

PhD candidates and recent graduates seeking academic appointments

2021-2022



FACTOR-INWENTASH
FACULTY OF SOCIAL WORK
UNIVERSITY OF TORONTO



Dear colleagues,

It is my pleasure to introduce you to the following group of PhD students and recent graduates who will be ready to assume an academic position on your Faculty in Fall 2022. The Factor-Inwentash Faculty of Social Work, University of Toronto, is one of the foremost graduate programs in North America and globally, dedicated to advancing knowledge and promoting excellence in social work practice, education, and scholarship. Our doctoral program is committed to preparing the next generation of exceptional scholars and leaders in the areas of social work research, education, and policy.

This booklet presents the curricula vitae of five outstanding emerging scholars. Each of them demonstrates excellence and innovation in social work scholarship, practice, and teaching and is well positioned to expand the boundaries of our profession. Their research is focused on the areas of children's mental health, human trafficking and intimate partner violence, immigrants and settlement, race and ethnicity, substance use and recovery, and human service organizations. They are versed in a range of research methodologies and have undergone rigorous training in research and teaching, published in high-impact journals, had solid teaching experience in social work, and demonstrated leadership and commitment to social justice and the wellbeing of individuals and communities.

Please feel free to contact me (lin.fang@utoronto.ca) or my colleagues at the University of Toronto if you would like to acquire more information about any of the students or graduates included in this booklet.

Sincerely,

Lin Fang

Associate Professor

PhD Program Director

Endowed Factor-Inwentash Chair in Children's Mental Health

Factor-Inwentash Faculty of Social Work

University of Toronto

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GWENDOLYN FEARING

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EDUCATION

Doctor of Philosophy (PhD) , University of Toronto Factor-Inwentash Faculty of Social Work <i>(Maternity Leave of Absence: Sept 2019- June 2020)</i> <i>(Anticipated Oral Defence – January 2022)</i>	2015 – present
Master of Social Work (M.S.W.) , University of Toronto Specialization: Children and Families	2012 – 2013
Bachelor of Social Work (B.S.W.) , McMaster University	2009 - 2011
Bachelor of Arts Honours (B.A.) , McMaster University Psychology and Sociology	2003 - 2007

AWARDS AND FELLOWSHIPS

Ontario Graduate Scholarship <i>(total value \$45, 000)</i>	2016 - 2020
Royal Bank of Canada Graduate Fellowship in Applied Social Work Research <i>(value \$10, 000)</i>	2015 - 2016
Factor-Inwentash Graduate Scholarship Award <i>(value \$4, 000)</i>	2012 - 2013

PEER REVIEWED PUBLICATIONS (8)

1. Kourgiantakis, T., Ashcroft, R., Mohamud, F., **Fearing, G.**, & Sanders, J. (2021). Family focused practices in addictions: A scoping review. *Journal of Social Work Practice in Addictions*, 21(1), 18-53.
2. Mishna, F., Sanders, J., McNeil, S., **Fearing, G.**, & Kalenteridis, K. (2020). "If somebody is different": A critical analysis of parent, teachers and student perspectives on bullying and cyberbullying. *Children and Youth Services Review*, 118, 105366.
3. Ashcroft, R., Kourgiantakis, T., **Fearing, G.**, Robertson, T., & Brown, J.B. Social Work's Scope of Practice in Primary Mental Health Care: A Scoping Review. (2018). *The British Journal of Social Work*, 7(11).
4. Mishna, F., Regehr, C., Lacombe-Duncan, A., Daciuk, J., **Fearing, G.**, Van Wert, M. (2018). Social media, cyber-aggression, and student mental health on a university campus. *Journal of Mental Health*. doi: 10.1080/09638237.2018.1437607
5. **Fearing, G.**, Sheppard, C., McDonald, L., Beaulieu, M., & Hitzig, S. (2017). A systematic review on community based interventions for elder abuse and neglect. *Journal of Elder Abuse & Neglect*, 29(2-3).
6. **Fearing, G.**, Barwick, M., & Kimber, M. (2013). Clinical transformation: manager's perspective of evidence-based practice implementation. *Administration and Policy in Mental Health and Mental Health Services Research*, 41(4), 455-468. doi: 10.1007/s10488-013-0481-9 (online first).
7. Kimber, M., Barwick, M., & **Fearing, G.** (2012). Becoming an evidence-based service provider: Staff perceptions and experiences of organizational change. *The Journal of Behavioural Health Services and Research*, 39(3), 314-332.
8. Barwick, M., Kimber, M., & **Fearing, G.** (2011). Shifting sands: A case study of process change in scaling up for evidence-based practice. *The International Journal of Knowledge, Culture and Change Management*, 10(8), 97-114.

BOOK CHAPTER (1)

1. Alaggia, R., Csiernik, R., & **Fearing, G.** (in Press). Coming Home: Rediscovering the Family in Addiction Treatment in Canada. In *Responding to the Oppression of Addiction*.

REPORTS & OTHER PUBLICATIONS (2)

1. Barwick, M., Boydell, K., & **Fearing, G.** (2014). *Summary Report: School Mental Health ASSIST*. Report prepared for the Director of School Mental Health ASSIST.

2. Boydell, K., & **Fearing, G.** (2009). *A report on the Toronto Community Housing Mental Health Pilot Project for Seniors in Mixed Buildings*. Report prepared for Toronto Community Housing Corporation.

PEER REVIEWED PRESENTATIONS/CONFERENCES (2)

1. Kourgiantakis, T., Swell, K., **Fearing, G.**, McNeil, S. (2019). Learning to facilitate a psycho-educational group for families using simulation: An interactive workshop. [Oral Presentation]: Council on Social Work Education (CSWE) Annual Program Meeting, Orlando, Florida.
2. **Fearing, G.**, Sheppard, C., McDonald, L., Beaulieu, M., & Hitzig, S. (Oct 2016). A systematic review on community based interventions for elder abuse and neglect. [Poster Presentation]: Canadian Association of Gerontology Conference (CAG), Montreal, Quebec.

NON-PEER REVIEWED PRESENTATIONS/CONFERENCES (2)

1. **Fearing, G.**, Sheppard, C., McDonald, L., Beaulieu, M., & Hitzig, S. (May 2016). A systematic review on community based interventions for elder abuse and neglect. [Poster Presentation]: Annual NICE Knowledge Exchange.
2. Barwick, M., Kimber, M., & **Fearing, G.** (Oct 2010). *Shifting Sands: A Case Study of Process Change in Scaling up Evidence Based Practices*. [Poster presentation]: Mobilizing Research Knowledge Conference. Hamilton, Ontario.

INVITED PRESENTATIONS (1)

1. Barwick, M., Kimber, M., & **Fearing, G.** (Nov 2010). *Shifting Sands: A Case Study of Process Change in Scaling up Evidence Based Practices*. **Fearing, G** invited guest presenter at McMaster Children's Hospital Social Work Rounds. Hamilton, Ontario.

RESEARCH EXPERIENCE

Dissertation Research

Sep 2015 – Present

Project: *Understanding caregivers' help-seeking for child and youth mental health through the lens of Mental health literacy: What do knowledge and beliefs about mental health and treatments have to do with it?*

Fellow of the Margaret & Wallace McCain Family Chair in Child & Family Oct 2020 – Present

Project: *Caregiver Mental Health Literacy Survey*

Primary Investigator: Dr. Alaggia

- Literature review.

- Assist in survey mental health literacy survey development.

Research Assistant, Doctoral level

Apr 2018 – Apr 2019

Project: *Family focused practice in addiction: A scoping review*

Primary Investigator: Dr. Kourgiantakis

- Review and chart articles for scoping review.
- Contribute to writing the scoping review manuscript for submission.

Research Coordinator, Doctoral level

Apr 2017 – Apr 2019

Project: *Community-based Photovoice with Youth*

Primary Investigator: Dr. Fang

- Extensive contribution to the ethics protocol.
- Attend monthly community meetings with stakeholders and assist in participant recruitment.

Research Assistant, Doctoral level

Aug 2017 – Apr 2018

Project: *Practice Fridays and building social work practice competence through simulation-based learning*

Primary Investigator: Dr. Kourgiantakis

- Coordinate Eventbrite registration for Practice Fridays.
- Manage data records (e.g. evaluation and socio-demographic surveys).

Research Assistant, Doctoral level

Aug 2017 – Apr 2018

Project: *Scoping review on social work practice in primary health care*

Primary Investigators: Drs. Ashcroft & Kourgiantakis

- Literature review for manuscript preparation.
- Contribute to writing the scoping review manuscript for submission.

Research Assistant, Doctoral level

Jun 2016 – Sep 2017

Project: *A Cyber-bullying study with children, parents and teachers*

Primary Investigator: Dr. Mishna

- Assisted in qualitative data analysis with additional coders.
- Collaborated on manuscript draft – in preparation for submission.

Research Assistant, Doctoral level (RBC Fellowship)

Sep 2015 – Apr 2016

Institute of Life Course and Aging

National Initiative for the Care of the Elderly (NICE)

Project: *Knowledge Mobilization of Pocket Tools*

Supervised by: Drs. L. McDonald & Hitzig

- Conducted telephone interviews with professionals on the use of pocket tools.
- Literature review of elder abuse interventions.

Independent Research Assistant

Jan 2014 – Nov 2014

Project: *School Mental Health ASSIST evaluation*

Primary Investigators: Drs. Boydell and Barwick

- Qualitative data analysis from survey and summarize findings.
- Contributed to writing the report findings with primary investigators.

Clinical Project Research Assistant

Nov 2007- Sep 2010

Hospital for Sick Children, Community Health Systems Resource Group

Project: *Implementation of evidence-based practices in children's mental health*

Primary Investigator: Dr. Barwick

- Collected and analyzed qualitative data from clinical transformation meetings.
- Contributed to writing three manuscripts.

Research Assistant

Jan 2009 - Oct 2009

Hospital for Sick Children

Project: *Mental health pilot project for seniors in Toronto Community Housing*

Primary Investigator: Dr. Boydell

- Conducted focus group and analyzed data.
- Contributed to writing the report findings with the primary investigator.

TEACHING EXPERIENCE**Graduate****Course Instructor:** Advanced Standing/Two-Year MSW Practice Seminar
Factor-Inwentash Faculty of Social Work, University of Toronto

Sep 2018 – Apr 2019

Course Instructor: Advanced Standing MSW Practice Seminar
Factor-Inwentash Faculty of Social Work, University of Toronto

Sep 2017 – Apr 2018

Teaching Apprentice with Dr. Kourgiantakis: SWK 4647
Family Centered Practice in Addictions and Mental Health
Factor-Inwentash Faculty of Social Work, University of Toronto

Jan 2018 – Apr 2019

Undergraduate**Teaching Assistant (TA):** SOC 1A06 Introduction to Sociology
McMaster University

Sep 2006 – Apr 2007

FIELD EDUCATION

Field Faculty Liaison

2017/18 & 2018/19

Factor-Inwentash Faculty of Social Work, University of Toronto

- Facilitate classes to discuss practicum progress.
- Communicate with students and field instructors on practicum progress.
- Meet students independently and approve student learning contracts.
- Approve mid-term and final evaluation from student field instructor.

SOCIAL WORK PRACTICE SIMULATION

Simulation Facilitator

2018-2019

- Facilitated simulation based education through the use of trained actors with MSW students (SWK 4610 Advanced Social Work Practice in Mental Health).
- Facilitated Practice Fridays – A voluntary practice opportunity provided to MSW students to further develop practice skills and the integration of theory into practice.

UNIVERSITY ACTIVITIES

Volunteer, Social Work Summer Mentorship Program

2017, 2018 & 2019

A summer mentorship program designed to connect Black and Indigenous high school youth with various health sciences programs, including social work.

Simulation Video, SWK 4103H Elements of Social Work Practice

2018

Played the role of a school social worker in session with a trained actor who was the 'parent. The video was supervised by the professor of the course, was highly supported by the teaching team and was used for subsequent academic years and classes.

SCHOLARLY ACTIVITIES

Editorial Board

2019 – Present

Reviewer, Field Educator

PROFESSIONAL SOCIAL WORK EXPERIENCE

School Social Worker

Sept 2014 – Sep 2020

Department of Social Work – School Support Services

Dufferin-Peel Catholic District School Board, Mississauga, ON

- Support parents and students in elementary and high schools with socio-emotional, economic, community resources and attendance concerns.
- Conduct assessment of student and family need.
- Provide in-class presentations, groups on social skills and emotional wellbeing.
- Consult and liaison with school staff.

Social Worker

Sep 2013 – Sep 2014

School Based Support Team

Woodview Mental Health and Autism Centre, Burlington, ON

- Conducted assessment with families and children/youth.
- Co-created treatment plans with families and children/youth.
- Provided individual, family and group counselling.
- Liaised with the Halton school boards.

Child and Family Clinician *[paternity contract]*

Apr 2013 – Sep 2013

Intensive Child and Family Services (ICF)

Peel Children's Centre, Mississauga, ON

- Conducted assessment with families and children/youth.
- Co-created treatment plans with families and children/youth.
- Provided individual and family counselling in the home.
- Co-facilitated parent and child groups.

Social Worker

Apr 2011 – Sep 2012

Residential Treatment

Lynwood Charlton Centre, Hamilton, ON

- Facilitated information sessions for parents seeking residential services.
- Conducted assessment and treatment plans for parents and their child.
- Provided family counselling.
- Facilitated the parent group: Strengthening Families.

PROFESSIONAL AFFILIATIONS

Member, Registered Member of Ontario College of Social Workers and Social Service Workers

Member, Ontario Association of Social Workers (OASW)

Student Member, Counsel of Social Work Education (CSWE)

ADDITIONAL CLINICAL TRAINING

Narrative Therapy Certification – Level 1 Windz Institute of Brief Narrative Therapy and Research	Aug 2017
Renewed ASIST Certification Dufferin-Peel Catholic School Board	Nov 2014
Applied Suicide Intervention Skills Training (ASIST) – 16 hours Woodview Mental Health and Autism Services	Dec 2013
DBT Comprehensive Training – Levels 1 to 3	May 2014
Violence Threat Risk Assessment Training – Level 1 Halton District School Board	Nov 2013

COMMUNITY ACTIVITIES

Board of Directors Member , Rapport Youth and Family Services	2017, 2018 & 2019
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RAN HU

MA, MSW, LMSW (NYS)

PhD Candidate

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EDUCATION

PhD	2022 (expected)	University of Toronto, Factor-Inwentash Faculty of Social Work, ON, CA
MA	2017	John Jay College of Criminal Justice (CUNY), NY, US <u>Major:</u> International Crime & Justice
MSW	2011	University of Michigan – Ann Arbor, School of Social Work, MI, US Community Based Initiative (CBI) Scholar <u>Concentration:</u> Interpersonal Practice & Community and Social System
BA	2009	Nanjing University, School of Social & Behavioral Sciences, Jiangsu, CN <u>Major:</u> Social Work

RESEARCH AND TEACHING INTERESTS

Research: Anti-trafficking discourses & interventions, sex work policies & decriminalization, intimate partner violence, Epistemic injustice, simulation-based learning, and cross-cultural practice

Teaching: PODS (privilege, oppression, diversity & social justice) in social work, cross-cultural practice, social work research methods, program impact and evaluation, foundational clinical skills, social media/Internet data analysis & ethics, critical discourse analysis, and feminist theories

SCHOLARSHIPS AND AWARDS

2021	Disability Manuscript Award Honorable Mention , Council on Social Work Education (CSWE)
2020	Richard B. Splane Social Policy and Social Innovation Scholarship , Factor-Inwentash Faculty of Social Work, University of Toronto (1,846 CAD)
2019	Feminist Manuscript Award , Council on Social Work Education (CSWE)
2017-2019	Neysmith Feminist Social Policy Scholarship , Factor-Inwentash Faculty of Social Work, University of Toronto (7,168 CAD)

2017-2022	University of Toronto Fellowship , Factor-Inwentash Faculty of Social Work (82,500 CAD)
2015	Conference Travel Grant , CUNY-John Jay College of Criminal Justice (500 USD)
2010-2011	Community Based Initiative Scholarship , University of Michigan School of Social Work (40,000 USD)

RESEARCH AND PUBLICATIONS

JOURNAL PUBLICATIONS

[Google Scholar](#) [ResearchGate](#) *=non-peer-reviewed

First-authored publications (Published or In Press)

1. **Hu, R.** (In press). Problematizing the educational messaging on sex trafficking in the US “end-demand” movement: The (mis)representation of victims and anti-sex work rhetoric. *Affilia: Journal of Women and Social Work*.
2. **Hu, R.**, Xue, J., & Wang, X. (2021). Migrant women’s help-seeking decisions and use of support resources for intimate partner violence in China. *Violence Against Women*. <https://doi.org/10.1177/10778012211000133>
3. ***Hu, R.** (2021). Book Review: We Too: Essays on sex work and survival. *Affilia: Journal of Women and Social Work*. <https://doi.org/10.1177/08861099211023213>
4. **Hu, R.**, Xue, J., Lin, K., Sun, I., Wu, Y., Wang, X. (2021). The patterns and influencing factors of help-seeking decisions among women survivors of Intimate Partner violence in China. *Journal of Family Violence*, 36, 669-681. <https://doi.org/10.1007/s10896-020-00145-5>
5. **Hu, R.**, Xue, J., & Han, Z. (2020). School bullying victimization and perpetration among Chinese children and adolescents: A latent class approach. *Children and Youth Services Review*. 105709. <https://doi.org/10.1016/j.childyouth.2020.105709>
6. **Hu, R.** (2019). Examining social service providers’ representation of trafficking victims: A feminist postcolonial lens. *Affilia: Journal of Women and Social Work*, 34(4), 421-438. <https://doi.org/10.1177/0886109919868832>
7. **Hu, R.**, Xue, J., Lin, K., Sun, I., Wang, X. (2019). Bidirectional intimate partner violence among Chinese women: Patterns and risk factors. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/0886260519888523>
8. ***Hu, R.** (2009). The Importance of NGOs’ independence in its early development stage: A case study of the Amity foundation. *Social Science Forum: Academic Research*, 4, 65-71. (In Chinese)

Other co-authored publications (Published or In Press)

9. Lee, E., Greenblatt, A., **Hu, R.** (2021). A knowledge synthesis of cross-cultural psychotherapy research: A critical review. *Journal of Cross-Cultural Psychology*.
<https://doi.org/10.1177/00220221211028911>
10. Kourgiantakis, T., **Hu, R.**, Ramsundarsingh, S., Lung, Y., & West, K. (2021). Teaching note—Virtual Practice Fridays: Responding to disruptions caused by the COVID-19 pandemic in the field and classroom. *Journal of Social Work Education*.
<https://doi.org/10.1080/10437797.2021.1932651>
11. Lee, E., Kourgiantakis, T., & **Hu, R.** (2021). Teaching note—Teaching socially just culturally competent practice online: Pedagogical challenges and lessons learned during the pandemic. *Journal of Social Work Education*.
<https://doi.org/10.1080/10437797.2021.1935367>
12. Lee, E., Kourgiantakis, T., & **Hu, R.** (2021). Developing holistic competence in cross-cultural social work practice: Simulation-based learning optimized by blended learning. *Social Work Education*. <https://doi.org/10.1080/02615479.2021.1892055>
13. Tsang, T., Leung, V., Tan, W., Chuang, D., & **Hu, R.** (2021). Decentering the majority-minority paradigm: A multi-dimensional conceptualization of inter-ethnic relations based on a study of chinese Canadians. *Journal of International Migration and Integration*.
<https://doi.org/10.1007/s12134-021-00826-0>
14. Xue, J., **Hu, R.**, Zhang, W., Zhao, Y., Zhang, B., Liu, N., Li, S.-C., & Logan, J. (2021). Virtual reality or augmented reality as a tool for studying bystander behaviors in interpersonal violence: Scoping review. *Journal of Medical Internet Research*, 23(2), e25322.
<https://www.jmir.org/2021/2/e25322/>
15. Xue, J., Chen, J., Chen, C., **Hu, R.**, & Zhu, T. (2020). The hidden pandemic of family violence during covid-19: Unsupervised learning of tweets. *Journal of Medical Internet Research*, 22(11), e24361. <https://www.jmir.org/2020/11/e24361/>
16. Kourgiantakis, T., Sewell, K.M., **Hu, R.**, Logan, J., Bogo, M. (2020). Simulation in social work education: A scoping review. *Research on Social Work Practice*, 30(4), 433-450.
<https://doi.org/10.1177/1049731519885015>
17. Lin, K., **Hu, R.**, Wang, X., & Xue, J. (2020). Female same-sex bidirectional intimate partner violence in China. *Journal of Interpersonal Violence*.
<https://doi.org/10.1177/0886260520959624>

18. Xue, J., Chen, J., **Hu, R.**, Chen, C., Zheng, C., Su, Y., Zhu, T. (2020). Twitter discussions and emotions about COVID-19 pandemic: A machine learning approach. *Journal of Medical Internet Research*. <https://www.jmir.org/2020/11/e20550/>
19. *Wan Yanhai, **Hu Ran**, Guo Ran, & Linda Arnade. (2010). Discrimination and issues faced by people with HIV/AIDS in China. *The Equal Rights Review*, 4, 15-25. <https://www.equalrightstrust.org/ertdocumentbank/china.pdf>

Manuscripts under review

1. Macy, R., Eckhardt, A., Wretman, C., **Hu, R.**, Kim, J., Wang, X., Bombeeck, C. Developing evaluation approaches for anti-human trafficking services. Submitted to *American Journal of Evaluation* (Revision submitted)
2. **Hu, R.** Does night-shift work increase interpersonal violence in the Canadian workplace? A gender-specific propensity score matching approach. Submitted to *Violence Against Women* (In revision)
3. Lee, E., Greenblatt, A., **Hu, R.**, Johnstone, M., & Kourgiantakis, T. Developing a model of broaching and bridging in cross-cultural psychotherapy: Toward fostering epistemic and social justice. Submitted to *American Journal of Orthopsychiatry* (Under review)
4. Lee, E., Greenblatt, A., **Hu, R.**, Johnstone, M., & Kourgiantakis, T. Micro-skills of broaching and bridging in cross-cultural psychotherapy: Locating therapy skills in the epistemic domain toward fostering epistemic justice. Submitted to **American Journal of Orthopsychiatry** (Under review)
5. Goulden, A., **Hu, R.**, & King, B. Life satisfaction for youth with disabilities: The mediating role of resilience. Submitted to *Journal of Adolescent Health* (Under review)

PEER-REVIEWED CONFERENCE PRESENTATIONS

1. **Hu, R.** (presenter), Greenblatt, A. (presenter), Lee, E., Kourgiantakis, T., Kai, Z., Leung, V., Lyon, O., & Logan, J. (2021). *Pedagogical methods used to foster social justice competencies in social work students*. Poster accepted to present at the Council on Social Work Education (CSWE) 67th Annual Program Meeting, Orlando, FL.
2. Goulden A., **Hu, R.**, & King, B. (2021, June). *Life satisfaction for disabled youth: What role does resilience play?* Oral paper presented at Canadian Association for Social Work Education – Congress of the Humanities and Social Sciences, virtual.
3. **Hu, R.**, & Goulden A. (2020, November). *Violence among Canadian employees with disabilities and the effects of workplace characteristics*. Oral paper presented at the Council on Social Work Education (CSWE) 66th Annual Program Meeting, virtual.

4. **Hu, R.** (2020, July). *Decolonizing the stories we tell about survivors of human trafficking*. Presented as a Ten-Minute Inspirational Talk at the 2020 International Federation of Social Workers Conference, Virtual. (YouTube link to the talk: <https://www.youtube.com/watch?v=vFKHRjBu3eU&feature=youtu.be>)
5. Goulden, A., **Hu, R.**, Falla, M., Robitaille Compan, J., & Swales, J. (2020, June). *Introducing critical discourse analysis in undergraduate settings: Strategies for activist social work practice* (oral paper). Canadian Association for Social Work Education – Congress of the Humanities and Social Sciences. London, ON (conference cancelled).
6. **Hu, R.**, Fung, K., & Wong, J. (2020). *Structural determinants of mental health vulnerabilities and access to services among Asian immigrant men in Toronto, Canada*. Oral paper presented at the Society for Social Work Research (SSWR) 24th Annual Meeting, Washington, DC.
7. Wong, J., **Hu, R.** (presenter), & Fung, K. (2019). *Racialized masculine normativity and mental health of Asian immigrant men*. Oral paper presented at the Council on Social Work Education (CSWE) 65th Annual Program Meeting, Denver, Colorado.
8. **Hu, R.** (2019). *Examining social service providers' representation of trafficking victims: a feminist postcolonial lens*. Poster presented at the Council on Social Work Education (CSWE) 65th Annual Program Meeting, Denver, Colorado.
9. Kourgiantakis, T., **Hu, R.**, (presenter), Sewell, K., Bogo, M., & Logan, J. (2019). *Simulation-based learning in social work education: A scoping review*. Poster presented at the Social Work Education (CSWE) 65th Annual Program Meeting, Denver, Colorado.
10. Wretman, C. J., Eckhardt, A., Kim, J., Macy, R. J., & **Hu, R.** (2019). *Demographic, well-being, and trafficking characteristics of foreign-national survivors of human trafficking*. Paper presented at the European Conference on Domestic Violence, Oslo, Norway.
11. Macy, R. J., Eckhardt, A., Wretman, C. J., & **Hu, R.** (2019). *Community-based evaluation strategies to build evidence to help survivors of human trafficking*. Workshop presented at the European Conference on Domestic Violence, Oslo, Norway.
12. Kourgiantakis, T., **Hu, R.**, Sewell, K., Bogo, M., and Logan, J. (2019). *Using simulation in social work teaching and assessment: A scoping review*. Symposium presented at the Society for Social Work Research (SSWR) 23rd Annual Meeting, San Francisco, CA.
13. **Hu, R.** & Schmidt, C. (2019). *A review of the concept development of vicarious resilience and implications for social work research*. Poster presented at the Society for Social Work Research (SSWR) 23rd Annual Meeting, San Francisco, CA.

14. Lung, Y. & **Hu, R.** (2019). *Understanding intimate partner violence using a geographic information system: A scoping review of the literature*. Poster presentation at the Society for Social Work Research (SSWR) 23rd Annual Meeting, San Francisco, CA.
15. Shen, L., Goulden, A., **Hu, R.**, & Bhuyan, R. (2018). *Narrative co-production in health research: The interplay between inter-subjectivity, reflexivity and feminist intersectionality*. Oral presentation at the Critical Pedagogies Symposium on Teaching and Learning Qualitative Health Research. Toronto, ON.
16. **Hu, R.** (2018). *A critical reflection on survivor discourses: what do anti-trafficking organizations' survivor testimonials tell us?* Oral presentation at the Joint World Conference on Social Work, Education and Social Development (SWSD), Dublin, Ireland.
17. **Hu, R.** (2015). *Law enforcement accountability in Colombia*. Oral presentation at the panel of Gender and Accountability in Criminal Justice in Transitional and Post Conflict Countries: Diplomacy Lab Projects at the American Society of Criminology 72nd Annual meeting, Washington, D.C.

RESEARCH EXPERIENCE

2021 – present	<p>Pro Bono Research Support & Consultation <i>Project Complex Rights and Wrongs</i> Principal Investigator: Dr. Jill McCracken, Sex Workers Outreach Project (SWOP) Behind Bars & University of South Florida</p>
2020 – present	<p>Principle Investigator (Dissertation) <i>Decriminalization of Sex Work in the United States: Twitter-based Discussion and Advocacy (A Mixed-methods Study)</i> Dissertation Committee: Drs. Peter A. Newman (Supervisor & Chair), Carmen H. Logie, Jia Xue, and Larry M. Gant (Michigan)</p>
2019 – present	<p>Research Coordinator <i>Fostering Socially Just and Culturally Competent Practice in Social Work Education: Simulation-Based Learning using Digital Technologies to Create an Innovative E-Learning Space</i> Principle Investigator: Dr. Eunjung Lee, Factor-Inwentash Faculty of Social Work, University of Toronto</p>
2018 – 2020	<p>Graduate Research Assistant, Artificial Intelligence for Justice lab Lab director and supervisor: Dr. Jia Xue, Factor-Inwentash Faculty of Social Work & Faculty of Information, University of Toronto</p>

- 2018 – 2019 **Research Mentee**
Reducing Stigma of Mental Illness among Boys and Men in Asian Communities in Canada: An Innovative and Comprehensive Intervention
 Supervisor/Mentor: Dr. Josephine Wong, Daphne Cockwell School of Nursing, Ryerson University
- 2017 – 2019 **Graduate Research Assistant**
Using Simulation Teaching Holistic Competence in Social Work
 Investigators: Dr. Toulia Kourgiantakis & Marion Bogo, Factor-Inwentash Faculty of Social Work, University of Toronto
- 2018 **Graduate Research Assistant**
Eldercare within Chinese Immigrant Families in Toronto
 Principal Investigator: Dr. Guida Man, Department of Sociology, York University
- 2016 – 2017 **Graduate Research Assistant**
Tobacco Industry's Campaign Against Cigarette Tax Increase In New York City
 Faculty Supervisor: Professor Klaus von Lampe, Department of Law, John Jay College of Criminal Justice (CUNY)
- 2009 – 2010 **Research Project Coordinator & Investigator**
HIV/AIDS Knowledge, Attitudes, and Professional Practice among Social Work Students in Beijing, China
 Supervisor: Yanhai Wan, Founder & Director, Beijing AIZHIXING Institute
- 2009 – 2010 **Research Assistant**
HIV/AIDS Prevention among LGBT and Female Sex Worker Communities in Beijing, China
 Supervisor: Ran Guo, Research Officer, Beijing AIZHIXING Institute

TEACHING

SOCIAL WORK COURSES AND SEMINARS

*All teaching positions were at Factor-Inwentash Faculty of Social Work, University of Toronto

- Fall 2020, 2021 **Course Instructor (Lab Instruction)**
 SWK 6307H: Designing & Implementing Qualitative Social Work Research (PhD)
- Winter 2021, 2022 **Teaching Assistant (Lab Instruction)**
 SWK 6301H: Intermediate Statistics & Data Analysis (PhD)
- Fall 2021 **Practice Seminar Instructor**
 Advanced Standing Social Work Practice Seminar (3 days) (MSW)

Fall 2020	Teaching Assistant SWK4510 Research for Evidence-Based Social Work Practice (MSW)
Summer 2020	Practice Seminar Instructor MSW social work practice seminar (10 weeks): “Virtual Practice Fridays” (MSW)
Fall 2019	Teaching Apprentice SWK4510 Research for Evidence-Based Social Work Practice (MSW)
Fall 2018	Course Research Assistant SWK 4103H: Elements of Social Work Practice (MSW) SWK 4105H: Social Work Practice Laboratory (MSW)

SOCIAL WORK FIELD EDUCATION

2021	External Field Instructor Factor-Inwentash Faculty of Social Work, University of Toronto
2018 – 2020	MSW Faculty-Field Liaison Factor-Inwentash Faculty of Social Work, University of Toronto
2014 – 2017	Field Instructor & Agency-based Educational Coordinator Columbia University School of Social Work, MSW Silberman School of Social Work at Hunter College (CUNY), MSW Nyack College School of Social Work, BSW NYU Silver School of Social Work, MSW

SIMULATION-BASED LEARNING AND COMPETENCY ASSESSMENT

2021	Rater: Objective Structured Clinical Exam (OSCE) BSW Level School of Social Work, Carleton University, Ottawa, Ontario
Fall 2020	Course-based Simulation Facilitator SWK 4604H: Social Work Practice in Mental Health (MSW)
Summer 2020	Couse-based Simulation Facilitator SWK 4617H: Cross-Cultural Social Work Practice (MSW)
2019 – present	Rater: Objective Structured Clinical Exam (OSCE) MSW Level Factor-Inwentash Faculty of Social Work, University of Toronto
2018 - present	Simulation Facilitator MSW Simulation-based practice: <i>Practice Fridays</i>

2017 - 2020

Faculty Simulation Coordination Assistant

Factor-Inwentash Faculty of Social Work, University of Toronto

GUEST LECTURES

- 07/2021 **Invited Guest Lecturer** on *Epistemic injustice in the representations of trafficking*
SWK 6101 Critical Evaluation of Social Work Theories (PhD)
Factor-Inwentash Faculty of Social Work, University of Toronto
- 11/2020 **Guest speaker** on *Subjectivity, Reflexivity, and Decision Making in Qualitative Research*
SWK 6307 Designing and Implementing Qualitative Social Work Research (PhD)
Factor-Inwentash Faculty of Social Work, University of Toronto
- 11/2019 **Invited Guest Lecturer** on *Feminist Perspectives and discourse analysis*
SOCWORK 2216 Introduction to Social Work Practice and Theories (BSW)
King's School of Social Work, Western University ON, Canada
- 11/2018 **Guest speaker** on *Narrative Co-production in Qualitative Research*
SWK 6307 Designing and Implementing Qualitative Social Work Research (PhD)
Factor-Inwentash Faculty of Social Work, University of Toronto
- 07/2018 **Invited Guest Speaker** on *Applying program evaluation frameworks in the social service context of China*
China Effective Philanthropy Multiplier, Beijing, China
- 04/2018 **Invited Guest Lecturer** on *Social work Ethnics and Practice in Anti-Trafficking Work*
Social Work Practicum Course (Bachelor level)
Department of Sociology, Peking University, Beijing, China
- 09/2015 **Invited Guest Speaker** on *Anti-trafficking interventions in the United States*
Dawning Consulting, LLC, Shenzhen, China
- 07/2014 **Invited Guest Speaker** on *Trafficking patterns in the Asian Communities in NYC*. Trafficking Victim Legal Defense & Advocacy Project, Legal Aid Society, New York City, NY, U.S.

PROFESSIONAL PRACTICE

PROFESSIONAL LICENSURES & CERTIFICATIONS

2015 – Present	Licensed Master Social Worker (LMSW, New York State)
2014	Certification Seminar In Field Instruction (S.I.F.I.), Silver School of Social Work, NYU

PRACTICE EXPERIENCE

2020	External Program Evaluator , YESIIN, Justice4Her (Anti-Gender-Based Violence with women migrant workers) Program Evaluation, Beijing, CN
2018-2020	External Program Evaluator , Early Childhood Development Program, Vibrant Communities, Beijing, CN
2019-2020	Program Impact Evaluator , Anti-trafficking client services, Restore NYC, New York City, US
2012-2017	Counselor and Case Manager , Anti-trafficking client services, Restore NYC, New York City, US
2011	Program Development & Evaluation (MSW intern), HIV/AIDS prevention & education with incarcerated people, Gospel Against AIDS, Detroit, MI, US
2011	Program Development & Evaluation (MSW intern), Early Childhood Development and Teen Center, Franklin-Wright Settlements, Inc., Detroit, MI, US
2009-2010	Program Coordinator & Research Assistant , HIV/AIDS Prevention with LGBTQ and sex worker communities, Beijing AHIZHIXING Institute, Beijing, CN
2009-2010	Program Developer & Grant Writer , Afterschool programs for migrant children, Migrants' Friend, Beijing, CN

COMMUNITY REPORTS & BRIEFS

An, Y., Liu, Y., **Hu, R.**, & Guo, R. (January 2021). *Justice4Her 2.0 external evaluation report: Strengthening the rule of law to reduce gender-based violence in China*. Justice4Her.

Carral, J., Wretman, C., Macy, R., **Hu, R.**, Eckhardt, A. (July 2020). *Restore NYC Safehome Project: Office for Victims of Crime (OVC) Final Report*.

Hu, R., Xiao, Z., & Guo, R. (January, 2020). *Vibrant communities early childhood development and parenting program evaluation final report*.

Hu, R., Carral, J., Chambeshi, M., Wang, X., Bombeek, C., Eckhardt, A. (January, 2020). *Assessing Restore NYC's Transitional Housing for Foreign-National Survivors of Trafficking: Residents' Perspectives*.

Carral, J., Wretman, C., Macy, R., **Hu, R.**, Eckhardt, A. (December 2019). *Restore NYC Safehome Project: Office for Victims of Crime (OVC) final report*.

Hu, R., Xiao, Z., & Guo, R. (May, 2019). *Vibrant communities early childhood development and parenting program evaluation report* (mid-term, pilot).

Hu, R. (December, 2011). *Education and empowerment: HIV/AIDS resources for inmates*. Gospel Against AIDS.

Hu, R. (November, 2011). *The need to integrate HIV/AIDS-related topics into social work curricula in China: Advocacy brief* (In Chinese). Beijing AIZHIXING Institute.

Hu, R. (September, 2011). *HIV/AIDS-related needs assessment among inmates in a Michigan-based correctional facility and action suggestions*. Gospel Against AIDS.

Hu, R. (March, 2010). *HIV/AIDS knowledge, attitude, and professional practice among social work students in Beijing, China* (In Chinese). Beijing AIZHIXING Institute.

SERVICE

Journal Reviewer

2019 – Present	<i>Journal of Family Violence</i>
2020 – Present	<i>Affilia: Journal of Women and Social Work</i>
2021 – Present	<i>Journal of School Violence</i>
2021 – Present	<i>Children and Youth Services Review Advances in Social Work</i>

Conference Reviewer

2020, 2021	Council of Social Work Education (CSWE) Annual Conference, US Canadian Association for Social Work Education (CASWE-ACFTS) Annual Conference, Canada
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Service to Factor-Inwentash Faculty of Social Work, University of Toronto

2019 – present	Doctoral Student Representative , Ph.D. Studies Committee Factor-Inwentash Faculty of Social Work, University of Toronto
2021 – present	Doctoral Student Representative , Diversity, Equity, & Inclusion Workgroup, Ph.D. Studies Committee Factor-Inwentash Faculty of Social Work, University of Toronto

PROFESSIONAL AFFILIATIONS

2018 – present	Society for Social Work Research (SSWR)
2019 – present	Council on Social Work Education (CSWE)
2019 – present	Asian and Pacific Islander Social Work Educators Association (APISWEA)
2020 – present	Canadian Association For Social Work Education (CASWE)

VIVIAN W. Y. LEUNG

MA, PhD Candidate

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wingyeung.leung@mail.utoronto.ca

[ResearchGate](#) • [ORCID](#) • [Google Scholar](#)



Education

05/2022 (expected)	Doctor of Philosophy, Social Work (PhD) University of Toronto, Factor-Inwentash Faculty of Social Work, Toronto, Ontario Dissertation: <i>Cultural Socialization by Chinese Parents in Canada and the United States: The Role of Racial Discrimination, Ethnic Density, and Social Capital</i>
2013	Master of Arts, Social Policy (MA) , Dean's List The Chinese University of Hong Kong, Department of Social Work, Hong Kong
2012	Honours Bachelor of Social Sciences (Major: Psychology, Minor: Social Work and Social Administration) The University of Hong Kong, Faculty of Social Sciences, Hong Kong

Scholarships and Awards

2021 – 2022	Ontario Graduate Scholarship (\$15,000)
2021 – 2022	Doctoral Completion Award (\$10,000)
2020 – 2021	Tammy and Jerry Balitsky Scholarship (\$4,827)
2016 – 2021	University of Toronto Fellowship (\$125,000)
2019 – 2020	Mary H. Beatty Fellowship (\$10,000)
2019	Council of Friendship Fund (\$2,185)
2018	PPEF – Dollars for Global Scholars (\$2,388)
2017 – 2018	The Yip Scholarship (\$1,481)

2017	SGS Conference Grant (\$750)
2013	Distinguished Academic Scholarship for Master of Arts in Social Policy Students 2012-13
2012	HKU Worldwide Undergraduate Student Exchange Scholarships
2009	HKU Foundation Scholarships for Outstanding Students

Research Grants

Collaborator	Social Sciences and Humanities Research Council (SSHRC) Partnership Development Grant (\$188,802) 2021 – 2024 <i>Exploring the social service needs of Muslims in Ontario: A community-based partnership</i> (PI: Ka Tat Tsang) Role: proposal development and mentorship to graduate students from the community
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Publications

Peer-reviewed journal articles

1. **Leung, V. W. Y.**, Tan, W., Chuang, D., Tsang, A. K. T., & Lai, D. (2021). A multi-dimensional approach to explore ethnic matching experiences among Chinese practitioners in the Greater Toronto Area. *British Journal of Social Work*. <https://doi.org/10.1093/bjsw/bcab122> [IF=1.44]
2. Craig, S. L., Eaton, A. D., **Leung, V. W. Y.**, Iacono, G., Pang, N., Dillon, F., & Austin, A. (2021). Efficacy of affirmative cognitive behavioural group therapy for sexual and gender minority adolescents and young adults in community settings in Ontario, Canada. *BMC Psychology*. <https://doi.org/10.1186/s40359-021-00595-6>
3. Tsang, A. K. T., **Leung, V. W. Y.**, Tan, W., Chuang, D., & Hu, R. (2021). Decentring the majority-minority paradigm: A multi-dimensional conceptualization of inter-ethnic relations based on a study of Chinese Canadians. *Journal of International Migration and Integration*. <https://doi.org/10.1007/s12134-021-00826-0> [IF=1.02]

4. Bhuyan, R., & **Leung, V. W. Y.** (2021). Framing migrant resilience as a social responsibility: A case study of municipal and provincial immigrant integration policies in Toronto, Ontario. *British Journal of Social Work*. <https://doi.org/10.1093/bjsw/bcab057> [IF=1.44]
5. Craig, S. L., **Leung, V. W. Y.**, Pascoe, R., Pang, N., Iacono, G., Austin, A., & Dillon, F. (2021). AFFIRM Online: Utilizing an affirmative cognitive-behavioural digital intervention to improve mental health, access and engagement among LGBTQA+ youth and young adults. *International Journal of Environmental Research and Public Health*, 18(4), 1541. <https://doi.org/10.3390/ijerph18041541> [IF=2.85]
6. Craig, S. L., Eaton, A. D., McInroy, L. B., **Leung, V. W. Y.**, & Krishnan, S. (2021). Can social media participation enhance LGBTQ+ youth wellbeing? Development of the social media benefits scale. *Social Media and Society*. <https://doi.org/10.1177/2056305121988931> [IF=2.81]
7. Craig, S.L., Iacono, G., Austin, A., Eaton, A.D., Pang, N., **Leung, V. W. Y.**, Frey, C. (2021). The role of facilitator training in intervention delivery: Preparing clinicians to deliver AFFIRMative group cognitive behavioural therapy to sexual and gender minority youth. *Journal of Gay & Lesbian Social Services*, 33(1), 56-77. <https://doi.org/10.1080/10538720.2020.1836704>
8. **Leung, V. W. Y.**, Lam, C. M., & Liang, Y. (2020). Parents' expectations of familial elder care under the neoliberal Hong Kong society. *Journal of Family Issues*, 41(4), 437-439. <https://doi.org/10.1177/205630512019879189> [IF=1.25]
9. McInroy, L. B., Beaujolais, B., **Leung, V. W. Y.**, Craig, S. L., Eaton, A. D., & Austin, A. (2020). Comparing asexual and non-asexual sexual minority adolescents and young adults: stressors, suicidality and mental and behavioural health risk outcomes. *Psychology and Sexuality*. <https://doi.org/10.1080/19419899.2020.1806103> [IF=1.29]
10. Craig, S. L., Austin, A., Levenson, J., **Leung, V. W. Y.**, Eaton, A. D., & D'Souza, S. A. (2020). Frequencies and patterns of Adverse Childhood Events in LGBTQ+ youth. *Child Abuse and Neglect*, 107, 104623. <https://doi.org/10.1016/j.chiabu.2020.104623> [IF=2.57]
11. Craig, S. L., Eaton, A. D., McInroy, L. B., D'Souza, S. A., Krishnan, S., Wells, G. A., Twum-Siaw, L., & **Leung, V. W. Y.** (2020). Navigating negativity: A grounded theory and integrative mixed methods investigation of how sexual and gender minority youth cope with negative

comments online. *Psychology and Sexuality*, 11(3), 161-179.

<https://doi.org/10.1080/19419899.2019.1665575> [IF=1.29]

12. **Leung, V. W. Y.**, Zhu, Y., Peng, H., & Tsang, A. K. T. (2019). Chinese immigrant mothers negotiating family and career: Intersectionality and the role of social support. *British Journal of Social Work*, 49(3), 742-761. <https://doi.org/10.1093/bjsw/bcy081> [IF=1.44]
13. Craig, S. L., McInroy, L. B., Eaton, A. D., Iacono, G., **Leung, V. W. Y.**, Austin, A., Dobinson, C. (2019). An affirmative coping skills intervention to improve the mental and sexual health of sexual and gender minority youth (Project Youth AFFIRM): Protocol for an implementation study. *JMIR Research Protocol*, 8(6), e13462. <https://doi.org/10.2196/13462>
14. McInroy, L., Craig, S., & **Leung, V. W. Y.** (2019). Platforms and Patterns for Practice: LGBTQ+ Youths' Use of Information and Communication Technologies. *Child and Adolescent Social Work Journal*, 36(5), 507-520. <https://doi.org/10.1007/s10560-018-0577-x> [IF=1.16]

Manuscript (in revision & under review)

1. Huang, Y., **Leung, V. W. Y.**, Craig, S. L., & Chui, C. (in revision). Cultural consideration for a cognitive-behavioural therapy for Chinese sexual minority young people: Perspectives from practitioners and target users.
2. Craig, S. L., Eaton, A. D., & **Leung, V. W. Y.** (in revision). Capturing resilience: Utilizing brief child and youth resilience measure with sexual and gender minority youth.

Technical and research reports

1. Lung, Y., & **Leung, V. W. Y.** (2020). *Reaching the Unreached (RUN): Empowering marginalized newcomer and migrant workers outreach toolkit*. Toronto: Butterfly (Asian and Migrant Sex Workers Support Network).

Peer-Reviewed Conference Presentations

1. Watts, K. J., Wagaman, M. A., **Leung, V. W. Y.**, & Craig, S. L. (Accepted). *The role of belongingness in the mental health of Black LGBTQIA+ youth*. Paper submitted to the Council on Social Work Education 67th Annual Program Meeting. Orlando, FL, United States.
2. **Leung, V. W. Y.** (2021, Jun 1-3). *Cultural socialization by Chinese parents: The role of institutional, interpersonal and internalized racism*. Oral presentation to the 2021 Conference of the Canadian Association for Social Work Education, Online.

3. **Leung, V. W. Y.** (Accepted but withdrawn). *Cultural Socialization by Chinese Parents in Canada and the United States: The Role of Racial Discrimination*. Oral presentation to the 2021 Conference of the Society for Social Work and Research, Online.
4. **Leung, V. W. Y.** (2020, Nov 16-20). *Cultural socialization by Chinese parents in Canada and the United States*. Oral presentation to the Council of Social Work Education (CSWE) 66th Annual Program Meeting, Online.
5. Hu, R., **Leung, V. W. Y.**, & Lyons, O. (2020, Nov 16-20). *Fostering social justice through educational methods in social work: A scoping review*. Oral presentation to the Council of Social Work Education (CSWE) 66th Annual Program Meeting, Online.
6. McInroy, L. B., Craig, S. L., Eaton, A. D., Beaujolais, B., & **Leung, V. W. Y.** (2020, July 15-16). *Comparing the mental and behavioral health of asexual-identified LGBTQ+ youth to their non-asexual LGBTQ+ peers*. Oral presentation to the Preaching to the Choir: An International LGBTQ Psychology Conference. Prague, Czech Republic (conference cancelled).
7. **Leung, V. W. Y.** (2020, June 1-4). *The ecology of cultural socialization by immigrant parents and the role of racism: A conceptual framework*. Oral presentation to the 2020 Conference of the Canadian Association for Social Work Education, London ON (conference cancelled).
8. Craig, S. L., Eaton, A. D., **Leung, V. W. Y.**, Iacono, G., Pang, N., Austin, A., Dobinson, C., Frey, C., & Dillon, F. (2020, May 1-2). *An affirmative coping skills intervention to improve mental & sexual health of sexual & gender minority youth (AFFIRM): Interim results of an implementation study*. Poster presentation to the 29th Annual Canadian Conference on HIV/AIDS Research, Online.
9. Craig, S. L., Iacono, G., Eaton, A. D., Pang, N., Frey, C., Austin, A., **Leung, V. W. Y.**, & Dillon, F. (2020, May 1-2). *Building community capacity in affirmative cognitive behavioural therapy for sexual and gender minority youth: Effectiveness of AFFIRM facilitator training*. Poster presentation to the 29th Annual Canadian Conference on HIV/AIDS Research, Online.
10. **Leung, V. W. Y.**, Chuang, D., Tan, W., & Tsang, A. K. T. (2020, January 15-19). *Cultural competence of ethnic minority practitioners who serve Chinese immigrants in the Greater Toronto Area*. Oral presentation to the 2020 Conference of the Society for Social Work and Research, Washington DC.
11. Craig, S., Iacono, G., Austin, A., Eaton, A., Pang, N., & **Leung, V. W. Y.** (2020, January 15-19). *Delivering empirically-supported interventions to sexual and gender minority youth: Evaluating the effectiveness of AFFIRM facilitator training*. Oral presentation to the 2020 Conference of the Society for Social Work and Research, Washington DC.

12. Chuang, D., **Leung, V. W. Y.**, Tan, W., Zhang, W., & Tsang, A. K. T. (2019, June 3-6). *Shifting traditional family values: The perception and display of familism among Chinese seniors in the Greater Toronto Area*. Oral presentation to the 2019 Conference of the Canadian Association for Social Work Education, Vancouver BC.
13. Chuang, D., Tan, W., **Leung, V. W. Y.**, & Tsang, A. K. T. (2019, June 3-6). *Inter-group dynamics between Chinese immigrants and other ethnicities in the Greater Toronto Area: From service providers' perspective*. Oral presentation to the 2019 Conference of the Canadian Association for Social Work Education, Vancouver BC.
14. **Leung, V. W. Y.**, Chuang, D., Tan, W., & Tsang, A. K. T. (2019, January 16-20). *The interplay between parental and peer cultural socialization and its impact on ethnic identity development of 1.5- and second-generation Chinese/Taiwanese immigrants in Toronto, Canada*. Oral presentation to the 2019 Conference of the Society for Social Work and Research, San Francisco CA.
15. Chuang, D., **Leung, V. W. Y.**, Tan, W., & Tsang, A. K. T. (2019, January 16-20). *Shifting traditional family values: The perception and display of familism among Chinese seniors in the Greater Toronto Area*. Oral presentation to the 2019 Conference of the Society for Social Work and Research, San Francisco CA.
16. Craig, S., Eaton, A., McInroy, L, ... **Leung, V. W. Y.** (2019, January 16-20). *Navigating negativity online: How gender and sexual minority youth cope with cyber discrimination*. Oral presentation to the 2019 Conference of the Society for Social Work and Research, San Francisco CA.
17. **Leung, V. W. Y.**, & Chuang, D. (2018, October 11-13). *Family enculturation and ethnic identity trajectory of Chinese 1.5- and second-generation immigrants in Toronto*. Oral presentation to the 25th Canadian Ethnic Studies Association Conference, Banff AB.
18. Mesana, V., Boutin, D., Bhuyan, R., **Leung, V. W. Y.**, & Veronis, L. (2018, August 6-10). *Multi-level comparative analysis of immigration and resilience within provincial and municipal discourse across Ontario and Quebec*. Oral presentation to the 2018 International Geographical Union (IGU) Regional Conference, Quebec QC.
19. **Leung, V. W. Y.** (2018, July 15-21). *Discriminatory media reports against Mainland Chinese new immigrants in Hong Kong*. Oral presentation to the XIX ISA World Congress of Sociology, Toronto ON.
20. **Leung, V. W. Y.**, & Peng, H. (2018, July 15-21). *Family v.s. Career: Negotiating Experience and Mobility of Chinese Immigrant Mothers in Toronto*. Oral presentation to the XIX ISA World Congress of Sociology, Toronto ON.
21. **Leung, V. W. Y.** (2018, January 25-26). *Contemporary parent sponsorship policies in Canada*,

- Australia and the United States: The unwelcomed elderly parents.* Oral presentation to the 11th Annual Ethnic and Pluralism Studies Graduate Research Conference, Toronto ON.
22. **Leung, V. W. Y.**, Peng, H., Chuang, D., Huang, Y., & Tsang, A. K. T. (2018, January 10-14). *Negotiating between family and career: Chinese immigrant mothers' experience and the role of community support in Toronto, Canada.* Oral presentation to the 2018 conference of the Society for Social Work and Research, Washington DC.
23. Peng, H., Chuang, D., **Leung, V. W. Y.**, Huang, Y., & Tsang, A. K. T. (2018, January 10-14). *Professionalization and colonized body? The career rebuilding of Chinese immigrants in Toronto Canada.* Poster presentation to the 2018 conference of the Society for Social Work and Research, Washington DC.
24. Huang, Y., Chuang, D., **Leung, V. W. Y.**, & Tsang, A. K. T. (2018, January 10-14). *Intra-group dynamics among Chinese immigrants in the Greater Toronto Area: From service providers' perspective.* Oral presentation to the 2018 conference of the Society for Social Work and Research, Washington DC.
25. **Leung, V. W. Y.**, Chong, M. L. A., & Chen, H. F. (2015, April 16-20). *Peer Network Scheme: A three-stage program enhancing collegians' sense of community in school.* Oral presentation to the AERA Annual Meeting, Chicago IL.

Research Experience

University of Toronto, Factor-Inwentash Faculty of Social Work, ON, Canada

2020 – Present	Research Assistant, <i>Fostering Socially Just and Culturally Competent Practice (SJCCP) in Social Work Education</i> (PI: Eunjung Lee)
2018 – Present	Research Analyst, <i>Project Youth AFFIRM</i> (PI: Shelley Craig)
2017 – Present	Research Analyst, <i>Project #Queery: The Influence of ICTs on the Resilience, Social Support and School Engagement of Canada's and The United States' Sexual and Gender</i> (PI: Shelley Craig)
2016 – 2020	Research Coordinator, <i>Intra-group Dynamics and Social Exclusion: Experience of Mainland Chinese Immigrants to Canada</i> (Toronto PI: Ka Tat Tsang)
2017 – 2019	Research Assistant, <i>Analysis of Governance Structures and Policy Discourses Shaping Migration and Resilience: An Examination of</i>

*Canada's Federal, Provincial and Municipal Government (Supervising
Co-I: Rupaleem Bhuyan)*

The Chinese University of Hong Kong, Department of Social Work, Hong Kong

2015 – 2016 Research Assistant, *Raising Children in Hong Kong: A Mixed-Methods
Study of Generational Shifts in Parental Beliefs and Practices* (PI: Ching
Man Lam)

City University of Hong Kong, Department of Applied Social Sciences, Hong Kong

2013 – 2015 Senior Research Assistant, *Project X: Learning Excellence* (PI: Alice
Chong)

2013 Research Assistant, *The Women's Foundation Life Skills Program –
Hope and Emotion Regulation Project* (PI: Dannii Yeung)

Academic Teaching Experience

X University (formerly Ryerson University), School of Social Work, ON, Canada

Bachelor of Social Work

Teaching Assistant SWP638 *Social Work Research Part II* (Winter 2021, Online)
Duties: Weekly tutorial facilitation, quiz design, and mentorship to
project groups

Teaching Assistant SWP538 *Social Work Research Part I* (Fall 2020, Fall 2021; Online)
Duties: Weekly tutorial facilitation, quiz design, and grading

University of Toronto, Factor-Inwentash Faculty of Social Work, ON, Canada

Master of Social Work

Teaching Apprentice SWK4606 *Diversity, Access, and Equity in Social Work Practice* (Fall
2020, Online)
Duties: Syllabus development, course design, lecture delivery, class
facilitation, and coordination of simulation activity

Research Assistant SWK4103 *Elements of Social Work Practice* & SWK4105 *Social Work Practice Laboratory* (Fall 2020; Fall 2021, Online)

Duties: Production of learning materials and asynchronous learning videos, coordination of in-class simulation and OSCE (Objective Structured Clinical Examination), and consultation on online pedagogical strategies

Teaching Apprentice SWK4658 *Social Work with Immigrants and Refugees* (Summer 2019)

Duties: Syllabus development, course design, lecture delivery, class facilitation, and grading

University of Toronto, Dalla Lana School of Public Health, ON, Canada

Teaching Assistant HST405/CHL5113 *Global Migration and Health* (Fall 2019; Fall 2020)

Duties: Grading discussion contributions and assignments

Academic Guest Lectures and Invited Speaker

University of Toronto, Factor-Inwentash Faculty of Social Work, ON, Canada

Guest Lecture SWK4210 *Promoting Empowerment: Working at the Margins* (Winter 2021)

Topic: Social work practice with Asian migrant sex workers

Guest Lecture SWK4658 *Social Work with Immigrants and Refugees* (Summer 2020; Summer 2021)

Topic: Working with 1.5- or 2nd generation immigrants

St. Agnes Tsao Catholic Church, Markham, ON, Canada

Invited Speaker Parenting workshop: The power of empathy @ home (2019)

Community Experience

Butterfly – Asian and Migrant Sex Worker Support Network, Toronto, ON, Canada

2019 – 2020 Project Coordinator (continued as volunteer till present)

Duties: Develop outreach manual and resource guide, community organizing and advocacy, and individual support to community members

Professional Teachers' Union, Hong Kong

2012 Intern Student

Duties: Outreach to union members, and conduct outreach on social and educational issues

Action for Reach Out, Hong Kong

2011 Intern Student

Duties: Daily operation of drop-in centre, outreach, and support to community members (women who engaged in sex work)

Service Related to Research

2021 Reviewer – Council of Social Work Education annual conference

2019 Reviewer – Journal of LGBT Youth

2019 Reviewer – Social Policy and Society

Professional Affiliations

2019 – Present **Canadian Association for Social Work Education (CASWE)**

Member

2017 – Present **Society for Social Work Research (SSWR)**

Member

References

Available upon request

SANDRA McNEIL

MSW, RSW, PhDc

705-879-2998

sandy.mcneil.marshall@mail.utoronto.ca



EDUCATION

2015 - 2021	Doctor of Philosophy	Factor-Inwentash Faculty of Social Work University of Toronto
2011	Master of Social Work	York University, Toronto, Ontario
2010	Bachelor of Social Work	York University, Toronto, Ontario

AWARDS and GRANTS

2020 - 2021	University of Toronto Doctoral Completion Award	\$10,000
2016 - 2020	Social Sciences and Humanities Research Council (SSHRC) Doctoral Fellowship	\$80,000
2015 - 2019	University of Toronto Academic Fellowship	\$20,000
2018	School of Graduate Studies Conference Grant	\$700
2015 - 2016	University of Toronto Academic Fellowship	\$15,000
2010 - 2011	Ontario Graduate Scholarship	\$15,000
2010 - 2011	York Graduate Scholarship	\$15,000
2008 - 2010	York University Continuing Student Scholarship	\$8,000

ACADEMIC APPOINTMENTS

2022 - present	Sessional Instructor	School of Social Work University of Windsor
2019 - present	Sessional Instructor	Factor-Inwentash Faculty of Social Work University of Toronto
2018 - present	Sessional Instructor	School of Social Work Trent University, Peterborough

2018	Sessional Instructor	Social Services Program Durham College, Oshawa
2017	Guest Lecturer	Factor-Inwentash Faculty of Social Work University of Toronto
2017 - 2019	Rater - Objective Structured Clinical Exam (OSCE)	Factor-Inwentash Faculty of Social Work University of Toronto
2015 - present	Research Assistant	Factor-Inwentash Faculty of Social Work University of Toronto
2011 - 2014	Guest Lecturer	School of Social Work York University, Toronto

CLINICAL EXPERIENCE

2013 - present	Social Worker Adult Mental Health Program	Ross Memorial Hospital Lindsay, Ontario
2014 - present	Social Worker Private Practice	Lock 33 Counseling Lindsay, Ontario
2014 - 2015	Social Worker Residential Crisis Unit	Canadian Mental Health Association Peterborough, Ontario
2011 - 2013	Social Worker Addictions Counselor	Four County Addiction Services Peterborough, Ontario

PROFESSIONAL MEMBERSHIPS

2018 - present	Council for Social Work Education (CSWE)
2017 - present	Society for Social Work and Research (SSWR)
2011 - present	Ontario College of Social Workers and Social Service Workers (OCSWSSW)
2011 - present	Ontario Association of Social Workers (OASW)

TEACHING

Factor-Inwentash Faculty of Social Work (MSW Program) University of Toronto

2021 (fall)	SWK 4604 Social Work Practice in Mental Health
2019 (fall)	SWK 4604 Social Work Practice in Mental Health

School of Social Work (MSW Program for Working Professionals) University of Windsor

2022 (winter)	SWRK 8680 Advanced Internship Seminar
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School of Social Work (BSW Program) Trent University, Peterborough

2022 (winter)	SWRK 3000Y Social Work Field Education Placement
2020 (winter)	SWRK 3000Y Social Work Field Education Placement
2019 (winter)	SWRK 3000Y Social Work Field Education Placement
2018 (fall)	SWRK 3001H Communication
2018 (winter)	SWRK 3000Y Social Work Field Education Placement

**School of Health and Community Services (SSW Program)
Durham College, Oshawa**

2018 (spring)	PSYC 2501 Abnormal Psychology
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GUEST TEACHING AND LECTURING

**Factor-Inwentash Faculty of Social Work (MSW Program)
University of Toronto**

2017	SWK 4064 Social Work Practice in Mental Health – Motivational Interviewing
2017	SWK 6006 Theory and Practice Teaching Social Work – Teaching Reflective Practice

**School of Social Work (MSW Program)
York University, Toronto**

2014	SOWK 5212 Mental Health Perspectives - The Role of Family in Mental Health Recovery
2012	SOWK 5150 Critical Perspectives in Social Work – Critical Social Work Practice in Hospital Settings
2012	SOWK 5250 Graduate Research Seminar – Qualitative Research
2011	SOWK 5212 Mental Health Perspectives - Understanding Family-Centered Care in Mental Health

**School of Social Work (BSW Program)
York University, Toronto**

2014	SOWK 3041 Communication – Motivational Interviewing
2014	SWK 6006 Theory and Practice Teaching Social Work – Teaching Relective Practice

TEACHING CERTIFICATION

2016	Mindfulness Based Stress Reduction Online Training Program - University of Massachusetts Medical School
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- 2014 Teaching Assistant Certificate (Staff and Educational Development Association) - York University Teaching Commons, Toronto
- 2013 Wellness Recovery Action Plan (WRAP) Facilitator Training - Copeland Centre for Wellness and Recovery, Brattleboro, VT

SOCIAL WORK SUPERVISION, TRAINING & MENTORING

- 2013 - present BSW & MSW student field education
Ross Memorial Hospital, Lindsay, Ontario
- 2017 - 2019 Objective Structured Clinical Exam (OSCE) Rater
Factor-Inwentash Faculty of Social Work, University of Toronto

PUBLICATIONS

Peer Reviewed Publications (N=8)

1. **McNeil, S.** (2021). Epistemology, social work, and substance use. *British Journal of Social Work, 51*(1), 357-374. <https://doi.org/10.1093/bjsw/bcaa128>
2. **McNeil, S.** (2021). Understanding substance use stigma. *Journal of Social Work Practice in the Addictions, 21*(1), 83-96. <https://doi.org/10.1080/1533256X.2021.1890904>
3. Mishna, F., Sanders, J., **McNeil, S.**, Fearing, G., & Kalenteridis, K. (2020). "If somebody is different": A critical analysis of parents', teachers' and students' perspectives on bullying and cyberbullying. *Children and Youth Services Review*. <https://doi.org/10.1016/j.childyouth.2020.105366>
4. Kourgiantakis, T., Hussain, A., Ashcroft, R., Logan, J., **McNeil, S.**, & Williams, C. (2020). Recovery-oriented social work practice in mental health and addictions: A scoping review protocol. *BMJ Open, 10*:e037777. <https://doi.org/10.1136/bmjopen-2020-037777>
5. Kourgiantakis, T., Sewell, K., **McNeil, S.**, Lee, E., Logan, J., Kuehl, D., McCormick, M., Adamson, K., & Kirvan, A. (2020). Social work education and training in mental health, addictions, and suicide: A scoping review. *Journal of Social Work Education*. <https://doi.org/10.1080/10437797.2020.1773363>
6. Kourgiantakis, T., Sewell, K., **McNeil, S.**, Logan, J., Lee, E., Adamson, K., McCormick, M. & Kuehl, D. (2019). Mental health, addictions, and suicide risk assessment in social work education and training: A scoping review protocol. *BMJ Open, 9*(6), 1-5.
7. Fang, L. & **McNeil, S.** (2017). Is there a relationship between adverse childhood experiences and problem drinking behaviors? Findings from a population-based sample. *Public Health, 150*, 34-42.

8. **McNeil, S.** (2013). Understanding family-centered care in the mental health system: Perspectives from family members caring for relatives with mental health issues. *Social Work In Mental Health, 11*(1), 55-74.

Submitted for Review (N=3)

1. **McNeil, S.** Recovery rhetoric: A critical discourse analysis of substance use recovery in Canada. *Critical Discourse Studies*.
2. **McNeil, S.** Resisting recovery rhetoric: A critical discourse analysis and counter perspectives from people with substance use issues in rural Ontario. *Critical Social Work*.
3. **McNeil, S.** Recovery, identity, resistance: Exploring substance use stigma in rural Ontario. *Journal of Progressive Human Services*.

Technical Reports

Kourgiantakis, T., **McNeil, S.**, Fang, L., Sanders, J. & Pont, L (2017). Understanding risk and protective factors in adolescent problem gambling: A scoping review. Final report submitted to Gambling Research Exchange Ontario (GREO) as part of the KTE project *Developing and Promoting a Prevention Guide for Parents on Adolescent Problem Gambling*.

Other Publications

Kourgiantakis, T., Sanders, J., Pont, L., **McNeil, S.** & Fang, L. (2017). *Adolescent problem gambling: A prevention guide for parents*. Toronto, ON: CAMH Publications.

PEER REVIEWED CONFERENCE PRESENTATIONS (N=11)

1. **McNeil, S.**, Kourgiantakis, T., Sewell, K., Logan, J., Lee, E. (2020, January). *Social work education in mental health, addictions, and suicide: A scoping review*. Poster presentation at the Society for Social Work and Research (SSWR), Washington, DC.
2. **McNeil, S.**, Kourgiantakis, T., Sewell, K., Logan, J., Lee, E., Kirvan, A., McCormick, M., Kuehl, D., Adamson, K. (2019, November). *Social work education in addictions, mental health, and suicide: A scoping review*. Poster presentation at the Council on Social Work Education (CSWE) Annual Program Meeting, Denver, Colorado.
3. Fearing, G. & **McNeil, S.** (2018, November). *Learning to Co-Facilitate a Psychoeducational Group for Families Using Simulation: An interactive workshop*. Workshop Presentation at the Council on Social Work Education (CSWE) Annual Program Meeting.

4. Kourgiantakis, T., Sewell, K., **McNeil, S.**, et al. (2018, November). *Mental Health, addictions, and suicide risk assessment in social work education and training*. Poster presented at Ontario Association of Social Workers (OASW) Provincial Conference 2018 Annual Meeting, Toronto, ON.
5. Kourgiantakis, T., Sewell, K., Sanders, J. & **McNeil, S.** (2018, November). *Teaching students to conduct an addiction and mental health assessment using simulation: An interactive workshop*. Workshop Presentation at the Council on Social Work Education (CSWE) Annual Program Meeting.
6. Fang, L. & **McNeil, S.** (2018, January). *Adverse childhood experiences and heavy and binge alcohol use*. Poster Presentation at the Society for Social Work and Research (SSWR), Washington, DC.
7. Fang, L., & **McNeil, S.** (2017). *Adverse childhood experiences and heavy and binge alcohol use*. Poster presented at American Public Health Association (APHA) 2017 Annual Meeting and Expo, Atlanta, Georgia.
8. **McNeil, S.** (2014). *Changing relationships in family-centered care*. Paper presented at Refocus on Recovery, International Recovery Conference, King's College, University of London.
9. **McNeil, S.** (2013). *A brief overview of family-centered care in mental health*. Paper presented at Pathways to Client-Centered Care, International Conference on Social Work in Health and Mental Health, University of Southern California, Los Angeles.
10. **McNeil, S.** (2013). *Understanding family-centered care in the mental health system: Perspectives from family members caring for relatives with mental health issues*. Paper presented at Working with Families: Whole and Parts, World Family Therapy Conference, Orlando, Florida.
11. **McNeil, S.** (2013). *A family focus on discrimination and recovery*. Poster presentation at Mental Health Recovery and Wellness Approaches, Kitty Lundy Memorial Lecture, York University, Toronto, Ontario.

INVITED PRESENTATIONS (N=5)

1. **McNeil, S.** (2020, Sept 18). *Conducting a Critical Discourse Analysis*. School of Social Work, York University, Student Research Team, Principal Investigator: Dr. Maria Liegghio, Toronto, Ontario.
2. **McNeil, S.** (2014). *Group theory and peer support groups*. Full day volunteer training. Ross Memorial Hospital, Lindsay, Ontario.

3. Thompson, A. & **McNeil, S.** (2011). *The recovery model: Paradigm shifts and the impact of wellness recovery on mental health and addictions services*. Two-day training. Lakeridge Health and Pinewood Centre, Oshawa, Ontario.
4. **McNeil, S.** (2011). *A critical analysis of family-centered care*. Paper presented at Family-Centered Care Working Group and Annual Mental Health Staff Meeting, Ross Memorial Hospital, Lindsay, Ontario
5. **McNeil, S.** (2011). *Anti-discriminatory service provision in mental health*. Paper presented at Canadian Mental Health Association, Haliburton, Kawartha, Pine Ridge District Branch, Lindsay, Ontario.

RESEARCH

Doctoral Dissertation

2015 - 2021 Recovery, identity, resistance: Exploring substance use stigma in rural Ontario
 Factor-Inwentash Faculty of Social Work, University of Toronto
 Supervisor: Dr. Lin Fang

Research Coordinator

2021 - present Service providers' perceptions of cannabis use and mental health in youth: Strengthening policies and practice guidelines. The Richard B. Splane Applied Social Policy and Social Innovation Fund

2015 - 2016 Mental health day program evaluation
 Ross Memorial Hospital, Lindsay, Ontario

Research Assistant

2019 - present Recovery-oriented social work practice in mental health and addictions: A scoping review
 Primary Investigator: Dr. Toula Kourgiantakis

2018 - 2020 Teaching and learning practices in social work focused on mental health, addictions, and suicide risk: A scoping review
 Primary Investigator: Dr. Toula Kourgiantakis

2016 - 2020 "If Somebody is Different": A critical analysis of parents', teachers' and students' perspectives on bullying and cyberbullying
 Primary Investigator: Dr. Faye Mishna

- 2016 - 2017 Is there a relationship between adverse childhood experiences and problem drinking behaviors? Finding from a population-based sample
Primary Investigator: Dr. Lin Fang

- 2017 Developing and promoting a prevention guide for parents on adolescent problem gambling
Primary Investigator: Dr. Toula Kourgiantakis

- 2017 Understanding risk and protective factors in adolescent problem gambling: A scoping review
Primary Investigator: Dr. Toula Kourgiantakis

- 2015 - 2016 Counselling: Online and onsite counselling research project
Principal Investigator: Dr. Faye Mishna; Co-investigator: Dr. Marion Bogo

Master's Thesis

- 2010 - 2011 Understanding Family-Centered Care in the Mental Health System: Perspectives from Family Members Caring for Relatives with Mental Health Problems
School of Social Work, York University
Supervisor: Dr. Amy Rossiter

RESEARCH RELATED ACTIVITIES

- | | | |
|------|--------------------------------------------------------------------------------------------------|-------------|
| 2021 | Advanced Training in Qualitative Health Research Methodology, Dalla Lana School of Public Health | Certificate |
| 2021 | Addiction Research & Theory | Reviewer |
| 2019 | The Field Educator | Reviewer |
| 2019 | Substance Abuse | Reviewer |
| 2014 | Social Work in Mental Health | Reviewer |

COMMUNITY SERVICE

- | | | |
|-------------|-------------------------------------------------------------------------------|---------------------------------------------------|
| 2014 - 2015 | Community Advisory Board, Member | Central East Correction Centre, Lindsay, Ontario |
| 2012 - 2013 | Stigma Reduction Committee, Member
Youth & Substance Use Committee, Member | Peterborough Drug Strategy, Peterborough, Ontario |

2011	Social Work Council, Member Family Council, Member	Ontario Shores Centre for Mental Health Sciences, Whitby, Ontario
2010 - 2011	Family-Centered Care Working Group	Ross Memorial Hospital, Lindsay, Ontario
2006 - 2014	TeleCare, Volunteer	Lindsay, Ontario
2007 - 2008	Women's Resources, Volunteer	Lindsay, Ontario
1993 - 1997	Hospice, Volunteer	Lindsay, Ontario

REFERENCES

Dr. Toula Kourgiantakis, PhD, RSW, CCFT

Assistant Professor, Teaching Stream
Simulation Coordinator
Factor-Inwentash Faculty of Social Work
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Dr. Lin Fang, PhD

Director and Associate Professor
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Dr. Kim Calderwood, PhD

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Department of Social Work
Trent University
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AARON TURPIN

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Education

PhD Candidate
Factor-Inwentash Faculty of Social Work
University of Toronto

Master of Social Work (MSW)
Factor-Inwentash Faculty of Social Work
University of Toronto
April 2016

Honours Bachelor of Environmental Studies, Minor in Urban Studies
Faculty of Environmental Studies
York University
April 2013

Published Peer-reviewed Journal Articles

Turpin, A., Shier, M. L., & Handy, F. (2021). Factors shaping public perceptions of market-based activities undertaken by Canadian nonprofits. *Nonprofit Policy Forum*, *in press*.

Shier, M. L., & **Turpin, A.** (2021). Trauma informed organizational dynamics and client outcomes in concurrent disorder treatment. *Research on Social Work Practice*, *in press*.

Shier, M. L., **Turpin, A.**, Nicholas, D., & Graham, J.R. (2021). Social Service Worker Experiences with Direct and Indirect Violence When Engaged with Service Users. *British Journal of Social Work*, *51*(complete), 1238-1258.

Shier, M. L., **Turpin, A.**, Nicholas, D., & Graham, J.R. (2021). Supervisor-worker relationship dynamics for workplace violence prevention. *Human Service Organizations: Management, Leadership & Governance*, 45(2), 109-124.

Turpin, A., Shier, M. L., & Scowen, K. (2020). Assessing impact on mental health service accessibility and stigma in a nonprofit social enterprise: A case study mixed methods approach. *Canadian Journal of Nonprofit and Social Economy Research*, 12(1), 1-25.

Turpin, A., Shier, M. L., Nicholas, D., & Graham, J. R. (2020). Workload and workplace safety in social service organizations. *Journal of Social Work*, March 25, 2020.

Turpin, A., & Shier, M. L. (2019). Social entrepreneurial orientation in human service organizations: A scoping review. *Human Service Organizations: Management, Leadership & Governance*, 44(2), 144-168.

Shier, M. L., **Turpin, A.**, Nicholas, D., & Graham, J. R. (2019). Dynamics of a culture of workplace safety in human service organizations: A qualitative analysis. *International Social Work*, 62(6), 1561-1574.

Shier, M. L., & **Turpin, A.** (2019). An evaluative approach to identify social innovations within human service organizations: Case examples of a preformative stage of developmental evaluation. *Human Service Organizations: Management, Leadership & Governance*, 43(3), 171-187.

Turpin, A., Shier, M. L., Nicholas, D. B., & Graham, J. R. (2019). Workplace violence in human service organizations: A qualitative inquiry of team-level dynamics. *Journal of Health and Human Services Administration*, 42(3), 259-304.

Turpin, A., & Shier, M. L. (2018). Intersecting program elements in longer-term concurrent disorder services: A qualitative evaluation. *The Qualitative Report*, 23(10).

Turpin, A., & Shier, M. L. (2018). Supporting intrapersonal development in substance use disorder programs: A framework for assessment. *Journal of Evidence-Based Social Work*, 14(3), 131-146.

Turpin, A., & Shier, M. L. (2017). Peer support and substance use disorder treatment: Benefits and barriers for intra-personal development in longer-term treatment programs. *Journal of Groups in Addiction & Recovery*, 12(2-3), 117-134.

Shier, M. L., & **Turpin, A.** (2017). A multidimensional conceptual framework for trauma informed practice in addictions programming. *Journal of Social Service Research*, 43(5), 609-623.

Journal Articles Under Peer Review

Shier, M. L., **Turpin, A.**, & Graham, J. Partnership dynamics that support social innovation by nonprofits. *Nonprofit and Voluntary Sector Quarterly*.

Shier, M. L., **Turpin, A.**, & Handy, F. Measuring a nonprofit's civic footprint. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*.

Journal Articles in Progress

Turpin, A., & Shier, M. L. A discourse analysis of social innovation and its use within the context of nonprofit resource procurement.

Shier, M. L., **Turpin, A.**, & Graham, J. Income security measures during the COVID-19 pandemic in Canada: Current practices and possible future directions.

Turpin, A., Shier, M. L., Handy, F., & Tat Tsang, A. Social entrepreneurial orientation: The measurement and validation of a multidimensional scale.

Turpin, A., Charest, M., & Brennan, D. J. Examining inter- and intra- organizational dynamics supporting task shifting opportunities in community-based HIV and sexual health services for GBM.

Turpin, A., & Shier, M. COVID-19 and nonprofit social entrepreneurship: Impacts and future directions.

Teaching Experience

Course Instructor (Fall 2021). *SWK4102H Social Policy & Social Welfare in the Canadian Context*. Master of Social Work Program. Factor-Inwentash Faculty of Social Work, University of Toronto.

Course Instructor (Fall 2021). *SWRK8611 Advanced Indirect Social Work Practice*. Master of Social Work for Working Professionals Program. School of Social Work, University of Windsor.

Course Instructor (Fall 2020). *SWK4425H Human Services Management and Leadership*. Master of Social Work Program – Human Services Management and Leadership Stream. Factor-Inwentash Faculty of Social Work, University of Toronto.

Teaching Assistant (Spring 2018 & 2020). *SWK4642H Social Innovation and Social Entrepreneurship in the Human Services*. Master of Social Work Program. Factor-Inwentash Faculty of Social Work, University of Toronto.

Panel Member (2020). *Social Innovation and Entrepreneurship in Human Service Organizations*. Presented to *SWK4654 Social Work Practice with Organizations & Communities*. Master of Social Work Program. Factor-Inwentash Faculty of Social Work, University of Toronto. March 10.

Course Instructor (2019 to current). *SCS3529 Assessing Social Impact & SCS3296 Surviving and Thriving in Organizational Change*. Human Services Leadership and Management Certificate. School of Continuing Studies, University of Toronto.

Teaching Apprentice (Fall 2019). *SWK4425 Human Service Management and Leadership*. Master of Social Work Program – Human Services Management and Leadership Stream. Factor-Inwentash Faculty of Social Work, University of Toronto.

Guest Lecturer (2019). *Understanding the Welfare Regime and Welfare State in Canada*. Presented to *SWK4102 Social Policy and Social Welfare in the Canadian Context*. Master of Social Work Program. Factor-Inwentash Faculty of Social Work, University of Toronto. September 17.

Panel Member (2018). *Working in Cross-Cultural Contexts in Social Work*. Presented to *SWK4105H Elements of Social Work Practice*. Master of Social Work Program. Factor-Inwentash Faculty of Social Work, University of Toronto. September 27.

Research Assistant (Fall 2017). *SWK4102 Social Policy and Social Welfare in the Canadian Context*. Master of Social Work Program. Factor-Inwentash Faculty of Social Work, University of Toronto.

Guest Lecturer (2017). *Civil Society & Social Financing Strategies*. *SWK4102 Social Policy and Social Welfare in the Canadian Context*. Master of Social Work Program. Factor-Inwentash Faculty of Social Work, University of Toronto. November 22.

Peer Reviewed Conference Presentations

McMullin, C., **Turpin, A.**, & Vivion, M. (2021). *The Microdynamics of Sustainable Partnerships*. Panel presentation. ARIMA International Colloquium (online). July 14.

Turpin, A., & Shier, M. L. (2021). *Social Entrepreneurship in Human Service Nonprofits: The Measurement and Testing of Organizational Factors*. Paper presentation. International Conference of the International Society for Third Sector Research (ISTR) (online). July 15.

Turpin, A., & Shier, M. L. (2021). *The Impact of Nonprofit Social Entrepreneurial Orientation on Management Competencies in Community-based Organizations*. Paper presentation. Nonprofit and Social Economy Research (ANSER) 2021 Conference (online). May 28.

Turpin, A., Brennan, D., & Charest, M., Griffiths, D., & Adam, B. (2021). *Examining Inter- and Intra- Organizational Dynamics Supporting Task-shifting Opportunities in Community-based HIV and Sexual Health Services for GBM*. Poster Presentation. Canadian Association for HIV Research (CAHR) 2021 Virtual Conference. May 5-7.

Turpin, A., Shier, M. L., & Scowen, K. (2021). *Exploring the Roles of Social Workers and Social Work Science in Social Enterprise*. Poster presentation. Society for Social Work Research (SSWR) Annual Conference (online). January 20-22.

Turpin, A., Shier, M. L., & Scowen, K. (2020). *Increasing Accessibility to Mental Health Services: Findings from an Impact Assessment of a Social Enterprise*. Paper presentation. Nonprofit and Social Economy Research (ANSER) 2020 Conference (online). June 5.

Shier, M. L., **Turpin, A.,** Ramsundarsingh, S., & Lenz, P. (2020). *Organization and Leadership Development in Human Service Nonprofits*. Panel presentation. Nonprofit and Social Economy Research (ANSER) 2020 Conference (online). June 4.

Turpin, A., Shier, M. L., Handy, F. (2019). *Factors Shaping Public Perceptions of Market-based Activities by Charities in Canada*. Paper presentation. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 48th annual conference. November 21.

Turpin, A., & Shier, M. L. (2019) *Identifying Organizational Factors and Characteristics of Social Entrepreneurial Orientation: Findings from a Scoping Review*. Paper presentation. Nonprofit and Social Economy Research (ANSER) 2019 Conference at CONGRESS. June 5.

Turpin, A., Shier, M. L., Nicholas, D., & Graham, J.R. (2019) *Using Job Demands Resources Theory to Explore how Workload Affects Experiences of Workplace Violence in Public Social Services*. Paper presentation. Canadian Association of Work and Labour (CAWLS) 2019 Conference at CONGRESS. June 5th, 2019.

Turpin, A., & Shier, M. (2018). *Key Elements of an Organizational Culture Orientated towards Workplace Safety in Human Service Workplaces.* Paper presentation. Nonprofit and Social Economy Research (ANSER) 2018 Conference at CONGRESS. May 30.

Turpin, A., & Shier, M. (2018). *Developing Socially Innovative Organizational Programs and Processes: An Applied Program Evaluation Approach to Assess the Social Impact of Human Service Organizations.* Paper presentation. Society for Social Work and Research (SSWR) 22nd Annual Conference. January 11.

Turpin, A., & Lwin, K. (2017). *A Decade of Evidence-informed Practice Implementation in Child Welfare: Reflection and Growth of Organizational and System-Level Initiatives.* Poster presentation. Global Implementation Conference (GIC) 2017 – Expanding Implementation Initiatives: Engaging Systems. June 20.

Turpin, A., & Shier, M. (2017). *Applied Program Evaluation Approach to Support Socially Innovative Organizational Programs and Processes.* Paper presentation. Association for Nonprofit and Social Economy Research (ANSER) 2017 Conference at CONGRESS. May 30.

Turpin, A., & Shier, M. (2017). *Conceptualization of a Trauma-informed Practice Environment for Addictions Service Delivery Organizations: A Qualitative Analysis.* Poster presentation. Society for Social Work and Research (SSWR) 21st Annual Conference. January 13.

Professional Publications

Charest., M., **Turpin, A.**, Lowe, T., & Brennan, D. (2021). Executive Summary of the Learning Action Institute.

Shier, M. & **Turpin, A.** (2019). Salvation Army Toronto Harbour Light Ministries: A Program Assessment.

Turpin, A. (2017). Housing Issues for Youth and Families. *Practice and Research Together.*

Turpin, A. (2017). Research Evidence Use in Child Welfare. *Practice and Research Together.*

Turpin, A. (2017). Intergenerational Trauma in Child Welfare: Beyond the 'Cycle of Abuse'. *Practice and Research Together.*

Lwin, K., **Turpin, A.**, Wedeles, J., Udarbe, D., & Fernandes, A. (2017). A Guide for Evidence-Informed Decision Making: Toward Better Outcomes in Child Welfare. *Practice and Research Together*.

Turpin, A. (2017). Substance Use and Trauma in Adolescents: Weaving a Web. *Practice and Research Together*.

Turpin, A. (2016). Understanding Concurrent Disorders in Child Welfare: A Practitioner-Friendly Literature Review. *Practice and Research Together*.

Turpin, A. (2016). Evidence-based Interventions Found to Reduce Rapid Repeat Pregnancy and Promote Positive Parenting Skills for Mothers Living in Foster Care. *Canadian Child Welfare Research Portal*.

Turpin, A. (2016). Paired Reading and Other Literacy Interventions for Child Welfare. *Practice and Research Together*.

Research Grants

2018– 22' Social Sciences and Humanities Research Council Doctoral Award - \$80,000

2018– 20' Royal Bank of Canada Research Fellowship with CRUISElab - \$10,000

2018 – 19' Ontario Graduate Scholarship (declined in lieu of SSHRC award) - \$15,000

2017 - 18' Ontario Graduate Scholarship - \$15,000

2017 – 18' Royal Bank of Canada Research Fellowship in Innovative Partnerships \$10,000

Academic Grants and Awards

2020 ISTR PhD Seminar Conference Grant - \$600

2019 ANSER Conference Student Travel Grant - \$300

2019 Network for Social Work Management Doctoral Scholars Institute Grant - \$600

2019 Canadian Association of Work and Labour Conference Grant - \$150

2018 Alterna Conference Grant at ANSER - \$200

2018 UT School of Graduate Studies Conference Grant - \$750

2015-16' University of Toronto Fellowship Award Recipient - \$1000

2014-15' University of Toronto Fellowship Award Recipient - \$1000

Related Work Experience

Research Coordinator (2021 to current). *Community-led Librarianship and Social Work Research Study*. Faculty of Information Science, University of Toronto.

Community Research Coordinator (2017 to current). *Social Innovation and Entrepreneurship Research Fund*. Factor-Inwentash Faculty of Social Work, University of Toronto.

Research Fellow (2019 to 2021). *Streamlining HIV Prevention through Task-Shifting (SHIFT) Research Study*. Royal Bank of Canada Research Fellowship with CRUISELab.

Research Assistant (2017 to 2019). *Workplace Health and Safety in Public Social Services Study*. Faculty of Social Work, University of Calgary.

Research Fellow (2017 to 2018). *Social Innovation and Partnerships Project*. Royal Bank of Canada Research Fellowship. Factor-Inwentash Faculty of Social Work, University of Toronto.

Research Implementation Specialist (2014 to 2017). *Evidence Informed Practice for Child Welfare Support Programs*. Practice and Research Together (PART).

Residential Facilitator (2014 to 2015). *Residential Services Program – Finch Residence*. Community Head Injury Resource Services (CHIRS).

Program Director (2007 to 2015). *Adventureland Summer Residential Youth Camp*. Scouts Canada.

Service Delivery and Rehabilitation Worker (2013 to 2014). *Acquired Brain Injury (ABI) & Complex Continuing Residential Care Program – Vaughan Congregate*. March of Dimes Canada (MoDC).

Senior Learning Skills Assistant (2011 to 2013). *Counselling and Disability Services (CDS)*. York University

Research Activities and Service

Turpin, A. with Shier, M. L., & Ivey, J. (2021). *Developing a Trauma Informed Environment*. Workshop facilitated for COSTI Immigrant Services staff & management. June 2 & 9.

Turpin, A. with Lowe, T., Charest, M., & Brennan, D. (2021). *Learning Action Institute*. Conference co-created on behalf of CRUISELab. January 28 & 29.

Attendee (2021). *Centre for Social Enterprise Development (CSED) Annual Conference*. January 28.

Peer Reviewer (2021). *International Social Work*.

Attendee (2020). *International Society for Third Sector Research (ISTR) PhD Seminar*. July 6-10.

Peer Reviewer (2020). *Human Service Organizations: Management, Leadership & Governance*.

Turpin, A. (2019). *The Development of a Social Innovation Program Evaluation Framework*. Research presented to CRUISELab. September 4.

Peer Abstract Evaluator and Volunteer Conference Coordinator (2019). *Association for Nonprofit and Social Economy Research (ANSER) Annual Conference*. June 5 & 6.

Attendee (2019). *Network for Social Work Management (NSWM) Doctoral Scholars Institute*. Loyola University at University of Chicago. May 29.

Peer Abstract Evaluator (2018). *Association for Nonprofit and Social Economy Research (ANSER) Annual Conference*. June 7 & 8.

Peer Reviewer (2017). *Journal for Substance Abuse Treatment*.

Turpin, A. with Lwin, K. (2016-2017). *Connecting Researchers to Child Welfare Practitioners*. Webinar series co-coordinated and facilitated on behalf of Practice and Research Together (PART).

Article Reviewer and Writer (2015-2017). *Canadian Child Welfare Research Portal Journal Club*.

Membership in Professional and Academic Societies

Canadian Association for HIV Research (CAHR). (2021 to current).

Social Work and Social Entrepreneurship International Working Group. (2020 to current).

International Society for Third Sector Research (ISTR). (2020 to current).

Association for Nonprofit and Social Economy Research (ANSER). (2017 to current).

Federation for the Humanities and Social Sciences. (2017 to current).

Society for Social Work and Research (SSWR). (2016 to current).

Member in Good Standing. (2016 to current). Ontario College of Social Workers and Social Service Workers (OCSWSSW). Registration #828069.

Society for the Psychological Study of Social Issues (SPSSI). (2020 to 2021).

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). (2019 to 2020)

Canadian Association of Work and Labour (CAWLS). (2019 to 2020).

Global Implementation Society. (2016 to 2017).

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