Penn
Social Policy & Practice
University of Pennsylvania

2025

PHD IN SOCIAL WELFARE GRADUATES

Penn
Social Policy & Practice
University of Pennsylvania

Dear Colleagues,

It is our distinct pleasure to present to you the curriculum vitae of the eight PhD candidates who will complete their degrees by May of 2025.

The PhD in Social Welfare program at the School of Social Policy & Practice prepares students for careers as exceptional researchers and scholars committed to critically and rigorously analyzing social problems to propose effective, research-based solutions, and to offer new theories and methods for approaching research and scholarship. Each of our candidates demonstrates excellence and innovation in an arena of social welfare scholarship, practice, and teaching and is well prepared to push the boundaries of our profession.

We encourage you to review the CVs and 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

Alexander Bervik, MSW

Daniel Choi, MSW

Anna Ferris, MSW, LSW

Ari Gzesh, MSW

Jessica Kim, LCSW

Tiana Marrese, M.Sc.

Codi Smith, MPSA

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Alexander Bervik, MSW

Alexander's research lies at the intersection of refugee resettlement and fatherhood. His interest in working with refugee communities grew out of direct practice experiences in Denver, Stockholm, Athens, and Philadelphia. His burgeoning interest in fatherhood has grown out of his personal life as a father, as well as work as a research assistant at the Center for Guaranteed Income Research at the University of Pennsylvania, leading the analysis and writing of a guaranteed income pilot for nonresident fathers in Columbia, South Carolina.

Alexander holds both a BS in Business Administration and a BS in Mathematics from Colorado State University, as well as an MSW from the University of Pennsylvania. Before returning to SP2, Alexander worked as a social worker with students and nonprofits at Stanford University's Haas Center for Public Service.

Alexander D. Bervik

Curriculum Vitae

Education

2021 -	**PhD in Social Welfare** (expected graduation Spring 2025)	University of Pennsylvania School of Social Policy & Practice
2017-2019	**Master of Social Work** *Certificate in Interdisciplinary Studies in Global Human Rights* Independent Study: *A Comparison of Social Innovation in the United States and Canada*	University of Pennsylvania School of Social Policy & Practice
2010-2014	**Bachelor of Science in Business Administration** *Accounting Concentration* **Bachelor of Science in Mathematics** *Actuarial Sciences Concentration* Thesis: *A Prison Vision: Implementing Vocational and Mentoring Programs in Prison*	Colorado State University *(cum laude)*
2013	**International Exchange Student**	Queen Mary University of London

Professional and Research Specialization

- Refugee resettlement policy
- Transnational migration
- Social welfare
- Immigration
- Fatherhood and masculinity

Publications

Articles in Peer-Reviewed Journals (Under Review)

Bervik, A., Ferris, A., & Ziembo, C. (2024). *Different pathways, different results? A scoping review examining methods and outcomes for privately sponsored and government-assisted refugees.* [Manuscript submitted for publication].

Bervik, A. & Ferris, A. (2024). *An ideology of deserving: A historical analysis of United States immigration policies governing forced migration and social welfare.* [Manuscript submitted for publication].

Ferris, A., **Bervik, A.**, & Power, K. (2024). *Fragmented integration: Social welfare and differential inclusion among forced migrants in the U.S.* [Manuscript submitted for publication].

Manuscripts in Preparation

Bervik, A., Lyons, A., Castro, A., & West, S. (in progress). *Child support, fatherhood, and Guaranteed Income: A mixed-methods analysis on unconditional cash payments for nonresident fathers.*

Kitchens, K., **Bervik, A.**, & Mitschke, D. B. (in progress). *Life course differences in resettlement: An interpretative phenomenological analysis of adult refugees from Burma*

Bervik, A. & Park. Y. (in progress). *Racializing refugees: The construction of African and Asian refugees in social work discourse.*

Bervik, A. (in progress). *Welfare for the settler: The Homestead Act of 1862*.

Non-peer reviewed research papers

Bervik, A., Lyons, A., West, S., Tandon, N., Castro, A., & Nichols, B. (2024). The American Guaranteed Income Studies: Columbia, South Carolina. *University of Pennsylvania, Center for Guaranteed Income Research.* Available: https://static1.squarespace.com/static/5fdc101bc3cfda2dcf0a2244/t/6644bf5b48e2095c12b06585/1715781469140/CGIR+Columbia+SC+CLIMB+Final+Report_5.15.24.pdf

Book Chapters

Schlossberg, D. & **Bervik, A.** (2023). Housing and immigration: A legal guide for social workers. In F. Chang-Muy & E. P. Congress (Eds.), *Social work with immigrants and refugees: Legal issues, clinical skills, and advocacy*. Springer Publishing Company.

Academic Blog Posts

Bervik, A, & Lee, J. S. (2019). Waterfront revitalization - A Canadian experiment in Toronto. *Wharton IGEL.* Available: https://whartonigelupenn.wordpress.com/2019/03/06/waterfront-revitalization-acanadian-experiment-in-toronto/

Lee, J.S., & **Bervik, A.** (2019). Linear parks and real estate development. *Wharton IGEL.* Available: https://whartonigelupenn.wordpress.com/2019/01/16/linear-parks-and-real-estate-development/

Event Summaries

Bervik, A. (2017). International innovation through global migration: Canada – US – France. *French Treasury in the US.*

Bervik, A. (2017). Resiliency to preserve art & culture: The Paris Agreement and how museums are preparing for climate risk. *French-American Chamber of Commerce.* Available: *https://72e71ce3-7c05-4268-9ade-3905828c6cf0.filesusr.com/ugd/8a03d1_aa40b6c72a5a4ab9aa2dd492b85679fa.pdf*

Research Experience

2023 - **Research Assistant**
Center for Guaranteed Income Research, University of Pennsylvania
Led qualitative analysis and writing for a guaranteed income study of nonresidential fathers

2021 - **Research Assistant**
University of Pennsylvania

2017-2020 **Qualtrics Consultant & Research Coordinator**
The Wharton School, University of Pennsylvania
Contributed to research with Wharton faculty and students by programming surveys and providing guidance on survey methodology
Supervised research studies in the Wharton Behavioral Lab

Teaching Experience

Teaching Assistant

2021 SWRK 811 - *Social Theory*
Taught by Dr. Roberta Iversen
University of Pennsylvania

2021 SWRK 768 - *Social Policy through Literature*
Taught by Dr. Roberta Iversen
University of Pennsylvania

2020 SWRK 796 – *Family Economic Mobility: Problems and Policies*
Taught by Dr. Roberta Iversen
University of Pennsylvania

2020 SWRK 601 – *History and Philosophy of Social Work and Social Welfare*
Taught by Dr. Roberta Iversen
University of Pennsylvania

2019 EDUC 98 – *Service-Learning Practicum*
Taught by Pete Cerneka
Stanford University

Instructor

2023 - 2024 *Macro Simulation Instructor*
Worked with advanced macro social work students in simulation exercises to practice using the knowledge they gained in the program
University of Pennsylvania

Teaching Workshops

2019-2020 *Peer Mentoring Workshops*
Haas Center for Public Service, Stanford University
Created and led workshop series on how to be an effective mentor
Given to student leaders of service organizations

2019 *Qualtrics Survey Design*
Wharton School of Business, University of Pennsylvania
Led workshop series on effectively designing Qualtrics surveys
Given to faculty and students at Wharton

Cohort Leader

2020-2021 *Frosh Service Liaison*
Haas Center for Public Service, Stanford University
Led a group of first-year students in effectively and ethically engaging in public service while at Stanford

Presentations

Policy presentations

Thompson, A., **Bervik, A.**, Lyons, AJ, Tandon, N., & Castro. A. Guaranteed Income Pilot Project: Columbia SC. *Center for Guaranteed Income Research, University of Pennsylvania.* Presented research findings from guaranteed income pilot to mayoral staff. Virtual.

Conference Presentations

Bervik, A. & Ferris, A. (2024). Welfare inclusion vs. exclusion: Comparing welfare states and their responses to those with temporary and full refugee status. *IMISCOE 2024 Annual Migration Conference*. Lisbon, Portugal (presented virtually).

Ferris, A., & **Bervik, A.** (2024). Welfare inclusion vs. exclusion: The impact of forced migrant categorization on the modern welfare state. *European Conference for Social Work Research 2024 Annual Conference*. Vilnius, Lithuania.

Bervik, A. (2024). Welfare for the settler: The Homestead Act of 1862. *Society for Social Work and Research 2024 Annual Conference*. Washington, D.C., USA.

Bervik, A. (2023). Can refugees become American?: The construction of the refugee identity in social work discourse. *IMISCOE 2023 Annual Migration Conference.* Warsaw, Poland.

Bervik, A. & Ferris, A. (2023). Welfare inclusion vs. exclusion: Comparing welfare states and their response to those with temporary and full refugee status. *IMISCOE 2023 Annual Migration Conference.* Warsaw, Poland (presented virtually) .

Invited Presentations

Bervik, A. & Ferris, A. (2023). Welfare inclusion vs. exclusion: The impact of forced migrant categorization on welfare access and integration. *Andrea Mitchell Center, University of Pennsylvania.* Philadelphia, PA, USA.

Classroom Presentations

Schlossberg, D. & **Bervik, A.** (2023). Guest Lecturer. "Affordable Housing and Immigration." *University of Pennsylvania, School of Social Policy and Practice* (Course: MSSP 6310: Law and Social Policy).

Bervik, A. (2022). Guest Lecturer. "'Go west young man': Homesteading the United States." *University of Pennsylvania, School of Social Policy and Practice* (Course: SWRK 7530: Constructing America: A Socio-Legal History of Immigration).

Awards and Honors

2024 **Professional Travel Grant**
School of Social Policy & Practice, University of Pennsylvania
Individual grant for the presentation and dissemination of original research.
$650

2023 **GAPSA Individual Grant**
The Graduate and Professional Student Assembly, University of Pennsylvania
Individual grant for the presentation and dissemination of original research.
$1,000

2022 **SP2 Summer Research Fellow**
School of Social Policy & Practice, University of Pennsylvania
Awarded funding to pursue independent research project, leading to a peer-reviewed publication submission.
$6,100

Work Experience

2024 - **Independent Contractor**
Third Space Research
Consult on private sector research, including work on survey design and quantitative data analysis

2019-2021 **Cardinal Commitment Coordinator**
Haas Center for Public Service, Stanford University
Mentored and advised students making a sustained commitment to public service

2018-2019 **Citizenship Project Coordinator (MSW Internship)**
SEAMAAC, Inc.
Philadelphia, PA
Ran the citizenship project in helping Southeast Asian refugees obtain United States citizenship

2017-2018 **Learning Coach (MSW Internship)**
Lutheran Settlement House
Philadelphia, PA
Offered one-on-one support, guidance, and tutoring for adult learners, while researching and formulating recommendations to foster adult learner persistence

2016 **Refugee Center Manager**
Alliance Refugee Center
Athens, Greece
Oversaw operations of a refugee day center

2016 **Outreach Worker**
Korskyrkan
Stockholm, Sweden
Oversaw service teams from the United States in assisting refugees

2014-2016 **Product Analyst**
Qualtrics
Provo, UT & Dublin, Ireland
Provided survey support for Qualtrics' customers
Onboarded new hires in the European headquarters

Service & Organizational Leadership

Service

2024 - **Ad-Hoc Reviewer**
International Journal for Social Welfare

2023 **Founding Member**
Penn Ethnography Lab
University of Pennsylvania

2020-2021 **Co-Leader**
White People for Racial Justice Group
Haas Center for Public Service, Stanford University
Led discussions on how the Haas Center can be a more racially equitable center

2020-2021 **Member**
Diversity, Equity, and Inclusion Committee
Haas Center for Public Service, Stanford University
Advanced cultural humility and DEI practices

2019-2020 **Member**
Local Community Partnerships Committee
Haas Center for Public Service, Stanford University
Strengthened relationships between the Haas Center and nonprofit community organizations

Professional & Research Affiliations

2024 - **Student Affiliate**
University of Buffalo
Immigrant and Refugee Research Institute

2024 - **Member**
European Social Work Research Association (ESWRA)

2023 - **Member**
Society for Social Work and Research (SSWR)

2023 - **Member**
International Migration Research Network (IMISCOE)

Daniel Choi, MSW

Daniel is a PhD candidate at the School of Social Policy and Practice expected to graduate in the spring of 2025. His research interests include social entrepreneurship, faith-based social welfare, volunteerism, and philanthropy. His dissertation ties together these interests to provide insights into how people help other people. His research interests are born out of his personal curiosity and personal experiences. Daniel returned to the University of Pennsylvania after receiving his Master of Social Work from the School of Social Policy and Practice in 2018. He received his Bachelor of Social Work from the University of Georgia in 2017.

Updated August 2024

Daniel Young Choi

Philadelphia, PA * choidy@upenn.edu * https://www.linkedin.com/in/choidy/

EDUCATION

University Of Pennsylvania, School of Social Policy and Practice — **Philadelphia, PA**
Doctor of Philosophy in Social Welfare, Candidate — Sept 2020 – Present
Advisor: Dr. Ram A. Cnaan

University Of Pennsylvania, School of Social Policy and Practice — **Philadelphia, PA**
Master of Social Work, *Clinical Concentration* — May 2018
Graduated Summa Cum Laude

University Of Georgia, School of Social Work — **Athens, GA**
Bachelor of Social Work — May 2017
Graduated Magna Cum Laude

PROFESSIONAL AND RESEARCH INTERESTS

Social entrepreneurship
Faith-based social welfare
Macro practice
Volunteerism
Philanthropy
Social work leadership

GRANTS AND RESEARCH SUPPORT

Partners for Sacred Places & The Salvation Army | Co-investigator (PI: Dr. Ram A. Cnaan)
Title: Revisiting the economic halo effect of the Salvation Army's Kroc Community Centers
Funding: Salvation Army; Awarded $9,000

2024 **National Science Foundation** | Co-investigator (PI: Dr. Ram A. Cnaan)
Title: Leading prosocial behavior: Understanding the emergence of volunteer leaders in nonprofit organizations
Currently under review.

2023 **Summer Research Fellowship** | Principal Investigator
Title: Social workers as social entrepreneurs: Understanding engagement
Funding: University of Pennsylvania; Awarded $5,000

2022 **Summer Research Fellowship** | Principal Investigator
Title: The people behind the scenes: Episodic volunteering at fundraising events
Funding: University of Pennsylvania; Awarded $6,100

PUBLICATIONS

Articles in Peer-Reviewed Journals

1. Cnaan, R. A., **Choi, D.**, Kang, C., Song, J., Almog-Bar, M., & von Schurbein, G. (2023). The people behind the scenes: Episodic volunteering at fundraising events. *Journal of Philanthropy and Marketing 28*(3), e1794. https://doi.org/10.1002/nvsm.1794
2. **Choi, D.**, Ferris, A., Marrese, T., Cnaan, R. A., & Handy, F. (2023). The implications of the COVID-19 Pandemic on recruitment and retention of volunteers and donors in the U.S. *Human Service Organizations: Management, Leadership, & Governance, 48*(3), 340-354. https://doi.org/10.1080/23303131.2023.2232844
3. Nouman, H., Cnaan, R. A., & **Choi, D. Y**. (2024). Human service organizations as an arena for social intrapreneurship: A cross-country analysis. *Human Service Organizations: Management, Leadership & Governance.* https://doi.org/10.1080/23303131.2024.2339321
4. Ferris, A., Marrese, T., Cnaan, R. A., **Choi, D**., & Handy, F. (2024). Who volunteers at refugee and immigrant nonprofits? Results from two studies. *Nonprofit Policy Forum.* https://doi.org/10.1515/npf-2023-0066
5. Cnaan, R. A., **Choi, D. Y.**, & Unetic, P. (2024). In-person volunteering in the times of the pandemic: Lessons from essential volunteering. *Nonprofit Management & Leadership*.
6. Nouman, H., & **Choi, D. Y**. Social entrepreneurship in social work in multicultural societies: A majority and minority lens. *The British Journal of Social Work,* bcae127. https://doi.org/10.1093/bjsw/bcae127

Published Reports – Professional

1. Cnaan, R. A., Handy, F., Marrese, T., **Choi, D. Y.**, & Ferris, A. (2022). *Generosity trends and impacts: Before and during the COVID-19 pandemic in the USA*. https://www.sp2.upenn.edu/wp-content/uploads/2022/11/Accessible-Report- FINAL.pdf

Manuscripts Under Review

1. **Choi, D.**, & Nouman, H. Social workers as social entrepreneurs: Understanding engagement.
2. **Choi, D.**, Marrese, T., Cnaan, R. A., & Handy, F. The religion and generosity nexus: An update after the pandemic.
3. Lee, H., **Choi, D.**, Cnaan, R. A., & Handy, F. Unemployment and prosocial engagement: Behavior changes during the COVID-19 Pandemic.
4. Marrese, T., Handy, F., **Choi, D.**, Ferris, A., & Cnaan, R. A. Changes in formal and informal volunteering before and during crises: Lessons from the COVID-19 Pandemic.

Manuscripts in Preparation

1. **Choi, D.**, & Cnaan, R. A. Clergy as social entrepreneurs: An exploration.
2. **Choi, D.**, & Cnaan, R. A. Social entrepreneurship within social work: A review.

CONFERENCE PRESENTATIONS

1. Cnaan, R. A., Handy, F., Marrese, T., **Choi, D. Y.**, & Ferris, A. (2022). Generosity trends and impacts: Before and during the COVID-19 pandemic in the USA. *ARNOVA 2022 Annual Conference.* Raleigh, N.C.
2. Ferris, A. Cnaan, R. A., Handy, F., **Choi, D. Y.**, Marrese, T. (2024). The Impact of the COVID-19 Pandemic on Refugee and Immigrant Organizations. *SSWR 2024 Annual Conference.* Washington, D.C.
3. **Choi, D.**, Ferris, A., Marrese, T., Cnaan, R. A., & Handy, F. (2024). The Implications of the COVID-19 Pandemic on Recruitment and Retention of Volunteers and Donors in the U.S. *ARNOVA Asia 2024.* Seoul, South Korea.
4. **Choi, D.**, Ferris, A., Marrese, T., Cnaan, R. A., & Handy, F. (2024). The Implications of the COVID-19 Pandemic on Recruitment and Retention of Volunteers and Donors in the U.S. *ARNOVA 2024 Annual Conference.* Washington, D.C.
5. **Choi, D.**, & Nouman, H. Social workers as social entrepreneurs: Understanding engagement. *CSWE Annual Program Meeting*. Kansas City, MO.

TEACHING EXPERIENCE

University of Pennsylvania

Fall 2024	Teaching Assistant, SWRK6010 History and Philosophy of Social Work and Social Welfare
Fall 2023	Teaching Assistant, SWRK6010 History and Philosophy of Social Work and Social Welfare

PROFESSIONAL EXPERIENCE

The Kirkbride Center **Philadelphia, PA**
Primary Therapist June 2018 – June 2020

- Two-year post MSW experience

Goldring Reentry Initiative **Philadelphia, PA**
Social Work Intern/Case Manager July 2017 – May 2018

Advantage Behavioral Health Systems – Homeless Day Services **Athens, GA**
Social Work Intern/Case Manager Aug 2016 – May 2017

LICENSURE

Licensed Social Worker (LSW) – *inactive*

- SW135453

STATISTICAL, COMPUTATIONAL, AND PROFESSIONAL TRAINING

Statistical Methods

Linear Regression (Ordinary Least Squares, Logistic Regression)

Statistical and Computational Languages and Programs

R/RStudio, MS Office

Professional Training

Clinical Documentation (DAP Notes), Survey Development, Crisis Intervention

SERVICE WORK

Philabundance — **Philadelphia, PA**
Delivery Driver, Volunteer — Feb 2021 – June 2021

Sugarloaf Korean Baptist Church — **Suwanee, GA**
Sunday School Teacher and Volunteer — Aug 2010 – June 2017

Chess and Community — **Athens, GA**
Volunteer — Aug 2016 – May 2017

Habitat for Humanity — **Suwanee, GA**
Volunteer — Aug 2013 – May 2014

World Changers — **Various Locations**
Summer Home Remodeling Volunteer - Disaster relief — June 2009 – June 2014

Penn
Social Policy & Practice
University of Pennsylvania

Anna Ferris, MSW, LSW

Anna's dissertation, *Liminality of Forced Displacement: Syrian Refugee and Immigrant Lives in the US* explores Syrian migration histories after the start of the Syrian revolution and war. Specifically, she takes a phenomenological method of inquiry to examine how the types of legal and geographic pathways that Syrians traverse shape their experiences with the US immigration system, holding different humanitarian protection statuses while in the US and placing individuals and families in limbo for months or years waiting on pending applications, have their asylum claims rejected, or find themselves in a temporary or uncertain legal status that places them in the "in-between" reality – not deported but unable to claim the rights of citizenship. Furthermore, she explores how migration pathways shape belonging and community within their local context. Her dissertation is supported by a grant from the Muslim Philanthropy Initiative (MPI) at the University of Indiana Lily School of Philanthropy. She also currently serves as the 2024 PhD Scholar at MPI.

Anna holds an MSW from the University of Pennsylvania and a BSW from the University of North Carolina Wilmington. Before doctoral studies, Anna accumulated over 5 years of experience in social work practice, both in refugee resettlement and education.

Research interests include refugees and immigrants, forced migration, and inequality.

Anna Ferris, MSW, LSW

Curriculum Vitae
3701 Locust Walk
Philadelphia, PA 19104
Email: aferris@upenn.edu

EDUCATION

PhD Social Welfare **2021- present**
University of Pennsylvania
Dissertation: *Liminality of Forced Displacement: Syrian Refugee and Immigrant Lives in the US*
Committee: Drs. Ram Cnaan, Roberto Gonzales, and Amy Castro

Master of Social Work **August 2016**
University of Pennsylvania
School of Social Policy and Practice

Bachelor of Social Work **May 2014**
University of North Carolina at Wilmington
School of Social Work

PROFESSIONAL AND RESEARCH SPECIALIZATION

- Immigration and Citizenship
- Forced Migration
- Inequality

PUBLICATIONS

Refereed Journal Articles

Ferris, A., Marrese, T., Cnaan, R., Choi, D., & Handy, F. (2024). Who Volunteers at Refugee and Immigrant Nonprofits? Results from Two Studies. Nonprofit Policy Forum. doi: 10.1515/npf-2023-0066

Choi, D., **Ferris, A.**, Marrese, T., Cnaan, R., & Handy, F. (2023). The Implications of the COVID-19 Pandemic on Recruitment and Retention of Volunteers and Donors in the US. Human Service Organizations: Management, Leadership, and Governance. 48(3). 340-354. 1-15. https://doi.org/10.1080/23303131.2023.2232844

Journal Articles in Submission or Preparation

Bervik, A., & **Ferris, A.** An Ideology of Deserving: A Historical Analysis of United States Immigration Policies Governing Forced Migration and Social Welfare (Revise and Resubmit).

Bervik, A., **Ferris, A.**, & Ziembo, C. Different Pathways, Different Results? A Scoping Review Examining Integration Outcomes for Privately Sponsored and Government-Assisted Refugees (Revise and Resubmit).

Choi, D., Marrese, T., **Ferris, A.,** Cnaan, R., & Handy, F. Religiosity and Generosity in Light of the Pandemic. (Under Review).

Marrese, T., Choi, D., **Ferris, A.,** Cnaan, R., & Handy, F. Changes in Formal and Informal Volunteering Before and During Crises; Lessons from the COVID-19 Pandemic. (Under Review).

Ferris, A., Bervik, A., Power, K., & Cnaan, R. Fragmented Integration: Social Welfare and Differential Inclusion Among Forced Migrants in the U.S. (In Preparation).

Research Reports

Cnaan, R.A., Handy, F., Marrese, T., Choi, D. Y., and **Ferris, A.** 2022. Generosity Trends and Impacts: Before and During the COVID-19 Pandemic in the USA.

RESEARCH EXPERIENCE AND GRANTS

University of Pennsylvania School of Social Policy & Practice, Philadelphia, PA
Graduate Research Assistant
August 2021- present

Muslim Philanthropy Initiative - Indiana University Lilly Family School of Philanthropy
2024 PhD Scholar
Dissertation Research Grant Recipient; Awarded: $4,200

2024 Summer Research Fellowship
Principal Investigator Title: Humanitarian Protection and Social Welfare Provision: An Exploration of How Access to Federal Welfare Shapes the Lives of those Seeking Humanitarian Protection. Funding: University of Pennsylvania; Awarded $5,000

2023 Summer Research Fellowship
Principal Investigator Title: Who Volunteers for Refugee and Immigrant Organizations? Two Studies Exploring Volunteering at Nonprofits Serving Refugees and Immigrants. Funding: University of Pennsylvania; Awarded $5,000

Generosity Trends and Impacts: Before and During the COVID-19 Pandemic in the USA
Co-Investigator
May 2021-April 2022

TEACHING EXPERIENCE

SSWG 4396: Introduction to Social Research (Fall 2024)
Adjunct Faculty at Temple University

Teaching Assistant (Fall 2019)
University of Pennsylvania
SWK 749: Civil Society Addressing Conflict in Israel and Palestine

PROFESSIONAL PRESENTATIONS

IMISCOE (International Migration Research Network)
Lisbon, Portugal (presented online)
Oral Presentation: *Welfare Inclusion vs Exclusion: The Impact of Forced Migrant Categorization on the Modern Welfare State*
July 2024

European Conference for Social Work Research
Vilnius, Lithuania
Oral Presentation: *Welfare Inclusion vs Exclusion: The Impact of Forced Migrant Categorization on the Modern Welfare State*
April 2024

Society for Social Work Research (SSWR)
Washington, DC
Oral Presentation: *Who Volunteers for Refugee and Immigrant Organizations? Two Studies Exploring Volunteering at Nonprofits Serving Refugees and Immigrants*
January 2024

Andrea Mitchell Center for the Study of Democracy
University of Pennsylvania
Oral Presentation: *Welfare Inclusion vs Exclusion: The Impact of Forced Migrant Categorization on Welfare Access and Integration*
December 2023

IMISCOE (International Migration Research Network)
Warsaw, Poland (presented online)
Oral Presentation: *Welfare Inclusion vs Exclusion: Comparing Welfare States and their Response to those with Temporary and Full Refugee Status*
July 2023

Migration Practicalities: Host Country Responses to Authorized and Unauthorized Migrants
Madrid, Spain
Oral Presentation: *Afghan Evacuee Resettlement and Civic Engagement*
October 2022

SERVICE TO PROFESSION

Journal reviewer to Nonprofit Policy Forum

Journal reviewer to the International Journal of Social Welfare

SOCIAL WORK PRACTICE EXPERIENCE

United Communities of Southeast Philadelphia
Community Schools Specialist
November 2020-August 2021

SEAMAAC
(Southeast Asian Mutual Assistance Associations Coalition)
Lead Case Manager
September 2016-November 2019

HIAS Pennsylvania
(Hebrew Immigrant Aid Society)
Refugee Resettlement Case Manager (MSW Field Placement)
Juley 2015-May 2016

Congressman Mike McIntyre
Veterans Services Case Manager (BSW Field Placement)
August 2013-May 2014

PROFESSIONAL AFFILIATIONS

Society for Social Work and Research (SSWR)

European Social Work Research Association (ESWRA)

Ari Gzesh, MSW

Ari S. Gzesh, MSW is a PhD candidate in Social Welfare at University of Pennsylvania's School of Social Policy & Practice. Gzesh's scholarly work tackles barriers and facilitators for sexual/gender-diverse youth and young adults' (SGDY) wellbeing through three arms of research: 1) identifying risk-related psychosocial and behavioral constructs pertaining to health and mental health; 2) examining social support networks – specifically queer kinship – and its relationship to harm reduction; and 3) developing and evaluating clinical care interventions for SGDY that span systems across the social-ecological model. Their three-paper dissertation, titled "Understanding Psychosocial and Behavioral Constructs Related to PrEP Interest Among Trans-Masculine People Assigned Female at Birth," garnered $30k in funding through the Penn Center for Mental Health and AIDS Research, a P50 NIMH-funded Center. Gzesh's work has also been supported by the Leonard Davis Institute for Health Economics and the Eidos LGBTQ+ Health Research Initiative.

In addition to lived experience, their research agenda is informed by over a decade of direct practice. After earning a Master of Science in Social Work from Columbia University, they

worked as a community-based clinician in the Bay Area of California supporting systems-involved youth experiencing sexual exploitation, substance use, and housing instability. Prior to pursuing their MSW, Gzesh taught for eight years in traditional and alternative classrooms, spanning from secondary schools to San Quentin Prison to domestic violence shelters.

While pursuing their doctoral studies, they served as a multi-year Fellow in Leadership Education and Adolescent Health at Children's Hospital of Philadelphia (CHOP); this interdisciplinary fellowship catalyzed their co-founding of Q+CARE Lab: LGBTQ+ Collaborative for Advocacy, Research, and Education in the CHOP Craig Dalsimer Division of Adolescent Medicine. Gzesh is concurrently pursuing certificates in Gender, Sexuality, & Women's Studies through Penn's Center for Feminist, Queer, & Transgender Studies, and Implementation Science through Penn Perelman School of Medicine.

Ari S. Gzesh

orcid.org/0000-0001-7776-9203
✉: agzesh@upenn.edu
☏: 610-585-5176

EDUCATION

University of Pennsylvania School of Social Policy & Practice anticipated 2025
Doctor of Philosophy in Social Welfare

Dissertation: *"Understanding Psychosocial and Behavioral Constructs Related to PrEP Interest Among Trans-Masculine People Assigned Female at Birth."*

Committee: *Dr. Abigail Ross (chair), Dr. Sarah Wood, Dr. Sharon Ravitch, Dr. Dana Prince*

University of Pennsylvania Perelman School of Medicine anticipated 2025
Certificate in Implementation Science

University of Pennsylvania Center for Feminist, Queer, and Transgender Studies anticipated 2025
Gender, Sexuality, and Women's Study Graduate Certificate

Columbia University of New York School of Social Work 2019
Master of Science in Social Work,
Advanced Clinical Practice with specialization in Family, Youth & Children

Bryn Mawr College 2012
Bachelor of Arts
History of Art Major and English Minor, focus in Gender and Sexuality Studies, graduated with honors

RESEARCH INTERESTS

LGBTQ+ adolescents; trauma; moral distress; identity-based support & chosen family; harm reduction; sexual exploitation/work; substance use; clinical care; queer/trans theory; system dynamics; critical mixed methods

GRANT FUNDING & TRAINING AWARDS

Research Funding

Understanding Psychosocial and Behavioral Constructs Related to PrEP Interest Among Trans-Masculine People Assigned Female at Birth, funded through the Penn Mental Health AIDS Research Center (PMHARC), an NIH-funded program (P30 MH 097488). Principal Investigators: ***Ari Gzesh, MSW*** & Sarah Wood, MD, MSHP. Co-investigators: Stephen Bonett, PhD, MA, RN & Scott Jelinek, MD, MPH, MAEd. Total Direct Support: $30,000.

Eidos LGBTQ+ Health Initative Summer, in partnership with the Penn Leonard Davis Institute for Health Economics 2024. Total Direct Support: $6,375.

Leonard Davis Institute LGBTQ+ Research Proposal, Penn Medicine Program for LGBTQ Health & Penn Medicine Center for Evidence-Based Practice (CEP) 2023. Total Direct Support: $6,375.

Examining Attitudes Towards the Measurement, Collection, Storage, and Use of Data about Gender

Identity in Children, Adolescents, and Their Caregivers, Leonard Davis Institute of Health Economics, Health Systems and Policy Small Grants Awards. PIs: Amy Hillier, MSW, PhD and Scott Jelinek, MD, MPH, MAEd. Co-Investigators: Jose Bauermeister, MPH, PhD; Nadia Dowshen, MD, MSHP; ***Ari Gzesh, MSW***; Steven Marcus, PhD; Joseph Whelihan, MD; Sarah Wood, MD, MSHP. Total Project Support: $20,000.

Training Awards

Marymount Fellowship, nominated by faculty at School of Social Policy & Practice, selected from applicant pool across twelve graduate schools by University of Pennsylvania faculty committee, 2022-24. Total Direct Support: $5,000 per year.

Leadership Education in Adolescent and Young Adult Health Training Award in System Dynamics, Children's Hospital of Philadelphia, 2023. Total Direct Support: $2,700.

Graduate Fellowship for Teaching Excellence, UPenn Center for Teaching & Learning, 2023-24. Total Direct Support: $6,500 per year.

Summer Innovation Institute on Collaborative Design & Co-Creation for Health Scholarship, Eidos LGBTQ+ Health Initiative and Penn Nursing. 2024. Total Direct Support: $1,500.

Leadership Education in Adolescent and Young Adult Health Fellowship, Children's Hospital of Philadelphia, 2022-24. Total Direct Support: $9,882 per year.

Other Funding & Awards

Words of Healing for our Younger Selves, Awarded 1st Place for 2023 Journal of Adolescent Health Intersection Contest. Total Direct Support: $500

Leboy-Davies Award, Honorable Mention, University of Pennsylvania Center for Research in Feminist, Queer, and Transgender Studies. Total Direct Support: $500.

Fulbright-Hays Seminar Through the Center for Middle Eastern Studies, University of California Berkeley. 2016. Total Project Support: $80,059.

Margot Stern Strom Innovation Grant, Facing History and Ourselves, 2017. Total Direct Support: $2500.

Innovation Award, Teach for America, 2015-2016. Total Direct Support: $10,000.

Civic Engagement Office Praxis Grant, Bryn Mawr College, 2012. Total Direct Support: $5000.

Hepburn Center Summer Funding Grant, Bryn Mawr College, 2011. Total Direct Support: $7000.

CARE National Conference Ambassador, Bryn Mawr College, 2011. Total Direct Support: $600.

Stories That Live Grant, Holocaust Storytelling Fellowship, 2009-2010. Total Direct Support: $2000.

Center for Peace & Global Citizenship Internship Funding, Haverford College, 2010. Total Direct Support: $6500.

PUBLICATIONS

Peer-Reviewed Manuscripts Published & In Press

1. **Gzesh, A. S.**, Prince, D., Jelinek, S. K., Hillier, A., Kattari, S. K., Shelton, J., & Paceley, M. S. (2024). "Death threats and despair": A conceptual model delineating moral distress experienced by pediatric gender-affirming care providers. *Social Sciences & Humanities Open*, 9, 100867. https://doi.org/https://doi.org/10.1016/j.ssaho.2024.100867
2. **Gzesh, A. S**., Jelinek, S. K., & Arrington Sanders, R. (2024). Rainbow resilience: Addressing the mental health needs of sexual- and gender-diverse youth. *Contemporary Pediatrics*, *40*(02).
3. DelFerro, J., Whelihan, J., Min, J., Powell, M., DiFiore, G., **Gzesh, A.,** Jelinek, S., Schwartz, K. T. G., Davis, M., Jones, J. D., Fiks, A. G., Jenssen, B. P., & Wood, S. (2024). The role of family support in moderating mental health outcomes for LGBTQ+ youth in primary care. *JAMA Pediatrics*, *178*(9), 914-922. https://doi.org/10.1001/jamapediatrics.2024.1956
4. Kynn, J., Boyke, H., McCarthy, S., & **Gzesh, A. S**. (2024). Structural vulnerabilities and over-criminalization of LGBTQ + youth in the California justice system. *Children and Youth Services Review*, 107586. https://doi.org/https://doi.org/10.1016/j.childyouth.2024.107586
5. Jelinek, S. K., **Gzesh, A. S.,** & Whelihan, J. T., Jr (2024). Queer-affirming mentorship: a catalyst for change and a challenge to power structures. *Academic medicine: journal of the Association of American Medical Colleges*, *99*(6), e17–e18. https://doi.org/10.1097/ACM.0000000000005536
6. Grishow-Schade, L., Hillier, A., **Gzesh, A. S.**, & Thompson, M. G. (2023). Breadcrumbs for family: How gender nonconforming, non-binary, and transgender adults give and receive gender messages. *LGBTQ+ Family: An Interdisciplinary Journal*, 1-17. https://doi.org/10.1080/27703371.2023.2208046
7. **Gzesh, A.** (2022). Queering kinship: Biopolitics, the death function, and transcendent capacity. *NEOS* 14 (2).
8. Bozak, C. & **Gzesh, A**. (2022). Teaching tool: Queering kinship: Biopolitics, the death function, and transcendent capacity. *NEOS* 14 (2).
9. Greeson, J.K.P., **Gzesh, A.S.**, Wasch, S., Jaffee, S.R, Ciluffo, K. (2022) "Just being there, like a shoulder to lean on": Resilience and mental health among older youth in and aged out of foster care during COVID-19. *Journal of Child & Adolescent Trauma*. https://doi.org/10.1007/s40653-022-00498-7.
10. Nagy, A., Lyons, A., Arendt, A., **Gzesh, S.** (2022). Research socialization in participatory projects: a trans-Atlantic exchange between the US and Europe. Forschungssozialisation(en) in partizipativen Projekten: Ein transatlantischer Austausch zwischen den USA und Europa. Beitrag in „Widersprüche", Heft 166.

Book Chapters and Other Publications

1. **Gzesh, A.**, Kattari, S., Juarez, N., & Meyer, M. (2024). A (very brief) history of disability and sexuality policy. In S. Kattari (Ed) Exploring Sexuality and Disability: A guide for human service professionals (pp. 13–27). New York, NY: Routledge. DOI: 10.4324/9781003308331-3.
2. **Gzesh, A.** (2023). Invited foreword. Published in *Rosine 2.0: Futures and Histories of Collective Care*. Swarthmore College Libraries.
3. **Gzesh, A. S.** (2023). Words of healing for our younger selves. *Journal of Adolescent Health*. https://doi.org/https://doi.org/10.1016/j.jadohealth.2023.04.020

Manuscripts Under Review & In Revision

1. **Gzesh, A**., Nolan, N., Truel, J., Malone, S. & Adams, D. (under review). Expanding harm reduction and health equity for unstably housed people who inject drugs through implementation science: A case study of StreetMed St. Louis.
2. Jelinek, S., DelFerro, D., Whelihan, J., **Gzesh, A.,** DiFiore, G., Powell, M., Fiks, A., Jenssen, B., & Wood, S. (in revision). Inclusion & privacy in practice: examination of sexual orientation and gender identity data collection and confidentiality concerns among LGBTQ+ adolescents in a large pediatric primary care network.
3. Jelinek, S., **Gzesh, A.** (in revision). Navigating murky waters: A case report on ethical dilemmas and moral distress in communicating and documenting sexual orientation and gender identity in adolescents.
4. Jelinek, S., **Gzesh, A.,** Mayer, L., Hawkins, L., & Dowshen, N. (in revision). "Giving agency over their health:" A content analysis of responses to a patient and family satisfaction survey regarding gender inclusivity in a large pediatric academic center.

Manuscripts In Preparation

1. **Gzesh, A.,** Kirk, S., & Ross, A. Psychosocial and behavioral constructs related to PrEP interest among trans-masculine people assigned female at birth: A scoping review.
2. Prince, D., Roberts, S., **Gzesh, A**., Schuler, M., & Munson, M. Peer support services for sexual and gender minority youth with behavioral health needs: a scoping review.
3. Jelinek, S., **Gzesh, A.,** Whelihan, J., DiFiore, G., Powell, M., Fiks, A., Jenssen, B., & Arrington Sanders, R. Understanding predictors of PrEP interest among sexually active adolescents in a large primary care network.
4. **Gzesh, A.,** Prince, D., Paceley, M., & Shelton, J. From gate-keeping to safeguarding: Recommendations for navigational capacity-building in accessing gender-affirming care.
5. **Gzesh, A.,** Jelinek, S, & Prince, D. Resilience under fire: Leveraging group model building to delineate moral distress experienced by pediatric gender-affirming care providers.
6. Sanders, R., Jelinek, S., **Gzesh, A.,** Dowshen, N., Wirtz, A., Mariño Clyne, & Galai, N. Disparities in HIV prevention: a study of PrEP awareness and usage in gender-minority adolescents and young adults.
7. **Gzesh, A**. Book review of Queer Data Studies for *Affilia*.
8. **Gzesh A**., Jelinek, S., Rider-Longmaid, E., Kidd, K., Hughto, J., Gamarel, K., Charlton, B., & Hughes, L. Between oath and legislation: navigating bioethical dilemmas in gender-affirming care amidst anti-transgender legislation.

PRESENTATIONS

Invited Presentations

1. Halem, J., **Gzesh, A.**, Flores, D., Hillier, A. & Bassett, D. (2024, March). "New perspectives on gender and sexuality in medicine and science." Invited panelist at University of Pennsylvania's Center for Research in Feminist, Queer, and Transgender Studies 50th Anniversary Symposium. Philadelphia, PA.
2. **Gzesh, A.** & Jelinek, S. (2024, January). QCARE Lab: LGBTQ+ Collaborative for Advocacy, Research, and Education. Invited presentation at the National Leadership Education in Adolescent Health Conference. Virtual.
3. Jelinek, S., **Gzesh, A.** (2023, April). Intentional affirmation: public health sonsiderations for visibility,

confidentiality, and support of LGBTQ+ youth and their families. Invited presentation to the Pennsylvania Department of Health. Harrisburg, PA.

4. **Gzesh, A.**, Greeson, J. K. P., Wasch, S., Ciluffo, K., & Jaffee, S. (2022, May). Impact of COVID-19 on the mental health and resiliency of older youth in and aged out of foster care. Invited presentation at the FC2C Statewide Network Quarterly Meeting. Philadelphia, PA.
5. **Gzesh, A.**, Eskridge, S., Briere, X. (2020, October). Creating safe and affirming systems of care for LGBTQ children, youth, and families. Invited presentation at the American Academy of Child and Adolescent Psychiatry Annual Conference. Virtual.

Peer-Reviewed Presentations

1. **Gzesh A.** (accepted for January, 2025). Understanding psychosocial and behavioral constructs related to PrEP interest among trans-masculine people assigned female at birth. Oral Presentation at the Society for Social Work Research. Seattle, Washington.
2. **Gzesh A.**, Jelinek, S., Rider-Longmaid, E., Kidd, K., Hughto, J., Gamarel, K., Charlton, B., and Hughes, L. (accepted for January, 2025). Bioethics, biopower, and gender-affirming care amidst anti-transgender legislation. Oral Presentation at the Society for Social Work Research. Seattle, Washington.
3. Smith, E. K., **Gzesh, A**., Kattari, K. S., Gartner, R.G., Harner, V., Cuneo, J. (accepted for January, 2025). Trans-affirming care: the role of social work research and practice. Roundtable at the Society for Social Work Research. Seattle, Washington.
4. **Gzesh A.** & Jelinek SK. (October, 2024). Leveraging group model building to delineate moral distress experienced by pediatric gender-affirming care providers. Workshop at the GLMA Annual Conference on LGBTQ+ Health. Charlotte, North Carolina.
5. **Gzesh A.** & Jelinek SK. (accepted for October, 2024). Resilience under fire: Conceptualizing moral distress of pediatric gender-affirming care providers. Poster at the GLMA Annual Conference on LGBTQ+ Health. Charlotte, North Carolina.
6. Jewell, T., Roblee, C., Wolfe, A., Wille, L., Klooster, D., Sphinx, H., Villavisanis, D., Abrahams, J., **Gzesh A**., Pacquer, MJ & Votto, J. (October, 2024). A year in review: Growth of the GLMA Health Professionals in Training Curriculum Reform Committee. Oral presentation at the GLMA Annual Conference on LGBTQ+ Health. Charlotte, North Carolina.
7. Jelinek, S. & **Gzesh A**. (October, 2024). Visibility vs. vulnerability: assessing comfort in discussing health information among trans/gender-diverse adolescents. Oral presentation at GLMA Annual Conference on LGBTQ+ Health. Charlotte, North Carolina.
8. **Gzesh A.**, Jelinek, S., Rider-Longmaid, E., Kidd, K., Hughto, J., Gamarel, K., Charlton, B., and Hughes, L. (September 2024). Between oath and legislation: Navigating bioethical dilemmas in gender-affirming care amidst anti-transgender legislation. Oral presentation at World Professional Association for Transgender Health (WPATH) Scientific Symposium. Lisbon, Portugal.
9. Jelinek, S., **Gzesh, A.,** DelFerro, J., Whelihan, JT., DiFiore, G., Powell, M., Fiks, AG., Jenssen, B.P., and Wood, S. (September 2024) Gender identity and privacy: assessing comfort and preferences in discussing sensitive health information among trans/gender-diverse and cisgender adolescents in a large pediatric primary care network. Oral presentation at World Professional Association for Transgender Health (WPATH) Scientific Symposium. Lisbon, Portugal.
10. Jelinek, S., DelFerro, D., Whelihan, J., **Gzesh, A.,** DiFiore, G., Powell, M., Fiks, A., Jenssen, B., & Wood, S. (May, 2024). Examining attitudes towards the collection, storage, and use of sexual orientation and gender identity (SOGI) data among adolescents and their caregivers. Oral presentation at the Pediatric Academic Societies Conference. Toronto, Canada.

11. Jelinek, S., **Gzesh, A.,** DiFiore, G., Powell, M., Fiks, A., Jenssen, B., & Wood, S. (May, 2024). Inclusion & privacy in practice: examination of sexual orientation and gender identity data collection and confidentiality concerns among LGBTQ+ adolescents in a large pediatric primary care network. Oral presentation at the Pediatric Academic Societies Conference. Toronto, Canada.
12. **Gzesh, A.,** Jelinek, S., & Prince, D. (2024, April). "Death threats and despair" A conceptual model delineating moral distress experienced by pediatric gender-affirming care providers. Oral presentation at the Society for Research on Adolescents Annual Conference. Chicago, Illinois.
13. **Gzesh, A.,** Paceley, M., Kattari, S., Shelton, J., Prince, D., & Hillier, A. (2024, January). "I had to fight for this!" Implications for youth, caregivers, and providers amidst attacks on gender-affirming care. Roundtable facilitated at the Society for Social Work Research Annual Conference. Washington, DC.
14. Prince, D., Roberts, S., **Gzesh, A.,** & Tyson, C. (2024, January). Peer support interventions for sexual and gender minority youth with behavioral health needs: A scoping review. Oral presentation at the Society for Social Work Research Annual Conference. Washington, DC.
15. **Gzesh, A.** (2024, January). "Transcendent Capacity": a strengths-based conceptual framework celebrating trans resistance and resilience. Poster presented at the Society for Social Work Research Annual Conference. Washington, DC.
16. Jelinek, S., **Gzesh, A.,** Hawkins, L., Dowshen, N. (2023, November). "Giving agency over their health:" a content analysis of responses to a patient and family satisfaction survey regarding gender inclusivity in a large pediatric academic center. Oral presentation at USPATH Scientific Symposium on Transgender Health. Denver, Colorado.
17. Whelihan, J., Jelinek, S., **Gzesh, A.** (2023, October). Do say gay: Talking with patients and families about sexual orientation and gender identity. Poster presented at the American Academy of Pediatrics National Conference. Washington, DC.
18. Jelinek, S., **Gzesh, A.,** Whelihan, J., Delferro, J. (2023, September). A step towards inclusion: assessing gender pronoun documentation during adolescent primary care visits. Poster presented at GLMA Annual Conference on LGBTQ+ Health. Virtual.
19. **Gzesh, A.** (2023, June). Who's your daddy? The need for queer elders. Oral presentation at the LGBTQ Research Symposium. Virtual.
20. Grishow-Schade, L., **Gzesh, A.** (2023, June). Dropping breadcrumbs for family: A phenomenological study of GNBT young adults. Oral presentation at the LGBTQ Research Symposium. Virtual.
21. Jelinek, S., Whelihan, J., Delferro, J., **Gzesh, A.** (2023, May). Respect and visibility: improving the collection and documentation of gender pronouns during adolescent well visits. Poster presented at the Quality and Safety Symposium at Children's Hospital of Philadelphia. Philadelphia, PA.
22. **Gzesh, A.**, Greeson, J. K. P., Wasch, S., & Jaffee, S. (2023, January). "Just being there, like a shoulder to lean on:" Resiliency and mental health among older youth in and aged out of foster care during COVID-19. Oral presentation at the Society for Social Work Research Conference. Phoenix, AZ.
23. **Gzesh, A.** (2022, June). Hate the sinner, love the sin: Discourse analysis in sex work and social work. Oral presentation at the LGBTQ Research Symposium. Virtual.
24. **Gzesh, A**. (2018, June). The Culture Keepers: YPAR, restorative justice, and Community Cultural Wealth. Oral presentation at the Leadership Public Schools Equity Symposium. Oakland, CA.
25. **Gzesh, A**. (2017, October). Literature of liminality: displacement, diaspora, and cultural dialogue. Oral presentation at the Fulbright-Hays Summit at the Center for Middle Eastern Studies at University of California. Berkeley, CA.
26. **Gzesh, A**. (2017, June). Project Hearts Desire: Allied exploration for youth experiencing belonging uncertainty in schools. Oral presentation at the Leadership Public Schools Equity Symposium. Oakland, CA.

27. **Gzesh, A**. (2016, June). iLearn: Collective feedback tool for equitable engagement. Innovation Award Panel, at the Teach for America Bay Area EdTech Summit. San Francisco, CA.
28. **Gzesh, A.** (2016, March). Trauma transformed: School sites as conduits for healing, empowerment, and social cohesion. Oral presentation at the Comparative and International Education Society 60th Summit. Vancouver, Canada.

FELLOWSHIPS

Leadership Education in Adolescent Health Fellow, Children's Hospital of Philadelphia *2022 – 2024*

- Accepted into competitive federally funded interdisciplinary training program encompassing core competencies of medicine, nursing, nutrition, psychology, and social work at Children's Hospital of Philadelphia
- Integrated bio-behavioral, bio-psychological and social determinants concepts through public health and policy frameworks, explicit focus on health disparities and equity; co-authored peer-reviewed proposals and publications
- Developed, enhanced, and improved evidence-based, patient-centered, family-involved, culturally responsive, community-based care plans and practices for adolescents with specialized needs
- Created Individualized Training Plan and Leadership Project in collaboration with attending physicians and research scientists at the Gender Clinic, Adolescent Initiative, Center for AIDS Research, Adolescent Specialty Clinic

Graduate Fellow in Teaching Excellence, UPenn Center for Teaching & Learning *2023 – 2024*

- Nominated by department for collaborative fellowship encompassing twelve UPenn graduate schools
- Facilitated nine monthly intra and inter-discipline teaching workshops on inclusive and equitable didactic approaches
- Conducted >10 teaching consultations and observations of Penn graduate and postdoc students

Fellow, SexGen Lab, UPenn School of Social Policy & Practice *2023 – present*

- Developed research tools to better capture mechanisms of gender and sexuality inequities to inform equity efforts, including Reconceptualizing Gender and Health Project
- Informed dissemination and translation of research to effectively communicate expertise to various audiences, including clinical, policy, and intellectual communities

Associate Fellow, UPenn Leonard Davis Institute for Health Economics *2022 – present*

- Spent >75 hours per year related to LDI's mission through collaboration, participation, and community engagement
- Attended policy seminars and conferences, Perelman School of Medicine health services workshops

ADDITIONAL RESEARCH & PROGRAM EVALUATION EXPERIENCE

Co-Founder, Q+CARE: LGBTQ+ Collaborative for Advocacy, Research, and Education *2024 – present*

- Conduct pioneering mixed methods research at the Children's Hospital of Philadelphia (CHOP) that promotes well being of LGBTQ+ youth and young adults
- Leverage health informatics and implementation science to promote equity and access to gender-affirming care
- Partner with CHOP Adolescent Medicine attending physicians and fellows, mentor residents and medical students
- Discern best practices to balance visibility and confidentiality of sexual orientation and gender identity information, disseminate findings through crafting clinical decision-making tools, pathways, and electronic medical records

Research Assistant, Center for Guaranteed Income Research, UPenn *Philadelphia, PA 2022 – present*

- Assist with qualitative and quantitative data collection (ethnography, oral history), qualitative analysis, and co-authorship of peer reviewed manuscripts on asset building, cash-transfers, and economic justice and mobility
- Co-author interview guide for West Hollywood Pilot for Guaranteed Income (low-income LGBTQ+ older adults)

Project Evaluator, Rosine 2.0 *Swarthmore, PA 2022 - 2023*

- Wrote invited foreword for book publication; served on advisory council for participatory exhibition
- Evaluated extent to which the final project aligns with objectives of exploring how harm reduction and mutual aid seek to reduce stigma and increase community health and social cohesion in marginalized communities
- Co-authored Institutional Review Board application; assisted in community-based participatory action research project on harm reduction modalities

Student Intern, Field Center for Children's Policy, Practice, and Research *Philadelphia, PA 2021 – 2022*

- Co-authored research reports, academic conference presentations, and peer-reviewed journal articles to disseminate topical findings pertaining to child welfare
- Participated in monthly interdisciplinary forum exploring abolitionist movement in child welfare

Program Manager and Clinician, Larkin Street Youth Services *San Francisco, CA 2020 – 2021*

- Evaluated organizational practices for serving LGBTQ+ youth across various housing sites, focusing on comparison of two engagement centers; utilized cluster analysis from intakes and youth feedback, conducted focus group with Youth Advisory Board, and presented findings and recommendations to Core Leadership
- Authored Behavioral Health reference for therapists and case managers, guiding best practices for non-pathologizing and liberatory documentation; integrated clinical imperatives while maintaining anti-racist framework
- Co-crafted staff survey in service of Strategic Plan, incorporating tenets of Diversity, Equity, and Inclusion

Scholar, Fulbright-Hays, UC Berkeley Center for Middle Eastern Studies *Morocco, Summer 2017*

- Conducted socio-cultural ethnographic field research on impact of Arab-Israeli conflict and the Arab Spring on inter-communal and minority-majority relations, utilizing material culture and sacred objects as tools for storytelling
- Developed programming with Moroccan counterparts, focused on cultural competence and narrative healing

WASC Accreditation Project Lead, Leadership Public Schools *San Jose & Hayward, CA 2013 – 2018*

- Pioneered instructional/assessment modalities with Gooru & Exit Ticket vis-à-vis idea formation and beta-testing
- Served as a member of Solidarity Advisory Council and adapted research-driven socio-emotional best practices to address the impact of racism on educational experience of students of color; implemented Leaders of Equity tools for planning and action, in coalition with FREE (Fellowship for Race and Equity in Education)
- Advised school action plan; gave key feedback on program elements as member of Instructional Leadership Team
- Utilized investigative process with key stakeholders (students, alumni, faculty, staff, Board of Directors, community partners); achieved the maximal 5-year accreditation granted at both school sites

CLINICAL EXPERIENCE

Behavioral Health Clinician, Larkin Street Youth Services *San Francisco, CA 2020 – 2021*

- Performed on-site behavioral health screening, clinical assessments, crisis intervention and support services; conducted street-level outreach and harm reduction interventions for homeless youth
- Acted as Program Manager during on-call rotation for nine transitional housing programs and three shelters
- Crafted community-based photo narrative entitled "Elegy for My Inner Child" which centered the experiences of transitional age LGBTQ+ youth, addressing the impact of developmental trauma through narrative therapy, using 'testimonios' and ethnography to showcase individual and collective healing within the community

Mental Health Therapist, Westcoast Children's Clinic *Oakland, CA 2019 – 2020*

- Conducted community-based, trauma-informed psychotherapy, crisis intervention and stabilization to assess cognitive, emotional, and social functioning and needs for sexually exploited youth
- Provided mental health screening/assessment as children entered into or changed placement within the child welfare system

Intern, Oakland Unified School District *Oakland, CA 2018 – 2019*

- Provided counseling at Title I public elementary and high schools for children and families struggling with histories of trauma, forced migration, incarceration, housing instability, substance abuse, and domestic and community violence
- De-escalated student dysregulation through behavioral/therapeutic interventions in counseling-enriched Special Day Class for children with ADD/ADHD, ODD, emotional disturbance, and autism

Intern, Leadership Public Schools *Hayward, CA 2017 – 2018*

- Advocated for AB540 (undocumented) students on the "Dream Team" and fostered coalitional agency
- Designed and implemented "Project Hearts Desire," a project pairing mentors with youth who lacked an identified caring adult for allied exploration of a mutual interest, modeled after CARE intervention
- Developed and spearheaded "Culture Keepers," a Youth Participatory Action Research mental health initiative training student first-responders to address conflict utilizing peer-led restorative practices

Youth Advocate and Mentor, Windows for Peace NGO *Tel Aviv, Israel 2011*

- Designed and implemented project-based expressive arts healing for Israeli, Arab-Israeli, and Palestinian youth
- Empowered and educated through new media cultural programs designed to break down stereotypes

ORGANIZATIONAL LEADERSHIP & SERVICE

Executive Board, LGBTQ Caucus of Students & Faculty in Social Work *2024 – present*

- Elected Events Coordinator (two year term)
- Coordinate quarterly membership events, including job market panel, networking, journal clubs, conference events

Sub-committee Lead, GLMA Providers-in-Training Curricular Reform Committee *2023 – present*

- Lead for "new ideas" subcommittee of GLMA Health Professionals Advancing LGBTQ+ Equality, project focused on collecting/storing/displaying sexual orientation and gender identity information in electronic medical records
- Assess the state of LGBTQ+ curricular inclusion across various healthcare disciplines
- Create a centralized resource for students seeking to create curricular change in their own institutions, including content and skill building resources

Undergraduate Research Mentor, Leonard Davis Institute for Health Economics *2023 – present*

- Mentored multiple undergraduate students from underrepresented groups in health equity research
- Procured funding for students through Eidos LGBTQ+ Health Initiative

Ad Hoc Peer Reviewer, Various Academic Journals *2023 – present*

- Provide timely and thorough feedback on manuscripts under review for publication in peer-reviewed journals, such as Affilia, Transgender Health, and Journal of Adolescent Health

Secretary of the Board of Directors, Pacific Center *2020 – 2021*

- Identified strategic priorities to align with mission and purpose as third-oldest LGBTQ+ center in the US
- Contributed to national searches for executive leadership positions; provided direct support to interim leaders
- Facilitated Town Halls and listening tours; served as liaison between Board and clinical staff
- Initiated organizational assessment to infuse Diversity, Equity, and Inclusion in systemic and clinical practices

TEACHING EXPERIENCE

Graduate Fellow in Teaching Excellence, UPenn Center for Teaching & Learning *2023 – 2024*

- Nominated by department for collaborative fellowship encompassing twelve UPenn graduate schools
- Facilitated nine monthly intra and inter-discipline teaching workshops on inclusive and equitable didactic approaches
- Conducted >10 teaching consultations and observations of Penn graduate and postdoc students

Invited Lecturer, Craig-Dalsimer Division of Adolescent Medicine, Children's Hospital of Philadelphia
2023 – present

- Case Conference: Housing instability amongst trans and gender-diverse adolescents and young adults
- Lecture: Commercial sexual exploitation of adolescents and young adults
- Lecture: System dynamics and implications for implementation science

Teaching Assistant, UPenn Graduate School of Education *Fall 2023*

- Co-taught Participatory Educational Research in Global Perspective: Theory and Practice
- Mentored Masters-level students engaging in youth participatory action research

Teaching Assistant, UPenn School of Social Policy and Practice *Spring 2023*

- Co-constructed syllabus for SWRK 701: Health and Mental Health Policy, including delineating key concepts and skills, and application of course objectives through written and oral discussions
- Facilitated small group interactive activities, provided feedback on completed assignments, crafted rubrics in accordance with demonstration of proficiency for Masters-level students

Teaching Assistant, UPenn School of Nursing *Spring 2023*

- Co-taught NURS 3420/5420: The Health of Sexual and Gender Diverse Individuals and Populations Across the Lifespan
- Provided support for primary instructor using structured, active, in-person pedagogical approaches

Invited Guest Lecturer, Various Graduate-level Courses *Fall 2022 - present*

- HBSS 4113 Human Sexuality Education, Columbia University, 2024
- SASS 500 Special Topics LGBTQIA2S+ Health & Wellbeing, Case Western Reserve, 2024
- SWRK 803 History and Philosophy of Social Welfare, University of Pennsylvania, 2022-24
- EDUC 7464 Advanced Qualitative and Case Study Research, University of Pennsylvania, 2024
- EDUC 7460 Qualitative Research: Concepts, Methods, and Design, University of Pennsylvania, 2023
- PUBH 5700 Evidence-Based Strategies to Improve Adolescent and Young Adult Health, 2023-24
- SWRK 7470 Social Policy and the LGBTQ Community, University of Pennsylvania, 2023

- NURS 3420/5420 The Health of Sexual and Gender Diverse Individuals and Populations Across the Lifespan, University of Pennsylvania, 2023

Related Teaching Experience

Educational Consultant, Scholar Co *San Francisco, CA 2017 – present*
- Advise youth and families on all aspects of college access and narrative-building
- Utilize reflective practices to enhance students' competitiveness, support their educational/vocational goals, and help them develop executive functioning skills and practical strategies for purposeful learning

English Teacher, Course Facilitator: Leadership Public Schools *San Jose & Hayward, CA 2013 – 2018*
- Taught English in Title I high school serving 60% free or reduced lunch, 74% English Language Learners, 85% first generation, 9% undocumented students
- Achieved "Accomplished Teacher" designation through rigorous application process with portfolio review

Volunteer Humanities Instructor, San Quentin Prison *Marin, CA 2016 - 2018*
- Through the Prison University Project, provided student-centered, trauma-informed, and culturally-responsive education in humanities for incarcerated men at San Quentin Prison

Bay Area Regional Facilitator, Girls Leadership Institute *Bay Area, CA 2014 - 2016*
- Conducted weekly workshops for elementary-aged girls and their guardians on assertive self-expression, social-emotional intelligence, and leadership capabilities using theater-based Freirian model of kinesthetic learning

English Teacher, San Jose Unified School District *San Jose, CA 2012 - 2013*
- Taught English Language Arts and English Intervention classes to 6th, 7th, and 8th grade system-involved students who had been expelled from public schooling
- Differentiated instruction for students with special needs, including speech impairment, ADD/ADHD, ODD, emotional disturbance, developmental delay, and autism (approximately 68% of students had 504 plans or IEPs)

Lead Facilitator and Grant-Writer, BuildaBridge International *Philadelphia, PA, 2010-2012*
- Educated youth in transitional housing, using hope-infused, child-centered, trauma-informed arts-based model
- Secured continued $75,000 grant from the Philadelphia School District

Co-Founder & Teacher, Tiger Pass School, Asian University for Women *Chittagong, Bangladesh 2010*
- Served 90 students (5-15 years of age) located in an impoverished "slum"
- Instructed >120 Access Academy students during their pre-university bridge program
- Designed three tiers of skill groupings; developed and launched curriculum and assessment metrics; trained university students to be teachers by utilizing a hierarchical structure modeled after BRAC schools

PROFESSIONAL AFFILIATIONS

- Counsel on Social Work Education
- National Association of Social Workers
- Society for Social Work and Research
- Sexuality, Relationships, Gender Research Collective
- Gay & Lesbian Medical Association: Health Professionals Advancing LGBTQ Equality
- World Professional Association for Transgender Health
- Leadership Education in Adolescent Health
- Harvard SOGIE Health Equity Research Collaborative

CERTIFICATIONS & TRAINING

- Cleared Secondary English Teaching Credential, State of California
- Red Cross Disaster Relief Mental Health First Responder
- American Teenager Project Ambassador
- Mind-Body Awareness Project Facilitator
- National Suicide Hotline Certified Counselor
- CSE-IT (Commercial Sexual Exploitation Identification Tool) Trainer
- Social Worker #NPI 1326604844, State of California

Penn Social Policy & Practice
University of Pennsylvania

Jessica Kim, LCSW

Jessica dedicates her research to exploring culturally situated mental health theory and practice with a specific focus on the Asian American community. Her research is supported through several prestigious awards including the Inaugural Presidential Ph.D. Fellowship at the University of Pennsylvania and the Hal Levin Award for meritorious Ph.D. students in social welfare. Her contributions to minority mental health have been recognized nationally through funding from Council on Social Work Education's Minority Fellowship Program. Her keynote addresses and workshops, including those at the University of Pittsburgh and Princeton Theological Seminary, reflect her commitment to empowering academic and community audiences on issues of racialized trauma and mental health stigma. Beyond academia, she is a leader in nonprofit and community organizations, deeply engaged with the communities she studies, serving on multiple boards that advocate for AAPI representation and mental health. Her activism includes organizing rallies and providing testimony in support of legislative efforts to include AAPI studies in statewide curricula. Jessica's blend of academic excellence, community leadership, and 15 years of clinical practice makes her a highly qualified candidate for roles in academia, government, nonprofit leadership, or industry research.

Jessica holds an MSSW from Columbia University and a BS in psychology from Rutgers University. Research interests include: Culturally situated trauma epistemology, racialized trauma, AAPI youth and families, AAPI church and mental health interventions, community based participatory research, critical discourse analysis.

Jessica Cho Kim, LCSW

Curriculum Vitae

https://www.sp2.upenn.edu/people/view/jessica-kim/

3701 Locust Walk
Philadelphia, PA 19104-6214

Email: jkimlcsw@upenn.edu
Phone: 917-992-0227

EDUCATION

Expected 2024	Ph.D.	**Social Welfare, University of Pennsylvania** School of Social Policy & Practice
2003	Postmaster's Fellowship	**Child and Adolescent Mental Health, Yale University** Child Study Center, School of Medicine
2002	M.S.S.W.	**Social Work, Columbia University** Advanced Clinical Practice in Health, Mental Health & Disabilities
1999	B.A.	**Psychology, Rutgers University** Minor East Asian Studies

RESEARCH AND PROFESSIONAL SPECIALIZATION

- Korean American trauma epistemology
- Culturally situated mental health research and practice
- Intersection of Asian American church and mental health services
- Racialized trauma
- AAPI curriculum in K-12 education
- Community based participatory research; Implementation science; Discourse analysis

AWARDS AND HONORS

2021 June	SAMHSA Minority Fellowship Program Fellow of the Month Awarded to highlight impactful community work of fellows within grantee organizations
2021-2024	University of Pennsylvania – Inaugural Presidential PhD Fellowship Awarded to support accomplished and diverse PhD trainees
2021	University of Pennsylvania - Hal Levin Award Awarded to a meritorious PhD student in Social Welfare
2020-2023	CSWE Minority Fellowship Program Awarded nationally to support doctoral training in minority mental health research

GRANTS AND RESEARCH SUPPORT

2020-2021 Evidence-Supported SUD Training for MSW Students in Diverse Settings
Role: Evaluator (with M. Engstrom (PI), J. Corcoran, & N. Auge)
Funding Mechanism: Substance Abuse and Mental Health Services Administration (SAMHSA); $198,740.

2019 University of Pennsylvania – Social Welfare Summer Funding Award
$6,100

PUBLICATIONS

1. Corcoran, J., Marinescu, I., Vogelsang, C., & **Kim, J. C.** (2022). Prevalence of depression during pregnancy and post-partum periods in low-income women in developed countries. *Journal of Public Health* 1-10.

2. **Kim, J. C.** (2021). From disparities to progress: Cultural reflexivity in framing Asian American mental health research. *Journal of Ethnic and Cultural Diversity in Social Work, 32*(2), 102-114.

3. Lu, W., **Kim, J. C.**, & Yoon, A., Yun, K., & Solomon, P. (2021). Trends and disparities in unmet treatment needs for co-occurring depression and alcohol use disorders among young adults in the U.S. *American Journal of Orthopsychiatry 92*(3), 268.

4. Jen, S., Harrop, E., Galambos, C., Mitchell, B., Willey-Shtapit, C., Smith, H. S., Gonzalez Benson, O., Baber, C., **Kim, J. C.**, & Zhou, Y. (2021). Discursive constructions during COVID-19: Calling for the critical analysis of discourse in social work in and beyond the pandemic. *Journal of the Society for Social Work and Research, 12*(4), 619-629.

5. Corcoran, J., Marinescu, I., Vogelsang, C., **Kim, J. C.**, Morgan, S., & Watson-Baker, L. (2021). Prevalence of depression in low-income women living in developed countries. *Depression and Anxiety*, *38*(10), 1046-1053.

6. Masin-Moyer, M., **Kim, J. C.**, Engstrom, M., & Solomon, P. (2020). A scoping review of the trauma recovery and empowerment model (TREM). *Trauma, Violence, & Abuse*, *23*(3), 699-715.

Manuscripts Under Preparation

1. Engstrom, M., Mohrer, M., **Kim, J. C.**, Morgan, S., & Solomon, P. (In Preparation). A systematic scoping review of U.S. programs for pregnant women during and following incarceration in jail or prison.

2. Engstrom, M., **Kim, J. C.**, Golder, S., Higgins, G. E., & Logan, T. K. (In Preparation). Parenthood and victimization by intimate partners among women on probation and parole.

3. Lu, W., **Kim, J. C.**, & Yoon, A. (In Preparation). Factors associated with adherence to mental health service use among Asian American adolescents: Perspectives of adolescents, parents, and clinicians.

4. **Kim, J.C.** & Nguyen, D. (In Preparation). Beyond the Clinic: Navigating Racialized Trauma to Advance Asian American Mental Health

NON-PEER REVIEWED PUBLICATIONS

Kim, J. C. "A Call to Healing Asian Racialized Trauma," Trauma Venture, March 2021. https://tinyurl.com/JessicaChoKim

BOOK CHAPTERS

1. Lu, W., **Kim, J. C**., & Yoon, A. S. (2021). Pathways to Mental Health Service Use for Korean American Adolescents: A Case Study. In A. S. Yoon, S. Moon, & H. Son (Eds.), *Understanding Korean Americans' Mental Health: A Guide to Culturally Competent Practices, Program Developments, and Policies.* Lexington Books.

2. **Kim, J.C**. (In Print). Christianity and Social Work Practice with Korean Americans. In A.S. Yoon (Ed.), *Social Work Practice, Research, Empowerment, and Education for Koreans in the United States.* Lexington Books.

CONFERENCE PRESENTATIONS

1. Engstrom, M., Mohrer, M., **Kim, J. C.,** Morgan, S., Solomon, P. (2023, January). *Programs for pregnant women during and after incarceration*. Oral presentation at the Society for Social Work and Research.

2. **Kim, J.C**., Lu, W., & Yoon, A. (2022, January). *Mental health service adherence among Asian American adolescents: Asian clinician perspectives of facilitators and barriers*. Oral presentation at the Society for Social Work and Research.

3. Lu, W., **Kim, J. C**., Yoon, A., Yun, K., & Solomon, P. (2022, January). *Unmet treatment needs for co-occurring depression and alcohol use disorders among young adults in the U.S.* Poster presentation at the Society for Social Work and Research.

4. **Kim, J.C**., (2021, January). *Cultural reflexivity in framing Asian American health and well-being.* Oral symposium presented at the Society for Social Work and Research, Virtual Conference.

INVITED KEYNOTES AND WORKSHOPS

1. **Kim, J.C.,** (2024, May). *Celebrating AAPI Heritage Month in the Aftermath of Racialized Trauma.* Genmab, Inc. Keynote presentation for international biotech company.
2. **Kim, J.C**., (2024, March). *Racialized Trauma in AAPI Communities*. University of Pittsburgh School of Social Work. Keynote presentation for inaugural AAPI mental health symposium.

3. **Kim, J.C**., (2023, November). *Perspectives from an Asian American Licensed Clinical Social Worker*. National Education Equity Lab course as part of virtual 13-week series on social work profession offered by University of Pennsylvania School of Social Policy and Practice.

4. **Kim, J.C**., (2023, January). *Mental Health Ministry in the Asian American Church.* Princeton Theological Seminary Center for Asian American Christianity Conference. Plenary presentation.

5. **Kim, J. C**., (2022, November). *Social Work Policy and Practice for Racialized Trauma.* Guest lecture for SWRK 786 Trauma and Social Work Practice.

6. **Kim, J. C**., (2022, September). *Understanding Asian Racialized Trauma.* Not In Our Town (NIOT) Princeton Group. Keynote presentation for racial justice nonprofit organization.

7. **Kim, J. C**., (2022, September). *Communicating with School Districts*. Rutgers University College of Education. Panel presentation for AAPI curriculum state advocacy.

8. **Kim, J. C**., (2022, August). *Making Mental Health Matter for Asian Americans*. DuPont Asian Group. Keynote presentation for corporate employees.

9. **Kim, J. C**. (2022, May). *Asian Racialized Trauma. Why and What Now?* Pennsylvania Human Relations Commission. Keynote presentation for government officials and employees.

10. **Kim, J. C**., (2022, May). *Supporting Social Emotional Wellbeing of AAPI Students*. Cherry Hill Mental Health Task Force. Panel presentation for school district educators and parents.

11. **Kim, J. C**., (2022, April). *Reclaiming Our Korean American Voices*. Joining East and West Educational Liaisons (JEWEL). Panel presentation for Korean American School Boards Luncheon.

12. **Kim, J.C**., (2022, March). National Women's History Month Author Awareness. Panel for United Asian Voices of West Orange and NAACP.

13. **Kim, J. C**., (2022, March). *Breaking the Silence on Mental Health in the Korean American Community; Korean American Youth Mental Health; Creating a Mental Health Committee.* Mustard Seed Generation virtual program modules for "Mental Health Training for Korean American Church Leaders."

14. **Kim, J. C**., (2021, December). *Stop AAPI Hate: Know Your Civil Rights, Use Your Voice, Create Pathways for Healing.* Panel speaker for New Jersey Division of Civil Rights webinar speaking about racialized trauma. at 1 hr mark of full recording

15. **Kim, J. C**., (2021, September). *Managing Mental Illness in Our Own Families.* Interest group at The National Summit for Korean American Mental Health Professionals.

16. **Kim, J. C**., (2021, July). *Brief Intro to Asian Racialized Trauma*. Penn Racism Sequence Course VoiceThread in Racial Literacy Module.

17. **Kim, J. C**., (2021, June). *Working With Asian American Mental Health*. Clinician workshop at Assurance Behavioral Healthcare.

18. **Kim, J.C**., (2021, May). *Recognizing Asian Racialized Trauma in Mental Health Practice.* Keynote presentation for Nyack College School of Social Work and the Center for Racial Reconciliation in mental health conference titled "Racism and Hate Crimes Against Asian Americans and Pacific Islanders: From Trauma to Recovery."

19. **Kim, J.C**., (2021, May). *Breaking the Silence of Asian Racialized Trauma in our History, Health, and Healing*. Keynote presentation for Philadelphia College of Osteopathic Medicine. (Raised awareness of racialized trauma for Asian allied health graduate students and allies)

20. **Kim, J.C**., (2021, April). *Understanding Asian Racialized Trauma*. Keynote presentation for University of Pennsylvania International Student and Scholar Services. (Raised awareness of racialized trauma specific to Asian international and Asian American students)

21. **Kim J.C**., (2020, December). *Connecting with Mental Health Careers: Pressing Issues in the Korean American Community.* Panel presentation at Mustard Seed Generation, Educate Empower Equip Webinar Series. (MSG is a faith-based non-profit serving mental health needs of the Korean American community; webinar raised community awareness of mental health issues and career paths)

ACTIVISM

2021, Dec. **Civic testimony speaker** for press conference at Statehouse for Bill A6100. NJ Monitor article

2021, Dec. **Rally organizer and emcee** for inclusion of AAPI curriculum Bill A6100. Cherry Hill, NJ.(with Assemblywoman Pamela Lampitt, Mayor Susan Shin Angulo, Councilwoman Sangeeta Doshi, Aid to Governor Rajpal Bath) 6abc news feature WHYY article The Sun article

2021, May. **Speaker** at *Unity Rally Against Racial Violence*. Bergen County, Korean American Association of New Jersey. (with Congressman Andy Kim addressing anti-Asian violence) Rally speech

TEACHING EXPERIENCE

2021 **Instructor**, University of Pennsylvania, School of Social Policy & Practice
Philadelphia, PA
Qualitative Research in Social Work

2007 **Lecturer,** Hanyang University, Division of International Studies,
Seoul, South Korea
Developed and taught course titled: *Cross cultural contemporary psychology*

COMMUNITY AND NONPROFIT LEADERSHIP

2024-present **Advisory Board Member, Citizen Advisory Cabinet**
Inaugural committee for Mayor David Fleisher, Cherry Hill, NJ

2022-present **Ruling Elder, Presbytery of the East (POTE)**
Grace Ministry Church, Voorhees NJ

2022-present **Advisory Board Member, Mustard Seed Generation**
Nonprofit organization for Korean American mental health advocacy, Dallas, TX

2021-2024 **Board Member, Make Us Visible NJ**
Advocacy coalition for inclusion of AAPI studies in statewide K-12 curriculum

2021-present **Board Member, Asian American Alliance in South Jersey**
Advocacy coalition to represent and safeguard AAPI community interests

2021-present **Cultural Proficiency Committee & Mental Health Task Force**
Cherry Hill School District, Cherry Hill, NJ

2021-present **Summit Committee & Programming Committee, Mustard Seed Generation**
Nonprofit organization for Korean American mental health advocacy, Dallas, TX

2020-present **Chair, Mental Health Committee**
Grace Ministry Church, Voorhees, NJ

2020-2021 **Mentor, Asian Mental Health Collective**
Mentorship Program, Virtual format

2018-2019 **Co-Chair, Doctoral Student Steering Committee (DSSC)**
University of Pennsylvania, School of Social Policy & Practice

2015-2018 **Lay Leader, Women's Community Group**
Grace Ministry Church, Cherry Hill, NJ

2001-2002 **Co-Chair, Asian Student Caucus**

Columbia University, School of Social Work

RESEARCH EXPERIENCE

2021-2023 **Research Assistant**, *CUNY Community Health and Social Medicine Department*
Provide clinical consultation, literature reviews, data coding, and manuscript preparation.

PRACTICE EXPERIENCE

2013-2018 **Psychotherapist,** *Assurance Behavioral Healthcare,* Cherry Hill, NJ
Provided psychotherapy for individuals and families in private practice setting.

2010-2011 **Licensed Clinical Social Worker,** *F.E.G.S. The Honorable Caroline K. Simon Counseling Center,* Queens, NY
Provided psychosocial evaluations in outpatient community mental health center.

2009-2010 **Clinical Therapist,** *Adaptable Human Solutions,* Seoul, South Korea
Provided psychotherapy with expatriate adults and families.

2006-2009 **Licensed Clinical Social Worker,** *U.S. Department of Defense, United States Army, Educational Developmental Intervention Service,* Seoul, South Korea
Evaluated students for special education services.

2004-2005 **Social Worker,** *Jewish Board of Family and Children's Services, Youth Counseling League,* New York, NY
Coordinated Teen Dating Violence Prevention Program adolescent clinic.

2004 **Social Work Intern,** *Healing School Star,* Seoul, South Korea
Provided cross-cultural consultations in alternative high school program.

2002-2003 **Social Work Fellow,** *Yale University, School of Medicine, Child Study Center*
New Haven, CT
Developed psychosocial assessments and treatment plans for at-risk youth.

2001-2002 **Social Work Intern,** *New York University Medical Center, Department of Psychiatry,* New York, NY
Implemented casework on acute care adult inpatient psychiatric unit.

2000-2001 **Social Work Intern,** *New Alternatives for Children,* New York, NY
Case managed permanency planning for medically frail children in foster care.

1999-2000 **Behavioral Health Counselor,** *St. Clare's Hospital, Children's Crisis Intervention Services,* Boonton, NJ
Assisted in crisis intervention at acute care inpatient unit for children.

SPECIALIZED TRAINING

2024 **Reflexive Thematic Analysis and Narrative Analysis**
Qualitative Studio at Children's Hospital of Philadelphia

2022 **Certificate Program in Clinical Supervision**
Rutgers, The State University of New Jersey, New Brunswick, NJ

2021 **Trauma Treatment with EMDR, CBT, and Somatic Based Interventions**
Jennifer Sweeton, PESI, LLC

2019 **Qualitative Research Methods**
Winter Institute at Penn Center for Public Health Initiatives

2017 **Bowen Family Systems Theory Certificate Program**
Rutgers, The State University of New Jersey, New Brunswick, NJ

LICENSURE & CERTIFICATION

2021 Certified Clinical Trauma Professional, Evergreen Certifications #285-33206
2013 Licensed Clinical Social Worker, New Jersey #44SC05533300
2012 Licensed Clinical Social Worker, Pennsylvania #CW017419
2008 Licensed Clinical Social Worker, New York #076341
2003 Licensed Clinical Social Worker, Massachusetts #211798
2002 Certified Social Worker, New York #065411

PROFESSIONAL MEMBERSHIPS

2023 North American Association of Christians in Social Work (NACSW)
2020 Council on Social Work Education (CSWE)
2018 Society for Social Work and Research (SSWR)
2001 Asian American Psychological Association (AAPA)
2001 National Association of Social Workers (NASW)

LANGUAGE SKILLS

Native English
Proficient Korean

Penn Social Policy & Practice
University of Pennsylvania

Tiana Marrese, M.Sc.

Tiana Marrese investigates paid and volunteer labor in nonprofit and public sectors of the economy with emphasis on the implications of this behavior relative to market outcomes and policy decisions. She specializes in large-scale public datasets and quantitative, macro-level analyses to answer her research questions. Tiana holds an MS in Economics and Management Sciences from Humboldt-Universität zu Berlin and a BS in Mathematics: Operations Research and Statistics from Carnegie Mellon University. Her dissertation work, "Paid and Unpaid Labor in the Nonprofit Sector," has awarded her several seminar invites including the Oxford-Penn Social Impact Doctoral Fellows Program.

During her time at Penn, Tiana has also actively engaged in her local West Philadelphia community. She proudly serves as Vice President on the board of Friends of Clark Park where she oversees initiatives to clean and green this well-loved space. Her research is informed by her on-the-ground experiences in volunteering and public service.

TIANA MARRESE

University of Pennsylvania, School of Social Policy and Practice
3701 Locust Walk, Philadelphia, PA 19104
Email: tmarrese@upenn.edu | Phone: (724) 954-6966 | Website: tianamarrese.github.io

RESEARCH INTERESTS

economics of nonprofit and public sectors | nonprofit and volunteer management | employment and wages | human resources | volunteering | prosocial behaviors | statistics | econometrics

EDUCATION

University of Pennsylvania, School of Social Policy and Practice Current
Ph.D., Social Welfare
Dissertation: *Paid and Unpaid Labor in the Nonprofit Sector, A Three Paper Dissertation*
Committee: Femida Handy (Chair), Chao Guo, Alex Rees-Jones

Humboldt-Universität zu Berlin, School of Business and Economics 2021
M.Sc., Economics and Management Science

Carnegie Mellon University, Mellon College of Science 2018
B.Sc., Mathematics: Operations Research and Statistics

PUBLICATIONS

Refereed Journal Articles

2024 Ferris, A., **Marrese, T.**, Cnaan, R. A., Choi, D., & Handy, F. (2024). Who Volunteers at Refugee and Immigrant Nonprofits? Two Studies Exploring Volunteering at Nonprofits Serving Refugees and Immigrants. *24*(2), 1-28. *Nonprofit Policy Forum*. https://doi.org/10.1515/npf-2023-0066

2023 **Marrese, T.**, Greenspan, I., Katz-Gerro, T., & Handy, F. (2023). Intergenerational transmission of pro-environmental behaviors: do grandparents' environmental behaviors influence grandchildren?. *Sociological Spectrum*, *44*(1), 1-15. https://doi.org/10.1080/02732173.2023.2274021

Choi, D., Ferris, A., **Marrese, T.**, Cnaan, R. A., & Handy, F. (2023). The Implications of the COVID-19 Pandemic on Recruitment and Retention of Volunteers and Donors in the US. *Human Service Organizations: Management, Leadership & Governance*, *48*(3), 340-354. https://doi.org/10.1080/23303131.2023.2232844

Journal Articles in R&R and Submission

2024 Choi, J., **Marrese, T.**, Handy, F., & Cnaan, R. A. (1st Round R&R). Does trust in nonprofit organizations matter for donors in times of crisis?: Insights from the COVID-19 pandemic. *Nonprofit and Voluntary Sector Quarterly*.

Marrese, T., Handy, F., Cnaan, R. A., Choi, D., & Ferris, A., (Under Review). Changes in Formal and Informal Volunteering Before and During Crises; Lessons from the COVID-19 Pandemic. *Nonprofit Policy Forum.*

Sealey, A., **Marrese, T.**, & Handy, F. (Under review). Who participates where? Civic participation in voluntary sector organizations in the advanced industrial democracies. *European Journal of Political Research.*

Choi, D., **Marrese, T.**, Ferris, A., Cnaan, R. A., & Handy, F. (Under review). The Religion and Generosity Nexus: An Update After the Pandemic. *Journal of Contemporary Religion.*

Journal Articles in Preparation

2024 **Marrese, T.**, & Handy, F. (In Preparation). Volunteering as a pathway to nonprofit and public employment, an analysis of millennials. (Considering submission to *Nonprofit and Voluntary Sector Quarterly*).

Marrese, T., Liu, Y., & Handy, F. (In Preparation). The Reification of Gender in Sector of Employment Across One's Lifetime: A Panel Study. (Considering submission to *Public Administration Review*).

Marrese, T., & Husile, H. (In Preparation). Nonprofit wage differentials: A systematic review and call for future work. (Considering submission to *Voluntas*).

Professional Publications, Research Reports, and Other Writings

2023 **Marrese, T**. (2023). Book Review: The Intersector: How the public, nonprofit, and private sectors can address America's challenges, by Gitterman, DP & Britto, N. (Eds). *Nonprofit and Voluntary Sector Quarterly, 52*(4), 1134-1137. https://doi.org/10.1177/08997640231158587

2022 Cnaan, R. A., Handy, F., **Marrese, T.**, Choi, D., & Ferris, A. (2022). Generosity trends and impacts: Before and during the COVID-10 pandemic in the USA. *Generosity Commission, Giving USA. https://sp2.upenn.edu/wp-content/uploads/2014/07/Generosity-Trends-and-Impacts.pdf*

FELLOWSHIPS AND SEMINAR INVITES

2024 Doctoral Fellowship Seminar, Assoc. for Research on Nonprofit and Voluntary Action

Doctoral Fellow, Oxford-Penn Social Impact Fellowship Program (£3000 awarded)

PhD Seminar, International Society for Third-Sector Research

2023 Diversity Scholars Seminar, Assoc. for Research on Nonprofit and Voluntary Action

2022 Doctoral Summer Research Fellowship Award, University of Pennsylvania (PI, $5,100 awarded)

Diversity Scholars Seminar, Assoc. for Research on Nonprofit and Voluntary Action ($1,000 awarded)

TRAVEL SUPPORT AND CERTIFICATES

2024 PhD Student Travel Conference Fund Award, University of Pennsylvania, School of Social Policy and Practice ($448 awarded)

GAPSA Research Travel Grant, University of Pennsylvania ($800 awarded)

2023 GAPSA Research Travel Grant, University of Pennsylvania ($496 awarded)

Certificate in College and University Teaching, Center for Excellence in Teaching, Learning and Innovation, University of Pennsylvania

PRESENTATIONS

Invited Talks and Symposia

2024 University of Maryland, School of Public Policy, Research Seminar Series, "Volunteering as a pathway to nonprofit and public sector employment: An analysis of millennials," with Femida Handy, 27 Mar.

2023 Symposium on Public Policy for Nonprofits, "Nonprofit Wage Disparity and the Call for Accessible Childcare," 22 Sep.

Accepted Panels and Sessions

2024 Assoc. for Research on Nonprofit and Voluntary Action Conference, 21-23 Nov.

1. Organized Panel, "Gender and the Nonprofit Sector: Current Understandings and Future Trajectories."
2. Professional Development Workshop, "Advancing Data Infrastructure for the Nonprofit Sector: A Tour of New Resources and Tools," with Jesse Lecy.

Selected Conference Presentations

2024 International Society for Third-Sector Research Conference, 16-19 Jul.

1. Marrese, T. & Husile, H. Nonprofit Wage Differentials, A Systematic Review.

2023 Assoc. for Research on Nonprofit and Voluntary Action Conference, 16-18 Nov.

1. Marrese, T. & Husile, H. Nonprofit Wage Differentials, A Systematic Review.
2. Marrese, T. & Handy, F. Hospitals, Data, and Sectors: Utilizing Administrative Data Across Various Platforms to Understand Hospital Wage Differences.

Assoc. for Nonprofit and Social Economy Research, 28-29 May.

1. Marrese, T., Handy, F. & Cnaan, R. (In)formal Behaviors: The Unobserved Demographics of Americans Practicing Prosocial Behaviors
2. Marrese, T. & Handy, F. Longitudinal Analysis of Hourly Earnings for Nonprofit, Private, and Government Workers Between 1994 and 2018
3. Sealey, A., Marrese, T. & Handy, F. Who Participates Where? Civic Participation in Voluntary Sector Organizations in the Advanced Industrial Democracies

2022 Assoc. for Research on Nonprofit and Voluntary Action Conference, 17-19 Nov.

1. Marrese, T., Handy, F., Cnaan, R., Choi, D. & Ferris, A. American Involvement in Formal Prosocial Behavior: Before and During the COVID-19 Pandemic

TEACHING EXPERIENCE

Co-Instructor – Graduate Level

Nonprofits and Urban Revitalization: The Philadelphia Story (online) Summer 2024

Teaching Assistantship – Graduate Level

Microfinance and Women's Empowerment in India (travel course) Spring 2024
Economics of Human Behavior and Organizational Life (online) Fall 2023
Nonprofits and Urban Revitalization: The Philadelphia Story (online) Summer 2023

Teaching Assistantship – Undergraduate Level

Philanthropy and Health (in-person) Fall 2023, Fall 2024
In partnership in 2023 with the Learning by Giving Foundation

RESEARCH EXPERIENCE

2021-22 Co-Investigator, University of Pennsylvania
Generosity Trends and Impacts: Before and During the COVID-19 Pandemic in the USA
Funded by: The Giving Institute and Giving USA

2021-22 Graduate Research Assistant, Humboldt-Universität zu Berlin
School of Business and Economics, Dr. Anastasia Danilov

PROFESSIONAL SERVICE

2023 Journal reviewer for Human Service Organizations

2021-23 Doctoral Student Steering Committee

COMMUNITY INVOLVEMENT AND VOLUNTEERING

2021-Now Board and Executive Member, Friends of Clark Park

INDUSTRY EXPERIENCE

2018-19 Financial Engineer, Fannie Mae, Washington D.C.

PROFESSIONAL AFFILIATIONS

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
International Society for Third-Sector Research (ISTR)
Association for Nonprofit and Social Economy Research (ANSER)

SKILLS

R, Stata, SAS, and Python for statistical analysis and visualization
R Shiny for interactive data visualization and presentation

Codi Smith, MPSA (She/Her, They/Them)

Codi's dissertation, "Board Capacity, Power, and the Performance of Community Foundations" examines the intersection of performance and power within the nonprofit sector by investigating the influence of community foundations, a type of public foundation that facilitates placed-based philanthropy and community-led initiatives. This analysis of both organizational and social factors aims to challenge our current understanding of nonprofit management and community building. Their doctoral research at the University of Pennsylvania also encompasses the role of NGOs in China through the examination of labor policy and services that support employees in precarious circumstances. Which has led to a partnership with the Chinese University of Hong Kong to conduct field work assessing the employee-employer relationship of foreign domestic workers.

Codi holds a Master of Public Service and Administration from Texas A&M University and a BA double major in Organizational Communications and East Asian Languages and Cultures from Miami University. Their research interests include philanthropy, community foundations, organizational development, cross-sector partnerships, and Chinese social policy.

Codi Smith

Philadelphia, PA | 513.255.1557 | codi.a.smith.09@gmail.com

We cannot solve our problems with the same thinking we used when we created them. – Unknown

Education

Doctor of Philosophy, Social Welfare
University of Pennsylvania, School of Social Policy & Practice (Philadelphia, PA) Expected 2025

Master of Public Service and Administration, Nonprofit Management
Texas A&M University, The Bush School Service (College Station, TX) May 2018

Bachelor of Arts, Organizational Communications & East Asian Languages and Cultures
Miami University, College of Arts and Sciences (Oxford, OH) August 2013

Publications

Smith, C. and Guo, C. (2023). "Combating Crises: An Examination of Government-Nonprofit Relations During COVID-19". *In press.*

In-progress
Smith, C. "Detecting Migrant Worker Needs: An Exploration of China's Labor NGOs".
Smith, C. "The Impact of Board Capacity on Community Foundation Performance".

Conference Presentations

"Detecting Migrant Worker Needs: An Exploration of China's Labor NGOs". *ISTR*. Antwerp, Belgium, July 2024.
"The Impact of Board Capacity on Community Foundation Performance". *ARNOVA*. Orlando, FL, November 2023.
"Detecting Migrant Worker Needs: An Exploration of China's Labor NGOs". *ARNOVA*. Orlando, FL, November 2023.
"The Impact of Board Capacity on Community Foundation Performance". *ARNOVA-Asia*. Virtual, July 2023.
"Detecting Migrant Worker Needs: An Exploration of China's Labor NGOs". *ARNOVA-Asia*. Virtual, July 2023.
"The Impact of Board Capacity on Community Foundation Performance". *2023 Conference of Minority Public Administrators*. Virtual, March 2023.
"Nonprofit Wage Differentials: Theory and Longitudinal Analysis". *Northeast Regional Nonprofit Scholars Meeting*, Virtual, February, 2023.

Accepted
"Mitigating the Mistreatment of Hong Kong's Foreign Domestic Helper". *ARNOVA*. Washington, DC, November 2024.
'The Power of Community Foundations: Idle or Emerging". *ARNOVA*. Washington, DC, November 2024.

Honors & Awards

Research Student Travel Grant | University of Pennsylvania – GAPSA August 2024
Best Student Research Paper (Governance Section) | ARNOVA November 2023
Hal Levin Award | University of Pennsylvania – School of Social Policy and Practice May 2022
Pi Alpha Alpha Honor Society | Texas A&M University July 2018
Dean's Leadership Certificate | Texas A&M University April 2018

Fellowships

Doctoral Fellowship Program | ARNOVA Expected November 2024
Career Exploration Fellowship | University of Pennsylvania February 2023-May 2023
Diversity Recruitment Fellow | University of Pennsylvania October 2022-December 2023

Codi Smith

Philadelphia, PA | 513.255.1557 | codi.a.smith.09@gmail.com

PhD Research Fellowship | University of Pennsylvania — May 2022-August 2022
Research Fellow | Johns Hopkins University and Sciences Po — February 2022-May 2023
Fontaine Society Fellow | University of Pennsylvania — August 2021- Present

Professional Service

Governance Section Leadership Team | ARNOVA — January 2024-Present
Managing Editor | SAGE Publications: NVSQ — July 2021-June 2022

Community Service and Internships

Graduate Liaison | Descendants of Afro-Americans at Penn — September 2023-May 2024
Director of Development | Minority Freedom Community Fund — August 2020-December 2020
Grant Review Volunteer | Capital Area United Way — October 2019-March 2020
Donor Engagement Intern | CASE Advancement Internship — May 2018-August 2018
Grant Program Intern | Mercy Project — January 2017-July 2017
Board of Directors - Bush School Fellow | Habitat for Humanity BCS — October 2016-July 2017

Professional Positions

Individual Giving Manager | Rebuilding Together Inc. — January 2021-July 2021
- Implemented a national communications strategy to identify, acquire, and retain over 250 donors across the United States.
- Oversaw CRM database (Salesforce), prospect research (iWave), and donor matching (Double the Donation) upgrades.
- Led department operations through data cleansing, data protocol, benchmark research/interviews, and cross-training.

Development Associate | Rebuilding Together Inc. — March 2020-December 2020
- Performed corporate partnership activities: prospecting, creation of solicitation documents, and cultivation meetings.
- Developed inaugural gift acceptance policy; a document instructing the nonprofit how to categorize and manage donations.
- Launched inaugural legacy giving program with supporting donor communications, events, and donor education opportunities.

Associate Director of Stewardship | LSU Foundation — January 2019-March 2020
- Project lead for annual endowment report; included the administrative and investment data for approximately 1,850 accounts.
- Created and taught inaugural endowment report training (in-person and online module) to over 50 fundraisers.
- Managed and wrote direct mail communications for all gifts made to the LSU Foundation totaling approximately $53 million.

Graduate Assistant | Texas A&M University – Dean of Student Life — August 2017-May 2018
- Planned and coordinated on-campus education and outreach events that served LGBTQ students and allies.
- Supervised and delegated office and marketing tasks to four undergraduate student workers.

Exam Reader | Texas A&M University – Disability Services — September 2016-May 2017
- Administered exams to students and assisted test taker with transcribing or reading.

AmeriCorps CapacityCorps | Rebuilding Together Central Ohio — August 2015-August 2016
- Managed part of a $300,000 budget for a 2-day, housing restoration event with approximately 550 volunteers.
- Revamped organization's social media presence by implementing Hootsuite and a content schedule.
- Served as liaison for homeowners and volunteers during volunteer projects.

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- Compiled a user manual for an online inventory system that managed over 5,000 items.

AmeriCorps VISTA | Reynoldsburg City Schools August 2014-August 2015

- Developed relationships with local businesses to support the school district through monetary and in-kind donations.
- Implemented monthly parent education programs and parent-student book club.
- Managed after-school reading and summer food programs serving over 50 students daily.

Professional Development

ARNOVA | Graduate Diversity Scholars November 2023

- Participated in PhD student development regarding publishing and working in academia.

University of Pennsylvania | Career Exploration Fellow February 2022-May 2022

- Completed a self-led qualitative research project with the Price Lab of Digital Humanities about the perceptions of philanthropy.
- Cultivated working relationships with Philadelphia-based foundations and nonprofits.

Minority Freedom Community Fund | Director of Development August 2020-December 2020

- Established a fundraising program for all-volunteer nonprofit organization serving ethnic and racial minorities in the United States.
- Trained staff and board of directors about fundraising strategies and philanthropic trends to establish donor pipeline.

Capital Area United Way | Grant Review Volunteer October 2019-March 2020

- Evaluated impact and project-based grant applications of local nonprofit organizations. Suggested either full, partial, or no funding according to the Results-Based Accountability (RBA) framework.

Mercy Project | Grant Program Intern January 2017-July 2017

- Established grant program for College Station, TX nonprofit serving enslaved children in Ghana.
- Compiled grant solicitation and proposal writing resource book for organization use.

Habitat for Humanity Bryan/College Station | Bush School Fellow October 2016-July 2017

- Served as a non-voting board member and observed nonprofit board governance and procedures.

United Way of Central Ohio | Grant Writing Training October 2015

- Learned how to prepare grant proposals for nonprofit and government funders through research and drafting applications.
- Reviewed the grant lifecycle and post-award expectations of funders.

Global Experience

IMPAC Award | Chinese University of Hong Kong Expected Spring 2025
Intensive Mandarin Studies | Tianjin Foreign Studies University Summer 2013
East Asian Studies | University of Seoul Summer 2012
General Business Studies | HKU of Science and Technology Fall 2010