Women Aware, New Brunswick, New Jersey

- Facilitated two weekly psycho-educational support groups for victims of domestic violence in Middlesex County with up to 14 participants per session.
- Provided survivors of domestic violence and human trafficking with referrals to legal, immigration, and counseling services.
- Assisted survivors in identifying and locating appropriate outreach resources and services within their community.
- Completed intakes and provided case management for up to 10 clients per week.
- Provided childcare for 3-9 children impacted by domestic violence on a biweekly basis.

Mental Health Assistant

June 2012-Jan 2015

Carr-Gomm, Glasgow, United Kingdom

- Provided mental health support and evaluation for a caseload of 15 trauma-survivors per week.
- Represented and advocated on behalf of political refugees and asylum seekers as well as prisoners of wars.
- Facilitated support groups for survivors of human trafficking.
- Assisted a team of multi-disciplinary practitioners to create community-based support services and activities.
- Prepared and developed training materials for community volunteers and stakeholders.

Community Case Worker

Sept 2010-June 2011

Glasgow Caledonian University, Glasgow, United Kingdom

- Presented lectures on the right of education equity to various groups of high school students.
- Facilitated 5 workshops on the impact of education on poverty and career trajectory.
- Provided guidelines and resources on applications, personal statements, and resumes.

Educational Coordinator & Teacher

June 2007-June 2010

Borna Institute, Tehran, Iran

- Taught English as a foreign language to groups and individual students on a weekly basis.
- Oversaw and supervised English-Farsi translation projects of 5 staff members in the English Department.
- Assisted Iranian and Afghan LGBTQ+ and political asylum seekers with their documentation and immigration process.

ADVANCED TRAINING & PROFESSIONAL DEVELOPMENT

Designing and Conducting Mixed Methods
University of Michigan Mixed Methods Program

June 2022

Teaching with Technology Certificate
TA Project, Rutgers University

Fall 2021

Minority Stress Theory and LGBTQ+ Health
International Partnership for Queer Youth Resilience (INQYR)
Presented by Dr. Ilan Meyer

February 2021

Structural Equation Modelling
The Center for Statistical Training
Hosted by Curran-Bauer Analytics

May 2020

Phenomenological Methodology
“Learning from lived experiences: how we can study the world as it is lived.”
The University of North Carolina, Dr. Mark Vagle

July 2019

Violence Against Women and Children Certificate
School of Social Work, Rutgers University

Spring 2017

ACADEMIC & RESEARCH SERVICE

- *Co-Chair*, Community of Practice for Public Research & Evaluation (2023- present)
- *Invited Grant Reviewer*, Department of Health, State of New Jersey (2023- present)
- *Co-Founder*, Mixed Methods PhD Students Working Group (2021- Jan 2023)

- *Member*, Sexuality, Relationships, and Gender Research Collaborative (2021-present)
- *Member*, LGBTQ Caucus Research and Advocacy Group (2021-present)
- *Fellow*, Student Training Network, International Partnership for Queer Youth Resiliency (INQYR) (2020-2022)
- *Co-President*, Doctoral Student Association (DSA) (2019-2021)
- *Peer-Mentor*, Ph.D. program, School of Social Work (2019-2021)
- *Ad Hoc Reviewer*, Journal of BioMed Central (BMC) Psychiatry (2021-present)
- *Ad Hoc Reviewer*, Journal of Interpersonal Violence (2019- present)
- *Ad Hoc Reviewer*, Journal of LGBT Youth (2020-present)
- *Liaison*, Doctoral Student Association (DSA) (2018-19)

COMMUNITY SERVICE

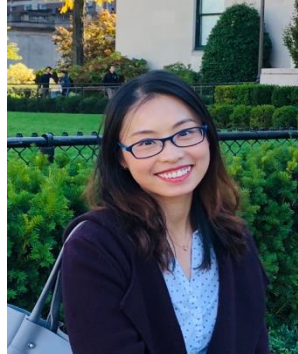
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| • <i>Human Rights Council</i> , Lambertville, New Jersey | 2023-Present |
| • <i>DESI Rainbow LGBTQ Youth Services</i> , New jersey | 2022 |
| • <i>Interfaith RISE</i> , New Jersey | 2020-2021 |
| • <i>International Women's Group</i> , Rutgers University, United States | 2015-2018 |
| • <i>Best Buddies Project</i> , Enable Glasgow, United Kingdom | 2012-2014 |
| • <i>Young Refugees and Asylum Seekers</i> , British Red Cross, United Kingdom | 2010-2013 |
| • <i>Borna Services</i> , Tehran, Iran | 2008-2010 |

SPECIALIZED SKILLS

Software: Stata, SPSS/AMOS, NVivo, MAXQDA, CS Global MAX, Qualtrics
Native proficiency in Farsi/Persian (oral and written communication)

PROFESSIONAL AFFILIATIONS

- Society for Social Work and Research (SSWR)
- Council on Social Work Education (CSWE)
- Child Well-being Research Network (CWRN)
- American Evaluation Association (AEA)
- Mixed Methods International Research Association (MMIRA)



yafan.chen@rutgers.edu; yafan.chen.cyf@gmail.com

ORCID: <https://orcid.org/0000-0001-8984-125X>

LinkedIn: Yafan Chen

Education:

- Doctor of Philosophy, Rutgers University, School of Social Work (expected May 2024)
- Master of Social Work, Rutgers University, School of Social Work (May 2017)
- Bachelor of Art in Editing and Publishing Science, South China University of Technology, Guangdong, China (2015)

Research Interests:

Child exposure to domestic violence, domestic violence in Asian immigrant communities, developmental psychopathology, & child developmental and well-being

Research Experience:

- Doctoral Research Associate (01/2022-05/2023) for the project on examination of key elements to successful implementation of services for youth with problematic sexual behavior: A New Jersey research partnership (PI: Dr. Jacquelynn Duron).
- Doctoral Research Assistant (09/2021-04/2022) for the project on trauma services in the juvenile justice system (PI: Dr. Paul Boxer).
- Graduate Assistant (09/2018-05/2021) at the Huamin Research Center
- Research Assistant at the Huamin Research Center for projects on mindfulness intervention for immigrant children in New Jersey (06/2017-05/2018), mindfulness, life skills, resilience, and emotional and behavioral problems for gifted low-income adolescents in China (09/2019-05/2020).
- Social Work Intern (09/2015-04/2016) at the Huamin Research Center.

Yafan Chen is a 6th-year Ph.D. candidate with research expertise in child exposure to domestic violence and domestic violence in Asian American communities. She has done research in the area of the impacts of exposure to domestic violence on child and adolescent well-being and domestic violence among Asian immigrants. She has practice experience in the field of mental health and violence against women and children.

Yafan Chen

School of Social Work
Rutgers, The State University of New Jersey
120 Albany Street, New Brunswick, NJ 08901
Phone: 732-319-3532; Email: yafan.chen@rutgers.edu

EDUCATION

2024 (expected)	Doctor of Philosophy in Social Work (Ph.D.) Rutgers University, School of Social Work Dissertation: <i>The effects of child maltreatment and exposure to intimate partner violence on child behavioral outcomes: An examination of severity, frequency, and co-occurrence</i> Committee Members: Drs. Chien-Chung Huang (Chair), Victoria Banyard, Cassandra Simmel, & Megan R. Holmes
2017	Master of Social Work (M.S.W.) Rutgers University, School of Social Work
2015	Bachelor of Art in Editing and Publishing Science (B.A.) South China University of Technology, School of Journalism and Communication Guangzhou, Guangdong, China

RESEARCH INTERESTS

Child adversity and trauma	Child development and well-being
Developmental psychopathology	Intimate partner violence in Asian immigrant communities
Exposure to intimate partner violence	

TEACHING INTERESTS

Violence against women and children	Methods of social work research
Human behavior and the social environment	Diversity and oppression
Social work practice	Social welfare policy and services

PUBLICATIONS

Peer-Reviewed Journal Articles

- Chen, Y.**, Huang, C-C., Yang, M., & Wang, J. (2023). Relations between adverse childhood experiences and resilience in college students in China. *Journal of Family Violence*.
<https://doi.org/10.1007/s10896-022-00388-4>
- Chen, Y.**, Cheung, S., & Huang, C. C. (2022). Intimate partner violence during pregnancy: effects of maternal depression symptoms and parenting on teen depression symptoms. *Journal of Interpersonal Violence*. 36(9-10). NP7034-NP7056. <https://doi.org/10.1177/0886260520967754>
- Johnson, L., **Chen, Y.**, Stylianou, A., & Arnold, A. (2022). Examining the impact of economic abuse on survivors of intimate partner violence: A scoping review. *BMC Public Health*, 22,1014.
<https://doi.org/10.1186/s12889-022-13297-4>
- Xie, X.X, **Chen, Y.**, Cheung, S. & Huang, C-C. (2022). Social innovation and health-related well-being of left-behind children: Evidence from an intelligent robot project in China. *Applied Research in*

- Quality of Life*. 17. 927-1928. <https://doi.org/10.1007/s11482-021-10010-2>
- Huang, C.-C., **Chen, Y.**, Cheung, S., Hu, H., & Wang, E. (2021). Adverse childhood experiences, mindfulness, and happiness in Chinese college students during the COVID-19 pandemic. *Child & Family Social Work*. 26(4). 677-686. <https://doi.org/10.1111/cfs.12848>
- Huang, CC., **Chen, Y.**, & Cheung, S. (2021). Early childhood exposure to intimate partner violence and teen depression symptoms. *Health & Social Care in the Community*. 29(5). e47-e55. <https://doi.org/10.1111/hsc.13240>
- Chen, Y.**, Hua, K., Huang, C.-C., Zhuo, G.S., & Wang, J. (2021). Adverse childhood experiences and psychological well-being in Chinese college students: Moderated mediation by gender and resilience. *Frontiers in Psychiatry*. 12, 1-10. <https://doi.org/10.3389/fpsyt.2021.710635>
- Lu, S., Huang C. C., Rios, J., **Chen, Y.**, & Cheung, S. (2021). Mindfulness and social-emotional skills in Latino pre-adolescents in the U.S.: the mediating role of executive function. *Health and Social Care in the Community*, 29(4). 1010-1018. <https://doi.org/10.1111/hsc.13135>
- Huang, C.-C., Yang, M., Geng, Y., **Chen, Y.**, Cheung, S., Deng, G., Dong, Q., Hu, H., Hua, K., Liao, J., Tan, Y., Tu, B., Wang, E., Yu, Z., Zhang, C., Zhang, S., & Zhuo, G. (2021). Adverse childhood experiences and mindfulness in Chinese college students during the COVID-19 pandemic, *Frontiers in Psychiatry*, 12, 1-9. <https://doi.org/10.3389/fpsyt.2021.619128>
- Tu, B., **Chen, Y.**, Cheung, S., Huang, C., & Huang, C.C. (2021). The effects of an innovative caregiver education program on knowledge of child development in China. *Children and Youth Services Review*, 122, 1-7. <https://doi.org/10.1016/j.childyouth.2021.105926>
- Chen, Y.**, Tu, B., Huang, C. C. & Huang, C. (2021). Improving parenting knowledge through caregiver education in China. *Child: Care, Health & Development*, 47(2), 261-268. <https://doi.org/10.1111/cch.12837>
- Huang, C. C., Jin, H., Zhang, J., Zheng, Q., **Chen, Y.**, Cheung, S., & Liu, C. (2020). The effects of an innovative e-commerce poverty alleviation platform on Chinese rural laborer skills development and family well-being. *Children and Youth Services Review*, 116, 1-6. <https://doi.org/10.1016/j.childyouth.2020.105189>
- Huang, C.-C., Lu, S., Rios, J., **Chen, Y.**, Stringham, M., & Cheung, S. (2020). Associations between mindfulness, executive function, social-emotional skills, and quality of life among Hispanic children. *International Journal of Environmental Research and Public Health*, 17(21), 7796. <https://doi.org/10.3390/ijerph17217796>
- Huang, C. C., **Chen, Y.**, Jin, H., Stringham, M., Liu, C., & Oliver, C. (2020). Mindfulness, life skills, resilience, and emotional and behavioral problems for gifted low-income adolescents in China. *Frontiers in Psychology*, 11, 1-9. <https://doi.org/10.3389/fpsyg.2020.00594>
- Huang, C. C., **Chen, Y.**, Cheung, S., Greene, L., & Lu, S. (2019). Resilience, emotional problems, and behavioural problems of adolescents in China: roles of mindfulness and life skills. *Health & Social Care in the Community*, 27(5), 1158-1166. <https://doi.org/10.1111/hsc.12753>
- Huang, C.C., **Chen, Y.**, Greene, L., Cheung, S., & Wei, Y. (2019). Resilience and emotional and behavioral problems of adolescents in China: Effects of a short-term and intensive mindfulness and life skills training. *Children and Youth Services Review*, 100, 291-297. <https://doi.org/10.1016/j.childyouth.2019.03.015>
- Xie, X., Huang, C.C., **Chen, Y.**, & Hao, F. (2019). Intelligent robots and rural children. *Children and Youth Services Review*, 100, 283-290. <https://doi.org/10.1016/j.childyouth.2019.03.004>
- Nicholson, J.V., **Chen, Y.**, & Huang, C.C. (2018). Children's exposure to intimate partner violence and peer bullying victimization. *Children and Youth Services Review*, 91, 439-446. <https://doi.org/10.1016/j.childyouth.2018.06.034>

Under Review & In Progress

- Holmes, M. R., Bender, A. E., Yoon, S., Berg, K. A., Duda-Banwar, J., **Chen, Y.**, Evans, K. E., Korsch-Williams, A., & Perzynski, A. T. (*revised and resubmitted*). Examination of protective factors that promote prosocial skill development among children exposed to intimate partner

violence. *Development and Psychopathology*.

Chen, Y. (*under review*). The effects of child maltreatment and exposure to intimate partner violence on the co-development of anxious/depressive symptoms and aggressive behavior.

Chen, Y. (*under review*). Unpacking the effects of co-occurring child maltreatment and intimate partner violence exposure on child behavioral outcomes.

Chen, Y. (*in progress*). Severity patterns of co-occurring child maltreatment and intimate partner violence exposure in young children: A latent class analysis.

Chen, Y., Yoon, Y., Ko, Y., Ryu, S., Choi, YJ, Han, JY, & Orpinas, P. (*in progress*). Attitudes Toward Domestic Violence and Intention to Intervene in Asian Communities in the U.S.

Duron, J. F., **Chen, Y., McKenna, N., & Boxer, P.** (*in progress*). Identification of trauma classes and their relation to multiple mental health disorders among justice-involved youth.

Chen, Y., Bender, A. E., & Holmes, M. R. (*in progress*). Depressive symptoms of maltreated adolescents: An examination of aggressive behavior, peer relationship, and school engagement

Chen, Y. (*in preparation*). The impacts of domestic violence on Asian American communities: A scoping review.

Chen, Y. (*in preparation*). The long-term patterns of co-occurring child maltreatment and exposure to intimate partner violence in child-welfare-involved children: A latent transit analysis.

PRESENTATIONS

Peer-Reviewed Oral Presentations

Chen, Y., Bender, A. E., & Holmes, M. R. *Depressive symptoms of maltreated adolescents: An examination of aggressive behavior, peer relationship, and school engagement*. The 27th Annual Conference of the Society for Social Work and Research (SSWR). Phoenix, AZ, January 11-15, 2023.

Duron, J., **Chen, Y., Williams-Butler, A., Rodgers, V., & Boxer, P.** Identification of trauma classes and their relation to multiple mental health disorders among justice-involved youth. The 27th Annual Conference of the Society for Social Work and Research (SSWR). Phoenix, AZ, January 11-15, 2023.

Johnson, L., **Chen, Y., Stylianou, A., & Arnold, A.** *Examining the impact of economic abuse on survivors of intimate partner violence: A systematic review*. [Oral presentation as part of symposium]. The 4th European Conference on Domestic Violence. Virtual. September 13-15, 2021.

Chen, Y., Cheung, S., & Huang, C. C. *Intimate partner violence during pregnancy: Effects of maternal depression symptoms and parenting on teen depression symptoms*. The 25th Annual Conference of the Society for Social Work and Research (SSWR). Virtual. January 19-22, 2021.

Nicholson, J.V., **Chen, Y., & Huang, C.C.** *Exposure to intimate partner violence, peer bullying, and early delinquency*. Joint World Conference on Social Work, Education and Social Development (SWSD). Dublin, Ireland, July 4-7, 2018.

Nicholson, J.V., **Chen, Y., & Huang, C.C.** *Children's exposure to intimate partner violence and peer bullying victimization*. International Family Violence and Child Victimization Research Conference, Portsmouth, NH, June 15-17, 2018.

Invited Presentation

Huang, C-C. & **Chen, Y.** (2018). *Children's exposure to intimate partner violence and peer bullying*. Speech invited by the China Social Science Institute, Beijing, China. May 30, 2018.

Peer-Reviewed Posters

Chen, Y., Hua, K., Huang, C-C., Zhuo, G.S., & Wang, J. *Adverse childhood experiences and*

psychological well-being in Chinese college students: Moderated mediation by gender and resilience. The 26th Annual Conference of the Society for Social Work and Research (SSWR). Washington, DC., January 12-16, 2022.

Jin, H., Huang, C-C., **Chen, Y.**, & Cheung, S. *Social innovation and poverty alleviation: Evidence from an e-commerce intervention in China.* The 24th Annual Conference of the Society for Social Work and Research (SSWR). Washington, DC., January 15-19, 2020.

Lu, S., Huang, C-C., & **Chen, Y.** *School-based socioemotional intervention in rural China: Implications for designing and implementing cultural-sensitive intervention research.* The 23rd Annual Conference of the Society for Social Work and Research (SSWR). San Francisco, CA, January 16-20, 2019.

GRANTS & FELLOWSHIPS

04/2022	Doctoral Student Support Fund, Rutgers University School of Social Work (\$1,000)
2021-2022	Rutgers Doctoral Student Academic Advancement Program (\$25,000)
Summer 2021	Rutgers Doctoral Student Academic Advancement Program (\$5,000)
09/2018-06/2021	Graduate Research Assistantship (appx \$26,000/year)

AWARDS AND HONORS

03/2023	Rutgers The School of Graduate Studies Conference Travel Award (\$1,000)
09/2018-06/2022	Rutgers School of Social Work Conference Travel Award (\$1,000/year)
03/2022	Rutgers The School of Graduate Studies Conference Travel Award (\$800)
09/2016	Dean's Scholarship in honor of Judy Postmus (\$2,000)

TEACHING EXPERIENCE

Spring 2023 Spring 2022	HBSE: Understanding Violence and Abuse in Childhood (MSW level, in-person) Instructor School of Social Work, Rutgers University
Fall 2022	Social Work Practice I (MSW level, asynchronous online) Instructor School of Social Work, Rutgers University
Spring 2022 Spring 2021	Research Development Seminar (Ph.D. level, virtual) Guest Speaker School of Social Work, Rutgers University

GRANT WRITING EXPERIENCES

- | | |
|------|--|
| 2022 | Co-Principal Investigator
<i>Barriers and facilitators of help-seeking behaviors among Chinese immigrant survivors of domestic violence in the United States,</i>
Chiang Ching-kuo Foundation for International Scholarly Exchange
(Not Funded) |
| 2021 | Principal Investigator
<i>The effects of child maltreatment and exposure to intimate partner violence on child behavioral outcomes: An examination of severity, frequency, and co-occurrence,</i> University and Louis Bevier Fellowships (Not Funded) |

RESEARCH EXPERIENCE

- | | |
|-----------------|--|
| 07/2022-present | Doctoral Research Intern
Researcher-practitioner partnership to promote safety of Asian women: Effectiveness of a community-based intervention (PI: Dr. Yoon Joon Choi), Office on Violence Against Women, Department of Justice
<u>Faculty Supervisor:</u> Yoon Joon Choi, Ph.D.
<u>Task description:</u> assist in the translation of documents for Asian American participants across different ethnical groups; assist in data entry and data analysis. |
| 01/2022-present | Doctoral Research Associate
Examination of key elements to successful implementation of services for youth with problematic sexual behavior: A New Jersey research partnership (PI: Dr. Jacquelyn Duron), the Child Well-Being Research Network R2A Grants Program
<u>Faculty Supervisor:</u> Jacquelyn Duron, Ph.D.
<u>Task description:</u> design Qualtrics survey for data entry; lead data analysis for conference presentations and manuscripts; write manuscripts for peer-reviewed publications. |
| 09/2021-04/2022 | Doctoral Research Assistant
Trauma services in the juvenile justice system (PI: Dr. Paul Boxer), Department of Psychology, Rutgers University-Newark
<u>Faculty Supervisor:</u> Jacquelyn Duron, Ph.D.
<u>Task description:</u> performed latent class analysis for conference presentations and manuscripts; wrote manuscripts for a peer-reviewed publication. |
| 06/2020-01/2022 | Principal Investigator
Life experience of college students in China and the U.S., School of Social Work, Rutgers University
<u>Faculty Supervisor:</u> Chien-Chung Huang, Ph.D. |

Task description: led and oversaw all Institutional Review Board (IRB) applications; designed Qualtrics survey for data collection; oversaw data collection across multiple universities in China; led and/or contributed to advanced statistical analysis for conference presentations and manuscripts; wrote manuscripts for peer-reviewed publications.

09/2018-05/2021

Graduate Research Assistant

Huamin Research Center

School of Social Work, Rutgers University

Faculty Supervisor: Chien-Chung Huang, Ph.D.

Task description: performed and led advanced statistical analysis for multiple conferences presentations and manuscripts; led and/or contributed to manuscripts for peer-reviewed publications.

06/2017-05/2018

Program Manager & Research Assistant

Mindfulness intervention for immigrant children in New Jersey, U.S.A (PI: Dr. Shuang Lu), Huamin Charity Foundation.

Faculty Supervisor: Chien-Chung Huang, Ph.D.

Task description: coordinated team meetings; developed and delivered intervention materials for participants; designed survey for data collection; facilitated data collection at local elementary schools; wrote manuscripts for peer-reviewed publications.

PROFESSIONAL EXPERIENCE

09/2022-present

Crisis Response Advocate

Rutgers University Office for Violence Prevention and Victim Assistance

09/2015-present

Huamin Research Center at Rutgers University

Assistant Director (09/2020-present)

Research Fellow (07/2017-present)

Office Manager (05/2017-08/2020)

Project Manager & BSW Task Supervisor (09/2019-05/2020; 09/2017-05/2018)

Program Coordinator (05/2017-06/2019)

MSW Research Assistant (12/2015-04/2017)

MSW Research Intern (09/2015-04/2016)

Summer 2019;
Summer 2018

Co-Director

Rutgers University China Study Abroad and Service-Learning Summer Program

03/2018-05/2018

Intensive In-Community Therapist

Family Therapy and Consultation Services and United Family Services

08/2016-04/2017

Clinical MSW Intern

Rapid Psychotherapy, LLC

SERVICE

Community Service

01/2023-present	Secretary of the API Mentoring Program
08/2022-present	Peer Advisor, Rutgers University School of Social Work
06/2022-present	Advisory Team Member, Chinese American Mental Health Outreach Program in New Jersey (CAMHOP-NJ)
03/2022-present	Committee Member, the Society for Social Work and Research
12/2021-present	Doctoral Student Committee, Mentoring sub-committee
12/2021-present	Translation Volunteer, Chinese American Mental Health Outreach Program in New Jersey (CAMHOP-NJ)
08/2019-06/2020	Peer Advisor, Rutgers University School of Social Work

Academic Service

07/2023-present	Ad hoc Reviewer, <i>Child Abuse and Neglect</i>
06/2023-present	Ad hoc Reviewer, <i>Violence Against Women</i>
12/2022-present	Ad hoc Reviewer, <i>Journal of Family Violence</i>
11/2022-present	Ad hoc Reviewer, <i>Journal of Aggression, Maltreatment & Trauma</i>
12/2021-present	Ad hoc Reviewer, <i>Health & Social Care in the Community</i>
04/2021-present	Ad hoc Reviewer, <i>Journal of Interpersonal Violence</i>
10/2019-12/2022	Ad hoc Reviewer, <i>Children and Youth Services Review</i>
03/2021-12/2022	Ad hoc Reviewer, <i>Journal of Primary Prevention</i>
05/2021	Proposal Reviewer, Council on Social Work Education (CSWE) 67 th Annual Program Meeting

PROFESSIONAL DEVELOPMENT

05/2017-present	Licensed Social Worker in New Jersey (LSW)
06/2022	Crisis Response Advocate Training on Sexual Violence and Domestic Violence, Rutgers University Office for Violence Prevention and Victim Assistance (virtual)
06/2022	Longitudinal Structural Equation Modeling Workshop, CenterStat by Curran-Bauer Analytics (virtual)
06/2021	Fragile Families Summer Data Training Workshop, Columbia Population Research Center (virtual)
01/2020	Handling Missing Data Workshop, Preconference Research Method Workshop at 2020 SSWR Annual Conference (Washington, D.C.)
09/2019	Certified BSW/MSW Supervisor, Rutgers University School of Social Work
05/2017	Violence Against Women and Children Certificate, Rutgers University School of Social Work

PROFESSIONAL AFFILIATIONS

12/2021-present	The Child Well-Being Research Network (CWRN)
02/2021-present	Society for Research in Child Development (SRCD)
10/2018-present	Society for Social Work and Research (SSWR)

11/2021-present

The American Professional Society on the Abuse of Children (APSAC)

SPECIALIZED SKILLS

Software: Stata, SPSS/AMOS, Mplus, Qualtrics

Languages: English, Chinese (native proficiency in oral and written communication)



Email: ac1765@ssw.rutgers.edu; a1lisha@hotmail.com

ORCID: 0000-0003-3991-5462

LinkedIn: www.linkedin.com/in/alisha-cupid-0156761a8

Research Gate identifier: www.researchgate.net/profile/Alisha-Cupid

Education:

- Doctor of Philosophy, Rutgers University, School of Social Work, New Brunswick, NJ (expected May 2024)
- Master of Social Work, Tulane University, School of Social Work, New Orleans, LA (May 2013)
- Bachelor of Science in Social Work, New York University, New York, NY (May 20011).

Research Interests:

International social work, gendered poverty, African and Caribbean women, poverty reduction policy; participatory and mixed methods research; women's empowerment; culturally competent social work practice.

Research Experience:

- Graduate Assistant (2018-2019) Institute for Families
- Graduate Assistant (2019-2023) Center for Prevention Science
- Research Assistant for projects on AI-informed poverty index for food security in Zambia and Congo (2020-2021), State opioid response (SOR) performance assessment and evaluation report (2020), Evaluation of the Marijuana Impact Report (2020), Partnerships for Success: Third Annual Performance Assessment (2022), Substance Use and HIV Prevention Navigation for African American and Hispanic Youth at Higher Risk in New Jersey (2023), Communities & Officers Working Together to Prevent Opioid Use Disorder (COP) Study (2022-2023)

Alisha Cupid is a 5th year PhD candidate with research interests in women and poverty. She has practice experience in multiple fields including foster care, homelessness, substance abuse, LGBTQ youth, mental health, corrections, and international research in Rwanda and Trinidad. Her hope is to pursue a research focused job that uses empowerment as a tool to explore the status and needs of women in the Caribbean and Sub-Saharan Africa, ultimately, leading to the creation of poverty reduction strategies that support women reaching their full potential.

Alisha Cupid

Rutgers University, School of Social Work, 120 Albany Street, New Brunswick, NJ 08901

Email: ac1765@ssw.rutgers.edu; alisha@hotmail.com

ORCID: 0000-0003-3991-5462

EDUCATION

2024 (exp)	Doctor of Philosophy, Social Work Rutgers University, New Brunswick, NJ Dissertation: "The climb toward equality: Examining women's empowerment in Trinidad and Tobago through a mixed methods study" (In progress)
2013	Master of Social Work (MSW) Tulane University; New Orleans, LA
2011	Bachelor of Social Work (BSW) New York University; New York, NY

RESEARCH INTERESTS

International social work	Participatory research methods
Global poverty	Mixed methods research methods
Women and poverty	Women's empowerment
International development	Poverty reduction policy
African and Caribbean women	Mixed methods research methods
Culturally competent social Work	Social work practice and research

AWARDS

American Association of University Women

- American Dissertation Fellowship, 2023 (\$25,000)

PUBLICATIONS

In Progress

Jung, W., Lin, L. Steiner, J., Yu, M., **Cupid, A.**, Park, E., Starcev, A. Exploring scalable multimodal approaches to identify vulnerable populations in the Republic of Congo for development aid in Covid-19.

Powell, K.G., Peterson, N.A., Morton, C.M., **Cupid, A.** Training Needs of the Substance Misuse Prevention Workforce: A Profile of the Northeastern United States. (17 pages)

Cupid, A., Powell, K.G. & Peterson, N.A. Substance Use and HIV Prevention Navigation for African American and Hispanic Youth at Higher Risk in New Jersey: Annual Report Year 3. (34 pages)

Reports

Yu, M., Sylvester, D., **Cupid, A.**, Powell, K.G. & Peterson, N.A. (2020). State opioid response (SOR) performance assessment and evaluation report. Technical report submitted to New Jersey Department of Health, Division of Mental Health & Addiction Services, Trenton, NJ. (71 pages).

Cupid, A., Powell, K.G. & Peterson, N.A. (2020). Evaluation of the marijuana impact virtual symposium: Analysis of participant survey data. Technical report submitted to Prevention Resources, Inc. Safe Coalition of Hunterdon and Somerset, Flemington, NJ. (10 pages).

Hidalgo, J., McKenzie, C., Kaur, H., **Cupid, A.**, Powell, K.G. & Peterson, N.A. (2022). New Jersey Partnerships for Success: Third annual performance assessment. Technical report submitted to New Jersey Department of Health, Division of Mental Health & Addiction Services, Trenton, NJ, 76 pages.

PRESENTATIONS

Division of Mental Health and Addiction Services, Presenter, Trenton, NJ 10/2019

Topic: 2022 NJ Epi Profile

- Presented to the State Epidemiological Outcomes Workgroup (SEOW) about the State Epidemiological Profile project.

Rutgers University, Guest Speaker, New Brunswick, NJ 2/2021

Topic: Women's economic empowerment and household work

- Presented at Ph.D. Research Development Seminar on dissertation related topics.

The Society for Community Research and Action (SCRA), Virtual 6/2021

Topic: The contribution of Participatory Research to the development of a statewide epidemiological profile in New Jersey

- Presented at a symposium focused on Community Participation.

Society For Social Work & Research (SSWR), Presenter, Washington, DC 1/2022

Topic: Training needs and proficiency of the Substance Misuse Prevention Workforce: A profile from the United States Northeast

- Presented SSWR Poster at Society for Social Work & Research conference in Washington, DC.

Camden District Council Collaborative Board, Presenter, Camden, NJ 4/2023

Topic: The COP Study: Communities & officers working together to prevent opioid use disorder

- Presented at community linkages meeting about the study.

RESEARCH EXPERIENCE

Center for Prevention Science-Rutgers University, Grad Assistant, New Brunswick, New Jersey 9/2019-present

- Conduct research tasks including searching for data; quantitative data cleaning, analysis, and creating data reports.
- Conduct quantitative analysis using SPSS.
- Attend state-level meetings, take meeting notes, and conducted literature reviews.
- Served as Team Lead on community research projects conducting qualitative research, organizing board meetings, presenting at community meetings, literature reviews, and process evaluation.

Rutgers University, Research Intern, New Brunswick, New Jersey 1/2021-1/2022

- Conducted extensive literature review on poverty and poverty mapping using AI in Zambia.
- Collaborated on introduction of journal articles for publication.
- Completed chapter reviews of manuscripts for publication.
- Identified data sets to analyze georeferenced data.
- Reviewed grant proposals and IRB protocols for various projects.

Institute for Families-Rutgers University, Graduate Assistant, New Brunswick, New Jersey 9/2018-8/2019

- Completed data entry for NJCC quality improvement study and several other surveys using SPSS.
- Researched best practices for evaluating critical incidents pertaining to children in care for literature review.
- Completed Workforce Report for New Jersey Department of Children and Families.
- Assisted with creating IRB protocol for forensic interviewing study for DOJ grant application.

PRACTICE EXPERIENCE

Social Worker III, New Orleans Police Department, New Orleans, LA 11/2016 – 8/2018

- Developed and coordinated appropriate counseling program within the homicide department.
- Provided specialized individual/family therapy for victims/witnesses of violent crimes and their families.
- Prepared necessary reports and maintained adequate case records and statistics.

Correct Care Solutions, Mental Health Professional, New Orleans, LA 4/2016-10/2016

- Conducted mental health intake assessments, suicide risk assessments, and crisis intervention.
- Provided mental health individual counseling for a caseload of 80 incarcerated males and females.
- Facilitated psychotherapy groups for individuals with mild to severe mental illness.

Womanspace LA/RHD, Assistant Director, New Orleans, LA

11/2015-4/2016

- Conducted intake assessments, summarize results, and coordinated the acceptance process for a residential 20 bed Safe Haven female program.
- Ensured consumer charts were accurate and complete.
- Provided individual, group, family, and crisis intervention sessions as needed.
- Led clinical case supervision meetings and facilitate staff trainings.
- Conducted and documented individual supervision of staff members and social work interns.

Odyssey House Louisiana, Substance Abuse Counselor, New Orleans, LA

11/2015-4/2016

- Conducted individual and group therapy sessions for residential substance abuse detox facility.
- Completed treatment and discharge plans according to client's disposition.
- Identified services and support needed to address client problems and needs as identified in the client assessment.
- Completed daily clinical documentation in electronic records database for case management of 20 male and female clients.

West Baton Rouge Sheriff Office, Transition Specialist, Baton Rouge, LA

6/2014-4/2015

- Created casework and resource system for the new branch of Capital Area Reentry Program.
- Provided case management for adult male offenders to assess risks, strengths, and community services needed in order to reduce recidivism rates.
- Conducted client intakes/discharge sessions and maintained case files.
- Mobilized community resources and interagency services for transitioning offenders.
- Provided daily task supervision to Social Work interns.
- Reviewed and analyzed program policies, procedures, rules, and regulations in accordance with national social work standards.

Seamen's Society for Children and Families, Socio-Therapist, Staten Island, NY

12/2011-10/2012

- Provided services as a behavioral specialist with multidisciplinary foster care team to ensure each child is placed permanently in a stable home.
- Scheduled and monitored mandated weekly contacts and documented home visits.
- Monitored and maintained compliance for casework milestones in accordance with time frames established by City and State regulations.
- Assisted foster parents in their role of monitoring youth's daily progress. Supported and monitored progress as it relates to the specific behavioral and social goals developed for and with children.

United States Marine Corps, Veteran, Camp Pendleton, CA

1/2005-1/2009

- Served in the United States Marine Corps as a Non-Commissioned officer; E4-

Corporal of Marines.

- Deployed in Iraq as Aviation Ordnance Marine during Operation Iraqi Freedom in 2007.
- Provided leadership to and mentored junior Marines.
- Attended formal aviation military schools; troubleshoot electrical systems, maintained, and replaced parts on aircrafts.
- Performed and supervised Food Service production of daily unit meals for 300 Marines.

TEACHING INTERESTS and EXPERIENCE

Social Work Practice; Human Behavior in the Social Environment; Clinical Social Work Practice; Global Social Work and Social Development.

OTHER EMPLOYMENT

Women for Women International and Tulane University, Intern, Rwanda, Africa 9/2013-12/2013

- Collaborated with local organizations that trained newly recruited social workforce in childcare and protection services at the sub-national level with an emphasis on childcare system reform.
- Monitoring and Evaluation; assisted with the development of training assessment tools; development and maintenance of the project database; data entry; qualitative and quantitative analysis.
- Capacity Building; provided training and ongoing technical assistance to Tulane University Rwanda Country Office technical staff on basics of qualitative and quantitative data analysis.
- Project Management; assisted with project management activities, including logistics and reporting.
- Conducted several focus groups in rural villages through Women for Women International during a 3-month period around issues of childcare with program participants.
- Compiled research and submitted findings and suggestions for the agency about the country's childcare practices.
- Compiled success stories of graduates from the program for website/grant purposes.

ERACE, Social Work Intern, New Orleans, LA 1/2013-8/2013

- Attended Board of Directors meetings.
- Formulated management plan for expansion of non-profit volunteer organization from local to national presence.
- Attained skills in office management, communications, and staffing systems.
- Utilized web conferencing system to create opportunities for intergroup dialogues in schools.
- Facilitated monthly group discussions with community and board members around deconstructing racism.
- Selected and supervised volunteers.
- Coordinated fundraising events.

- Managed day to day functions of email, investors, website maintenance, and created independent schedule.

Grand Street Settlement, Social Work Intern, New York, NY

9/2010-5/2011

- Coordinated case management with high-risk LGBTQ youth ages 18-22 transitioning out of the foster care system, living in shelters, and/or in need of housing, healthcare, and jobs.
- Developed, implemented, and evaluated independent life skills program.
- Facilitated resume writing, interview etiquette, housing, medical care, sexual health, and LGBT history courses.
- Provided crisis intervention for adolescents exhibiting high risk behaviors.
- Conducted intakes with new clients and provided referrals.
- Advocated for clients with schools, medical care, public assistance, and family members.
- Participated in community outreach.

PROFESSIONAL DEVELOPMENT

- Licensed Clinical Social Worker (LCSW) by Louisiana State Board of Social Work Examiners (2018)
- Teaching Assistant Project Certificate, Rutgers-Graduate School (2020)

SERVICE

Rutgers University, Doctoral Student Association Co-Vice President, New Brunswick, NJ 9/2020-5/2021

- Served as liaison for PhD students and faculty in the School of Social Work.
- Resolved the concerns of the graduate student community and continually engages the Board to develop resolutions to concerns.
- Spoke at numerous events throughout the year and advocated for graduate student life and governance.

Second Harvest Food Bank, Volunteer, Harahan, LA

10/2015

- Assisted in collecting and distributing goods at the local food bank.

Marine Corps Recruiting Station Baton Rouge, Baton Rouge, LA

11/2014

- Presented Stress Management/Resiliency brief for female Marine Corps applicants in the Delayed Entry Program to facilitate increased retention rates for recruit training.

DOROT, Volunteer, New York, NY

9/2009-12/2009

- Volunteered with Jewish organization to conduct weekly home visits with elderly Holocaust survivors.
- Provided social support through conversations about life during the Holocaust.
- Planned recreational activities with clients and helped them with ADL functions.

PROFESSIONAL AFFILIATIONS

- National Association of Social Workers (2010-present)
- Mixed Methods International Research Association (2022-present)



Lorraine Y. Howard

lhoward@rutgers.edu jamiiconsult@gmail.com

<https://orcid.org/0000-0002-7351-792X>

<https://www.researchgate.net/profile/Lorraine-Howard-3>

www.linkedin.com/in/lorraineyhoward-lcsw-lcadc

Education:

- Doctor of Philosophy, Rutgers University, School of Social Work (expected May 2024)
- Master of Social Work, Rutgers University, School of Social Work (May 2008)
- Bachelor of Arts in Social Work, Rutgers University, Camden, NJ (1996).

Research Interests:

Intersecting areas of trauma, substance use, adolescent/young adult health and wellbeing, and culturally relevant social work practice.

Research Experience:

- Research internship (2022-present) Mental Health Equity Lab at the New School
- Research Consultant for projects on ALDA Inc. After School program Evaluation Report (2012), and Gene Upshaw Players' Assistance Trust Evaluation Study (2016).

Lorraine Y. Howard is a PhD candidate with research interests in intersecting areas of trauma, substance use, adolescent/young adult health and wellbeing, and culturally relevant social work practice. Prior to joining the PhD program at Rutgers, she had over 20 years of extensive administrative and clinical experience in the field of social work and addictions. In addition, she has 10 years of teaching various social work courses in different formats at both the undergraduate and graduate levels.

Lorraine Y. Howard, MSW, LCSW, LCADC

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<https://orcid.org/0000-0002-7351-792X>

EDUCATION

PhD Candidate – Rutgers School of Social Work.	(Expected 2024)
Rutgers Camden Engaged Civic Learning Faculty Fellow	2017
Master of Social Work – Rutgers, The State University of New Jersey	2008
Bachelor of Arts – Rutgers, The State University of New Jersey	1996

LICENSES

Licensed Clinical Social Worker (LCSW)- New Jersey #44SC05490200

Licensed Clinical Alcohol and Drug Counselor (LCADC)- New Jersey #37LC00167800

RESEARCH INTERESTS

Intersecting areas of trauma, substance use, adolescent/young adult health and well-being, and culturally relevant social work practice.

AWARDS and HONORS

2021	Outstanding Doctoral Student Teaching in the MSW Program
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ACADEMIC EXPERIENCE

1/2019-present	Part-Time Lecturer Rutgers, The State University of New Jersey School of Social Work	New Brunswick, NJ
1/2018-present	Adjunct Instructor Delaware State University Wesley College of Health and Behavioral Science Department of Social Work	Dover, DE
01/2019-06/2022	Director of Addiction Education Rutgers, The State University of New Jersey Graduate School of Applied and Professional Psychology Center of Alcohol Studies	New Brunswick, NJ
1/2015-1/2019	Teaching Instructor/ Field Education Coordinator Rutgers, The State University of New Jersey School of Social Work	New Brunswick, NJ

1/2017- 1/2019	Adjunct Faculty Temple University College of Public Health- School of Social Work	Philadelphia, PA
1/2017- 1/2019	Coadjutant Rutgers, The State University of New Jersey Center of Alcohol Studies	New Brunswick, NJ
8/2014- 6/2016	Coadjutant Offsite Field Instructor Rutgers, The State University of New Jersey School of Social Work	Camden, NJ

TEACHING INTEREST & EXPERIENCE

Graduate Courses Taught

Rutgers University- School of Social Work

Clinical Social Work Practice I, Traditional and On-line synchronous. Fall 2019-2022.

Clinical Assessment & Diagnosis, On-line (synchronous and asynchronous). Summer 2020-2022; Spring 2021-2022.

Professional Development and Responsibility in Addictions Practice, Intensive weekend course. On-line asynchronous. Spring 2021.

Solution Focused Therapy, Intensive weekend course. Spring 2020.

Case Management in Addictions Practices, Hybrid course. Spring 2013-2015; 2017-2019.

Biology of Addictive Behaviors (co-lead), Hybrid course. Spring 2013; Fall 2014-2017; Summer 2014 (two courses), 2016-2018.

HBSE: Addictive Behaviors Across the Lifespan, Hybrid. Summer 2013; Spring 2017-2018.

Social Work Practice I, Fall 2017.

Clinical Social Work: Addictive Behaviors I (co-lead), Hybrid Courses. Fall 2014.

Clinical Social Work: Addictive Behaviors II (co-lead), Hybrid courses. Spring 2014 (two courses).

Delaware State University

Advanced Social Work Practice and Trauma, On-line asynchronous course. Fall 2022.

Theories of Personality and Psychopathology. On-line asynchronous course. Fall 2018.

Temple University

Evaluation of Practice: Clinical, Fall 2018.

Undergraduate Courses Taught

Rutgers University-Center of Alcohol & Substance Use Studies

An Introduction of Drug and Alcohol Use Disorders, Hybrid course. Spring 2021, Fall 2021.

The Brain Mind Experience: How Drugs Impact Brain Functioning, Hybrid course. Fall 2021.

Bachelor's level Addiction Counselor Training Program, Rutgers University Center of Alcohol studies. (Camden & Piscataway campus) 2014-2016.

Rutgers University- School of Social Work

Generalist Practice I, Fall 2018.

Social Work Policy & Services II, Spring 2016.

Social Work Policy & Services I, Fall 2015.

Professional Development Seminar, Spring 2013.

Temple University

Communication in Social Work Practice, Fall 2017.

PUBLICATIONS

Howard, L.Y. & Pichon, A. (2023). When oncology and other psychosocial issues clash: A social worker's role in a complex case with multiple barriers to care. In J.L.M. McCoyd, J.E. Lee, & T.S. Kerson, (Eds. and authors) & Associates. *Social work in health settings* (5th, pp. 199-213). Routledge.

Howard, L.Y. & McCoyd, J.L.M. (2022). Social work "voice" and interprofessional education: Factors beyond professional culture. *Social Work Education*.
<https://doi.org/10.1080/02615479.2022.2061944>

PUBLICATIONS IN PROGRESS/UNDER REVIEW

McKenzie, C.S., **Howard, L.Y.**, & Peterson, N.A. (in progress). The Brief Resilience Scale (BRS): Evaluating dimensionality & measurement invariance utilizing a critical approach: Intersectional multigroup analysis among racially-ethnically diverse U.S. college students.

Howard, L.Y., McCoyd, J.L.M., & Polanco-Roman, L. (under review). The health and well-being of racially and ethnically minoritized youth: Attending to racial trauma in social work practice. *Journal of Ethnic & Cultural Diversity in Social Work*.

PEER REVIEWED CONFERENCE PRESENTATIONS

Blunt-Carter, M., Moore-Bembry, N., & **Howard, L.Y.** (2023, October). *Political social work-A social justice imperative*. Council on Social Work Education Annual Conference. It's Time to Act: Defining and Reckoning With Anti-Racist Social Work Education. Accepted

Howard, L.Y., Moore-Bembry, N., & Blunt-Carter, M. (2020, November). *The development of cross-cultural awareness through cultural humility*. Council on Social Work Education Annual Conference. Leading Critical Conversations: Diversity, Equity & Inclusion, Virtual.

Howard, L.Y., Moore-Bembry, N., & Blunt-Carter, M., (2020, September). *Culturally relevant clinical work in addiction treatment: Moving beyond cultural competence*. NAADAC, the Association for Addiction Professionals Annual Conference and Hill Day: Learn, Connect, Advocate, Succeed, Washington, D.C. Accepted

Blunt-Carter, M., Moore-Bembry, N., & **Howard, L.Y.** (2019, October). *Dismantling the ethnocentric worldview through intercultural sensitivity and cultural humility*. Council on Social Work Education Annual Conference. Social Work Education: Looking Back, Looking Forward, Denver, Colorado.

Blunt-Carter, M., Moore-Bembry, N., & **Howard, L.Y.** (2019, April). *The challenge of an ethnocentric worldview in social justice: Can we talk?* Presented at the 9th Annual Learning Institute Global Well-Being and Social Change Conference, Lancaster, Pennsylvania.

Howard, L.Y., & Glick, K. (2018, June). *Intercultural themes in addiction treatment: A clinical view*. Keynote speaker at the Rutgers Center of Alcohol Studies Summer School of Addiction Studies Creating Change Through Connection: Working with Multicultural Populations Conference, Piscataway, New Jersey.

Findley, P., Guerin, T., **Howard, L.Y.**, McCoyd, J., & Shdaimah, C. (2018, November). *Navigating barriers to IPE from above and below in large university systems*. Presented at the Council on Social Work Education Annual Conference. Expanding Interprofessional Education to Achieve Social Justice, Orlando, Florida.

Howard, L.Y., & Hiraldo, B. (2018, March). *Field, the signature pedagogy of social work education: Importance of integrating self-care*. Presented at The Grand Challenges of Political Change. The Association of Baccalaureate Social Work Program Directors (BPD) Annual Conference, Atlanta, Georgia.

Howard, L.Y., & Glick, K. (2017, June). *Intercultural themes of social work: A clinical view*. Presented at the Rutgers School of Social Work Challenging Racial Disparities: Poverty, Race & Addictions Conference, New Brunswick, New Jersey.

Howard, L.Y. (2004). *Family Violence Prevention Program*. Presented at the New Jersey Conference on Child Abuse and Neglect, New Jersey.

INVITED & CONTINUING EDUCATION PRESENTATIONS

Howard, L.Y. & Khetarpal, R. (2022). *Let's talk: Pivoting the challenges in fostering an inclusive classroom environment*. Invited speaker for the Student Planning Committee for Anti-Racism. Rutgers University, (virtual).

Howard, L.Y., (2021, October). *Just and equitable clinical work in addiction treatment: The who, why and how*. Invited as a speaker at the Chesapeake Health Education Program, Inc. 8th Annual Addiction Conference, Belcamp, MD.

Howard, L.Y., (2021, July). *Motivational interviewing: In-person to remote counseling*. Presented at the Rutgers Center of Alcohol Studies Summer School of Addiction Studies Science, Cultural Humility, and Compassion: Paving the Road to Recovery, Piscataway, New Jersey.

Howard, L.Y., (2020, June). *Cultural humility: Considerations in addiction treatment*. Invited to present at the Rutgers School of Social Work Fourth Annual Challenging Racial Disparities Conference, Piscataway, New Jersey.

Howard, L.Y., (2019, June). *The intersection of race and addictions: Challenges and opportunities*. Presented at the Rutgers School of Social Work Third Annual Challenging Racial Disparities Conference: A Call to Action, Piscataway, New Jersey.

Howard, L.Y., (2018, June). *Culturally relevant clinical work: Does it really matter?* Presented at the Rutgers Center of Alcohol Studies Summer School of Addiction Studies Creating change through connection: Working with multicultural populations Conference, Piscataway, New Jersey.

Howard, L.Y., (2018, June). *Clinical supervision: Confronting common challenges*. Presented at the Rutgers Center of Alcohol Studies Summer School of Addiction Studies Creating Change Through Connection: Working with Multicultural Populations Conference, Piscataway, New Jersey.

Howard, L.Y., (2018, June). *Racial identity development & the therapeutic alliance: Can we really talk?* Presented at the Rutgers School of Social Work Second Annual Challenging Racial Disparities Conference: A Call to Action, Piscataway, New Jersey.

Howard, L.Y., Moore-Bembry, N., & Epstein, R. (2017, October). *Language and discrimination: The treatment of people based on their use of language*. Rutgers University, Camden, NJ.

- Howard, L.Y., (2017, June). *Understanding the signature pedagogy of social work education: Benefits & challenges of supervision in field education*. Presented at Rutgers School of Social Work, Office of Field Education Workshop, Camden, New Jersey.
- Howard, L.Y., (2017, June). *Addiction professional leadership initiative*. Presented at the Division of Mental Health and Addiction Services Training Workshop, in partnership with Rutgers Center of Alcohol Studies, Trenton, New Jersey.
- Howard, L.Y., (2011). *What to expect: Working with dual diagnosed clients*. Presented at the Annual Catholic Charities New Jersey Conference, New Jersey.
- Howard, L.Y., (2005). *Motivational interviewing overview*. Presented at the New Jersey State Parole Board Workshop, New Jersey.
- Howard, L.Y., (2005). *Family Violence Prevention Program*. Presented at the New Jersey Conference of Battered Women, Deptford, New Jersey.
- Howard, L.Y. (2004). *Domestic violence*. Presented at the Mental Health Association in Southwestern New Jersey Southern Region Children's Coordinating Council, New Jersey.
- Howard, L.Y. (2002). *SMART Recovery overview*. Presented at Volunteers of America Delaware Valley Workshop, New Jersey.

PANELS & EVENTS

- Howard, L.Y.**, Hien, D., Moore-Bembry, N., Louie, M. (2019, December). Exploring resilience in youth: A panel discussion. 3rd Annual 2019 Trauma at the Core Conference. Ewing, NJ. **Panelist and Presenter.**
- Howard, L.Y.** & Moore-Bembry, N. (2018, February). To kneel or not to kneel: Sports, activism and social justice. Rutgers, The State University of New Jersey, Camden, NJ. **Panelist.**
- Howard, L.Y. (2017, September). Inter-professional education (IPE) day. Crucial conversations in Camden. Cooper Medical School of Rowan University, Camden, NJ. **Panelist.**

GRANTS RECIEVED

The WinR Addiction Advocacy Internship/Fellowship Program for Rutgers BIPOC Students & Faculty (PI: Denise Hien, PhD; Co-I's: Margaret Swarbrick, PhD & **Lorraine Y. Howard, LCSW, LCADC**), Rutgers University New Brunswick Office of the Chancellor. Total, \$225,000.

GRANTS NOT FUNDED

Evaluating Wellness in Recovery (WinR), a self-care training toolkit for people living with substance use disorders (SUD) and their family supporters: A mixed methods study. New Jersey Health Foundation 2019-2020

Opioid Recovery Employment Program- Pathways To Recovery. New Jersey Department of Labor and Workforce Development. 2019-2020.

RESEARCH EXPERIENCE

Howard, L.Y., Moore-Bembry, N., & Peterson, N.A. (In progress). Primary Investigator on a content validation study of a cultural humility assessment tool.

McCoyd, J. & **Howard, L.Y.** (2016). Co-investigator on an approved research project looking at the experience of social work during an inter-professional education (IPE) event.

Howard, L.C. & **Howard, L.Y.** (2016). Research Consultant. Gene Upshaw Players' Assistance Trust: Evaluation Study.

Howard, L.C. & **Howard, L.Y.** (August 2012). *ALDA Inc. After-School Program*, Evaluation Report. Prepared for 21st Century Community Learning Center After-School Program (NC).

PROFESSIONAL DEVELOPMENT

Mini Event-related potentials (ERP) Boot camp. Rutgers University Graduate School of Applied and Professional Psychology Center of Alcohol Studies June 2019

SERVICE TO UNIVERSITY

Committee member. Diversity, Equity & Inclusion Initiative. Rutgers Addiction Research Center (RARC). 2022

Committee member. Diversity Climate Assessment Group. Rutgers University Graduate School of Applied and Professional Psychology. 2021-2022

Committee member. Psychology Continuing Education Advisory Board. Rutgers University Graduate School of Applied and Professional Psychology Office of Professional Development and Continuing Education. 2019-2022

Committee member. Race conference: Challenging Racial Disparities: Poverty, Race & Addictions. Rutgers, The State University of New Jersey School of Social Work 2017.

Developed. Appreciation Luncheon to honor the partnerships the field education department has with community agencies and field liaison. 2015, 2016.

Developed. Self-Care: From Student to Professional workshop. Rutgers University School of Social Work. 2015, 2016.

Co-facilitator. Inter-professional Education groups to help guide students from law, medicine, nursing, and social work to focus on a collaborative approach to patient care, with emphasis on team interaction and communication. 2015, 2016.

Committee member. Self-Care and Safety. Field Education Faculty looking at ways to build self-care and safety into the field education experience for student on all 3 campuses. New Jersey 2015.

Committee member. The 3rd Annual Rutgers and Cooper Medical School of Rowan University Inter-Professional Education Day “Crucial Conversations”. New Jersey 2015

SERVICE TO THE PROFESSION

Reviewer. *Advances in Social Work Journal*.

Stakeholder Reviewer. Patient-Centered Outcomes Research Institute (PCORI).

Copy Editor. Collaborations: A Journal of Community-based Research and Practice

Trainer. Mandatory Legal Class. Addiction Professionals Certification Board of New Jersey, Inc.

SERVICE TO THE COMMUNITY

Panelist. National Accelerator Healthcare Youth Apprenticeship Conference. Public Health and Behavioral Health. New Jersey 2019

Panelist. Burlington County Partnership for Youth Success Willingboro Municipality. Youth Mental Health Panel Discussion. New Jersey 2019

Committee member. Susan G. Komen African American Health Equity Collective. An initiative to reduce African American breast cancer disparities by 25% in five years, starting in the 10 U.S. cities where the inequities are greatest. New Jersey 2018

Grant Reviewer. Susan G. Komen Central and South Jersey raises funds to make grants to nonprofit organizations offering breast health and breast cancer-related projects to medically underserved individuals through its community grants program. New Jersey 2018, 2019, 2020

Board Member. Remnant, Inc. A non- profit organization that provides health and well-being through the promotion of holistic social services to the community. 2016- Present.

Board Member. South Jersey Fire Cheerleading, Board member- General manager/fundraising. A non-profit cheerleading organization committed to developing successful young athletes with focus on physical fitness, psychological well-being, community service and lifelong lessons within a safe, fun, and positive environment. 2016-present.

Committee member. Revision of New Jersey Substance Abuse Monitoring System (NJSAMS), New Jersey Division of Addiction Services, 2013.

Committee member. Development of Batterer's Program Standards, New Jersey Coalition for Battered Women, 2004

CURRICULUM & RESOURCE DEVELOPMENT

Bauer, A., Jenkins, T., Bazan, C., **Howard, L.Y.**, Swarbrick, M., & Ji, M. (2022). Building bridges: Resources to center cultural humility. Piscataway, New Jersey: Center of Alcohol & Substance Use Studies, Graduate School of Applied and Professional Psychology, Rutgers University.

Howard, L.Y., Jensen, N., Ortiz, J., Farhan, S., & Perez, F. (2021). Trauma & Substance Use Certificate Program. Piscataway, New Jersey: Center of Alcohol & Substance Use Studies, Graduate School of Applied and Professional Psychology, Rutgers University.

IN THE MEDIA

April 23, 2021 Invited expert panelist Rap Lyrics For Class: Hip Hop Health Summit (No.1) [Video podcast episode].

https://www.youtube.com/playlist?list=PLmcOPIsxzoXH6qg6WAUq0G59r6uQe_fnI

Fall 2017 Interview. Conversations on Racial Disparity with Dr. Carl Hart. Partnering for Change Magazine.

https://socialwork.rutgers.edu/sites/default/files/publications/9_x_11_partnering_for_change_11_14_final2_reduce_3.pdf

PROFESSIONAL EXPERIENCE

01/2012- Present	Jamii Counseling & Consulting <i>Therapist (Owner)</i>	Cherry Hill, NJ
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Provide individual and group therapeutic counseling services, program evaluation and development, clinical supervision, staff training and LCSW & LCADC supervision.

01/2011- 12/2015	Message of Hope <i>Director</i>	Voorhees, NJ
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Administrator of an adult outpatient program that provides intensive outpatient and outpatient treatment to adult men and women. Responsible for the overall operations of the program, which include administrative oversight, developing training protocols, quality assurance, program development, manage current contracts and development of additional funding opportunities, ensuring compliance with local and state regulations, collaboration with community partners and participation in various county and state committees/groups to support advocacy and advancement of the addictions and mental health field.

06/2011-
12/2012 **Juvenile Justice Commission Campus RCH** Blackwood, NJ
Clinical Supervisor (Independent Contractor)

Contracted to provide clinical supervision for an adolescent residential substance abuse program serving 40 males who are committed or on probation status. Provided clinical consultation to Superintendent and clinical staff.

10/2010-
03/2012 **Catholic Charities Diocese of Trenton** Trenton, NJ
Program Supervisor

Director of an adolescent substance abuse program that provides intensive outpatient and outpatient treatment to over 60 males and female adolescents. Responsible for the overall administration and clinical components of the program.

04/2000-
10/2010 **Volunteers of America Delaware Valley** Collingswood, NJ
Positions held:

Director of Substance Abuse (3/10-10/10)

Assisted in development of a residential substance abuse program. Responsible for oversight of the clinical component of a 72-bed residential program and an outpatient addiction treatment program that services both male and female clients. Directly supervised 10 substance abuse counselors and provided staff training to enhance knowledge and skill in the field of substance abuse, co-occurring, and trauma services. Also responsible for strategic planning, developing innovative programs and collaborating with other agencies to increase effectiveness of continuum of care. Provided co-occurring and trauma clinical sessions.

Consultant (06/2004-11/2005)

Provided assistance to housing and supportive services component. Responsibilities included: assistance in the development of a centralized data collection system, chaired data collection and grant writing committees and facilitated staff training.

Senior Treatment Coordinator (01/2004–11/2005)

Developed and implemented a Family Violence Prevention Program targeting batterers, which included a Domestic Violence Outreach Program. Responsibilities included developing program structure, grant writing, developing program specific policy & procedures, program budget, clinical group sessions, supervising treatment staff, conducting initial evaluations, and coordinating treatment schedule and quality assurance of program delivery, community education.

Treatment Coordinator (02/2002-01/2004)

Coordinated the treatment component for 40-50 parolees in a Day Reporting Program. Responsible for the direct supervision of Case Management staff, quality assurance of initial assessments and its relationship to the development of service plans, developed and implemented in-service training component and staff development program, networked with other community agencies to develop alternative resources for treatment support and aftercare, implementation of core programs, quality assurance and staff certification, collected data to support research initiatives and trained agency staff “What Works Practices” & Core Curriculum. Trained and facilitated an intensive outpatient drug program.

Treatment Specialist (02/2001-02/2002)

Supported Case Management Staff of 4 correctional facilities. Conducted visits to facilities, conducted approved treatment curriculum programming in correctional programs as needed, including intensive outpatient drug program, assisted with the development of accreditation protocols, conducted staff training, assured quality of program delivery and supported data collection efforts, assisted in the development of annual training schedule and participated as a member of VOADV’s research outcome committee.

Case Manager (04/2000-02/2001)

Managed an average case load of 15-20 parolees: male and female, oriented and assessed all new clients via a standardized risk assessment, completed service plans, monitored

and documented client progress, identified and/or developed resources and linked clients, facilitated and scheduled workshops/programs/groups addressing client's needs and work in conjunction with the employment counselor to develop employment opportunities and resolve job-related problems. Facilitated intensive outpatient drug program and S.M.A.R.T. Recovery groups.

01/2009- **MD Anderson Cancer Center** Houston, TX
03/2010 ***Licensed Social Work Counselor***

Assisted patients and families to cope more effectively with life changes that may occur with a cancer diagnosis and assisted in dealing with psychological or social barriers to their treatment. Also, developed and led a consult group which provided consultation to other social workers, physicians, and other medical staff to effectively deal with patients with substance use issues.

06/2008- **Fulshear Ranch Academy** Needsville, TX
01/2009 ***Primary Therapist***

Provided therapy in a holistic therapeutic learning community, where young women struggling with body image and boundary setting issues, addictions, post-traumatic stress disorder, low self-esteem, depression, and school difficulties can find healing for their mind, body, and spirit.

07/2005- **Juvenile Justice Commission** Blackwood, NJ
06/2008 **Campus Residential Community Program**
Clinical Supervisor

Developed site-specific policies and procedures and provided clinical supervision to substance abuse counselors and social workers in a residential substance abuse program serving 40 adolescent males who were committed or on probation status.

08/1997- **Camden County Council on Economic Opportunity** Camden, NJ
04/2000 **Head Start**
Family Service Worker

Worked to link the center, the family and related community resources and assist the family in its own efforts to improve the conditions and quality of family life.



hy.jin@rutgers.edu or huiying0622@gmail.com

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<https://www.linkedin.com/in/huiying-jin-97bb7341/>

<https://www.researchgate.net/profile/Huiying-Jin>

Education:

- Doctor of Philosophy, Rutgers University, School of Social Work (expected May 2024)
- Master of Social Work, The University of Chicago, School of Social Service Administration (May 2016)
- Bachelor of Arts in Communication, Fudan University, China (2013).

Research Interests:

Child and family well-being, low-income working families, work-life programs, immigrant families and children, quantitative and mixed-methods research

Research Experience:

- Graduate Assistant (2019-2021) Institute for Families, Rutgers University
- Research Assistant for multiple projects that encompass topics such as social workers' well-being in China under nonstandard work schedules (2021-present), the effect of nonresident fathers' involvement on children's economic stability and mothers' mental health (2021- present), issues with the Head Start (2022-2023), childcare cost analyses (2020-2022), substance abuse indicators in NJ (2020-2022), NJ childcare market price study (2020-2021), evaluations of anti-poverty policies and child development initiatives in China (2019-2021) and school-based interventions in Chicago (2015-2016).
- Social work internship, Illinois Guardianship and Advocacy Commission (2014), Chinese American Service League (2014), Chicago House, Chicago (2013-2014)

Huiying Jin, a sixth-year PhD candidate at Rutgers University, specializes in enhancing the well-being of children from low-income working families. Drawing from her experience as a news reporter in China, Huiying observed the challenges faced by construction workers and their families. Her understanding was further enriched while at the UChicago and her work with individuals and families affected by work and health-related issues. At Rutgers, she studies topics such as work-family dynamics, involvement of nonresident fathers, childcare programs, and Chinese anti-poverty policies. She aspires to be a tenure-track Assistant Professor, allowing her teaching and research on the intersection of work-family issues and children's well-being.

HUIYING JIN

Rutgers, the State University of New Jersey
School of Social Work
120 Albany Street, Tower One, Second Floor
New Brunswick, NJ 08901

Email: hy.jin@rutgers.edu
Phone: 848-219-2815

EDUCATION

- 2024 (expected)** **Doctor of Philosophy in Social Work**
Rutgers University–New Brunswick
Dissertation: *Mothers' nonstandard work schedules and children's internalizing and externalizing behavioral outcomes*
Committee: Joy Jeounghee Kim (Chair), Chien-Chung Huang, Michael Myungkook Joo, Lenna Nepomnyaschy, Kyunghee Lee (outside member)
- 2016** **Master of Arts in Social Work** (Social Administration Concentration)
The University of Chicago
- 2013** **Bachelor of Arts in Communication Studies**
Fudan University

RESEARCH INTERESTS

Child and family well-being; Low-income working families; Work-life programs; Immigrant families and children; Quantitative and mixed-methods research

PUBLICATIONS

PEER-REVIEWED

- Jin, H., & Lee, K.** (2022). Differences in characteristics between Head Start participants and non-participants among Head Start eligible families with young children. *Early Education and Development*, 1-15. <https://doi.org/10.1080/10409289.2022.2148321>.
- Nepomnyaschy, L., Thomas M., Haralampoudis, A., & **Jin, H.** (2022). Nonresident father involvement and children's economic precarity. *The ANNALS of the American Academy of Political and Social Science*. 702(1), 78–96. <https://doi.org/10.1177/000271622211193>
- Xie, X., Xie, M., **Jin, H.**, Cheung, S., & Huang, C-C. (2020). Financial support and financial well-being for vocational school students in China. *Children and Youth Services Review*, 118, 105442. <https://doi.org/10.1016/j.childyouth.2020.105442>
- Huang, C-C., **Jin, H.**, Zhang, J., Zheng, Q., Chen, Y., Cheung, S., & Liu, C. (2020). The effects of an innovative e-commerce poverty alleviation platform on Chinese rural labor skills development and family well-being. *Children and Youth Services Review*, 105189. <https://doi.org/10.1016/j.childyouth.2020.105189>
- Huang, C-C., Chen, Y., **Jin, H.**, Stringham, M., Liu, C., & Oliver, C. (2020). Mindfulness, life skills, resilience, and emotional and behavioral problems for gifted low-income adolescents in China. *Frontiers in Psychology*, 11, 594. <https://doi.org/10.3389/fpsyg.2020.00594>
- Jin, H.** (2017). Potential cause and prevention of child maltreatment in China. *China Social Welfare (Theory)*, 9, 5-9. (In Chinese)
- Liang, Z., **Jin, H.**, and Li, C. (2015). The role of technology during lifelong education development. *Survey of Education*, 6, 76-78. <http://doi.org/10.16070/j.cnki.cn45-1388/g4s.2015.06.035>. (In Chinese)

UNDER REVIEW

Jin, H., Tu, B., & Huang, C-C. Nonstandard work schedules and burnout of social workers in China. *Journal of Social Work*

Jin, H., Tu, B., & Huang, C-C. Nonstandard work schedule and work performance of Chinese social workers: roles of mindfulness and burnout. *Social Work Research*

IN PREPARATION (analyses completed, write-up phase)

Jin, H. Mothers' nonstandard work schedules and children's internalizing behavioral health.

Jin, H. Mothers' nonstandard work schedules and children's externalizing behavioral health.

Jin, H. How different types of mothers' nonstandard work schedules affect children's internalizing behavioral health.

Jin, H. How do different types of mothers' nonstandard work schedules affect children's externalizing behavioral health?

Jin, H. The role of family structure on the relationship between mothers' nonstandard work schedules and children's behavioral health.

Jin, H. & Nepomnyaschy, L. Nonresident father involvement and mother's mental health.

Jin, H. An exploratory qualitative study on the support system of children living in poverty in urban China.

RESEARCH REPORTS

Peterson, N. A., Powell, K. G., Kaur, H., **Jin, H.**, Wei, Y., Golden, K & Wang, Y. (2023).

Partnerships for success: New Jersey chartbooks of substance abuse related indicators. technical report (21 vol.). Submitted to the New Jersey Department of Human Services, Division of Mental Health & Addiction Services, Trenton, NJ.

McCutcheon, T., Arnold-Berkovits, I., Figueroa, A., Allegra, C., Liu, C., Nitkey, S., **Jin, H.**, & Oliver C. (2021). *New Jersey Child Support Institute FY21 half-year report*. Institute For Families.

McCutcheon, T., Arnold-Berkovits, I., Figueroa, A., Allegra, C., Liu, C., Nitkey, S., **Jin, H.**, & Oliver, C. (2020). *New Jersey Child Support Institute FY20 half-year report*. Institute For Families.

PEER-REVIEWED PRESENTATIONS

Jin, H., Huang, C-C., & Tu, B. (2023, January). *Nonstandard work shifts and social workers' burnout in China during the COVID-19*. Oral presentation at the 27th Annual Conference of the Society for Social Work and Research. Phoenix, AZ.

Jin, H., Tu, B., Huang, C-C., & Yang, M. (2022, October). *Nonstandard work schedule and work performance of social workers in China: roles of mindfulness and burnout*. 64th Annual Conference of the American Association for Chinese Studies. Denver, CO.

Jin, H. & Nepomnyaschy, L. (2022, January). *Nonresident fathers' involvement with children and mothers' well-being*. E-Poster at the 26th Annual Conference of the Society for Social Work and Research. Washington, DC.

Huang, C-C., **Jin, H.**, Zhang, J. & Zheng, Q. (2020, postponed). *Social innovation and poverty alleviation*. Innovative Initiatives on Child Development Conference. Beijing, China.

Jin, H. (2020, April). *Who are Head Start eligible nonparticipants and how do they differ from Head Start participants?* 2020 Association for Public Policy Analysis & Management California Regional Student Conference. Riverside, CA

- Jin, H.**, Huang, C-C., Chen, Y., & Cheung, S. (2020, January). *Social innovation and poverty alleviation: evidence from an e-commerce intervention in China*. E-Poster at the 24th Annual Conference of the Society for Social Work and Research. Washington, DC.
- Jin, H.** (2019, July). *Family structure and adolescent depression: the significance of single mother's romantic relationship status*. School of Sociology and Population Studies, Renmin University, Beijing, China.
- Zheng, Q., Zhang, J., Huang, C-C., & **Jin, H.** (2019, April). *Capital sharing and precision poverty alleviation: Public welfare and China's fight against poverty*. Sharing and Development Symposium, Beijing, China.
- Li, W., Zhu, Y., O'Brien, J. E., & **Jin, H.** (2019, January). *Physical-, relational-, cyberbullying victimization among adolescents in China: an investigation of a representative sample using structural equation modeling*. Oral presentation at the 23rd Annual Conference of the Society for Social Work and Research. San Francisco.
- Jin, H.** (2011, June). *Research of Shanghai college students' happiness (Part II)*. Learning and Practicing Academic Forum. Fudan University. Shanghai, China

TRANSLATION WORK

Zhang J. (2018). *Internet + philanthropic poverty alleviation: from "Bank of China Philanthropy" to "China Philanthropy"*. Case Study, School of Management, Fudan University. (From Chinese to English)

TEACHING INTERESTS AND EXPERIENCE

Teaching Interests: Methods of Social Work Research; Program Development and Strategic Planning; Social Welfare Policy and Services; Advanced Contemporary Policy: Economic Justice for Families and Communities; Advanced Contemporary Policy: Children and Youth; Human Behavior in the Social Environment: Poverty, Inequality, Discrimination & Public Policy; Global Social Work and Social Development

Teaching Experience (MSW program):

Instructor

Rutgers University–New Brunswick

Advanced Contemporary Policy: Children & Youth (In-person, Fall23) (Online, Fall 22)

Assistant Director

Rutgers University–New Brunswick

Study Abroad: Social Welfare System in China (summer 2019)

Service Learning Abroad: Social Work in China (summer 2019)

Invited Speak/Presentation

Guest Speaker, Ph.D. Research Development Seminar, Spring 2021

Co-Facilitator

Intersectionality Theory & Diversifying the Asian Experience in Research, Ph.D. Student Planning Committee on Anti-Racism discussion sessions, Spring 2022

RESEARCH EXPERIENCES

Research Assistant

2021-present

Project title: Nonstandard Work Schedules and Social Workers' Well-Being in China

The overall goal of this study is to illustrate if and how nonstandard work schedules affect the well-being of social workers in China.

Institution: Huamin Research Center in School of Social Work at Rutgers University & School of Public Administration at Guangdong University of Foreign Studies

Supervisors: Drs. Chien-Chung Huang & Bin Tu

Tasks: Conducting a literature review, designing the study, managing data, analyzing data, and writing up the manuscript.

Research Assistant

2021-present

Project 1 title: Nonresident Fathers' Involvement and Mothers' Mental Health

Project 2 title: Nonresident Fathers' Involvement and Children's Economic Precarity

The overall goals of these studies are to examine the associations of a comprehensive set of measures of nonresident father involvement with the economic well-being of children living with their biological mothers and the well-being of mothers in the United States.

Institution: School of Social Work at Rutgers University

Supervisor: Dr. Lenna Nepomnyaschy

Tasks: Conducting a literature review, designing the study, analyzing data, and writing up the manuscript

Research Assistant

2021-2022

Project title: Child Care Narrow Cost Analyses

The overall goals of this study were to collect and examine the actual costs of operating a childcare program that currently meets standard expectations. In addition, the study aimed to identify two gaps (1) between the cost of childcare services and the market prices of the services and (2) between the cost of childcare services and the state childcare subsidy rate (together with copayment).

Institution: School of Social Work at Rutgers University

PIs: Drs. Myung-Kook Joo & Jeoung-Hee Kim

Funder: Division of Family Development, Department of Human Services

Tasks: Conducted a literature review, arranged meetings with childcare providers, created surveys, distributed surveys, cleaned and analyzed data using Excel and Stata, and run scenarios using the Provider Cost of Quality Calculator.

Research Assistant

2020-2023

Project title: Head Start Take-Up Issue

The overall goal of this study was to examine how Head-Start-eligible children differ from children participate in Head Start.

Institution: School of Social Work at Michigan State University

Supervisor: Dr. Kyung-Hee Lee

Tasks: Conducted a literature review, analyzed data, and wrote the manuscript.

Research Assistant

2020-2022

Project title: New Jersey Chartbook of Substance Abuse-related Social Indicators

The overall goal of this project was to collect and analyze multi-faceted epidemiological data of each county and municipality in New Jersey via a set of social, health, and economic indicators to assess the magnitude of substance use-related consequences and substance use patterns related to these consequences by profiling population needs, resources, and readiness to address the problems and gaps in service delivery.

Institution: Center for Prevention Science at Rutgers University

Funder: New Jersey Partnership for Success grant from the Substance Abuse and Mental Health Services Administration, Department of Health and Human Services

Tasks: Searched and collected the most updated substance use-related data at the state, county, and municipal levels, and drafted the codebook.

Research Assistant

2020-2021

Project title: The 2020 NJ Childcare Market Price Study

The overall goals of this study were to inform the DHS/DFD of the locally representative child care prices and other information on the local child care market relevant to the Child Care Subsidy program, as well as yield a better understanding of the price at which equal access to high-quality child care can be achieved for families receiving a subsidy.

Institution: School of Social Work at Rutgers University

PIs: Drs. Michael Myung-Kook Joo & Joy Jeoung-Hee Kim

Funder: Division of Family Development, Department of Human Services

Tasks: Conducted a literature review and created surveys in Qualtrics.

Research Assistant

2019-2020

Project title: Evaluation of Financial Support from an Education-Based Anti-Poverty Policy in China

This study aimed to evaluate the cash assistance policy in Sichuan Province that aims to aid students in poverty. Using a primarily collected data, this study examined four existing cash assistance programs (State Stipend, Dewdrop Project, Additional Living Expense Stipend, and Education Poverty Alleviation Fund) that could enhance financial well-being of the young adults in the vocational school and determine if the effects vary by the poverty level.

Institution: Huamin Research Center in School of Social Work at Rutgers University & Research Institute of Social Development at Southwestern University of Finance and Economics

Supervisors: Drs. Chien-Chung Huang & Xiaoxia Xie

Tasks: Conducted a literature review, designed the study, managed data, cleaned data, analyzed data, and wrote up the manuscript.

Research Assistant

2019-2020

Project title: Social innovative poverty alleviation program in rural China

This study aimed to illustrate how the China Philanthropy platform targeted poverty alleviation and if the program affects employees' skills development, income, and resource allocation of their families.

Institution: Huamin Research Center in School of Social Work at Rutgers University & School of Management at Fudan University

Supervisors: Drs. Chien-Chung Huang & Qinqin Zheng

Tasks: Conducted a literature review, study design, data management, data cleaning, data analysis, and wrote up the manuscript.

Graduate Assistant

2019-2021

Project title: The New Jersey child support institute training program

The overall goals of this program were to provide comprehensive training for professionals who work in New Jersey's Child Support Program to ensure that children and their families obtain the financial and medical security they deserve.

Institution: Institute for Families, Rutgers University

Supervisor: Dr. Chien-Wen Liu

Funder: New Jersey Department of Human Services

Tasks: Conducted quantitative and qualitative data input and analysis. Wrote up monthly, biannual, and annual reports on New Jersey child support training programs.

Research Assistant

2019

Project title: What facilitates video gaming disorder? An exploration of Chinese university students

The overall goals of this study were to explore: 1) the characteristics of video gaming disorder (VGD) of Chinese university students, and 2) the underlying cognitive factors of VGD (e.g., relationships between VGD symptoms and how students think about gaming and their motivations to play video games), among university students in China.

Institution: Center for Gambling Studies in School of Social Work at Rutgers University

Supervisor: Dr. Wen Anthony

Funder: Rutgers Global

Tasks: Translated multiple gambling-related measurement scales into Chinese and back to English to fit the scales under the Chinese cultural context.

Research Assistant

2019

Project title: Social innovative poverty alleviation and child development in rural China

The overall goals of this study were to implement mindfulness intervention and examine the effects of individual mindfulness and life skills on resilience and consequently on emotional and behavioral problems in a group of gifted low-income adolescents in China.

Institution: Huamin Research Center in School of Social Work at Rutgers University & School of Management at Fudan University

Supervisor: Dr. Chien-Chung Huang

Tasks: Hired research assistants, conducted a literature reviews, study design, data management, data cleaning, data analysis, and wrote up the manuscript.

Research Associate

2017

Project title: Integration of public service in Wenquan town under “changing village to residential community” process

The overall goals of this study were to investigate and study the current situation and main problems of public services in villages in Wenquan Town and propose corresponding countermeasures, suggestions and solutions for the key problems and practical difficulties in the public service construction of the Wenquan Town.

Institution: Renmin University of China

PI: Dr. Shizheng Feng

Funder: Beijing Wenquan Town Government

Tasks: Conducted literature reviews, designed questionnaires, conducted field studies, interviewed migrants, village residents, and villagers, and wrote reports.

Research Assistant

2015-2016

Project 1 title: Social and emotional learning to support academic achievement

The overall goal of this study was to evaluate and compare two social-emotional learning interventions on the academic, social, and emotional well-being of participating children.

Institution: Chapin Hall at the University of Chicago

Supervisor: Dr. Stephen Baker

Funder: Investing in Innovation Fund

Tasks: Conducted a literature review, questionnaire design, data collection and input, class observations (on- and off-task behavior of students), program fidelity observation, assessments of social-emotional learning skills and academic achievement.

Project 2 title: The evaluation of Elev8 Chicago

The overall goal of this study was to evaluate Elev8, a community schools initiative funded by Atlantic Philanthropies in one of the four sites (Chicago) across the country, in order to help improve the delivery and integration of school-based services.

Supervisor: Dr. Stephen Baker

Funder: The Atlantic Philanthropies

Tasks: Conducted a literature review and coded and analyzed transcript coding and analyzed using Atlas.ti.

PRACTICE EXPERIENCES

- 2015 **Assistant Trainer** (Volunteer), Leadership Enhancement Program at Erikson Institute, Chicago
- 2014 **Program Assistant** (MSW field intern), Illinois Guardianship and Advocacy Commission, Chicago
- 2014 **Team Leader** (MSW field intern), Department of Aging at the Chinese American Service League, Chicago
- 2013-2014 **Career Specialist** (MSW field intern), Employment Department at Chicago House, Chicago

OTHER EMPLOYMENT EXPERIENCES

- 2016-2018 **Associate Director and Research Associate** (Full-time), National Academy of Development and Strategy at Renmin University of China, Beijing, China
- 2014 **Industry Research Analyst** (Summer Intern), Securities Research Department, Donghai Securities, Shanghai, China
- 2012 **Reporter** (Full-time Intern), Finance Channel, China Center Television Station, Beijing, China

RESEARCH SPECIFIC SKILLS

Software: Stata, Mplus, SPSS, Atlas.ti, Qualtrics, REDCap, ArcGIS online, R, and Python
 Languages: English, Chinese, and Korean
 Teaching and Research Certificate/Training: IRB CITI certification, Teaching Assistant Project (TAP) certificate, and QM Faculty/Part-Time Lectures training certificate

AWARDS, GRANTS, FELLOWSHIP, AND HONORS

- 2023 Conference Travel Grant (\$1,000), School of Social Work, Rutgers University
- 2022 Travel Funding (\$1,000), School of Graduate Studies, Rutgers University
- 2022 Conference Travel Grant (\$500), American Association for Chinese Studies
- 2022 University Merit Grad Scholars (\$1,000), Rutgers University
- 2022 Conference Travel Grant (\$1,000), School of Social Work, Rutgers University
- 2021-2022 Doctoral Student Academic Advancement Support Program (\$30,000)
- 2021 Travel Funding (\$1,000), School of Graduate Studies, Rutgers University
- 2021 2020 Chinese Government Award for Outstanding Students Abroad, China Scholarship Council (\$6,000)
- 2019-2021 Graduate Assistantship Fellow, New Jersey Child Support Institute, Rutgers University (\$29,426/year plus full tuition, fees, and health insurance coverage)
- 2021 Conference Travel Grant (\$1,000), School of Social Work, Rutgers University
- 2020 Conference Travel Grant (\$1,000), School of Social Work, Rutgers University
- 2019 Conference Travel Grant (\$1,000), School of Social Work, Rutgers University
- 2011 Cum Laude at Fudan University

PROFESSIONAL MEMBERSHIPS

American Association for Chinese Studies
Association for Public Policy Analysis and Management
Society for Social Work and Research

ACADEMIC SERVICE

Ad hoc reviewer, *Child and Adolescent Social Work*
Ad hoc reviewer, *Children and Youth Services Review*
Ad hoc reviewer, *Families in Society*

QUANTITATIVE TRAINING

Rutgers University: Applied Regression, Logistic Regression, Structural Equation Modeling, Causal Inference, Multilevel and Longitudinal Data Analysis, and Psychometric Measurement.
ICPSR Summer Program: Panel Study of Income Dynamics Data User Workshop
Columbia Population Research Center: The 2021 Fragile Families Summer Data Workshop
Statistical Horizons: Missing Data, Latent Class Analysis, Instrumental Variables, Longitudinal Data Analysis Using SEM, Multilevel Modeling, Latent Growth Modeling, and Introduction to Python for Data Analysis



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Nicole.m.milano1@gmail.com

ORCID: 0000-0002-3795-6685

<https://www.researchgate.net/profile/Nicole-Milano-2>

Education:

- Doctor of Philosophy, Rutgers University, School of Social Work (expected May 2024)
- Master of Social Work, Rutgers University, School of Social Work (May 2019)
- Bachelor of Science in Biobehavioral Health, Pennsylvania State University, University Park, PA (2012).

Research Interests:

Health equity, equitable healthcare access, social drivers of health, Integrated Care, behavioral health parity and social justice

Research Experience:

- **Graduate Assistant (2021-present) Institute for Families**
- **Graduate Assistant (2019-2012) Dr. Patricia Findley**
- **Research Assistant for projects on LatinX sexual minority men (2022- Present), Integrated care (2019), resiliency (2018), empathy in social work (2017).**
- Social work internship, New Jersey Community Research Initiative (2018-2019), Llanfair House, (2017-2018)

Nicole Milano is a fifth year PhD student with research interests in health equity. They have practice experience in the field of chronic illness treatment and have done research in the area of integrated care, health equity and differences in access to healthcare interventions among minoritized groups. Their hope is to pursue a research focused job further exploring barriers and facilitators to equitable healthcare access among minoritized populations.

EDUCATION

Rutgers University, New Brunswick, NJ
Doctor of Philosophy in Social Work (ABD) May 2024

Rutgers University, New Brunswick, NJ May 2019
Master of Social Work
Phi Alpha Honor Society

Pennsylvania State University, University Park, PA May 2012
Bachelor of Science, Biobehavioral Health

RESEARCH INTERESTS

Health equity	Behavioral health parity
Social determinants of health	Social Justice
Integrating behavioral health and physical health care	

LICENSURE

Licensed Social Worker (LSW) – (Actively registered through August 2024)
New Jersey Division of Consumer Affairs

PUBLICATIONS

Peer Reviewed

Milano, N., Lister, J. J., & Victor, G. (2023). Differences in intent to refer buprenorphine among community correctional and treatment staff: A set of cross-lagged models predicting efficacy beliefs and familiarity with buprenorphine for opioid use disorder. *The American Journal on Addictions*, 32(4), 352–359. <https://doi.org/10.1111/ajad.13392>

Milano, N., Petrucci, L., Covington, E., Jones, B., & Findley, P. A. (2022). Social workers in integrated care beyond primary care: a scoping review. *Translational Behavioral Medicine*, ibac082. <https://doi.org/10.1093/tbm/ibac082>

Findley, P. A., **Milano, N.**, & Schrum, J. (2021). Resilience: A model for global social issues. In R. Baikady, S. Sajid, J. Przeperski, V. Nadesan, I. Rezaul, & J. Gao (Eds). *The Palgrave handbook of global social problems*. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-030-68127-2_62-1

Findley, P. A., Edelstein, O. E., Pruginin, I., Reznik, A., **Milano, N.**, & Isralowitz, R. (2021). Attitudes and beliefs about medical cannabis among social work students: Cross-national comparison. *Complementary Therapies in Medicine*, 58, 102716. <https://doi.org/10.1016/j.ctim.2021.102716>

Basch, C. H., **Milano, N.**, & Hillyer, G. C. (2019). An assessment of fluoride related posts on Instagram. *Health Promotion Perspectives*, 9(1), 85–88. <https://doi.org/10.15171/hpp.2019.11>

Other Publications

Petruzzi, L., **Milano, N.**, Zang, W., & Chen, Q. (2020, April 16). Lessons from Wuhan: The role of social workers during the COVID-19 pandemic. https://www.socialworktoday.com/archive/exc_041620.shtml

Under Review

Robles, G., **Milano, N.**, Wilhite, D., Guevara-Carpio, M., Rendina, J., & Rodriguez-Diaz, C. (2023) "Having one person who looks like you is not enough": a qualitative analysis of PrEP providers' perspectives on expanding services to Latino sexual minority men.

Milano, N., Bulman, W. A., & Hillyer, G. C. (2023). Pulmonary nodules and the psychological distress they can cause: A scoping review. <https://doi.org/10.21203/rs.3.rs-2088675/v1>

Under Revision

Petruzzi, L., **Milano, N.**, Chen, Q., Noel, L., Golden, R., & Jones, B. (2023). Social workers are key to addressing social determinants of health in integrated care settings.

PRESENTATIONS

Milano, N. (2022, November). Differences in intent to refer buprenorphine among community correctional and treatment staff: A set of cross-lagged models predicting efficacy beliefs and familiarity with buprenorphine for opioid use disorder. [Paper presentation]. *Council on Social Work Education*. Anaheim, California (withdrawn due to childbirth)

Milano, N., Petrucci, L., Covington, E., Jones, B., & Findley, P. A. (2022, May). Social workers in integrated care beyond primary care: a scoping review. [Paper presentation]. *Integrated Conference on Integrated Care*. Odense, Denmark

Milano, N., & Findley, P. (2021, January). Graduate social work students' knowledge, attitudes and beliefs about medical marijuana. [Poster presentation]. *Society for Social Work and Research Annual Virtual Conference*.

Enich, M., **Milano, N.**, & Lin, K. (2021, January). Interprofessional learning between medical and social work students at a student-run clinic. [Poster presentation]. *Society for Social Work and Research Annual Virtual Conference*.

Enich, M., **Milano, N.**, & Lin, K. (2020, November). Interprofessional learning between medical and social work students at a student-run clinic. [Poster presentation]. *Council on Social Work Education 66th Annual Program Meeting*.

Oursler, J., Socha, C., McKinney J., Meyers, E., Grosso, M., **Milano, N.**, & Trinidad, R. (2019, April) Integrated primary care and behavioral health care: Disciplines working together to improve community care. *University of Chicago School of Professional Psychology* virtual conference.

TEACHING EXPERIENCE

Evaluation in Social Work
Research Methods II
Rutgers University, School of Social Work

Fall 2023
Summer 2022

Drugs and Health*

Fall 2023

Human Sexuality

Fall 2023

Human Sexuality*

Summer 2023

William Paterson University, School of Public Health

*indicates development of course syllabus

HONORS/AWARDS

BHWET Integrated Care Fellow and Grant Recipient
Amount: \$10,000

2019

PRACTICE EXPERIENCE

Brightview Senior Living, Randolph, NJ
Vibrant Living Assistant

May 2018- Sept 2019

North Jersey Community Research Initiative, Newark, NJ
Behavioral Health Intern/Summer Associate

Sept 2018-Sept 2019

Llanfair House, Wayne, NJ
Social Work Intern

Sept 2017- May 2018

RESEARCH EXPERIENCE

Rutgers University, New Brunswick, NJ
Research Assistant (Dr. Gabriel Robles), School of Social Work
Project Focuses: LatinX Sexual Minority Men and PrEP uptake

Jan 2022- Present

Rutgers University, New Brunswick, NJ
Graduate Assistantship (Dr. Chieh-Wen Liu), Institute for Families
Project Focuses: NJ Child Support Institute, Program Evaluation

Sept 2021- Present

Mental Health Association in NJ, Springfield, NJ
Research Manager, Government Affairs
Project Focuses: MOUD, Mental Health Parity

June 2019- Present

Veracyte, Inc.

Research consultant

Apr 2022- July 2023

Rutgers University, New Brunswick, NJ
Graduate Assistantship (Dr. Patricia Findley), School of Social Work
Project Focuses: Medical Cannabis, Resiliency, Health Equity, Integrated Care

Sept 2019- Sept 2021

Rutgers University, New Brunswick, NJ
Graduate Research Assistant (Dr. Floersch and Dr. Longhofer), School of Social Work
Project Focuses: Empathy in Social Work, Psychoanalytic Social Work

Sept 2017- June 2019

Crohn's and Colitis Foundation of America New York, NY
Senior Research Coordinator

Aug 2014- June 2017

PROFESSIONAL DEVELOPMENT

Rutgers Integrated Healthcare Student/Alumni Council
Council Member (September 2019-present)

Rutgers Doctoral Student Association
Co-president, (Elected term June 2021-May 2022)
Events Co-Chair, (Elected term January 2020-May 2021)

Diversity, Inclusion, and Community Engagement (DICE)- Bridge to Doctorate
Graduate Coach (August 2020)

National Academy of Social Work (NASW)
Member (2019- Present)
