



Technical Working Group and Research Affinity Group Chair

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



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, 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.

SSRC Project Director and Practice Affinity Group Chair

Jeanette Hercik, *Senior Vice President/Line of Business Director, ICF International*

Over the past 30 years, Dr. Jeanette Hercik has developed expertise in numerous policy areas, including anti-poverty research, welfare and employment, at-risk children and youth, family preservation and support, child welfare, early child care and education, community development, and the reengineering of federal and State public sector systems. She has provided strategic guidance and oversight on projects totaling up to \$12 million annually. Currently a Senior Vice President at ICF International, Dr. Hercik is an accomplished project manager, researcher, evaluator, writer, and consultant who has worked extensively with federal, State and local government agencies, universities, private and non-profit entities, and community organizations to strategically plan, manage, evaluate, and improve effective human service projects and programs. She has spent many years researching, conducting outreach, and synthesizing research in the field through literature reviews, focus groups, and needs assessments and effectively translating this research to practice for target audiences through briefs, brochures, fact sheets, toolkits, and reports. Dr. Hercik has spent over a decade managing the Welfare Peer Technical Assistance Network which involves cross-agency initiatives, such as addressing mental health and substance abuse, housing, transportation, child care, and issues





specific to urban and rural populations. She is also the current Project Director of the Self-Sufficiency Research Clearinghouse. Dr. Hercik has her Ph.D. with concentrations in Political Science/Public Policy and Developmental Psychology from Michigan State University.

Policy Affinity Group Chair

Margaret Simms, *Senior Fellow and Director of the Low-Income Working Families Project, The Urban Institute*



Margaret Simms is a Senior Fellow at the Urban Institute and director of the Institute's 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 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, one of the nation's premier think tanks dealing with public-policy issues of concern to African Americans and other communities of color, 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.



Foundation Affinity Group Chair

Cheryl Hayes, *President and Chief Executive Officer, The Finance Project*

Ms. Hayes is a recognized expert on financing issues and strategies and has approximately 30 years of experience in public policy research on issues affecting the well-being of children and families. Before joining The Finance Project, she served as Executive Director of the National Commission on Children, a bipartisan presidential-congressional commission charged with assessing the status of America's children and families and presenting a national policy agenda for improving health, education, income security, and social supports. She also directed the National Academy of Sciences and National Research Council policy research program on children and families and is the author and editor of numerous books and articles on public policies for children and families. Ms. Hayes holds a Master's degree in American History from Georgetown University and a Master's degree in Business Administration from the Wharton School at the University of Pennsylvania.



GROUP MEMBERS

Foundation Affinity Group Members

Mark Constantine, *Vice President, Strategy, Policy and Learning, Jessie Ball duPont Fund*



Mark Constantine is Vice President for Strategy, Policy, and Learning at the Jessie Ball duPont Fund in Jacksonville, Florida. In that position, he directs the duPont Fund's asset building and program-related investment efforts, as well as the policy research, public education, and evaluation areas of the duPont Fund's operations. Prior to assuming this position, Mr. Constantine served for more than a decade as a consultant to foundations and national non-profit organizations on issues related to governance, strategy, and learning. His clients included CFED, Danville Regional Foundation, Demos, First Nations Development Institute, Ford Foundation, Foundation for the MidSouth, Lilly Endowment, Louisiana Disaster Recovery

Foundation, Robert Wood Johnson Foundation, and the Southern Education Foundation. Mr. Constantine was the Jessie Ball duPont Fund's first Senior Fellow. In addition, he served as the Assistant Executive Director of the Kathleen Price Bryan Family Fund.

Mr. Constantine has authored two books, *Wit and Wisdom: Unleashing the Philanthropic Imagination* (2009) and *Travelers on the Journey: Pastors Talk about Their Lives and Commitments* (2005), as well as the award-winning monograph, *Where Hope and History Rhyme: Reflections and Findings from the MidSouth Commission to Build Philanthropy* (2005). *Wit and Wisdom* was selected by the 2009 Philanthropy Annual Review as one of the two "notable titles" in the Social Justice Philanthropy category. His other publications include *Documentation Matters* (2008), *Taking Governance Seriously* (2008), *Investing in Our Future: A Southern Perspective* (1998), and *Taking Action and Seeking Justice: Five*



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Approaches to Religious Grantmaking (1994). He is currently working on his third book, *Fathers and Sons: Becoming Men Together*. He serves as a board member of Grantmakers for Children, Youth, and Families, a judge for the national Social Impact Exchange Awards, a member of the Expanding Capital Markets Committee of the Growing Philanthropy Network, and as Vice Chair of the Program Committee for the Southeastern Council of Foundations 2011 Annual Conference.

Mia Hubbard, *Vice President of Programs, MAZON Foundation*

Mia Hubbard is the Vice President of Programs at MAZON Foundation, a non-profit organization dedicated to preventing and alleviating hunger among people of all faiths and backgrounds. In this position, Ms. Hubbard oversees the three components of the MAZON's anti-hunger efforts: partnership grants, education & advocacy, and strategic initiatives. She has been with MAZON since 1993 and, prior to assuming Vice President of Programs, was the Director of Grants. Ms. Hubbard is a recognized leader in the anti-hunger movement.

No photo available



Michael Laracy, *Director, Policy Reform and Advocacy, Annie E. Casey Foundation*



Michael Laracy is the director for policy reform and advocacy at the Annie E. Casey Foundation, a national philanthropy located in Baltimore, Maryland, which is dedicated to helping build better futures for disadvantaged children in the United States. Mr. Laracy is also responsible for the Foundation's initiatives and grantmaking agenda in income security. Before joining the Foundation in August 1994, Mr. Laracy was Assistant Commissioner for policy, planning, and program evaluation in the New Jersey Department of Human Services, where he served for 17 years. During this time, he played a role in the design and implementation of the State's 1987 welfare reform program, REACH, as well as the State's 1992 reform effort, the Family Development Program. Mr. Laracy completed his undergraduate and graduate work at Rutgers University, where he studied Urban Planning and Public Policy.

Christianne Lind, *Program Officer, Northwest Area Foundation*

Christianne Lind is a Program Officer at the Northwest Area Foundation, a regional philanthropy dedicated to reducing poverty and building sustainable prosperity. The Foundation's region includes the eight states of Minnesota, Iowa, North Dakota, South Dakota, Montana, Idaho, Washington and Oregon and more than 75 sovereign Tribal Nations that share the same geography. Ms. Lind is responsible for the Foundation's initiatives and grantmaking to advance policy and system reforms. Before joining the Foundation in 2011, Ms. Lind was a Practice Group Director at The Finance Project, where she served for 7 years. During this time, she oversaw an array of research and technical assistance projects on the cost,





financing, and sustainability of social services, and coordinated a national funders group focused on income security. She holds a Masters of Public Policy degree from the University of Michigan and a Bachelor of Science in Foreign Service from Georgetown University.

Policy Affinity Group Members

Robert Ek, *Director of Policy Research and Training, Maryland Department of Human Resources*



Robert Ek recently joined the Maryland Department of Human Resources as the Director of Policy Research and Training. Mr. Ek previously worked as a senior legislative associate with the American Public Human Services Association (APHSA), where he worked closely with the organization’s affiliate, the National Association of State TANF Administrators. Mr. Ek served for more than 3 years with the organization. Prior to joining APHSA, Mr. Ek worked on a variety of legislative issues related to education, defense, housing, tourism and travel.

LaDonna Pavetti, *Vice President, Center on Budget and Policy Priorities*

In her current role, Dr. LaDonna Pavetti oversees the Center on Budget and Policy Priorities’ work analyzing poverty trends and assessing the nation’s income support programs, including the TANF program. Before joining the Center in 2009, Dr. Pavetti spent 12 years as a researcher at Mathematica Policy Research, Inc., where she directed numerous research projects examining various aspects of TANF implementation and strategies to address the needs of the hard-to-employ. She has also served as a researcher at the Urban Institute, a consultant to the U.S. Department of Health and Human Services on welfare reform issues, and a policy analyst for the District of Columbia’s Commission on Social Services. In addition, for several years, she was a social worker in Chicago and Washington, DC. Dr. Pavetti has an A.M. in Social Work from the University of Chicago and a Ph.D. in Public Policy from Harvard University’s Kennedy School of Government.



Isabel Sawhill, *Senior Fellow, Economic Studies; Co-Director, Center on Children and Families; Director, Budgeting for National Priorities, Brookings Institution*



Before assuming her current role, Dr. Isabel V. Sawhill served as Vice President and Director of the Economic Studies program from 2003 to 2006 at the Brookings Institution. Prior to joining Brookings, Dr. Sawhill was a Senior Fellow at The Urban Institute. She also served as an associate director at the Office of Management and Budget from 1993 to 1995, where her responsibilities included all of the human resource programs of the federal government, accounting for one third of the federal budget. In addition, she has authored or edited numerous



books and articles including: *Creating an Opportunity Society* with Ron Haskins; *Restoring Fiscal Sanity 2005: Meeting the Long-Run Challenge* and *Restoring Fiscal Sanity: How to Balance the Budget*, both with Alice Rivlin; *One Percent for the Kids: New Policies, Brighter Futures for America's Children*; *Welfare Reform and Beyond: The Future of the Safety Net*; *Updating America's Social Contract: Economic Growth and Opportunity in the New Century*; *Getting Ahead: Economic and Social Mobility in America*; and *Challenge to Leadership: Economic and Social Issues for the Next Decade*. Her research has spanned a wide array of economic and social issues, including fiscal policy, economic growth, poverty and inequality, welfare reform, the well-being of children, and changes in the family.

Dr. Sawhill helped to found and now serves as President of the Board for The National Campaign to Prevent Teen and Unplanned Pregnancy. She has been a Visiting Professor at Georgetown Law School, Director of the National Commission for Employment Policy, and President of the Association for Public Policy Analysis and Management. She also serves on a number of boards. She attended Wellesley College and received her Ph.D. from New York University in 1968.

Jack Tweedie

As Director of the Children and Families Program, National Conference of State Legislatures, Dr. Jack Tweedie oversaw the National Conference of State Legislature's (NCSL) assistance to State legislatures on welfare and poverty, child welfare, early education and child care, and youth.

Dr. Tweedie's efforts focused on State TANF flexibility and State strategies to reduce child and family poverty. He worked with a number of States to help them develop collaborative projects with human services, emphasizing the importance of engaging community resources and focusing on outcomes for children and families. He worked extensively in providing technical assistance to States as they consider policy changes in TANF and poverty programs. He helped the States maintain their successful existing programs and services and improve key outcomes such as job retention and advancement for parents leaving work for welfare, while meeting the higher federal work participation rates. He also worked with States to help them identify additional TANF funds under the TANF Contingency and TANF Emergency Funds. He led NCSL's effort to help States develop broad-based strategies to reduce family poverty and reduce the effects of children growing up in poverty. He also worked with State officials on strengthening supports for low-income working families, collaboration between human services and other agencies, the effects of tight State budgets on human service programs and efforts to strengthen marriage and fatherhood.

Prior to coming to NCSL, Dr. Tweedie taught political science and public policy at the University of Denver and the State University of New York at Binghamton. He earned a B.A. in Political Science from Washington State University and a Ph.D. and a law degree from the University of California at Berkeley. Dr. Tweedie passed away in January 2014.





Practice Affinity Group Members

Michelle Derr, *Senior Researcher, Mathematica Policy Research*



Dr. Michelle Derr is well known for her ability to translate research findings effectively to improve public policies and direct practice. Most of her work focuses on quick turnaround research projects used to describe a promising practice or document the implementation of a public policy. She has conducted site visits to welfare agencies and other social service programs in more than 80 communities in more than half the States and the District of Columbia. She specializes in evaluating employment and training initiatives targeted to public assistance clients, ex-offenders, individuals with disabilities, and other disadvantaged populations. Putting her knowledge into practice, she provides evidence-based technical assistance to States and local communities to help strengthen their performance outcomes. In addition to her work at Mathematica, she is currently

an adjunct professor at Virginia Commonwealth University, School of Social Work, Northern Virginia Campus. She has taught a variety of courses including Research for Social Work Practice, Social Work and Social Justice, and Social Policy for Children and Families. She holds a Ph.D. in Social Work from the University of Utah.

George Falco, *Commissioner's Office, New York State Office of Temporary and Disability Assistance*

George Falco directs policy research in the Commissioner's Office of the NYS Office of Temporary and Disability Assistance. Recent projects include: development of an NAS-type poverty measures for NYS; estimates of the impact of welfare reform and related policy changes on children and families in NYS; analysis of the impact of PRWORA and subsequent legislation on child support collections; analysis of change over time in the economic well-being of young black men in NYS; and the design of an EITC for noncustodial parents in NYS. Previously he worked for several State and local organizations including: the Massachusetts Department of Youth Services; Massachusetts Department of Social Services; the NYS Division For Youth; and the Vera Institute of Justice. He is a graduate of Columbia College and the Kennedy School of Government.





Gilda Kennedy, *Program Coordinator II, South Carolina Department of Social Services*



Gilda Kennedy currently has responsibility for TANF Program Development, Grant Writing and Program Support within the South Carolina Division of Family Assistance. Ms. Kennedy has over thirty years of experience in designing, implementing and directing training and employment programs for economically disadvantaged individuals. Much of her work involves developing and maintaining collaborative partnerships with agencies and organizations to enhance services and leverage resources. To this end, she has worked to strengthen families through her association with many organizations to include; the National Institute for Family Literacy, South Carolina Afterschool Alliance, South Carolina Interagency Transportation Coordination Council and the South Carolina Fatherhood Practitioners Network.

Don Winstead, *Consultant, Don Winstead Consulting, LLC*

Don Winstead is a health and human services consultant in Tallahassee, Florida. He has over three decades of State and Federal service, most recently as Deputy Secretary of the Florida Department of Children and Families. He began his career as a front line caseworker and served in a variety of positions in DCF and its predecessor agency, the Department of Health and Rehabilitative Services. From late 2001 to early 2005, he served as Deputy Assistant Secretary for Human Services Policy at the U.S.

Department of Health and Human Services. In this capacity, he was a key advisor on human services policy and was responsible for policy development, research and evaluation related to welfare reform, supports for low-income families and services for families, children and youth. In 2009 and 2010, he also served as a Special Advisor to the Governor of Florida for implementation of the American Recovery and Reinvestment Act.



Research Affinity Group Members

Héctor R. Cordero-Guzmán, *Professor, Baruch College, City University of New York*



Dr. Héctor R. Cordero-Guzmán received his M.A. and Ph.D. degrees in Sociology from the University of Chicago and is a Professor at the School of Public Affairs at Baruch College of the City University of New York. He is also a Professor in the Ph.D. Programs in Sociology and in Urban Education at the City University of New York (CUNY) Graduate School and University Center. Prior to joining the School of Public Affairs at CUNY, Dr. Cordero-Guzman was a Program Officer in the Economic Development Unit of the Asset Building and Community Development Program at The Ford Foundation.

Between 2002 and 2007, Dr. Cordero-Guzman was a Professor and the Chair of



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the Black and Hispanic Studies Department at Baruch College of the City University of New York and previously taught for six years at the Robert J. Milano Graduate School of Management and Urban Policy at the New School for Social Research. Dr. Cordero-Guzman has served on the Board of Directors of a number of non-profit organizations including ACCION-New York, the largest micro-lending organization in the United States; the Community Service Society of New York (CSS), the oldest and largest anti-poverty group in New York City; the Upper Manhattan Empowerment Zone (UMEZ), a federally chartered multi-million dollar economic development initiative; St. Ann's Corner of Harm Reduction, one of the largest and oldest needle exchange programs in New York City; El Barrio Popular Education Program, an adult education program; and the Association for Research of Non Profit Organizations and Voluntary Action (ARNOVA), a professional association.

Sheldon Danziger, *President, Russell Sage Foundation*



Currently President of the Russell Sage Foundation, Dr. Sheldon H. Danziger is the immediate past Henry J. Meyer Distinguished University Professor of Public Policy and Research Professor at the Population Studies Center, Gerald R. Ford School of Public Policy, University of Michigan. He is a Fellow of the American Academy of Arts and Sciences, a 2008 John Simon Guggenheim Foundation Fellow, the 2010 John Kenneth Galbraith fellow of the American Academy of Political and Social Science. Professor Danziger received his Ph.D. from the Massachusetts Institute of Technology. Professor Danziger's research focuses on the effects of economic, demographic, and public policy changes on trends in poverty and inequality and on social welfare

policies. He is author and co-editor of numerous books and articles including: *America Unequal; Detroit Divided; Understanding Poverty; Securing the Future: Investing in Children From Birth To College; Child Poverty and Deprivation in the Industrialized Countries; Working and Poor: How Economic and Policy Changes are Affecting Low-Wage Workers; The Price of Independence: The Economics of Early Adulthood and Changing Poverty, Changing Policies.*

Greg Duncan, *Adjunct Faculty, Institute for Policy Research, Northwestern University and Distinguished Professor of Education, University of California, Irvine*

Dr. Greg Duncan spent the first 25 years of his career at the University of Michigan working on and ultimately directing the Panel Study of Income Dynamics (PSID) data collection project. He has published extensively on issues of income distribution, child poverty, and welfare dependence. He is co-author with Aletha Huston and Tom Weisner of *Higher Ground: New Hope for the Working Poor and Their Children* (2007) and co-editor with Lindsay Chase Lansdale of *For Better and For Worse: Welfare Reform and the Well-Being of Children and Families* (2001). With Jeanne Brooks-Gunn, he co-edited two books on neighborhood poverty and child development: *Consequences of Growing up Poor* (Russell Sage, 1997) and the two-volume *Neighborhood Poverty* (Russell Sage, 1997), which was also co-edited with Lawrence Aber. The focus of his recent





research has shifted from these environmental influences to the comparative importance of the skills and behaviors developed during childhood. In particular, he has sought to understand the relative importance of early academic skills, cognitive and emotional self-regulation, and health in promoting children's eventual success in school and the labor market. Dr. Duncan was elected president of the Population Association of America for 2007-08 and president of the Society for Research in Child Development for 2009-2011. He was elected to the American Academy of Arts and Sciences in 2001 and to the National Academy of Sciences in 2010.

Gayle Hamilton, *Senior Fellow, Low-Wage Workers and Communities Policy Area, MDRC*



Gayle Hamilton has designed, implemented, and directed numerous large-scale evaluations and demonstrations of programs intended to improve the well-being of low-income populations. She currently serves as project director of the Employment Retention and Advancement (ERA) evaluation, a study that mounted — in 18 sites — random assignment tests of innovative strategies to help low-income workers maintain and advance in their jobs. In addition, she is leading a random assignment evaluation of SaveUSA, a new tax-time savings program for low-income individuals and families. She recently led the

implementation research efforts for the United Kingdom's Employment Retention and Advancement project, which was the first large-scale randomized social policy experiment undertaken in the UK. She previously managed the National Evaluation of Welfare-to-Work Strategies, a random assignment study of more than 55,000 adults and 11,000 children in seven sites. Since joining MDRC in 1983, Ms. Hamilton has authored many reports and syntheses and has presented research results at numerous conferences and briefings for program operators, government officials, policy analysts, and members of the press.

Martha Zaslow, *Director, Society for Research in Child Development (SRCD) Office of Policy and Communications and Senior Scholar, Child Trends*

Dr. Martha Zaslow is a developmental psychologist. As Director of the SRCD Office for Policy and Communications, Dr. Zaslow facilitates the dissemination of research to decision-makers and the broader public through congressional and executive branch briefings, research briefs, and press releases. She also monitors and keeps the SRCD membership apprised of social policy and science policy developments related to children and families. She works with the SRCD Policy Fellows who have placements in the executive branch of Congress. As a Senior Scholar at Child Trends, Dr. Zaslow conducts research focusing on professional development for early educators and approaches to strengthening the quality of early care and education programs. Dr. Zaslow serves on the Advisory Committee on Head Start Research and Evaluation, is part of the planning committee for Head Start's National Research Meeting, and serves as a Mentor for a National Head Start Fellow. She also is a





member of the Steering Committee for the Child Care Policy Research Consortium, a member of the Child Care and Early Education Research Connections Advisory Council and a member of the Technical Work Group for the Center for Early Care and Education for Dual Language Learners.