Penn
Social Policy & Practice
University of Pennsylvania

2024

PHD IN SOCIAL WELFARE GRADUATES

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Dear Colleagues,

We believe that the vitality of the social welfare field is maintained by the passion for social justice brought by those who enter it. It is our distinct pleasure to present to you the curriculum vitae of our three doctoral candidates who will complete their degrees by May of 2024.The PhD in Social Welfare prepares students for careers as exceptional researchers and scholars committed to critically and rigorously analyzing social problems to propose effective, research-based solutions, to offer new theories and methods for approaching research and scholarship, and to formulate new paradigms for social welfare. Our doctoral candidates embody these values in their preparation, outcomes of their work and interdisciplinary collaborations. Each of them demonstrates excellence and innovation in social welfare scholarship, practice, and teaching and is well prepared to push the boundaries of our profession.

We encourage you to contact our upcoming graduates directly about available positions at your institutions. Please feel free to contact us if we can provide you with any further information at cadet@upenn.edu and yoosunp@upenn.edu.

Sincerely,

Tamara Cadet

Tamara Cadet
Ph.D. in Social Welfare Co-Director

Yoosun Park

Yoosun Park, Ph.D.
Ph.D. in Social Welfare Co-director

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01 John Gyourko, MSW, PhD Candidate

12 Julian Quiros, MSSP+DA, PhD Candidate

17 Sharon Zanti, MSW, PhD Candidate

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John Gyourko, MSW

John examines topics at the intersection of child maltreatment, financial social work, crime victimization, and public policy, with a special emphasis on child welfare systems and services. In 2022, John received the Hal Levin award for outstanding achievement in the SP2 doctoral program and was competitively selected for a Field Research Scholar appointment with the University of Calgary's Transforming the Field Education Landscape project. In 2023, he received the National Association of Social Workers (Pennsylvania chapter) Presidential Service Award for distinguished leadership and service in the social work profession.

John holds an MSW from Virginia Commonwealth University and a BA in in psychology from Virginia Tech. To date, John has accumulated 15 years of clinical and policy practice experience in child welfare, juvenile justice, mental health, vocational training, and disability service systems. As a child welfare policy specialist at the Virginia Department of Social Services, he administers and evaluates financial literacy and financial abuse prevention programs for children/ youth in foster care. John's research addresses topics at the intersection of child maltreatment, financial social work, crime victimization, and public policy, with special emphasis on child welfare systems and services.

Research interests include: Implementation science and applied research, policy, program, and clinical practice evaluation, child maltreatment epidemiology and prevention, racial disparities and racial disproportionality in child protection and juvenile justice systems, financial social work

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John R. Gyourko

Curriculum Vitae

3701 Locust Walk
Philadelphia, PA 19104

jgyourko@sp2.upenn.edu
https://orcid.org/0000-0001-7025-5998

EDUCATION

2020—	PhD	**Social Welfare** | University of Pennsylvania (expected May 2024) Dissertation: *Child identity theft victimization: Prevalence, risk factors, and protective interventions for youth in foster care* Committee: Drs. Johanna Greeson (chair), Dennis Culhane, & Greg Ridgeway
2020	MSW	**Clinical Social Work Practice** | Virginia Commonwealth University
2008	BS	**Psychology** | Virginia Polytechnic Institute & State University

PROFESSIONAL AND RESEARCH SPECIALIZATION

- Consumer credit, debt, and economic inequality.
- Identity theft, cybercrime, and child victimization.
- Racial disparities and racial disproportionality in child protection and juvenile justice systems.
- Child maltreatment epidemiology.
- Implementation science and evaluation research.
- Stakeholder-engaged research and community-based participatory research.

AWARDS AND HONORS

2023	**Presidential Service Award** | National Association of Social Workers, PA chapter Annual award for distinguished leadership and service in the social work profession.
2023	**Summer Research Institute Fellow** | National Data Archive on Child Abuse and Neglect
2022	**Hal Levin Award** | University of Pennsylvania, School of Social Policy & Practice PhD in Social Welfare program award for meritorious scholarship. [$1,500]
2022	**Field Research Scholar** | Transforming the Field Education Landscape Honorarium sponsored by the University of Calgary Faculty of Social Work. [$500]
2022	**President Gutmann Leadership Award** | University of Pennsylvania Individual grant for the presentation and dissemination of original research. [$600]
2020	**MSW Student of the Year** | National Association of Social Workers, VA chapter
2020	**Service and Leadership Award** | Virginia Commonwealth University Annual award for distinguished leadership and service in the School of Social Work.

2020 **Elaine Rothenberg Social Work Award** | Virginia Commonwealth University
Master of Social Work program award for outstanding academic achievement.

2019 **Open Social Work** | Virtual Library of Virginia, Course Redesign Program
Honorarium for contributions to *Graduate Research Methods in Social Work.* [$500]

2007 **Undergraduate Literary Contest** | Virginia Polytechnic Institute & State University
Award for best short fiction.

GRANTS AND RESEARCH SUPPORT

2023 **Community Independence Initiative** | Co-investigator (PI: Dr. Johanna Greeson)
Study title: The Impact of Peer-Driven Change Over Time
Funding: Children International [$15,000]

2022-2023 **Research Challenge Grant** | Co-Investigator (PI: Dr. Johanna Greeson)
Study title: Evaluation of Agape Children's Ministry Family Strengthening Program
Funding: Center on Applied Research for Vulnerable Children and Families [$10,000]

2021 **PhD Summer Research Fellowship** | Principal Investigator
Study title: Evaluation of Consumer Identity Protection Services for Youth in Foster Care
Funding: University of Pennsylvania [$6,100]

PUBLICATIONS

Articles in Peer-Reviewed Journals

1. Drake, B., Jones, D., Kim, H., **Gyourko, J. R.**, Garcia, A., Barth, R., Font, S., Putnam-Hornstein, E., Berrick, J. D., Greeson, J. K. P., Cook, V., Kohl, P. L., & Jonson-Reid, M. (2023). Racial/ethnic differences in Child Protective Services reporting, substantiation, and placement, with comparison to non-CPS risks and outcomes: 2005—2019. *Child Maltreatment*. Advance online publication. https://doi.org/10.1177/10775595231167320

2. **Gyourko, J. R.**, & Greeson, J. K. P. (2022). Annual credit checks for adolescent youth in foster care: Factors associated with identity fraud victimization. *Child Maltreatment*, *28*(2), 372-383. https://doi.org/10.1177/10775595221101504

3. Berrick, J. D., Barth, R., Garcia, A. R., Drake, B., Jonson-Reid, M., **Gyourko, J. R.**, & Greeson, J. K. P. (2022). Research to consider while effectively re-designing child welfare services: A response to commentaries. *Research on Social Work Practice*, *32*(5), 542-552. https://doi.org/10.1177/10497315221095497

4. Greeson, J. K. P., **Gyourko, J. R.**, Jaffee, S., & Wasch, S. (2022). The experiences of older youth in and aged out of foster care during the COVID-19 pandemic: Material and financial well-being by foster care status, gender identity, sexual orientation, ethnicity, and race. *American Journal of Orthopsychiatry*, *92*(3), 334-348. https://doi.org/10.1037/ort0000615

5. Barth, R., Berrick, J. D., Garcia, A. R., Drake, B., Jonson-Reid, M., **Gyourko, J. R.**, & Greeson, J. K. P. (2021). Research to consider while effectively re-designing child welfare services. *Research on Social Work Practice*, *32*(5), 483-498. https://doi.org/10.1177/10497315211050000

6. Greeson, J. K. P., **Gyourko, J. R.**, Ortiz, A. J., Coleman, D., & Cancel, S. (2021). "One hundred and ninety-four got licensed by Monday": Application of design thinking for foster care innovation and transformation in Rhode Island. *Children and Youth Services Review*, *128*, 106166. https://doi.org/10.1016/j.childyouth.2021.106166

7. Barth, R., Jonson-Reid, M., Greeson, J. K. P., Drake, B., Berrick, J. D., Garcia, A. R., Shaw, T. V., & **Gyourko, J. R.** (2020). Outcomes following child welfare services: What are they and do they differ for Black children? *Journal of Public Child Welfare*, *14*(5), 477-499. https://doi.org/10.1080/15548732.2020.1814541

Manuscripts Under Review

1. **Gyourko, J. R.**, & Ridgeway, G. (2023). *Predictors of identity crime victimization of adolescent youth in foster care* [Manuscript submitted for publication]. SocArXiv. https://doi.org/10.31235/osf.io/pkqv7

2. **Gyourko, J. R.**, Silver, J., & Greeson, J. K. P. (2023). *Financial and psychosocial challenges reported by social work students: Findings from a cross-sectional online survey* [Manuscript submitted for publication]. SocArXiv. https://doi.org/10.31235/osf.io/uath2

3. Greeson, J. K. P., **Gyourko, J. R.**, Wasch, S., & Page, C. S. (2023). *Reintegration of street-connected youth in Kenya: Evaluation of Agape Children's Ministry's Family Strengthening Program* [Manuscript submitted for publication]. Field Center for Children's Policy, Practice and Research, University of Pennsylvania.

4. Greeson, J. K. P., **Gyourko, J. R.**, Wasch, S., & Page, C. (2023). *"The program encourages us not to have a heavy heart": A qualitative study of family reunification services in Western Kenya* [Manuscript submitted for publication]. Field Center for Children's Policy, Practice and Research, University of Pennsylvania.

5. Garcia, A. R., Berrick, J. D., Jonson-Reid, M., Barth, R., **Gyourko, J. R.**, Kohl, P., Greeson, J. K. P., & Drake, B. (2023). *The stark implications of abolishing child welfare: An alternative path toward support and safety* [Manuscript submitted for publication]. College of Social Work, University of Kentucky.

Manuscripts In Preparation

1. **Gyourko, J. R.**, & Ridgeway, G. *Safeguarding the consumer credit records of youth in foster care: What interventions reduce risk of identity crime victimization?* [Manuscript in preparation]. Department of Criminology, University of Pennsylvania.

2. **Gyourko, J. R.,** Greeson, J. K. P., Barth, R., Mack, L., Kenyatta, A., & Vasquez, N. *Lived experience data in foster care research: A scoping review* [Manuscript in preparation]. Field Center for Children's Policy, Practice and Research, University of Pennsylvania.

3. **Gyourko, J. R.,** Silver, J., & Vasquez, N. *"We shouldn't have to struggle this hard to help others": Student perspectives on the costs, challenges, and ethics of social work education* [Manuscript in preparation]. School of Social Policy and Practice, University of Pennsylvania.

4. **Gyourko, J. R.**, Greeson, J. K. P., Jaffee, S., Wasch, S., & Gzesh, S. *Mental health of foster care-involved young adults during the first COVID-19 lockdowns* [Manuscript in preparation]. Field Center for Children's Policy, Practice and Research, University of Pennsylvania.

Research Reports, Policy Briefs, & Other Publications

1. **Gyourko, J. R.** (2022). *Voices from the frontline: Local Department of Social Services worker perspectives on Virginia's credit freeze mandate for children and youth in foster care* [Research report]. Virginia Department of Social Services, Division of Family Services.

2. **Gyourko, J. R.** (2021). *Voices of young people aging out of Virginia's foster care system: Findings from the Youth Exit Survey, July 2019—December 2020* [Research report]. Virginia Department of Social Services, Division of Family Services.

3. Greeson, J. K. P., Jaffee, S., Wasch, S., & **Gyourko, J. R.** (2020). *The experiences of older youth in and aged out of foster care during COVID-19* [Research report]. University of Pennsylvania Field Center for Children's Policy, Practice and Research. https://fieldcenteratpenn.org/wp-content/uploads/2022/12/Foster-Youth-COVID-19-REPORT.pdf

4. **Gyourko, J. R.** (2019). *Identity protection and financial literacy programming for adolescent youth in foster care* [Issue brief]. Virginia Department of Social Services, Division of Family Services.

5. **Gyourko, J. R.** & Moore-Jones, L. (2019). *Credit freezes for children and youth in foster care: Policy and practice guidebook.* Virginia Department of Social Services, Division of Family Services.

6. **Gyourko, J. R.**, & Moore-Jones, L. (2018). *Annual credit checks for youth in foster care: Policy and practice guidebook.* Virginia Department of Social Services, Division of Family Services.

PROFESSIONAL PRESENTATIONS

Conference Papers & Posters

1. **Gyourko, J. R.**, & Ridgeway, G. (2024, January). *Predictors of identity crime victimization of adolescent youth in foster care*. Paper accepted for presentation at the 28th Annual Conference of the Society for Social Work and Research, Washington, DC.

2. **Gyourko, J. R.** (2024, January). *"We shouldn't have to struggle this hard to help others": Student perspectives on the costs, challenges, and ethics of social work education*. Paper accepted for presentation at the 28th Annual Conference of the Society for Social Work and Research, Washington, DC.

3. **Gyourko, J. R.** (2023, October). *Social work student perspectives on the challenges and costs of field education*. Paper accepted for presentation at the 69th Annual Program Meeting of the Council on Social Work Education, Atlanta, GA.

4. Silver, J., & **Gyourko, J. R.** (2023, October). *Financial and psychosocial challenges reported by social work students: Findings from a cross-sectional online survey.* Paper accepted for presentation at the 2023 Annual Conference of the Pennsylvania Chapter of the National Association of Social Workers, Pocono Manor, PA.

5. **Gyourko, J. R.**, & Greeson, J. K. P. (2023, January). *Factors associated with identity fraud victimization of adolescent youth in foster care*. Paper presented at the 27th Annual Conference of the Society for Social Work and Research, Phoenix, AZ. https://sswr.confex.com/sswr/2023/webprogram/Paper50162.html

6. **Gyourko, J. R.** (2023, January). *Credit freezes as protective interventions for children in foster care: Exploring child welfare workers' experiences with implementation*. Poster presented at the 27th Annual Conference of the Society for Social Work and Research, Phoenix, AZ. https://sswr.confex.com/sswr/2023/webprogram/Paper51200.html

7. Greeson, J. K. P., **Gyourko, J. R.**, Jaffee, S., & Wasch, S. (2022, January). The experiences of older youth in and aged out of foster care during COVID-19: Health and social connectedness. In E. Aparicio (Chair), *The impact of the COVID-19 pandemic on youth in and transitioning from foster care*. Symposium paper presented at the 26th Annual Conference of the Society for Social Work and Research, Washington, DC. https://sswr.confex.com/sswr/2022/webprogram/Session12566.html

8. Greeson, J. K. P., **Gyourko, J. R.**, Jaffee, S., & Wasch, S. (2021, January). *The experiences of older youth in and aged out of foster care during COVID-19*. Poster presented at the 25th Annual Conference of the Society for Social Work and Research [virtual event]. https://sswr.confex.com/sswr/2021/webprogram/Paper42255.html

9. **Gyourko, J. R.**, & Cage, J. (2020, January). *Credit checks for youth in foster care: Detecting, addressing, and preventing child identity theft*. Poster presented at the 24th Annual Conference of the Society for Social Work and Research, Washington, DC. https://sswr.confex.com/sswr/2020/webprogram/Paper39553.html

10. **Gyourko, J. R.**, & King, H. (2019, April.) *Is counseling integral to buprenorphine-assisted opioid addiction treatment? Examining counseling participation and treatment retention at a Richmond, Virginia clinic*. Poster presented at the Virginia Commonwealth University School of Social Work Student Research Symposium, Richmond, VA. https://t.co/yFULW6RajU?amp=1

11. **Gyourko, J. R.**, & Oder, R. (2008, April). *Factors in virtual reality performance: The role of external stimuli in video games*. Poster presented at the Virginia Tech Undergraduate and Prospective Graduate Student Symposium, Blacksburg, VA.

Invited Presentations & Workshops

1. **Gyourko, J. R.** (2023, September). *Stakeholder perspectives and lived experience data in child welfare research*. Invited presentation for the Field Center for Children's Policy, Practice and Research, University of Pennsylvania, Philadelphia, PA.

2. **Gyourko, J. R.** (2023, May). *"We shouldn't have to struggle this hard to help others": Student perspectives on the costs, challenges, and ethics of social work education*. Invited presentation for the Transforming the Field Education Landscape project, University of Calgary Faculty of Social Work [virtual event].

3. **Gyourko, J. R.** (2023, March). *"We shouldn't have to struggle this hard to help others": Student perspectives on the costs, challenges, and ethics of social work education*. Invited presentation for the Board of Directors Meeting, Pennsylvania Chapter of the National Association of Social Workers, Mechanicsburg, PA.

4. **Gyourko, J. R.** (2019, October). *Supporting successful transitions from foster care to adulthood: Credit checks, credit freezes, and the Youth Exit Survey*. Invited presentation for the Independent Living Services Annual Training event, Virginia Department of Social Services, Richmond, VA.

5. **Gyourko, J. R.** (2019, June). *Virginia's Youth Exit Survey initiative: Statewide launch and survey administration protocols*. Invited presentation for the Northern Region Child Welfare Supervisory Meeting, Virginia Department of Social Services, Warrenton, VA.

6. **Gyourko, J. R.**, & Moore-Jones, L. (2019, February). *Piloting the Youth Exit Survey instrument*. Invited presentation for the Piedmont Region Child Welfare Supervisory Meeting, Virginia Department of Social Services, Roanoke, VA.

7. **Gyourko, J. R.,** & Moore-Jones, L. (2018, September). *Youth Exit Survey design and implementation*. Invited panel presentation and workshop for the Central Region Independent Living Coordinators Committee Retreat, Virginia Department of Social Services, Richmond, VA.

TEACHING EXPERIENCE

University of Pennsylvania

2023 **Criminal Justice Data Analytics** | Teaching Assistantship
In lab sessions and lectures, leads hands-on data analytics exercises demonstrating the acquisition, organization, and visualization of complex data in R. Mentors students, provides technical assistance, holds office hours, and grades assignments.

2023 **Advanced Social Work Practice II** | Guest Lecturer
Topic: Implementation science and program evaluation in nonprofit agency settings.

2023 **Integrative Seminar in Child Welfare** | Invited Seminar Leader
Topic: Stakeholder perspectives and lived experience data in child welfare policy, practice, and research.

2022 **Social Science Seminar** | Guest Lecturer
Topic: Applied research in nonprofit and public agency settings.

2020 **Integrative Seminar in Child Welfare** | Invited Seminar Leader
Topic: Research and data science careers in public child welfare.

Penn Center for Teaching & Learning

2024 CTL Teaching Certificate (to be conferred in May 2024)
2023 Training for Teaching Assistants (3-day training course)
2023 Teaching Your First Course After Graduation (workshop)
2023 Engaging Students Through Group Work (workshop)
2023 Teaching Statistics to Non-Statisticians (workshop)
2022 Designing a New Course: From Syllabus to Implementation (workshop)
2022 Integrating Your Research Projects Into Courses (workshop)
2020 Technology Tools: Introduction to Canvas (training course)

SERVICE

Editorial Service for Professional Journals

2022–present Child Welfare (ad-hoc reviewer)
2022–present Families in Society (ad-hoc reviewer)

Committee Service

2022–present **Workforce Committee** | National Association of Social Workers, Pennsylvania chapter
In partnership with clinical practitioners and social activists, serves on committee dedicated to researching, engaging, and promoting the Pennsylvania social work workforce.

2021–2022 **School of Social Policy & Practice Student Government** | University of Pennsylvania
Appointed by the Doctoral Student Steering Committee to serve as PhD in Social Welfare cohort representative in student government.

2021 **Planning Committee** | Bringing Science to Bear on Child Welfare Reforms
Collaborated with scholars from Washington University in Saint Louis and the University of Kentucky to organize a virtual summit event with 100+ attendees. Served as co-host during panel discussions and breakout room sessions.

2021 **Social Responsibility Advisory Committee** | University of Pennsylvania
Deliberated social and environmental justice issues surrounding university endowment investments. Provided issue briefs and shareholder proxy vote recommendations.

2019–2020 **Master of Social Work Program Committee** | Virginia Commonwealth University
Drafted, reviewed, and approved academic curricula and MSW program policies.

2019–2020 **School Programs Committee** | Virginia Commonwealth University
Drafted, reviewed, and approved School of Social Work academic standards.

2019 **Grade Review Committee** | Virginia Commonwealth University
Participated in ad-hoc meetings to deliberate School of Social Work student grade appeals.

RESEARCH EXPERIENCE

2023–present **Community Independence Initiative** | Co-Investigator
Engages with social work practitioners and community stakeholders in Colombia, Mexico, and the Philippines to conduct evaluation research funded by Children International.

2023 **National Data Archive on Child Abuse and Neglect** (NDACAN) | Fellow
Processed and analyzed intensive longitudinal administrative data during NDACAN's annual symposium and training event. Applied imputation methods to handle missing data.

2022–present **Challenges and Barriers in Social Work Education** | Principal Investigator
In partnership with the National Association of Social Workers (Pennsylvania chapter), leads a mixed-methods study examining the financial and psychosocial challenges reported by students pursuing social work degrees.

2022–present **Agape Children's Ministry Family Strengthening Program** | Co-Investigator
In collaboration with nonprofit agency leaders and frontline practitioners in Kenya and the United States, plans and implements a program evaluation study funded by the Center on Applied Research for Vulnerable Children and Families.

2021 **COVID-19 Microcash Grant Application Data Briefing** | Research Consultant
In partnership with the nonprofit advocacy organization Think of Us, analyzed data from financial assistance applications submitted in November 2020 by young people with lived foster care experience in the United States. Synthesized research findings to promote the equitable and effective allocation of pandemic relief funds by state child welfare agencies.

2020–2022 **The Experiences of Foster Care-Involved Youth During COVID-19** | Co-Investigator
In collaboration with the University of Pennsylvania's Field Center for Children's Policy, Practice and Research, analyzed survey data collected from young adults with lived foster care experience during COVID-19. Examined respondents' self-reported financial, material, and psychosocial circumstances during the early months of the pandemic.

2018–present **Identity Theft Victimization of Youth in Foster Care** | Principal Investigator
Investigates the prevalence, incidence, and correlates of child identity theft victimization. Interfaces with state government agencies to access, process, and analyze intensive longitudinal data from multiple sources.

2018–present **Youth Exit Survey Initiative** | Co-Investigator
Administers a mixed-mode survey of young adults exiting Virginia's foster care system. Facilitates ongoing data collection in partnership with 120 county and municipal jurisdictions across the state. Analyzes survey response data and synthesizes research findings in semi-annual reports to the Virginia General Assembly.

2018–present **Open Social Work** | Copy Editor & Student Advisor
Creates and manages content for *Graduate Research Methods in Social Work*, an open-source, MSW-level academic textbook. Performs varied project administration tasks in collaboration with Open Social Work co-founder Dr. Matthew DeCarlo (St. Joseph's University) and an intercollegiate team of student and faculty contributors. https://pressbooks.rampages.us/msw-research

2006–2007 **Center for Applied Behavior Systems** | Undergraduate Research Assistant
Contributed to research investigating pedestrian safety, alcohol consumption, and road signage in Blacksburg, Virginia. Recorded behavioral observations in the field, performed data entry tasks, and trained fellow research assistants.

PRACTICE EXPERIENCE

Professional Positions

2018–present **Youth Services Program Specialist** | Virginia Dept. of Social Services, Richmond, VA
Administers identity theft prevention programs for youth in foster care. Collaborates with local agencies to administer surveys of young people currently and formerly in foster care. Maintains and analyzes state-level administrative datasets tracking service provision and child outcomes. Synthesizes research findings to inform child welfare policy and practice.

2015–2018 **Employer Relations Coordinator** | ServiceSource Inc., Oakton, VA
Led networking and partnership development for a nonprofit grant initiative with a mission to expand career opportunities for people with disabilities. Increased total number of employer partnerships by more than 500% during tenure. Negotiated customized employment opportunities for individuals with disabilities.

2014–2015 **Family & Youth Specialist** | SAFY, Las Vegas NV
Managed a caseload of children and adolescents in foster care. Conducted home visits; attended court proceedings, child and family team meetings, and education plan meetings; provided psychosocial rehabilitation services and independent living skills training; developed and implemented permanency and transition plans; and mentored older youth transitioning from foster care to adulthood. Provided crisis stabilization services.

2011–2013 **Residential Treatment Counselor** | Intercept Youth Services, Roanoke VA
Supported juvenile justice- and child welfare-involved adolescent males in a secure residential treatment facility. Planned and implemented psychoeducational interventions and recreational activities to support therapeutic milieu. Managed recreation budget.

2010–2011 **Mental Health Clinician** | Blue Ridge Behavioral Healthcare, Roanoke VA
Provided intensive in-home services to support adolescents living with mental health and substance use disorders. Developed and pursued treatment goals in collaboration with case managers, therapists, clients, and families.

2009–2011 **Residential Flex Counselor** | Intercept Youth Services, Roanoke VA
Supported juvenile justice- and child welfare-involved adolescent males in a secure residential treatment facility. Provided independent living skills training, supervised community outings, and mentored residents to support successful transitions to adulthood.

2009 **Relief Counselor** | Blue Ridge Behavioral Healthcare, Roanoke VA
Provided on-call residential support services for adults with intellectual and developmental disabilities. Administered medications and assisted with daily living activities.

2008 **Area Supervisor** | Fairfax County Park Authority, Fairfax VA
Supervised 35 staffers and coordinated programming at six elementary school-based summer day camp sites with a combined total of approx. 300 children (ages 6 to 13).

Field Practicum

2019–2020 **MSW Clinical Practice Intern** | Richmond Behavioral Health Authority, Richmond VA
Provided behavioral health case management and therapeutic mentoring services for children and adolescents. Conducted literature reviews and synthesized research findings to augment crisis stabilization programming and service delivery.

2018 **MSW Generalist Practice Intern** | Virginia Dept. of Social Services, Richmond VA
Provided therapeutic mentoring and mental health support services for youth in foster care. Scoped literature on the Family First Prevention Services Act, Independent Living programs, and psychotropic medication prescribing practices for youth in foster care. Created a compendium of evidence-based interventions to support local and state agency compliance with federal law.

VOLUNTEER EXPERIENCE

2018 **Youth Housing Stability Coalition** | Richmond, VA
Engaged with adolescents and young adults, frontline social workers, and policymakers in focus groups to explore youth experiences of housing instability and homelessness.

2000–2008 **Hartwood Foundation** | Fairfax, VA
Actively participated in political demonstrations and community events to support civil rights advocacy for persons with disabilities.

2000–2008 **Central Fairfax Services** | Fairfax, VA
Facilitated recreational and vocational training activities for adults with intellectual and developmental disabilities.

PROFESSIONAL AFFILIATIONS

2023–present **Member**, American Society of Criminology
2022–present **Member**, Council on Social Work Education
2021–present **Member**, American Psychological Association
2020–present **Member**, International Research Network on Transitions to Adulthood from Care
2019–present **Member**, Society for Social Work and Research
2019–present **Member**, National Association of Social Workers
2008–present **Member**, Phi Beta Kappa academic honor society

REFERENCES*

Dr. Greg Ridgeway, PhD | University of Pennsylvania
Professor and Chair, Department of Criminology
Professor, Department of Statistics and Data Science
3718 Locust Walk, Philadelphia, PA 19104
(215) 573-9109
gridge@sas.upenn.edu

Dr. Johanna Greeson, PhD | University of Pennsylvania
Associate Professor, School of Social Policy & Practice
3701 Locust Walk, Philadelphia, PA 19104
(215) 573-9779
jgreeson@sp2.upenn.edu

Dr. Richard Barth, PhD | University of Maryland
Professor, School of Social Work
Chair, Executive Committee of the Grand Challenges for Social Work
525 W Redwood Street, Baltimore, MD 21201
(410) 706-7794
rbarth@ssw.umaryland.edu

*Additional references available upon request.

Julian Quiros, MSSP+DA

Julian's dissertation, "The Social Formation of Administrative Data," is the first entry into a planned multiphase study which takes a cultural studies approach to theorizing and describing the production, analysis, and dissemination of administrative data in the United States Public Child Welfare System. His dissertation is supported by the Social Science Research Council's Data Fluencies Dissertation Research Grant, with funds provided by the Andrew W. Mellon Foundation. Julian currently serves as a Doctoral Fellow in the Edmund W. Gordon Institute for Urban and Minority Education at Teachers College, Columbia University.

Julian holds an MS in Social Policy and Data Analytics from the School of Social Policy and Practice and a BA in Sociology from the University of Pittsburgh. While at the University of Pittsburgh, Julian interned in the Bronx with lawyer and community activist Ramón Jiménez, and simultaneously worked with a construction coalition that assisted people of color and the formerly incarcerated obtain gainful employment. Most recently, Julian was employed by the Philadelphia Department of Human Services as a Data and Evaluation Associate in their Performance Management and Technology Division.

Research interests include: Administrative data, cultural studies of quantification, critical policy studies, data-driven governance, child welfare policy and administration

Julian Quiros

University of Pennsylvania
School of Social Policy & Practice
3701 Locust Walk, Philadelphia, Pennsylvania 19104
quirosj@upenn.edu
jq2393@tc.columbia.edu

Education

2020 –	Ph.D. Candidate, Social Welfare, School of Social Policy and Practice, University of Pennsylvania, Philadelphia, PA. Dissertation: *The Social Formation of Administrative Data* Committee: Dr. John L. Jackson, Jr. (Chair), Dr. Ezekiel Dixon-Román (Dissertation Supervisor), Dr. Julia Ticona, Dr. David L. Eng
2017	M.S., Social Policy & Data Analytics, School of Social Policy and Practice, University of Pennsylvania, Philadelphia, PA.
2016	B.A., Sociology, Dietrich School of Arts and Sciences, University of Pittsburgh, Pittsburgh, PA. *(cum laude)*

Fellowships & Grants

2023	Data Fluencies Dissertation Research Grant, Data Fluencies Project, Social Science Research Council; Awarded: $14,247.00 https://just-tech.ssrc.org/our-network/julian-quiros/
2023 –	Doctoral Research Fellowship, Edmund W. Gordon Institute for Urban and Minority Education, Teachers College, Columbia University
2022	Summer PhD Research Fellowship, School of Social Policy & Practice, University of Pennsylvania; Awarded: $6,100.00
2020 –	Fontaine Society Doctoral Fellowship, University of Pennsylvania

Publications

Articles in Peer-Reviewed Journals

1. Dixon-Román, E., Fernández, A., **Quiros, J.**, & Sansone, N. (2023). Diffracting Boundaries: Toward Post-Philosophies of Quantification and the Black Radical Tradition. *Qualitative Inquiry*, *29*(1), 126-136. https://doi.org/10.1177/10778004221101595

2. **Quiros, J.**, & Solomon, P. (2023). Leveraging Qualified Residential Treatment Program requirements to facilitate data driven decision-making: A guide for child welfare administrators. *Journal of Public Child Welfare, 17*(2), 430-452. https://doi.org/10.1080/15548732.2022.2048769

3. **Quiros, J.** (2018). A Review of *Atlanta's* "FUBU": On Power. *Equity & Excellence in Education, 51*(3-4), 454-456. https://doi.org/10.1080/10665684.2019.1592033

Manuscripts and Presentations Under Review

1. Nichols, T., Thrall, A., **Quiros, J.**, Dixon-Román, E. (Abstract Accepted, Under Review). Speculative Capture: Literacy after Platformization. *Reading Research Quarterly Special Issue: Literacy in the Age of AI*. *Journal Article.*

Published Reports – Professional

1. Philadelphia Department of Human Services (2020). *Fiscal Year 2020 Quarter 3 Quarterly Indicators Report.* Available: https://www.phila.gov/documents/community-oversight-board-data-report/
2. Philadelphia Department of Human Services (2020). *Fiscal Year 2020 Quarter 2 Quarterly Indicators Report.* Available: https://www.phila.gov/documents/community-oversight-board-data-report/
3. Philadelphia Department of Human Services (2019). *Fiscal Year 2020 Quarter 1 Quarterly Indicators Report.* Available: https://www.phila.gov/documents/community-oversight-board-data-report/
4. Philadelphia Department of Human Services (2019). *Annual Indicators Report Fiscal Year 2019.* Available: https://www.phila.gov/documents/community-oversight-board-data-report/
5. Philadelphia Department of Human Services (2019). *Fiscal Year 2019 Quarter 3 Quarterly Indicators Report.* Available: https://www.phila.gov/documents/community-oversight-board-data-report/
6. Philadelphia Department of Human Services (2019). *Fiscal Year 2019 Quarter 2 Quarterly Indicators Report.* Available: https://www.phila.gov/documents/community-oversight-board-data-report/
7. Philadelphia Department of Human Services (2018). *Fiscal Year 2019 Quarter 1 Quarterly Indicators Report.* Available: https://www.phila.gov/documents/community-oversight-board-data-report/

Conference Presentations

Conference Presentations and Panels

1. **Quiros, J.** (2023). Taking Up the Autopoietic Call: On the Density of Administrative Data. *Society for Social Studies of Science 2023 Conference.* Honolulu, HI.
2. Dixon-Román, E., **Quiros, J.**, Sansone, N., Chatterjee, A., Fernández, A. (2023). The Anticolonial Collective: From Welfare to Care and Beyond. *American Studies Association 2023 Annual Conference.* Montreal, CA.
3. Dixon-Román, E., **Quiros, J.**, Chatterjee, A. (Speaker), Sansone, N. (Speaker), Fernández, A., & Skolnick-Noguera, M. (2022). Serving the "Human": On the Coloniality of Human Services. *American Studies Association 2022 Annual Conference*. New Orleans, LA.

Campus & Invited Talks

Lectures

1. **Quiros, J.** (2023). Guest Lecturer. "Experimental and Quasi-Experimental Design." University of Pennsylvania School of Social Policy and Practice (Course: SWRK 615 Introduction to Social Work Research)
2. **Quiros, J.** (2020). Guest Lecturer. "Experiences Community Organizing in The Bronx" Bryn Mawr College Graduate School of Social Work and Social Research (Course: SOWK – B532 – Community Practice, Policy, and Advocacy II 2020)
3. **Quiros, J.** (2019). Guest Lecturer. "Predictive Analytics: Child Welfare Use Case" University of Pennsylvania School of Social Policy and Practice (Course: MSW Macro Sequence Joint Lecture)

Panels

1. **Quiros, J.** (2021). Fishbowl Guest. "Interdisciplinary Impact" Public Interest Technology Chat, Digital Interests Lab & AI Now
2. Dixon-Román, E., Fernández, A., **Quiros, J.**, & Sansone, N. (2021). Panel Guest. "Post Philosophies and the Doing of Inquiry" University of the Western Cape and University of Missouri College of Education Webinar Series 2020/2021
3. **Quiros, J.** (2020). Panelist. "MSSP Alumni Career Chat" University of Pennsylvania School of Social Policy and Practice

Research Experience

2022 –	Research Assistant, Philadelphia Economic Equity Project (PEEP), School of Social Policy & Practice, University of Pennsylvania
2016 – 2022	Research Assistant, Aliadas en Cadena Initiative, School of Social Policy & Practice, University of Pennsylvania

Teaching Experience

Fall 2022	Teaching Assistant, MSSP 710 Democratizing Data: Analytics for Social Change, School of Social Policy & Practice, University of Pennsylvania
2018 – 2019	Teaching Assistant, MSSP 897 Applied Linear Modeling, School of Social Policy & Practice, University of Pennsylvania

University Service

Fall 2023	Advisor, M.S. in Social Policy Program, School of Social Policy & Practice, University of Pennsylvania
2020 – 2023	Co-Chair, Doctoral Students Steering Committee, School of Social Policy & Practice, University of Pennsylvania

Professional Experience

2019 – 2020	Data and Evaluation Associate, Performance Management & Technology, Philadelphia Department of Human Services/Office of Children & Families

2018 – 2019	Data and Program Evaluation Assistant, Performance Management & Technology, Philadelphia Department of Human Services
2017	Summer Intern, Performance Management & Technology, Philadelphia Department of Human Services

Media Appearances, Announcements, and References

July 20, 2023 "SP2 Student and Alumnus Named 2023 Data Fluencies Dissertation Research Grantee." *SP2 Student Life News.* https://www.sp2.upenn.edu/sp2-student-and-alumnus-named-2023-data-fluencies-dissertation-research-grantee/

Jun. 15, 2023 "Announcing the 2023 Data Fluencies Dissertation Research Grantees." *Social Science Research Council.* https://www.ssrc.org/programs/data-fluencies/data-fluencies-dissertation-grants/2023-data-fluencies-dissertation-research-grantees/

Dec. 14, 2022 "SP2 Researchers Study Women's Empowerment in High-Risk Region Through Pioneering Virtual Approach." *SP2 Faculty & Research News*. https://www.sp2.upenn.edu/sp2-researchers-study-womens-empowerment-in-high-risk-region-through-pioneering-virtual-approach/

Professional Affiliations

2022 –	Member, Society for Social Studies of Science
2022 –	Member, American Studies Association

Statistical & Computational Training

Statistical Methods

Linear Regression (Ordinary Least Squares, Logistic, Path Modeling)

Statistical and Computational Languages and Programs

R, ArcGIS, Python

Sharon Zanti, MSW

Sharon studies how human service systems integrate administrative data to advance social policymaking and social justice, with a particular focus on practices for ethical data governance and centering racial equity across the data life cycle. As a doctoral fellow at Penn's center for Actionable Intelligence for Social Policy (AISP), an organization dedicated to helping state and local governments collaborate and responsibly use data to improve lives, Sharon honed her skills in bridging academic and applied approaches to data sharing and integration.

Sharon is currently partnering with the State of Rhode Island to evaluate the quality of its mental health services for children and youth, using integrated data from four departments, including 40 million+ Medicaid claims records. Sharon's work is influenced by her prior work as a research fellow and data analyst for the Colorado Department of Human Services, where she developed an affinity for mixed methods research using administrative data.

Sharon holds an MSW from the University of Denver and a BS in Commerce from the University of Virginia.

Research interests include: Integrated data systems, administrative data analysis, state and local public policy, human service organizations, applied research methods.

SHARON ZANTI, MSW
434-964-7063 | szanti@upenn.edu |www.linkedin.com/in/sharon-zanti

EDUCATION

University of Pennsylvania, School of Social Policy and Practice — Philadelphia, PA
Candidate, Doctor of Philosophy in Social Welfare — Expected May 2024
Advisor: Dr. Dennis Culhane
Dissertation: Integrated Data Systems in Human Services: Theory, Methods, and Value
Certificate in College and University Teaching

University of Denver, Graduate School of Social Work — Denver, CO
Master of Social Work, *Family Systems Concentration* — June 2017
Independent Studies: "The History, Evolution, and 'Day in the Life' of Colorado Adult Protective Services Case Management" and "Community Partnerships and the Benefits to Families of At-Risk Adults"

University of Virginia, McIntire School of Commerce — Charlottesville, VA
B.S. in Commerce, *Marketing and Management Concentration* — May 2011

GRANTS, FELLOWSHIPS, & AWARDS

Temporary Assistance for Needy Families (TANF) Data Collaborative 2.0 — Oct 2023-2028
U.S. Department of Health and Human Services, Administration for Children and Families
Co-wrote and listed as key personnel on a federal grant that will be carried out in partnership with MDRC, Actionable Intelligence for Social Policy, Chapin Hall, and The Coleridge Initiative. Our team will support eight state and local TANF agency pilot sites on equity-focused policy analysis while also building knowledge on this topic for national audiences.

Presidential Ph.D. Fellowship — Aug 2021
University of Pennsylvania
Awarded three-year fellowship ($30,000 in research funds; $42,000 annual stipend; full tuition, fees, and health coverage) for commitment to interdisciplinary, innovative, and equity-focused scholarship.

Summer Research Fellowship — Summer 2021
University of Pennsylvania, School of Social Policy and Practice
Awarded $6,100 to complete a summer research project in which I developed a white paper and academic publication on methods for conducting equity-focused needs assessments in human service settings.

IPDLN Conference Workshop Scholarship — Oct 2020
International Population Data Linkage Network

State Human Services Applied Research Practicum (SHARP) Fellowship — Sep 2016
Colorado Department of Human Services
Awarded $10,100 to conduct a research project with Adult Protective Services.

Dean Emil M. Sunley Award for Meritorious Service to Social Work Profession — Jun 2017
University of Denver, Graduate School of Social Work

First Prize, Madhu Chopra Writing Contest — Apr 2011
University of Virginia, McIntire School of Commerce

SHARON ZANTI, MSW
434-964-7063 | szanti@upenn.edu |www.linkedin.com/in/sharon-zanti

RESEARCH EXPERIENCE

Actionable Intelligence for Social Policy (AISP) — Philadelphia, PA
Doctoral Fellow — Aug 2019 - Present

- Lead and co-author academic publications, policy briefs, technical assistance reports, and other materials on administrative data sharing and integration for human service systems
- Develop and disseminate knowledge on centering racial equity across the data life cycle, targeting both academic and practitioner audiences
- Managed national expert working group and co-authored a toolkit on administrative data access, linkage, and analysis under the TANF Data Collaborative (federally funded by the Office of Planning, Research & Evaluation)
- Managed project with the City of Philadelphia to study disproportionality of youth placement in residential treatment facilities while simultaneously building governance processes for integrated data access

National Adult Protective Services Association (NAPSA) — Denver, CO
Abuse Registry Ad Hoc Committee Member — Jan 2017 - Mar 2018

- Transcribed research interviews with state Adult Protective Services (APS) leaders
- Analyzed qualitative and quantitative data to draft Administrative Oversight section of national report on state practices for operating APS Abuse Registry systems

Colorado Department of Human Services (CDHS) — Denver, CO
State Human Services Applied Research Practicum (SHARP) Fellowship — Sep 2016 - May 2017

- Awarded fellowship to develop and execute a research project using administrative data from Colorado Adult Protective Services (APS)
- Extracted and analyzed case data via SPSS and SQL to uncover trends among clients with repeat involvement in APS
- Developed policy recommendations based on literature review and research findings
- Presented research to executive leadership, program experts, and other stakeholders through formal reports and presentations

University of Denver, Graduate School of Social Work — Denver, CO
Dissertation Research Assistant — Sep 2016 - Mar 2017

- Coded qualitative interview data and developed phenomenological research themes for Dissertation Workgroup: "Exploring Overall Function and Maturational Experiences of Former Foster Youth in Middle Adulthood"

TEACHING EXPERIENCE & TRAINING

Certificate in College and University Teaching — Apr 2022
University of Pennsylvania, Center for Teaching & Learning
Completed pedagogical training, classroom observation, and development of teaching philosophy

SHARON ZANTI, MSW
434-964-7063 | szanti@upenn.edu |www.linkedin.com/in/sharon-zanti

Guest Lecturer, Policy Analysis Sep 2023
University of Pennsylvania, School of Social Policy and Practice
Delivered graduate-level lecture on methods for conducting needs assessments

Adjunct Instructor, Evidence for Practice Summer 2021
University of Denver, Graduate School of Social Work Spring 2022
Taught two sessions of an online course required for Master of Social Work program

Continuing Ed. Workshop: Building Data-Driven Culture in Your Organization Apr 2022
University of Denver, Graduate School of Social Work
Developed and delivered a workshop for social work practitioners to earn continuing education credits

Nonprofit Leadership Data Analysis Workshop: Building Data-Driven Culture Apr 2021
University of Pennsylvania, School of Social Policy and Practice
Developed and delivered a workshop for Master's in Nonprofit Leadership students

PEER-REVIEWED PUBLICATIONS

Hawn Nelson, A. & **Zanti, S**. (2023). Four Questions to Guide Decision-Making for Data Sharing and Integration. *International Journal of Population Data Science, 4*(8). https://ijpds.org/article/view/2159

Zanti, S., Culhane, D. (2022). A Three-Phase Methodology for Conducting Equity-Focused Needs Assessments. *Human Service Organizations: Management, Leadership & Governance*, *46*(5). https://doi.org/10.1080/23303131.2022.2118916

Zanti, S., Berkowitz, B., Katz, M., Hawn Nelson, A., Still, T.C., Culhane, D. (2022). Leveraging integrated data in program evaluation: Recommendations from the field. *Journal of Evaluation and Program* Planning, 95, 102093. https://doi.org/10.1016/j.evalprogplan.2022.102093

Zanti, S., Cusack, M., Choi, H., Stern, M. (2022). Examining early power dynamics within Societies to Protect Children from Cruelty. *Qualitative Social Work*, *22*(2), 302-320. https://doi.org/10.1177/14733250211059436

Zanti, S. & Thomas, L. (2021). Evidence-based policymaking: What human service agencies can learn from implementation science and integrated data systems. *Journal of Global Implementation Research and Applications, 1*(4), 304-314. https://doi.org/10.1007/s43477-021-00028-x

Rouse, H., Bulotsky Shearer, R., Idzikowski, S., Hawn Nelson, A., Katz, M., Reeves, M., **Zanti, S**., Berkowitz, E., Needle, M., Lane, J., Bailey, J., Pena, A. (2020). Developmental impacts of the COVID-19 pandemic on young children: A conceptual model for research with integrated administrative data systems. *International Journal of Population Data Science*, *5*(4). https://ijpds.org/article/view/1651

Hawn Nelson, A. & **Zanti, S.** (2020). A framework for centering racial equity throughout the administrative data life cycle. *International Journal of Population Data Science*, *5*(3). https://ijpds.org/article/view/1367

MANUSCRIPTS IN SUBMISSION

Hawn Nelson, A., Tenenbaum, J., Proescholdbell, S., Hogle, P., & **Zanti, S.** (Under Review). Getting to Yes with Enterprise-level Data Governance in the NCDHHS. Submitted to *Data & Policy.*

SHARON ZANTI, MSW
434-964-7063 | szanti@upenn.edu |www.linkedin.com/in/sharon-zanti

MANUSCRIPTS IN PREPARATION

Zanti, S., Thomas, M. (In preparation). Key Contributions of Non-Medicaid Datasets to Predicting Quality Service Indicators for Youth Mental Health.

Zanti, S. (In preparation). Engaging Stakeholders in Selecting, Analyzing, and Reporting on Quality Mental Health Service Indicators in Rhode Island.

Zanti, S., Ma, C. (In preparation). Trends in Mental Health Service Usage for Rhode Island Children and Youth Before, During, and After Onset of the COVID-19 Pandemic.

Hawn Nelson, A., **Zanti, S**. (In preparation). A Curriculum for Building Equity Across the Data Life Cycle in State and Local Agencies.

Zanti, S., Hawn Nelson, A., Pepe, B., Berkowitz, E. (In preparation). Technical Approaches to Data Integration in Human Services, Then and Now.

Zanti, S. (In preparation). Applying Social Theory to Data Integration in Human Services.

Zanti, S. (In preparation). The Constellation of Actors in Human Services Systems & Their Necessity for Data Use, Sharing, And Integration.

NON-PEER REVIEWED PUBLICATIONS & REPORTS

Zanti, S. (2023). [Review of the book *Predict and Surveil: Data, Discretion, and the Future of Policing*, by S. Brayne]. *Public Administration Review, 83*(5), 1423-1424. https://doi.org/10.1111/puar.13714

Yang, E., **Zanti, S.**, Burnett, T.C., Hendra, R., Culhane, D., Htet, Z., Jenkins, D., Preel-Dumas, C., & Small, E. (2022). *Expanding TANF program insights: A toolkit for state and local agencies on how to access, link, and analyze unemployment insurance wage data* [Technical Report]. OPRE Report 2022-226. Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. https://www.acf.hhs.gov/opre/report/expanding-tanf-program-insights-toolkit-state-local-agencies-how-access-link-analyze

Hawn Nelson, A., Kemp, D., Jenkins, D., Rios Benitez, J., Berkowitz, E., Burnett, TC, Smith, K., **Zanti, S.**, & Culhane, D. (2022). *Finding a way forward: How to create a strong legal framework for data integration* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. https://aisp.upenn.edu/resource-article/finding-a-way-forward-how-to-create-a-strong-legal-framework-for-data-integration/

Zanti, S. & Culhane, D. (2021). *AISP working paper: Addressing racial and ethnic inequities in human service provision* [Working Paper]. Actionable Intelligence for Social Policy, University of Pennsylvania. https://aisp.upenn.edu/resource-article/aisp-working-paper-addressing-racial-and-ethnic-inequities-in-human-service-provision/

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Zanti, S., Jenkins, D., Berkowitz, E., Hawn Nelson, A., Burnett, T., & Culhane, D. (2021). *Building and sustaining state data integration efforts: Legislation, funding, and strategies* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. https://www.aisp.upenn.edu/resource-article/building-sustaining-state-data-integration-efforts-legislation-funding-and-strategies/

Jenkins, D., Berkowitz, E., Burnett, TC, Culhane, D., Hawn Nelson, A., Katz, M., Smith, K., & **Zanti, S**. (2021). *Expanding mobility: The power of linked administrative data and integrated data systems* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. https://aisp.upenn.edu/resource-article/expanding-mobility-the-power-of-linked-administrative-data-integrated-data-systems/

Jenkins, D., Berkowitz, E., Burnett, TC, Culhane, D., Hawn Nelson, A., Katz, M., Smith, K., & **Zanti, S**. (2021). *Expanding Mobility: The power of linked administrative data for spatial analysis* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. https://aisp.upenn.edu/resource-article/expanding-mobility-the-power-of-linked-administrative-data-for-spatial-analysis/

Jenkins, D., Berkowitz, E., Burnett, TC, Culhane, D., Hawn Nelson, A., Katz, M., Smith, K., & **Zanti, S**. (2021). *Expanding mobility: The power of linked administrative data for multi-gen analysis* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. https://aisp.upenn.edu/resource-article/expanding-mobility-the-power-of-linked-administrative-data-for-multi-gen-analysis/

Hawn Nelson, A., Jenkins, D., **Zanti, S**., Katz, M., Berkowitz, E., et al. (2020). *A toolkit for centering racial equity throughout data integration* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. https://www.aisp.upenn.edu/centering-equity/

Hawn Nelson, A., Jenkins, D., **Zanti, S**., Katz, M., Burnett, T., Culhane, D., Barghaus, K., et al. (2020). *Introduction to data sharing and integration* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. https://aisp.upenn.edu/resource-article/introduction-to-data-sharing-and-integration/

Zanti, S., Katz, M., Hawn Nelson, A. (2020). *Centering racial equity across the data life cycle* [Magazine Article]. The Magazine of the American Public Human Services Association: Policy and Practice, August 2020, 15-17 and 32-36.

Alterio, N., Bingle, C., Capehart, A., Chun, L., Delagrammatikas, L., Emond, C., …**Zanti, S**. (2018). *NAPSA Adult Protective Services abuse registry national report* [Technical Report]. Washington, DC: National Adult Protective Services Association. https://www.napsa-now.org/resources/aps-abuse-registry-report/

Zanti, S. & Martinez-Schiferl, M. (2017). *Examining "Repeat Involvement" within Colorado's Adult Protective Services caseload* [Research Report]. Denver, CO: Colorado Department of Human Services.

PROFESSIONAL EXPERIENCE

Colorado Department of Human Services — Denver, CO
Performance Analyst, Office of Children, Youth and Families — Oct 2017 - Jul 2019

- Analyzed performance data for state-level child welfare, juvenile justice, and domestic violence programs

SHARON ZANTI, MSW
434-964-7063 | szanti@upenn.edu |www.linkedin.com/in/sharon-zanti

- Supervised MSW research fellow to facilitate professional development and connection of social work values to research and evaluation
- Designed and conducted mixed-methods data integrity projects to enhance understanding and use of administrative data
- Managed and delivered biannual Performance Management Academy to educate human service leaders on performance improvement strategies
- Served on committee to develop state plan for implementing newly enacted federal legislation, the Family First Prevention Services Act (FFPSA)

Colorado Department of Human Services — Denver, CO
Performance Improvement Specialist — May 2017 - Oct 2017

- Analyzed county-level administrative data to identify and address potential areas for improving performance on key metrics (e.g., timeliness of benefits receipt, recurrence of child maltreatment, reentry to foster care)
- Evaluated effective county practices for reducing SNAP Food Assistance payment errors and developed a webinar, regional workshops, and technical assistance reports to disseminate findings
- Strategically enhanced county performance improvement efforts by facilitating cross-office discussions, providing technical assistance, and meeting with county staff

The Gender Identity Center of Colorado — Denver, CO
Clinical Social Work Intern — Sep 2015 - Jun 2016

- Created and taught "Gender Identity 101" materials to student groups
- Provided individual and family counseling for 8 clients of varying ages and identities
- Co-facilitated biweekly support group focusing on social skills
- Managed Colorado Gives Day campaign resulting in 72% revenue increase from prior year

Off Campus Partners, LLC — Charlottesville, VA
Project Implementation Coordinator, Executive Assistant, Customer Support Associate — Jul 2011 - Apr 2015

- Drafted Requests for Proposal that landed major university clients and subsequently managed their software implementation process
- Presented off-campus housing software to university clients via national conferences, webinars, and in-person meetings
- Developed software training program and conducted client trainings across the U.S.
- Collaborated with product development team to roll out two major site features by designing internal and external communication plan, soliciting customer feedback, tracking bug reports, and following up on fixes

Sexual Assault Resource Agency (SARA) — Charlottesville, VA
Emergency Advocate — Feb 2012 - May 2014

- Completed 40 hours of domestic violence and sexual assault intervention training
- Provided on-call medical accompaniment and advocacy for sexual assault survivors at the University of Virginia Hospital

Penn Social Policy & Practice
University of Pennsylvania

SHARON ZANTI, MSW
434-964-7063 | szanti@upenn.edu |www.linkedin.com/in/sharon-zanti

University of Virginia, Office of Residence Life — Charlottesville, VA
Student Co-Chair, Senior Resident, Resident Advisor — Aug 2008 - May 2011

- Elected to co-supervise senior resident team (five student staff members, overseeing 1200+ first-year students across 10 buildings) and serve as a leader for 230+ Resident Advisors (RAs)
- Developed and implemented innovative changes to RA training program, including interactive mental health and substance abuse education workshops
- Established committee for recognizing outstanding work in residential communities with a team of RAs and assembled awards to recognize monthly honorees

CONFERENCE PRESENTATIONS

Association for Public Policy Analysis & Management (APPAM) — Forthcoming
Student research poster on "Trends in Mental Health Service Usage for Children and Youth Before, During, and After Onset of the COVID-19 Pandemic" accepted for 2023 Fall Research Conference — Nov 2023

Society for Social Work Research (SSWR) — Forthcoming
Roundtable Organizer: Racial Equity and Community Voice in Administrative Data Use — Jan 2024

Society for Social Work Research (SSWR) — Forthcoming
Roundtable Discussant: Using Administrative Data to Combat Statistical Erasure — Jan 2024

All IN for Health National Meeting — Virtual
Presentation: Data Quality Considerations: What's COVID got to do with it? — Nov 2021

2021 National TANF Director's Meeting — Virtual
Presentation: TANF Data Collaborative: Accessing, linking, and analyzing wage records — Sep 2021

Society for Social Work Research (SSWR) — Virtual
Oral Paper: Collaborative Workgroup Process to Center Racial Equity Throughout Data Integration — Jan 2021

INVITED PRESENTATIONS & LECTURES

Office of Family Assistance Peer TA Webinar, Administration for Children and Families — Virtual, Feb 2022
Centering Racial Equity in TANF Data Use

Symposium: Data, Rigor, and Reproducibility in Light of Diversity, Equity, and Inclusion — Minneapolis, MN, Dec 2021
Centering Racial Equity Across the Data Life Cycle

U.S. Office of the Assistant Secretary for Planning and Evaluation — Virtual, Dec 2021
Centering Racial Equity in Data Use

TANF Data Collaborative Webinar Series — Virtual, Sep 2021
Centering Racial Equity Throughout Data Integration

National Center for State Courts: Racial Justice Data Change Collaborative — Virtual, July 2021
Centering Racial Equity Throughout Data Integration

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City of Philadelphia, Performance Management Team — Virtual
Centering Racial Equity Throughout Data Integration — Jan 2021

University of Denver, Graduate School of Social Work — Denver, CO
Gender Identity 101 — Apr 2016

Phi Sigma Pi National Honor Fraternity, Western Regional Conference — Boulder, CO
Gender Identity 101 — Apr 2016

SERVICE & LEADERSHIP

Integrated Data Research Network — Philadelphia, PA
Founding Member and Subcommittee Coordinator — Jan 2023 - Present

Youth and Social Innovation Mentoring Pilot Program, University of Virginia — Virtual
Career Mentor — Oct 2017 - Present

Virginia Medical Reserve Corp — Ashburn, VA
Volunteer, COVID-19 Vaccination Sites — Jan 2021 – Jan 2022

Doctoral Student Alliance for Anti-Racism and Anti-Oppression, University of Pennsylvania School of Social Policy and Practice — Philadelphia, PA
Active Member — Jun 2020 – Aug 2021

International Journal of Population Data Science — Swansea, Wales, UK
Peer Reviewer — Jun 2020 - Present

Student Government, University of Pennsylvania School of Social Policy and Practice — Philadelphia, PA
Ph.D. Program Representative — Sep 2019 - May 2020

Virginia Alumni Mentoring Program, University of Virginia — Virtual
Career Mentor — Oct 2017 - Present

Multicultural Social Justice Organization, University of Denver Graduate School of Social Work — Denver, CO
Active Member — Sep 2015 - Jun 2016

The Gender Identity Center of Colorado — Denver, CO
Volunteer — Jun 2015 - Aug 2016

"Get Grounded" Bystander Intervention Campaign, University of Virginia — Charlottesville, VA
Founding Member, Training Coordinator, Lead Student Presenter — Jun 2010 - May 2011

Volunteer with International Students and Scholars, University of Virginia — Charlottesville, VA
Language Consultant — Sep 2008 - May 2009

PROFESSIONAL DEVELOPMENT

Statistical Horizons
Completed short course—Data Wrangling in R — Dec 2022
Completed short course—Categorical Data Analysis — July 2023