



Self-Sufficiency
RESEARCH CLEARINGHOUSE

SELF-SUFFICIENCY RESEARCH CLEARINGHOUSE
Design Phase Technical Working Group
Member Biographies

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Biographies

Technical Working Group Chair

Kristin Moore, Ph.D., *Senior Scholar and Program Area Director, Youth Development, Child Trends*

Areas of Expertise: child and family well-being; fatherhood; the effects of family structure and social change on children; and the effects of public policies and poverty on children.

Biography: Dr. Moore is a social psychologist who studies trends in child and family well-being, positive development, the determinants and consequences of early sexual activity and parenthood, fatherhood, the effects of family structure and social change on children, and the effects of public policies and poverty on children. Dr. Moore was a founding member of the Task Force on Effective Programs and Research at the National Campaign to Prevent Teen Pregnancy, a member of the National Institute for Child Health and Human Development Advisory Council, and served as a member of the bipartisan federal Advisory Board on Welfare Indicators. In 1999, Dr. Moore was awarded the Foundation for Child Development's Centennial Award for her achievements on behalf of children. She also was designated the 2002 Society for Adolescent Medicine Visiting Scholar and received the 2005 American Sociological Association's Distinguished Contribution Award from the Section on Children and Youth. Dr. Moore was Executive Director and then President of Child Trends from 1992 through 2006, when she chose to return to full-time research. Currently, Dr. Moore heads the Youth Development research area, where she is working to expand information on programs that work, implementation approaches that are effective, and approaches to evaluation, and to share knowledge with practitioners, funders, journalists, and policymakers.

Dr. Moore has her Ph.D. in Sociology from the University of Michigan.

Technical Working Group Members

Dave Dlugolecki, *Director, Bureau of Data Management and Analysis, New York State Office of Temporary and Disability Assistance*

Areas of Expertise: TANF; research and evaluation.

Biography: Dave Dlugolecki currently serves as the Director of the Bureau of Data Management & Analysis at the New York State Office of Temporary and Disability Assistance (OTDA) and has been working in social services and welfare research, evaluation, performance measurement, and data reporting at OTDA for 17 years. He served as the 2009 Co-President of the National Association for Welfare Research and Statistics (NAWRS).

Marilyn Edelhoach, *Project and Research Director, South Carolina Department of Social Services*

Areas of Expertise: TANF; research and evaluation.

Biography: Marilyn Edelhoach served as Director of Research and Evaluation at the South Carolina Department of Social Services (SCDSS) from 1996 until 2007; she now works as an independent consultant. Ms. Edelhoach currently serves as SCDSS Project Director / Research Director on a U.S. Department of Health and Human Services (HHS) Administration for Children and Families (ACF) administrative data strengthening grant and as a field consultant on the HHS ACF Innovative Strategies for Increasing Self Sufficiency.

Ms. Edelhoich received significant grant funding throughout the welfare reform era from the U.S. Department of Agriculture, HHS Office of the Assistant Secretary for Planning and Evaluation, and HHS ACF. She is a Research Affiliate of the National Poverty Center at the University of Michigan, and was the 2007 recipient of the National Association of Welfare Research and Statistics Award for Outstanding Service and Contributions. She was elected to the Association for Public Policy Analysis and Management (APPAM) Policy Council for a four year term beginning in 2004 and served as Chair of the Social Policy Subcommittee on the APPAM Program Committee in 2008 and 2009. Her publications include articles in *Social Policy Magazine*, the *APHSA Journal Policy and Practice*, *The Research Forum of the National Center for Children in Poverty*, and the *Journal of Poverty*. Prior to working in social services, her career as an audit manager and assistant director with the state's legislative oversight agency gave her considerable insight into "what goes wrong in government" and the complexities of program implementation.

Cynthia Guy, Ph.D., Associate Director of Policy Research, The Annie E. Casey Foundation

Areas of Expertise: Community revitalization and employment.

Biography: Cynthia Guy is the Associate Director of Policy Research at the Annie E. Casey Foundation. She commissions and manages social policy research, supports the development of research methodologies and data resources, and makes grants designed to build local capacity to produce and use research and data for program, planning, and policy reform. Cindy has managed evaluations of the Foundation's major reform initiatives in the areas of teen pregnancy, community revitalization, and employment. She currently initiates and manages research grants in the areas of housing, community development, and education, and oversees cross-site quantitative research on the Foundation's 10-site Making Connections initiative, working with national contractors and local grantees to produce data and findings based on survey, Census, and administrative sources.

Cindy holds a Ph.D. in cultural anthropology from the University of Chicago. Prior to joining the Foundation, she taught anthropology and later conducted qualitative research as a member of interdisciplinary research teams at MDRC.

Toby Herr, M.Ed., Founder, Project Match

Areas of Expertise: Program development and research in a range of fields related to low-income populations, including welfare-to-work, workforce development, and community development.

Biography: Toby Herr is the founder and, until January 2010, was the executive director of Project Match, a Chicago-based program that combines direct service, program development, and research in the fields of welfare-to-work and workforce development and, more recently, community development. Project Match began providing employment services in 1985. In the mid-1990s, Ms. Herr added a program development component to translate Project Match's lessons into products for government, nonprofit, and for-profit agencies. These products included the Pathways Case Management System for welfare agencies and the Pathways to Rewards for public housing residents. Project Match conducts ongoing research on the process by which people achieve economic and family stability. Recently, Project Match has focused on the long-term unemployed who never become steady workers, helping them build new competencies and confidence in their roles as parents and community builders. Ms. Herr will remain with the organization working in these new program and research areas. Before working with Project Match, Ms. Herr and her colleagues developed a "toolkit" for community-based agencies to operate post employment programs that provide multi-year assistance to participants.

Ms. Herr received her M.Ed. from the Erikson Institute, a graduate school and research center for advanced study in child development where the research arm of Project Match is housed. She is a member of Erikson's Board of Trustees.

Sarah Hicks, Ph.D., MSW, Director, Policy Research Center, National Congress of American Indians

Areas of Expertise: Tribal human services policy and programs; Federal Indian policy; Cultural approaches to research and evaluation.

Biography: Sarah Hicks (Alutiiq) is an enrolled member of the Native Village of Ouzinkie. After receiving a Bachelor's degree in sociology from Goucher College, she earned a Master's degree in social work and a Ph.D. in philosophy from the George Warren Brown School of Social Work at Washington University in St. Louis. After leaving the Bureau of Indian Affairs in 1997, Dr. Hicks joined NCAI, working in the welfare reform program. Dr. Hicks' experience in leading NCAI's welfare reform reauthorization efforts gave her a sense of the need for timely, credible data to inform policymaking at the tribal and national levels. She saw first-hand the tension between tribes reacting to the policy proposals of others and the opportunities for tribes to develop their own proactive policy solutions. In 2003, Dr. Hicks became the founding director of NCAI's Policy Research Center. Her early experiences at NCAI led to Dr. Hicks' commitment to the Policy Center's core values of a tribally-driven research agenda, research conducted for the benefit of tribal communities, and a capacity-building approach to research. With guidance from tribal leadership and NCAI, Dr. Hicks sets the strategic direction for the Policy Research Center and now oversees the Center's work. She also serves as principal investigator on a number of the Center's projects. In 2009, Dr. Hicks assumed additional NCAI-wide administrative responsibilities, serving as the Director of Policy and Programs.

Lenna Nepomnyaschy, Ph.D., MSW, Assistant Professor, School of Social Work, Rutgers, The State University of New Jersey

Areas of Expertise: Child and family health and well-being.

Biography: Lenna Nepomnyaschy received her Ph.D. from Columbia University in 2003 and her Master's degree in social work from Rutgers University in 1991. Her research interests are broadly focused on how poverty and inequality impact child and family health and well-being. Much of her work has examined the impact of social policies, particularly related to fathers and child support, on the well-being of families and children using quantitative analyses and large national datasets. In other work, she has focused on socioeconomic and racial/ethnic disparities in child health and development with the hope of understanding and identifying the individual and structural mechanisms that contribute to these disparities.

Dr. Nepomnyaschy's research has been funded by the National Poverty Center at the University of Michigan, the University of Kentucky Center for Poverty Research, and the U.S. Department of Health and Human Services Administration for Children and Families, Office of Child Support Enforcement. Before coming to Rutgers, she was an Associate Research Scientist at Columbia University School of Social Work; and prior to that, she was a school social worker for eight years working with at-risk adolescents.

Demetra Nightingale, Ph.D., Principal Research Scientist, Institute for Policy Studies, Johns Hopkins University

Areas of Expertise: Employment; welfare; poverty; and social policy.

Biography: Demetra Smith Nightingale is Principal Research Scientist and member of the faculty at the Institute for Policy Studies and Affiliate Faculty at the Population Center at Johns Hopkins University, where she teaches graduate courses on Social Policy and Program Evaluation. Her research concentrates on employment, skills training, social assistance, women and family issues, immigration, youth development, and welfare reform. Much of her research

involves evaluating the implementation of public programs and the impacts of programs and services on individuals and families. Another aspect of her research focuses on the functioning of the labor market, shifts in the nature of employment, and career development.

Dr. Nightingale is currently directing the Evaluation of the Young Parents' Demonstration and the Community-Based Job Training Grants (with the Urban Institute), both for the U.S. Department of Labor, and an assessment of the Centers for Working Families for the Annie E. Casey Foundation. She is also a senior team leader for the Innovative Strategies for Improving Self-Sufficiency Demonstration with Abt Associates for the U.S. Department of Health and Human Services, and a senior team leader for the Evaluation of the Workforce Development Provisions in the Recovery Act with the National Association of State Workforce Agencies for the U.S. Department of Labor. Her studies have analyzed programs in every state in the U.S. and she has also examined the implementation of social and economic policies in other countries, including Argentina, Chile, Russia, and China.

She is the author of dozens of books and articles. Among her books are *Reshaping the American Workforce in a Changing Economy* with Harry Holzer (2007); *The Low-Wage Labor Market: Challenges and Opportunities for Self-Sufficiency* co-edited with Kelleen Kaye (2000); *The Government We Deserve: Responsive Democracy and Changing Expectations* co-authored with Eugene Steuerle, Edward Gramlich, and Hugh Hecl (1998); *The Work Alternative: Welfare Reform and the Realities of the Job Market*, with Robert Haveman (1995); and, her newest book, *Repairing the U.S. Social Safety Net* (2009) with Martha Burt. Before joining Johns Hopkins, she was at the Urban Institute in Washington DC for 29 years and most recently served as Principal Research Associate and Program Director in the Labor and Social Policy Center. She is also a Senior Research Affiliate with the National Poverty Center at the University of Michigan, a Senior Research Consultant with the Urban Institute, and a Senior Consultant with the World Bank Social Protection Division. She has a Ph.D. in Public Policy from George Washington University, Washington, DC.

Jocelyn Richgels, MPP, Associate Director, National Policy Programs, Rural Policy Research Institute

Areas of Expertise: Rural development.

Biography: Jocelyn Batko Richgels joined the Rural Policy Research Institute (RUPRI) in September 2004 as the Associate Director of National Policy Programs. RUPRI conducts policy-relevant research and facilitates public dialogue to assist policymakers in understanding the rural impacts of public policies and programs. In this capacity, Ms. Richgels ensures that our nation's policymakers access and utilize the research and practice conducted by RUPRI Centers as they consider legislation that impacts rural America. She directs the policy outreach efforts for the RUPRI Rural Health and Human Services portfolio and closely tracks the rural development policy dimensions of the nation's Farm Bills.

Ms. Richgels was born and raised on a family farm in rural southwest Wisconsin and her understanding of rural America stems first-hand from this experience. She has over eight years of public policy experience, beginning her career as staff to a Member of Congress from Minnesota who represented one of the most rural Congressional district in the country at the time. In between public policy work, she gained extensive experience in fundraising, sales, and marketing through careers as a Major Gifts Development Officer at Mills College in California and Advertising Sales Manager at The Atlantic Monthly magazine.

Ms. Richgels received a Masters of Public Policy from the School of Public Policy at the University of Maryland – College Park. She graduated with honors from the Management, Finance, and Leadership Specialization, with a research emphasis on rural policy analysis. Ms. Richgels' undergraduate degree was earned at the University of Wisconsin – Madison. Ms. Richgels has served on the Maryland School of Public Policy Alumni Board for a number of years.

Kristin Seefeldt, Assistant Research Scientist, Gerald R. Ford School of Public Policy; Assistant Director, National Poverty Center

Areas of Expertise: Poverty and social welfare; gender and family; race and ethnicity.

Biography: Prior to coming to the University of Michigan Ms. Seefeldt was a researcher at the Urban Institute in Washington, DC. Ms. Seefeldt has conducted research and published articles on a variety of social policy issues, including process analysis and field research of welfare and employment and training policies and programs as well as employment outcomes for low-income women and welfare recipients. She is a Principal Investigator on a new panel study examining the effects of the recession and recovery policies on individual well-being and a Principal Investigator of a qualitative study examining low-income families' economic coping strategies.

Ms. Seefeldt has written a number of publications, including *Working After Welfare: How Women Balance Jobs and Family in the Wake of Welfare Reform* (2008); "Housing Instability among Current and Former Welfare Recipients" with Robin Phinney, Sheldon Danziger, and Harold Pollack in the *American Journal of Public Health* (2007); "Failing the Transition from Welfare to Work: Women Disconnected from Work, Welfare, and Other Sources of Economic Support" with Lesley Turner and Sheldon Danziger in the *Social Science Quarterly* (2006); and "Watching the Clock Tick: Factors Associated with TANF Accumulation" with Sean Michael Orzol (2005).

Margaret Simms, Ph.D., MA, Senior Fellow and Director, Low-Income Working Families Project, Urban Institute

Areas of Expertise: Economic well-being (especially African Americans).

Biography: Margaret C. Simms is an Institute Fellow at the Urban Institute and Director of the Low-Income Working Families Project, a research initiative exploring challenges faced by nine million families and their 19 million children.

A nationally recognized expert on the economic well-being of African Americans, Dr. Simms spent 21 years with the Joint Center for Political and Economic Studies, one of the nation's premier think tanks dealing with public-policy issues of concern to African Americans and other communities of color, in a number of leadership positions. Most recently, she was appointed Vice President for Governance and Economic Analysis in 2005 and served as Interim President from May to December 2006. She began working at the Joint Center in 1986 as Deputy Director of Research.

Dr. Simms, who earned a master's degree and doctorate in economics at Stanford University, was a Senior Research Associate at the Urban Institute from 1979 to 1986 and directed the Institute's Minorities and Social Policy Program from 1981 to 1986.

She was a faculty member at Atlanta University from 1972 to 1981, teaching first in the School of Business Administration and then serving as Chair of the Economics Department. She also taught at Clark College (Atlanta) and the University of California at Santa Cruz. In 1977 and 1978, she was a Brookings Economic Policy Fellow at the U.S. Department of Housing and Urban Development.

Dr. Simms has also edited many books and monographs, including *Job Creation Prospects and Strategies* with Wilhelmina Leigh; *Economic Perspectives on Affirmative Action*; and *Slipping Through the Cracks: The Status of Black Women* with Julianne Malveaux. She was editor of the *Review of Black Political Economy* from 1983 to 1988 and Board Chair of the Institute for Women's Policy Research from 1993 to 1998. She has been a member of *Black Enterprise* magazine's Board of Economists since 1987 and was President of the National Academy of Social Insurance from 2007 to 2009. She was elected to the American Academy of Arts and Sciences in 2005.

Arlene Steinbacher, Director, Essex County Division of Training and Employment

Areas of Expertise: TANF; employment and training for low-income workers; workforce development practitioner; collaborative partner with TANF, WIA, and Child Support Enforcement.

Biography: Arlene Steinbacher is the Director of Essex County Division of Training and Employment in Newark, New Jersey. Ms. Steinbacher oversees a division that administers a wide range of Welfare-to-Work activities targeting Temporary Assistance for Needy Families (TANF), general assistance, and Able-Bodied Adults without Dependents clients. The Division provides essential services and opportunities to clients to form a coordinated One-Stop System with support from the Division of Welfare and the New Jersey Department of Labor and Workforce Development. This includes assessment and training referrals; job search and job readiness preparation; community work experience programs; adult basic education services; transportation; job placement; GED testing; child care; and parenting programs. In her role as Director, Ms. Steinbacher has been actively engaged in several large-scale technical assistance initiatives through the U.S. Department of Health and Human Services Administration for Children and Families Office of Family Assistance. This includes the Urban Partnerships Initiative, the Collaboration Initiative (Child Support, Workforce Development, and TANF), and serving as a focus group member and TANF specialist for the Online Work Readiness Assessment Tool.

Marty Zaslow Ph.D., Vice President for Research and Senior Program Area Director, Child Trends

Areas of Expertise: Implications of welfare policies for families and children; children in poverty; maternal employment; child care; and improving survey measures of parenting and of children's development.

Biography: Dr. Zaslow's work focuses on the implications of welfare policies for families and children; the development of children in poverty, maternal employment, child care, and improving survey measures of parenting and of children's development.

Ex-Officio Member

Mario Bazan, MS, Vice President, Human Services Information Technology Solutions, ICF International

Areas of Expertise: Information technology systems; software development.

Biography: Mr. Bazan is ICF's lead for the Human Services IT Solutions Practice. He has more than 16 years of diverse software engineering, information systems and management consulting experience at consulting organizations, software vendors, and Fortune 1000 companies. Mr. Bazan is skilled in managing both large-scale and short-duration software development projects from concept through rollout. He is experienced in project planning, requirements definition, resource allocation, technical leadership, schedule and budget management, and client relationship management. Mr. Bazan is familiar with development methodologies, Internet technologies, enterprise resource planning systems, multitier client/server systems, and mainframe platforms.

Mr. Bazan has a Master's of Science in Management Information Systems and Industrial Management from Northern Illinois University and a Bachelor's of Science in Industrial Engineering from the University of Lim.