

SOCIETY FOR SOCIAL WORK AND RESEARCH

NOMINEES FOR THE BOARD OF DIRECTORS 2021 ELECTIONS

Welcome to the 2021 SSWR Board of Directors Elections.

The SSWR 2021 Board of Directors elections is now open. This year, there are open positions for one (1) Vice President-Elect, one (1) Treasurer, two (2) Directors-at-Large and one (1) Student Director-at-Large.

Nominees for this year's elections are:

Vice President-Elect:	Kirk Foster, PhD, MSW, East Carolina University Jeremy T. Goldbach, PhD, LMSW, Washington University in St. Louis
Treasurer:	Sunggeun (Ethan) Park, PhD, MSW, University of Michigan Aaron Thompson, PhD, MSW, M.Ed, University of Missouri
Director-at-Large:	Melissa Grady, PhD, MSW, Catholic University of America Hee Yun Lee, PhD, LICSW University of Alabama, Tuscaloosa Sarah Carter Narendorf, PhD, LCSW, University of Houston David Pate, PhD, A.M., University of Wisconsin-Milwaukee
Student Director-at-Large:	Rita Xiaochen Hu, MSW, University of Michigan Durrell Washington, MSW, University of Chicago

Each nominee has supplied a biographical sketch and vision statement, which we encourage you to read carefully before you cast your vote.

The Proxy election site is open now and closes on December 23, 2021, at 11:59 PM EST.

HOW TO VOTE IN 2021 BOARD ELECTIONS (ONLINE DEADLINE: 12/23/2021) & NOTICE OF SSWR MEMBER SPECIAL MEETING.

As per the SSWR Bylaws, a special meeting of the members of the Society for Social Work and Research, Inc. (SSWR) will be held at 11240 Waples Mill Road, Suite 200, Fairfax, Virginia, on the 28th day of December 2021, at 11:00 AM Eastern Time.

There are three ways to vote.

- 1. ONLINE:** Members may vote in the 2021 Board of Directors Election online by December 23, 2021. If you need access to the online voting system, please contact Kristen Reamy immediately at kristen@sswr.org for instructions. As required by the bylaws, this is a "proxy" vote system. When you vote online, you give SSWR president Luis H. Zayas authorization to finalize the elections based on your online proxy vote. During the December 28, 2021, Special Meeting of the Members of SSWR, Dr. Zayas will report the number of proxy votes received as of the December 23, 2021 deadline.
- 2. VIRTUAL ZOOM MEETING:** Members may attend the virtual Special Meeting of the Members via ZOOM and cast their live vote on the 28th day of December 2021, at 11:00 AM Eastern Time. Here's the Zoom access info:
<https://us02web.zoom.us/j/85445650568?pwd=S2x3T0tvWk9TZjRpVmwxUkdjTXNRdz09>
(Meeting ID: 854 4565 0568 and Passcode: 399336)
- 3. IN PERSON:** Members may vote in-person during the Special Meeting of the Members at SSWR headquarters at 11240 Waples Mill Road, Suite 200, Fairfax, Virginia, on the 28th day of December 2021, at 11:00 AM Eastern Time. Face masks and social distancing are required.

If you have any questions or problems while casting your proxy electronically, please use the help form on the login page to send a support request directly to SSWR (kristen@sswr.org).

Thank you for your participation!

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Descriptions of Open Board Positions (terms start February 1, 2022)

Vice President-Elect (Three-year term in total: February 1, 2022 – January 31, 2025)

The Vice President-Elect shall serve a one-year term as Vice President-Elect. The Vice President-Elect will assist the Vice President in the Vice President's role as chair of the Conference Committee. Immediately following the Vice President-Elect's term, the Vice President-Elect shall ascend to the office of Vice President.

The Vice President-Elect serves as a member of the program committee, plans and coordinates the pre-conference methodology workshops and provides direct support to the Vice President in planning the annual conference. The Vice President-Elect serves on the executive committee. The Vice President-Elect becomes the Vice President in the second year of their term. The Vice President serves a one-year term and chairs the conference program planning committee, which plans and coordinates the annual conference program. During periods when there is no President-elect, the Vice-President shall serve as President in the event of the President's resignation, lengthy absence, or incapacity until the office of President is filled according to the procedures applicable to filling vacancies among the officers. The Vice President serves on the executive committee. Immediately following a Vice President's term as Vice President, such person shall serve a one-year term as Past Vice President. The Past Vice President shall assist the Vice President in their duties and shall fulfill such other duties as directed by the Board.

Treasurer (Three-year term: February 1, 2022 – January 31, 2025)

The Treasurer will serve a three-year term. The Treasurer (with support from the Society's professional staff) shall be (i) responsible for the receipt and disbursement of the funds of the Society subject to the authorization of the Board of Directors; (ii) be responsible for oversight of the Society's financial records and preparation of financial statements; (iii) to the extent required by law or otherwise requested by the Board or the Audit Committee, arrange for an independent audit of the accounts or review of the financial statements annually with a certified public accountant selected by the Board or a designated audit committee comprised of independent directors; (iv) with approval from the Board of Directors, sign contracts and other authorized documents on behalf of the Society; and (v) prepare an annual budget based on plans developed by the Board of Directors and the relevant committees and committee chairs.

Director-at-Large (Three-year term: February 1, 2022 – January 31, 2025)

A Director-at-Large may be asked to serve in the following capacities, i.e., chair or co-chair of the following committees: nomination and election committee, awards committee, committee on publications, communications committee, fund development committee, membership committee, social policy committee, research capacity development committee, volunteer coordinator for the annual conference, and members of ad hoc committees and task forces which support the work of the Society's Strategic Plan. Nominees should be prepared to take on one or more of these roles if asked by the President.

Student Director-at-Large (Two-year term: February 1, 2022 – January 31, 2024)

The Student Director-at-Large shall serve as Chair of the Doctoral Student Committee and represents student interests on the Board of Directors. The Student Director-at-Large serves on the Conference Committee and plans the doctoral student panel and luncheon at the annual conference. Note that this position is currently reserved for a doctoral student. Nominees should have a minimum of two years remaining in their doctoral studies.

In addition to the above tasks, Board members are expected to be available for Board meetings before and during the annual conference, a two-day meeting in the spring, and monthly conference calls throughout the year.

Qualifications sought in Board nominees include:

- Leadership;
- Support for and commitment to SSWR and its mission;
- Experience and stature as a researcher;
- Communication skills;
- Availability and ability to fulfill commitments as a Board member.

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The Nominees – Photos, Biographies, and Vision Statements

Vice President-Elect Nominee – Kirk Foster, PhD, MSW



Kirk Foster, PhD, MSW
East Carolina University, School of Social Work

Biography

Kirk A. Foster is the Carolyn Freeze Baynes Distinguished Scholar and Director of the School of Social Work at East Carolina University. He was previously the Associate Dean for Diversity, Equity, and Inclusion at the University of South Carolina College of Social Work where he was a faculty member from 2011 – 2021.

Dr. Foster's research examines social capital, collective action, and linked fate among residents of urban African American neighborhoods. He focuses on how residents of urban neighborhoods leverage resources embedded within community-based organizations for systemic change and social development. Dr. Foster's current funded research is a multi-city study that examines effective strategies to build quality trust between communities of color and law enforcement with the aim to develop a replicable intervention. An extension of his prior work, this study brings community activists and reform-minded law enforcement together to tackle this enduring public health crisis. Dr. Foster's work has been funded by the National Science Foundation and various community foundations. He is the co-author of *Chasing the American Dream* which SSWR recognized in 2016 with the Outstanding Book Award, and host of the podcast series *Fostering A Difference*.

Dr. Foster, a SSWR Fellow, has been involved with SSWR for nearly two decades. He is currently the co-chair of the Communities & Neighborhoods cluster and has been a regular reviewer for the annual conference. Dr. Foster is a member of the Fahs-Beck Fund National Advisory Committee and the Editorial Board of *Social Work Research*.

He received his MSW and PhD from the George Warren Brown School of Social Work, Washington University in St. Louis, his Master of Divinity from Eden Theological Seminary, and B.A. from the University of Illinois at Urbana-Champaign.

Vision Statement

I am grateful for the opportunity to run for the Vice President-Elect position on the SSWR Board. I have watched over the years mentors work tirelessly to build social work research capacity through innovative workshops, inspiring words from thought leaders, and forward-thinking presentations at the annual conference. I am honored to be considered for their footsteps.

I share SSWR's core values – and have centered my own scholarship on these values of interdisciplinary, rigorous research for social justice in full collaboration with the communities who permit us to journey with them in pursuit of discovery. SSWR is uniquely positioned to support and sustain impactful research that transforms communities, builds capacity of junior and senior scholars alike, and brings together communities of scholars, practitioners, and stakeholders. In considering the SSWR strategic plan, my vision centers on democratizing knowledge by expanding the accessibility of research findings to a broad range of practitioners, policy makers, and community stakeholders. This includes:

1. Deepening the capacity of our membership to disseminate findings to diverse stakeholders and translate findings into community action by hosting workshops and facilitating mentoring partnerships.

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2. Reaching beyond the traditional annual conference to leverage virtual space that includes a broader audience in discussions about innovative research and cutting-edge findings.
3. Collaborating with the JSSWR editorial board to expand findings shared via social media and enhance capacity of the membership to engage social media effectively as a dissemination tool.
4. Enhancing mentoring opportunities that build impactful research partnerships particularly for mid-career scholars.
5. Providing mechanisms to better highlight scholarship of BIPOC scholars.

SSWR has been important in my own professional development serving as a venue to grow and build a network of colleagues. I am eager to work with the Board to ensure SSWR is a place where all social work scholars are challenged to grow and explore, and to build their own community of support. I will carry out this vision in conjunction with the Board so that we, as a membership body, may advance social justice through making high impact research accessible and actionable.

Vice President-Elect Nominee – Jeremy T. Goldbach, PhD, LMSW



Jeremy T. Goldbach, PhD, LMSW
University of Southern California, Suzanne Dworak-Peck School of Social Work

Biography

Jeremy Goldbach joined the Brown School as a Professor after nearly a decade with the University of Southern California. Dr. Goldbach completed both his master's and doctoral degrees in social work at The University of Texas at Austin. His work is primarily focused on measuring, understanding and intervening upon experiences of minority stress and discrimination among LGBTQ+ children and adolescents. Goldbach's work in the area has been continuously funded since 2012 by the Substance Abuse and Mental Health Services Administration (SAMHSA), the National Institute on Minority Health and Health Disparities (NIMHD), the National Institute of Child Health and Human Development (NICHD), the National Institute on Drug Abuse (NIDA), the Department of Defense (DOD) and through foundations. Before returning for his doctoral education, Goldbach oversaw a large community-organizing project in Texas that funded 32 community coalitions to reduce substance misuse through environmental, policy-based strategy.

Jeremy has a strong commitment to service. In addition to being a standing member on the Healthcare and Health Disparities (HHD) study section of the NIH, he has also been actively involved in leadership for all three professional social work organizations, with Board membership for the Society for Social Work Research (SSWR; 2014-2017), as the Chair of the addictions track for The Council on Social Work Education (CSWE; 2014-2016), on the Council for Sexual Orientation, Gender Identity and Expression (CSOGIE; 2015-2018), and as a part of the NASW Committee on LGBT Issues (2014-2017).

Vision Statement

As Vice President, I will work to further advance the SSWR vision to "...promote a diverse, just and equitable society" primarily through an agenda that focuses on expanding our membership to be more diverse, inclusive of critical thought, and equitable in access regardless of financial means to attend. This will include new opportunities for bringing underserved scholars to the conference, supporting career development for students and junior faculty, building a more resilient set of SSWR networks

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that can exist outside of the annual conference at low or no-cost, and the inclusion of special sessions on complex methodologies that can cast a sharper focus on the ethical conduct of scientific inquiry.

Building upon the success of my time as a Member at Large (2014-2017), I will seek to identify and implement tangible ways of disrupting a hierarchical system to better serve the future of our profession. I believe that my prior achievements on the SSWR board as a member-at-large are evidence for my capacity to push the organization forward and create sustainable change, including: 1) formalizing the volunteer coordination process and developing more leadership opportunities for students that included stipends; 2) co-leading an initiative to develop the annual diversity travel scholarship program we have today; 3) helping to coordinate the doctoral and post-doctoral programs; and 4) championing the policy to have a specific early career member-at-large position on the SSWR board. I look forward to bringing this energy to a leadership position in SSWR that can help to elevate the next generation of social work scholars.

Treasurer Nominee – Sunggeun (Ethan) Park, PhD, MSW



Sunggeun (Ethan) Park, PhD, MSW
University of Michigan, School of Social Work

Biography

I am honored and excited to be nominated for the position of Treasurer. I am Sunggeun (Ethan) Park, an assistant professor at the University of Michigan School of Social Work. I am an organizational and management scholar with an overarching research question, "how can health and social service organizations provide more responsive and effective services?" I am deeply interested in (1) how to ensure users' meaningful representation opportunities in service and policy decision-making processes, and (2) how intra-/inter-organizational collaborations and macro-level measures influence organizational behaviors and shape the experience of vulnerable service users. As a scholar using the organization as a primary unit of analysis, my study spans multiple human service fields, including substance use disorder treatment centers, child and youth-serving organizations, and HIV prevention service organizations.

I have been a member of SSWR since 2012 and a co-chair of the SSWR Organizations & Management Cluster. I completed MSW and MBA degrees from Washington University in St. Louis and earned a Ph.D. degree from the University of Chicago Crown Family School of Social Work, Policy, and Practice.

Vision Statement

To the SSWR Treasurer position, I bring (1) expertise and experience in financial management and consulting, (2) understanding of inclusion and transparency issues in diverse settings, and (3) the perspective of emerging, multi-disciplinary, and international scholars. Drawing from my experiences and expertise, I have the following goals as your next Treasurer:

Maintain fiscal accountability and responsibility. Strategic fiscal management is one of the core skills that I bring to the Treasurer position. During and after the MBA program, I worked as a business strategy consultant for a global brokerage firm, helping executives and managers to develop and execute a range of initiatives relevant to the firm's overall growth strategy. I will fulfill the core duties as your next Treasurer, including overseeing SSWR's financial resource management, reviewing the Society's financial statements and accounts through independent audits, and preparing annual budgets.

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Promote inclusive and transparent fiscal decision-making processes. Based on my community-based participatory efforts and co-production research, I recognize the importance of multiple mechanisms inviting diverse stakeholders' engagement in organizational decisions and easing access to salient information. I share financial statements in lay person's terms to improve members' understanding of the Society's financial state, which will help their engagement in the annual budget development processes.

Represent the voices of early-stage scholars with marginalized identities and interests. Despite the Society's strategic aims to build research capacity and improve the experience of early-stage scholars with diverse identities and lived experiences, the representation of such identities in the SSWR board is limited. My previous and current identities and experience as an international student, an immigrant, an interdisciplinary scholar, and an early-stage faculty provide me with a unique edge to recognize the gaps in the supports and activities SSWR can offer. In the next three years, I will advocate for the concerns and interests of early-stage members with marginalized identities and interests in the Society's key decision-making processes as members of the SSWR board, the finance committee, and the executive committee.

Treasurer Nominee – Aaron Thompson, PhD, MSW, M.Ed



Aaron Thompson, PhD, MSW, M.Ed
University of Missouri, School of Social Work

Biography

Aaron M. Thompson, PhD., MSW, M.Ed, completed his doctorate in Social Work at the University of North Carolina and previously worked as a counselor and classroom teacher in a juvenile detention facility, as an education disability evaluation specialist in a clinical setting, and as a school social worker and principal in public schools. Aaron is currently a professor and the director of the School of Social Work and the Associate Director of the Missouri Prevention Science Institute at the University of Missouri. Aaron's research focuses on the prevention and treatment of social, emotional and behavioral health problems among school-aged youth, pre-and in-service training for educators, and the development and testing of school- and school-family-community partnership interventions to support youth. Aaron has been an investigator or co-investigator on over \$45M in grants and contracts to advance this work, including \$24M in active contracts from the US Department of Education, Institute of Education Sciences, Office of Special Education Programs, the National Institutes of Justice as well as state and local contracts. Aaron is the developer of the Self-Monitoring And Regulation Training Strategy (SMARTS) and the co-developer of the Family Access Center of Excellence (FACE). Through FACE, Aaron is part of a team directing bi-annual social and behavioral health screenings of more than 25,000 K-12 students in over 55 Missouri schools, yielding data to develop school improvement goals, select evidence-based supports, and inform teacher and student training programs. FACE also employs a team of licensed social workers and psychologists who consult with educators and provide direct services to youth and families. FACE, a locally funded and community led initiative, answers to an advisory board of local, nonconflicted leaders from law enforcement, schools, juvenile court services, family advocates, and public health. FACE was recognized by the National Association of Counties in 2017 as one of 100 Brilliant Ideas at Work and in 2018 with the Achievement Award for reducing incidences of minority youth-police contact and exclusionary discipline for youth of color. FACE serves as the blueprint for the National Center for Rural School Mental Health where Aaron is part of a national team working to replicate these efforts in Virginia, Missouri, and Montana. Aaron is the 2016 recipient of SSWR's Deborah K. Padgett Early Career Achievement Award and the 2019 Friend of School Social Work Award from the School Social Work Association of Missouri.

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Vision Statement

It would be a genuine honor to serve our social work profession and our research academy as the Treasurer for the SSWR Board—an organization for which I have been a proud member and contributor for over 12 years. The position of treasurer is one I am well suited to with experiences dating back over 20 years managing public funds, grants, and contracts in a transparent and open manner alongside teams and shared decisional systems. These experiences include working closely with my own neighbors and community in Columbia, MO to operate the FACE—a community participatory project that has been in operation since 2015 and has expended over \$12M to date to address formidable issues in a way that directly involves key members of the community to design solutions with measurable returns on the investments made by the community. In addition, my administrative experiences as a former school principal and in my current roles as the Associate Director of the Missouri Prevention Science Institute and the Director of the School of Social Work at the University of Missouri, I oversee budgets and work with faculty and staff to share governance in a way that helps those organizations set and achieve important priorities. I am of the opinion that SSWR uses resources to shine a bright light on formidable issues that our profession has always cared about—and a budget is not just a spreadsheet but an accounting of what matters to our academy and our broader profession. If elected to fulfill the role of Treasurer for SSWR, I intend to support the SSWR board's actions to achieve objectives set forth in the SSWR Strategic Plan by providing timely responses to fiscal inquiries, approving expenditures and contracts and processing dues and any other requests expediently. I also recognize the position of Treasurer works alongside others to provide crucial oversight of our resources in order to achieve SSWR's priorities to promote rigor in social work research, advance research capacity, promote dissemination of the great work in our academy, and support our members through meaningful experiences and engagements.

Director-at-Large Nominee – Melissa Grady, PhD, MSW



Melissa Grady, PhD, MSW
Catholic University of America, School of Social Service

Biography

Melissa D. Grady PhD, received her undergraduate degree from the University of Vermont in psychology and her MSW and PhD from Smith College School for Social Work. She is an associate professor at the National Catholic School of Social Service (NCSSS) at The Catholic University of America where she serves as chair of the Clinical Concentration and the Director of the Center for Health and Mental Health Wellbeing research center. At NCSSS, she teaches courses in research methodology, qualitative research, clinical theory, clinical interventions, and generalist practice with individuals, families, and groups. In addition, one of her favorite roles is serving as a mentor for students. She actively includes them in research projects and related publications and presentations and enjoys working with them on their own dissertation projects.

Her research areas of interest are focused on two primary areas. The first focuses on sexual violence prevention, in which she examines both the causal factors associated with the perpetration of sexual violence, including trauma and attachment relationships, as well as how to develop and implement interventions aimed at preventing sexual offenses by youth and adults. Currently, she has two grants under review aimed at developing an integrated model to address histories of both sexual offenses and trauma simultaneously for adolescents who have problematic sexual behaviors. Her second area of research interest is in evidence-based practice (EBP), and in particular how social workers use the EBP process to inform their clinical

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decisions. Some of her work in this area has been to explore the facilitators and barriers for social workers in integrating EBP into their own practice settings. Her scholarly activities have been funded by various external funding sources, including the National Sexual Violence Resource Center, The New York Community Trust, and she was a part of larger project funded through the Department of Justice's SMART Office.

In addition to these areas of scholarship, Dr. Grady has served as an external grant reviewer for the Center for Disease Control Prevention of Violence Grant, serves as Associate Editor for Sexual Abuse, and is the Editor in Chief Elect for The Clinical Social Work Journal, and serves or has served on several other editorial boards. She is also an active practitioner and is licensed as an independent clinical social worker in the District of Columbia, Maryland, and Virginia.

Vision Statement

I am honored and excited to have been nominated to be a Director-at-Large for SSWR and am eager for the opportunity to support its work and mission. As a Director-at-Large, I would especially seek to expand SSWR's scope within the profession. In my experience, social workers outside of the academy are often unfamiliar with SSWR and/or how to access the work and expertise of its members; and yet these social work practitioners often serve in key positions focused on improving the lives of individuals and communities. In order to help address this issue, if elected to the Board, I would seek to **expand the scope of SSWR within the practice community** through:

1. **Networking:** I would work with other Board members to facilitate more effective networking opportunities aimed at connecting SSWR members with social work practitioners and administrators in order to disseminate and translate research knowledge into social work practice settings. This work aligns with my scholarship in EBP and I would like to use my knowledge and expertise in this area to strengthen the relationship between SSWR and the practice community.
2. **Identification of Effective Platforms:** Due to tenure requirements, tenure-line faculty members must often spend their time and energy publishing in peer-reviewed journals to disseminate their work, many of which are inaccessible to practitioners who are unaffiliated with an academic institution. However, there are multiple other platforms that could be utilized to make scholarly work more accessible to social work practitioners. In this position, I would work with others to identify additional platforms for SSWR members to share their scholarship.
3. **Bringing a focus to the Grand Challenges (GCs):** One of the key ways SSWR could build such connections with social work practitioners is through the work of the GCs. Through the GCs, SSWR and community members could cultivate relationships that marry the knowledge, resources, and expertise of both groups. Using the structure of the GCs, it is possible to bring the work of SSWR members into the communities that they are seeking to understand and improve.

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Director-at-Large Nominee – Hee Yun Lee, PhD, LICSW



Hee Yun Lee, PhD, LICSW
University of Alabama, Tuscaloosa, School of Social Work

Dr. Hee Yun Lee is a professor, Associate Dean for Research, and Endowed Academic Chair on Social Work and Health at the School of Social Work of the University of Alabama, Tuscaloosa. She received both her PhD (2006) and MSW (1999) from UCLA after receiving her Master in Gerontology at USC and BA and MA from the Seoul National University in South Korea. She began her career as an Assistant Professor in the School of Social Work at the University of Minnesota, Twin Cities, in 2006, and moved to her current institution to conduct more health disparity research among underserved rural populations in 2018. Dr. Lee has been an active SSWR member since 2004 and currently serves as a fellow.

Dr. Lee's research focuses on health disparities among underserved populations, particularly in rural areas, including cancer prevention disparity, substance abuse crisis, mHealth driven intervention, and social determinants of health. Dr. Lee has worked diligently to secure numerous federal grants (about \$7M from NIH, CDC, HRSA, and SAMHSA) and several state contracts and internal grants (about \$1.0M) to conduct studies in these research areas. She has published 134 peer-reviewed articles mostly in top-tier social work, public health, nursing, and medical journals during her research career and currently has 24 manuscripts under review. According to Google Scholar, her h-index is 25, with 2294 total citations.

Perhaps more importantly, Dr. Lee is conducting groundbreaking scholarship in COVID vaccine hesitancy and substance abuse in rural Alabama with a particular focus on African Americans. She collaborates with scholars in schools of business, engineering, nursing, psychology, and medicine, using mobile health technology (mobile app combined with Artificial Intelligence) and Extension for Community Healthcare Outcomes (ECHO) model, which are very innovative approaches for health behavior changes. She also currently works on a few research projects in South Korea, Vietnam, and India. Her work is basic (unpacking the mechanisms of vaccine hesitancy, substance abuse, and technology use) and applied (developing AI-based mobile health applications to increase health literacy and bring positive health behavior change). She is a health prevention and promotion scholar whose work transcends disciplinary boundaries. To truly make a difference in the lives of individuals, families, and communities, it is necessary to become transdisciplinary.

As for her dedication to her students and social work researchers, Dr. Lee has mentored more than 50 MSW and PhD students and more than 30 post-doctoral fellows and junior and mid-career professors nationally and internationally since her appointment as Assistant Professor in 2006. Currently, she directs five doctoral students in their dissertations and mentors 11 post-doctoral fellows and junior/mid-career faculty.

Dr. Lee has devoted her research career to addressing health disparities through scholarships and publications and preparing future scholars to continue research in this much-needed area.

Vision Statement

It is an honor to be nominated for the SSWR Board of Directors at large. As a female immigrant researcher, I understand the importance of mentoring to grow our future scientists and diversify the research workforce, especially among underrepresented groups, including females, racial/ethnic groups, and immigrants. Unfortunately, these groups are typically

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less likely to receive mentoring and are more likely to be isolated from mainstream research networks. Lack of mentorship reduces timely tenure and promotion, limits collaboration with other researchers, reduces access to federally funded projects, and limits career advancement to leadership positions. For example, only 31% of full professors and 27% of college presidents were women in academia in 2015. Concerning chief academic officers (CAOs), the number of women as a CAO in higher education has decreased from 2008 to 2013 at public doctoral degree-granting institutions. The representation of women of color in higher education leadership roles is even worse. Of the 27% of female college presidents mentioned above, only 4.5% of them were women of color. While there are no statistics for immigrant women in leadership positions in higher education, these gloomy statistics regarding women of color mirror their extreme lack of leadership presence. Recently, women of color leaders provided five key factors associated with becoming a leader in higher education. They include "access to leadership training programs, availability of mentorship, supportive work environments, self-directed education, and spirituality." This study points to the importance of social capital and supportive mentors who care about women of color's professional mobility. As a female immigrant faculty member, I have faced the above barriers. I see immigrant faculty's difficulties in becoming a successful scholar and leader: layers of discrimination with other issues, including socioeconomic status, race/ethnicity, language, and immigration status.

SSWR has a unique opportunity to establish and improve a mentorship program designed for underrepresented scientists to strengthen infrastructure for research training and build up the capacity and diverse programs for future scientists. I believe that my experience as an associate dean for research, accomplishment and experience of federal funding implementation, and experience as a mentor for underrepresented scientists would inform such an effort and function as a pivotal asset.

My ultimate goal is to help underrepresented researchers advance their careers as successful scholars and leaders and augment the federally funded faculty pool in the social work profession by promoting collaborative grant development, developing strategies that support obtaining extramural funding, and developing leadership training programs. In addition, I hope to bring my knowledge and experience to provide strategic vision and leadership to SSWR's board of directors by intentionally developing and mentoring underrepresented scholars to improve equity, inclusion, and social justice.

Director-at-Large Nominee – Sarah Carter Narendorf, PhD, LCSW



Sarah Carter Narendorf, PhD, LCSW
University of Houston, Graduate College of Social Work

Biography

Dr. Sarah Narendorf is an Associate Professor and Associate Dean for Research and Faculty Development at the University of Houston, Graduate College of Social Work where she has been a faculty member since 2012. Her scholarship focuses on supporting a successful transition to adulthood for young people who experience homelessness, mental health challenges and those involved in public systems of care. She has received funding from the Health Resources and Services Administration (HRSA), the Texas Department of Housing and Community Development, Hogg Foundation for Mental Health, and Houston Community Foundation. She has published extensively in the areas of young adult homelessness and mental health, most recently focusing on social networks and their influence on mental health for youth aging out of the foster care system. In her role as Associate Dean for Research, Dr. Narendorf has focused on supporting faculty to view their scholarship through an anti-racist lens, including re-thinking approaches to dissemination. In collaboration with doctoral students, she led efforts to develop a public impact lab to support faculty in disseminating their work in more accessible ways. The HEAR (Hub for Anti-

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Racist Research) Lab has recently launched to support faculty in communicating their research in new ways. In her own scholarship, she has consistently sought to co-create research with young adults with lived expertise in homelessness and public systems and has developed a program that supports young adults with these experiences in gaining research training. She is committed to producing research that results in tangible improvements to services and supports for young adults who are often marginalized.

Dr. Narendorf has been active in SSWR since her doctoral education and has reviewed abstracts for many years. She was recognized as a SSWR Fellow in 2019. She is a founding member of the Youth and Young Adult Homelessness Special Interest Group which recently hosted its first webinar in a new Research to Practice series. She has served on several editorial boards and is currently co-editor of a special issue of Child and Adolescent Social Work focused on re-imagining supports and services in the transition to adulthood for youth involved in public systems.

Vision Statement

I am honored to be nominated for the position of Director at Large. I feel strongly committed to SSWR and its vision and mission and would love the opportunity to contribute more deeply to its work to advance social work research. The dual pandemics of COVID-19 and racism have raised critical questions for social work scholars about all aspects of our work and heightened the urgency of producing research that can inform solutions to the problems we face as a society. If elected to the member-at-large position, I would welcome the opportunity to collaborate with others on the SSWR Board to:

1. Build supports to ensure social work researchers disseminate their work in accessible ways that enhance its impact on policy and practice. There has been growing recognition among researchers about the importance of public impact scholarship. With the increasing use of online platforms, we have an opportunity to push our research into different channels in ways that produce more immediate impact. I believe SSWR can lead conversations and develop tangible support programs so that researchers have supports to rethink how they disseminate their work. My work in developing a public impact lab to support faculty at the University of Houston has given me some direct experience of the challenges faced in conducting public impact scholarship and I would love to work with others across the country to develop supports for the SSWR Membership.
2. Enhance mentorship across all career levels, particularly for BIPOC scholars. The SSWR strategic plan identifies the importance of providing supports to build capacity for scholars at each level of development including Masters, Doctoral, Early Career and Mid-Career. These supports are particularly critical for scholars who identify as Black, Indigenous and People of Color (BIPOC) who experience the added stress of racism while often lacking support from mentors with similar experiences. As a national organization, SSWR plays a key role in connecting scholars across the country at each level with mentors at the next level who can provide supports. If elected to this position, I would love to be involved in further developing mentorship opportunities to build capacity and enhance member engagement.

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Director-at-Large Nominee – David Pate, PhD, A.M.



David Pate, PhD, A.M.
University of Wisconsin-Milwaukee, Helen Bader School of Social Welfare

Biography

David Pate is an Associate Professor and Chair of the Helen Bader School of Social Welfare, Department of Social Work, University of Wisconsin-Milwaukee, Affiliated Associate Professor of the Institute for Research on Poverty, UW-Madison, Affiliated Associate Professor, Department of African and African Diaspora Studies and Faculty Affiliate, University Honors College. Prior to entering the world of academia, I was a practicing social worker for sixteen years in the areas of direct practice, administration and policy advocacy.

I served on the inaugural SSWR Social Policy Committee which launched the SSWR Annual Policy Forum and Social Policy Award in 2016, served as Co-Chair of the cluster on Inequality, Poverty, and Social Welfare Policy from 2015 – 2019, served as a collaborative thought leader on organizing and facilitating the recent policy forums featuring Honorable Stacey Abrams and Representative Maxine Waters and have been an active member of the SSWR social policy committee for the last three years (2019-2022).

Professor Pate's research projects involve examining the life course events of Black men, specifically serving as a nationally known expert on non-custodial fathers and their interaction with the child support enforcement system.

In 2011, I was asked to serve as the social scientist for the law firm of Wilmerhale (Washington, D.C) on a U.S. Supreme Court case (Turner v Rogers) which focused on non-custodial parents, right to counsel, and incarceration in child support proceedings. Based on this experience and the positive outcome of the hearing, in 2013, I (with Prof. Tonya Brito, UW Madison Law School) was awarded several competitive research grants to support a three-year project, including two prestigious grants from the National Science Foundation's Law and Science Program, [one in 2013](#) and [the second in 2014](#) which examined how different legal assistance models shape legal access in the context of child support enforcement proceedings. In 2016, the [Law and Society Association awarded the article based on this research as the John Hope Franklin Prize Honorable Mention which is given for the best scholarly article on Race, Racism and the Law published with the prior two years.](#)

My current research projects focus on Black fathers and their role in the reduction of infant mortality, the impact of trauma on the employment outcomes for Black fathers, procedural decision making of judges in child support enforcement cases and non-custodial parents, and documenting the policy challenges of formerly incarcerated Black men returning to a midwestern urban city.

Masters of Arts in Social Work from the University of Chicago, Crown School of Social Work, Policy, and Practice (formerly the School of Social Service Administration) and earned a Ph.D. in Social Welfare at the University of Wisconsin-Madison.

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Vision Statement

It is a privilege and honor to be considered for the SSWR Board of Directors. In partnership with the Board and in other academic spaces, I commit to work towards the vision and mission of SSWR by supporting:

1. Deconstructing current inequitable systems
2. Decolonizing patterns that reinforce racism and oppression
3. Collaborate across differences
4. Co-create in partnership with the leadership team new or improved equitable systems and structures.

My vision is for SSWR to actualize an inclusive, just, and equitable space for social work scholars and educators, the foundation of which is built on trust and nurturing the health of the organization. I believe organizational practices and processes should be required to embrace a racial equity lens. Doing so will require courage a willingness to move outside of personal and organizational comfort zones. Collectively, we can map the conditions and actions required to move the work forward in the following ways:

- Acknowledge how the past and present organizational culture have been informed by white dominant ways of thinking and operating.
- Normalize conversations about race and equity.
- Support the leadership in a commitment and sense of urgency for the work.
- Ensure policies and practices to advance equity are race-explicit, rather than race-neutral.
- Continue ongoing learning and capacity building across the whole organization.

Finally, In order to realize the vision and mission of SSWR, I will support and encourage the following activities:

- **Encourage** the design and implementation of policies and actions to advance racial equity and inclusion within our field;
- **Communicate** the importance of racial equity across organizational silos, teams, and the broader community;
- **Collect**, analyze and disseminate data for documenting, measuring, and evaluating progress;
- **Champion** racial and social justice and celebrate sustainable success;
- **Encourage** Creativity to think outside the box to craft forward-thinking and innovative strategies;
- **Facilitate** engaged conversations about race and policy.

Student Director-at-Large Nominee – Rita Xiaochen Hu, MSW



Rita Xiaochen Hu, MSW
University of Michigan, School of Social Work

Biography

Rita Xiaochen Hu is a fourth-year doctoral candidate in the University of Michigan's joint program in Social Work and Developmental Psychology. She earned her undergraduate degrees in Social Welfare and Psychology from UC Berkeley and her MSW from the University of Michigan. Her research focuses on examining the development and consequences of age-related stereotypes across the lifespan. She is also interested in exploring ageism across cultures and aims to develop interventions to

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combat ageism. Her current projects focus on the longitudinal and dynamic relationships between older adults' self-age-stereotypes and social disconnectedness and loneliness, as well as a meta-analysis on interventions targeting age-related stereotypes among adults, which will be presented at SSWR 2022.

Rita is passionate about combating ageism by supporting older adults to be visible and connected in the community. As a limited-licensed social worker, she has been participating in evaluation projects of grassroots mutual care organizations in rural Michigan as well as phone-based mindfulness interventions targeting older adults' social isolation.

Rita joined SSWR in 2019 and during her time as a member, she served on the Doctoral Student Committee (DSC) 's conference subcommittee for two years mainly focusing on the conference new attendee peer mentor program; as well as served as a Deputy and then Lead Conference Volunteer Coordinator for the past two years and will return as the Lead for SSWR 2022. In addition to SSWR, Rita is an active member of the Gerontological Society of America (GSA), where she recently piloted a peer-mentor program for international students and emerging scholars while serving the Lead on the international Task Force; as well as representing international students on the Ad Hoc committee to establish student chapters in higher education institutions. Rita recently stepped down from the Co-Chair position of UM SSW's Doctoral Student Organization, after advocating for and keeping social connections during the pandemic.

Vision Statement

As doctoral students are the emerging leaders of SSWR, it is critical to support their understanding of the value of the organization, and their involvement as their careers evolve. My commitment to doctoral students and experiences serving on emerging scholars' committees across professional associations make me a strong candidate for the SSWR Student Director-at-Large position.

Engage doctoral students with SSWR beyond the annual conference

New student members need guidance and support to learn about the structure of SSWR, and what it means to be a member of a professional society in addition to submitting abstracts. I propose and am now co-creating a brochure to introduce SSWR as a professional society to new student members, including explaining the structure of the organization and resources and opportunities dedicated to student members with the SSWR DSC. Aligning with SSWR's strategic objective to increase diversity and engagement in the society, I propose a SSWR welcome e-package for new student members. With support across multiple doctoral student subcommittees, this e-package would include a welcome video from SSWR's leadership, a guide on what's available through membership, as well as resources and opportunities to get involved.

Under the leadership of Alicia Mendez and the leadership committee, my fellow DSC members have given me care, and support. I will continue knitting the doctoral student community together while being mindful of people's limited time through building interactive forums and resource lists on sharing lifehacks, hobbies, and recommendations (podcasts, movies, books, etc.). These platforms will help to instantly connect students with each other during our annual gatherings at the Doctoral Student Luncheon and other social events.

Advocate for international and multi-cultural students

As the doctoral student body becomes more culturally diverse, I will recruit and lead a DSC represents students from diverse cultural backgrounds and life stages. I plan to represent and empower doctoral students to identify and challenge the unspoken assumptions set by the dominant culture with discrimination and violence based on national-origins, race, and ethnicities. Aligning with SSW's strategic objective to increase diversity and engagement, I will create space for international and multicultural students to share their unique experiences and concerns and help empower students to advocate for themselves and the issues they care about.

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Student Director-at-Large Nominee – Durrell Washington, MSW



Durrell Washington, MSW
University of Chicago, Crown Family School of Social Work, Policy, and Practice

Biography

Originally from the Bronx N.Y., Durrell Malik Washington Sr. is a third-year doctoral student and lecturer in the Crown Family School of Social Work, Policy, and Practice at the University of Chicago. A former clinician and policy analyst for three years, Durrell's practice experience has involved providing direct outpatient services to formerly incarcerated men during their reintegration back into society. He has also worked in the juvenile legal policy arena, developing policy initiatives aimed at reducing the use of youth prisons around the country. Durrell has taught several courses at Crown including courses related to Abolition; Race, Crime and Justice; the Sociology of Race and Human Behavior in the social environment. Durrell is the co-chair for the Doctoral Student Organization at Crown. His research interest lies at the intersection of Prison Industrial Complex Abolition, Juvenile Incarceration and policy, Neighborhoods, and Families. His Dissertation is a multi-method study investigating the impact of juvenile incarceration on Black Families in Illinois. Durrell currently supports ongoing qualitative research evaluating the impact of violence prevention organizations on reducing violence in Chicago. Durrell was awarded a 2021 Association for Public Policy Analysis and Management Equity and Inclusion Fellowship; he is also a 2021 Counsel of Social Work Education Minority Fellow and a 2021 Chicago Center for Teaching Fellow. He received his M.S.W from Columbia University in 2018 with a concentration in Policy and Contemporary Social Issues.

Vision Statement

I am humbled, honored, and excited to have been nominated to serve as the Student Director at Large on the SSWR Board of Directors. I believe I possess the passion, dedication, and leadership skills that will allow me to contribute in meaningful ways and be an essential asset to the SSWR Board and all doctoral students in schools of social work. If elected, my vision for this position would be guided by but not limited to the following commitments:

Maintaining Momentum in creating/providing innovative professional development opportunities

I envision building on prior work that has continued to evolve not only students' representation in SSWR but developing innovative ways to prepare students for the job market, providing opportunities for formal and informal mentorship programs and different training opportunities. These different initiatives are very much needed, and I believe, along with the leadership of the DSC, we can create ways to continue to scale up these opportunities.

Extending the Reach and Visibility of the Doctoral Student Committee

Establishing a larger social media presence for the DSC would benefit the dissemination of resources and enhance networking opportunities offered on platforms like twitter.

Spotlighting Doctoral Students' Advancement of the Field

Working collaboratively with other leadership, we would create opportunities to spotlight doctoral students in Social Work. Primarily those of Black, Latine, Native, and other marginalized backgrounds who have continued to push conversations and publish on ways to transform the field. This includes topics related to Abolition, Whiteness, and envisioning an Anti-Racist, Anti-Colonial profession. This also consists of the utilization of rigorous research methodologies and theory development.

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Many of these initiatives and accomplishments are sometimes only shared locally and could benefit from the reach of a large, national organization like SSWR.

"Advancing research with explicit Anti-Racist and Anti-Oppressive vision for social work"

Like many who came before me, I am committed to advancing an Anti-Racist, Anti-Oppressive social work education and research vision. I aim to push forward the mission and goals of SSWR especially advancing social work practice and social policy that improves human well-being and research promoting social justice. I would greatly appreciate your consideration for this position.