

**Curriculum Vitae**  
**JaeRan Kim, PhD, MSW, LISW**

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University of Washington, Tacoma  
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**Education**

- Ph.D. University of Minnesota  
Doctorate of Philosophy in Social Work, June 2015  
Dissertation: "Placement Stability for Intercountry Adoptees with Disabilities"  
Advisor: David Hollister  
Dissertation Chair: Ronald Rooney  
Dissertation Committee: Priscilla Gibson, Traci LaLiberte, Amy Hewitt
- M.S.W. School of Social Work, University of Minnesota, 2006  
Community Practice/ Human Service Management Concentration  
Title IV-E Child Welfare Fellow
- B.S.W. Metropolitan State University, 2005  
Child Welfare Concentration

**Licensure**

Licensed Independent Social Worker (LISW), Minnesota #18987

**Certifications**

Certificate in Disability Policy, University of Minnesota, May, 2011  
Permanency and Adoption Competency Certificate, Center for Advanced Studies in Child Welfare, University of Minnesota, St. Paul, MN., January, 2012.  
Training on Adoption Competency Certificate. Center for Adoption Support and Education, Burtonville, MD. January, 2012.  
Master Trainer – Training on Adoption Competency. Center for Adoption Support and Education, Burtonville, MD. May 2011.

**Research Interests**

Child welfare, foster care and adoption  
International child welfare  
Transracial and transnational adoption  
Children with disabilities  
Racial disparities

Social media and social networking technologies in social work

**Teaching Interests**

Introduction to Social Work

Social Welfare Policy

Human Behavior in the Social Environment

Child Welfare

Child Welfare Policy

Privilege, Oppression, Diversity and Social Justice

Research methods

Permanency and Adoption

International Social Work

**Juried Publications**

**Kim, J.R.** (2014). Social work bibliography. *Adoption & Culture*, 4, 149-158.

Kimball, E. & **Kim, J.R.** (2013). Virtual boundaries: Ethical considerations for use of social media in social work. *Social Work*. doi: 10.1093/sw/swt005.

**Kim, J.R.** (2012). Some children see him: A transracial adoptee's view of color-blind Christianity. *Journal of Christian Legal Thought* 2(1).

**Manuscripts Under Review/In Process**

**Kim, J.R.** (in press, February 2016). A real American. In Shin, S.Y. (Ed.) *A good time for the truth: Race in Minnesota*. St. Paul, Minnesota Historical Society Press. Expected publish date: February 2016.

**Kim, J.R.** & Hall, B. (in press, January, 2016). Transracial and intercountry adoptions: School issues. In Fong, R. & McRoy, R. (Eds.) *Transracial and intercountry adoptions: Cultural guidance for professionals and educators*. New York: Columbia University Press.

**Kim, J.R.**, Piescher, K.A., LaLiberte, T.L. (In review). Adoption disruption and dissolution in private, out of home care.

Koh, B., **Kim, J.R.** & McRoy, R. (manuscript in progress). An exploratory study of adoption-specific curricula in Baccalaureate and graduate social science programs.

Piescher, K.A., LaLiberte, T.L., & **Kim, J.R.** (manuscript in progress). General findings on study of children and youth in private, out of home care.

**Kim, J.R.** (in press). Beyond adoptee exceptionalism: The single story of adoption. *Journal of Social Distress and Homelessness*. Accepted September 3, 2013.

### **Book Chapters**

- Kim, J.R.** (2012). Breaking the silence: Teaching my children how to talk about race and racism. In Ost-Vollmers, K. and Rebholtz, A. (Eds.) *Adoptees as Parents*. CQT Media & Publishing.
- Kim, J.R.** (2008). Waiting for God: Korean American Adoptee experiences of religion and spirituality. In David Yoo and Ruth Chung (Eds.) *Religion and Spirituality in Korean America*. Chicago, IL: University of Illinois Press.
- Kim, J.R.** (2006). Scattered seeds: The Christian influence on the Korean adoption phenomenon. In Jane Jeong Trenka, Sun Yung Shin and Chinyere Oparah (Eds.) *Outsider's within: Writing on Transracial Adoption*. Cambridge, MA: South End Press.

### **Non-Refereed Publications and Reports**

- Kim, J.R.** (2014). Internationally adopted children with disabilities in out of home care: Emerging research on adoptive parent perspectives. *The Roundtable*, 27(2). Available at <http://www.nrcadoption.org/resources/newsletter/roundtable/>
- Kim, J.R.** (2013). Fearing the adult adoptee. *Adoption Constellation Magazine*, Fall, 2013.
- Kim, J.R.** (2013). Pay no attention to the man behind the curtain: Learning how to be a critical consumer of adoption research. *Gazillion Voices*, 1(4).
- Kim, J.R.** (2013). *Cooking Lessons*. In Chi, S. & Moberg Robinson, E. (Eds.) *Voices of the Asian American and Pacific Islander Experience*. New York: Greenwood Press.
- Kim, J.R.**, Piescher, K., Stump, T., Helt, J., & LaLiberte, T. L. (2011). *Comprehensive family assessment Fidelity*. Center for Advanced Studies in Child Welfare, University of Minnesota, St. Paul, MN.
- Kim, J.R.**, Piescher, K., & LaLiberte, T. L. (2010). *Comprehensive family assessment formative evaluation: Findings, implications and recommendations*. Center for Advanced Studies in Child Welfare, University of Minnesota, St. Paul, MN.
- Kim, J.R.** (2010). "Forward" and "Introduction." In Dalros, K. and Coughlin, H.H. (Eds.) *HERE: A Visual History of Korean Adoptees Living in Minnesota*.

### **Training Curriculum Materials**

- Kim, J.R.** (2012). Introduction to child welfare history, policy and process. Self-guided training curriculum for Permanency and Adoption Competency Certificate training program.

**Kim, J.R.** (2012). Permanency and adoption through the lens of the relational worldview. Seven-hour training curriculum for Permanency and Adoption Competency Certificate training program.

### **Editorial and Journal Review Responsibilities**

*Peer Reviewer*, Journal of Public Child Welfare (2013, 2015)

*Peer Reviewer*, Children & Youth Services Review (2012, 2013)

### **Juried Presentations**

**Kim, J.R.**, Schuster, E., Moore, F., Lee, S. (2014, April). Through the eyes of adoptees: adoption competence & identity for caregivers and professionals. Presented at the Minnesota Association of Children's Mental Health Conference, Duluth, MN.

Koh, B., McRoy, R. & **Kim, J.R.** (2015). Preparing Adoption Professionals for Practice with Young Adult Adoptees. Rudd Adoption Research Program New Worlds of Adoption: Launching into Adulthood, Amhurst, MA.

**Kim, J.R.** & Wild Crea, J. Workshop. (2014, June). The intersection of disabilities and child welfare. Presented at the Society for Disability Studies Conference, Minneapolis, MN.

**Kim, J.R.** (2014, June). International adoption: Current trends, policy and social work practice implications. Presented at the International Social Work Conference, Augsburg College, Minneapolis, MN.

McKee, K, **Kim, J.R.**, Raleigh, E. & Kim, O.M. (2014, June). Perspectives from the inside: Adoptees scholars and adoption research. Korean Adoptee Adoptive Family Network (KAAN) conference. Minneapolis, MN.

Alvarado, S., Cooper-Lewter, K., Chau, A. & **Kim, J.R.** (2014, June). Transracial adoptees: Finding commonalities across countries. Korean Adoptee Adoptive Family Network (KAAN) conference. Minneapolis, MN.

**Kim, J.R.** and Leo, K.H. (2014, May). Deconstructing disability and race in adoption. Presented at the St. John's University Adoption Initiative Conference, Queens, NY.

McKee, K., Park Nelson, K. & **Kim, J.R.** (2014, March). Tracing adoption in the media. Presented at the Fifth International Conference on Adoption and Culture, Tallahassee, FL.

Hill, K., LaLiberte, T., **Kim, J.R.** & Wild Crea, J. (2013, March). Collaboration to Improve Services for Children with Disabilities in Child Welfare. Presented at the Minnesota Social Service Association's 120<sup>th</sup> Annual Training Conference and Expo, Minneapolis, MN.

**Kim, J.R.** & Lee, S. (2012, November). Strengths and Challenges of Bringing Insider Experiences in Teaching, Research, and Practice. Presented at the Council on Social Work Education Annual Program Meeting, Washington, DC.

Lee, S. & **Kim, J.R.** (2012, November). Graduate Student Perspectives on Diversity/Social Justice Integration in the MSW Curriculum. Presented at the Council on Social Work Education Annual Program Meeting, Washington, DC.

Branco Alvarado, S., **Kim, J.R.**, Cooper-Lewter, S.K. & O'Loughlin, P. (2012, July). Beyond panels: Adopted persons as professionals. Presented at the North American Council on Adoptable Children (NACAC) 38<sup>th</sup> Annual Conference, Crystal City, VA.

Riley, D., Swidler, E., **Kim, J.R.**, Szymanski, J. (2012). Building an adoption competent mental health Workforce: Moving from development to national replication. Presented at the North American Council on Adoptable Children (NACAC) 38<sup>th</sup> Annual Conference, Crystal City, VA.

Kimball, E. & **Kim, J.R.** (2011, June). Virtual Boundaries: Ethical Considerations for the Use of Social Media in Social Work. Presented at the National Association of Social Workers, Minnesota Chapter (NASW-MN) 21<sup>st</sup> Annual State Conference, St. Paul, MN.

Raleigh, E., McGinnis, H., **Kim, J.R.**, & Ames, K. (2011, April). Generations after adoption: A conversation with adoptee parents. Presented at the Also-Known-As Conference, New York, NY.

Kimball, E., **Kim, J.R.** & Singh, S. (2010, October). Moving beyond Moodle: Connecting the classroom to the community. Presented at the Council on Social Work Education Annual Program Meeting, Portland, OR.

**Kim, J.R.** (2006, October). Considering culture in placement decisions: Conflicting best practices for the Indian Child Welfare Act and the Multiethnic Placement Act.” Presented at the St. John’s University 4<sup>th</sup> Biennial adoption conference, New York, NY.

Park Nelson, K. & **Kim, J.R.** (2006, October). Research from the inside out: Making space for adoptee researches and workers. St. John’s University 4<sup>th</sup> biennial adoption conference, New York, NY.

**Kim, J.R.** (2005, April). Racial identity construction of transracially adopted persons. Presented at the 7<sup>th</sup> Annual Minnesota Student Social Work Conference, Bemidji, MN.

### **Invited Keynote Presentations**

**Kim, J.R.** (2015, July). Keynote. Adoptee Activism. Pact Family Camp, July 4, 2015, Tahoe City, CA.

**Kim, J.R.** (2012, October). Keynote. St. John's University 7<sup>th</sup> biennial adoption conference, "*Best Interests of the Child? Race, Religion & Rescue in adoption.*" October 18-20, 2012, New York, NY.

**Kim, J.R.** (2010, July). Keynote. A lifetime perspective on the developmental tasks of adopted persons. Pact Family Camp. Tahoe City, CA.

**Kim, J.R.** (2008, July). Ambiguous Loss and Adoption. Pact Family Camp. Loma Mar, CA.

### **Invited and Other Community Presentations**

**Kim, J.R.** (2015, February). Beyond the "capitulate" and "militate" dichotomy: Perspectives of adult adoptees on race, adoption and counseling. Fraser, Woodbury, MN.

**Kim, J.R.** (2014, November). *Promoting placement stability: Supporting children and families in foster and adoptive placements.* Kindred Family Focus, Minneapolis, MN.

**Kim, J.R.** (2014, October). Families with Children from Asia camp, Lakeville, MN.

**Kim, J.R.** (2014, July). Racial identity beyond adoption. Catalyst Foundation Vietnam Adoption Camp, Northfield, MN.

**Kim, J.R.** (2014, May). Placement stability for intercountry adopted children. Bethany Christian Services, Plymouth, MN.

**Kim, J.R.** (2013, November). How we got here: Understanding the historical roots of adoption in the United States. ICWA Education Day, William Mitchell College of Law, St. Paul, MN.

Johnson, M., **Kim, J.R.** White Hawk, S., Lee, J. & Mason, M. (2013, November). Advocacy and social movement. Adoption Policy and Reform Collaborative's "Reframing the adoption discourse conference," Macalester College, St. Paul, MN.

**Kim, J.R.** (2013, April). What types of post-adoption services are needed? Coffee and Conversation Series, Families with Children from Asia. St. Paul, MN.

**Kim, J.R.** (2012, May). Korean adoptees: The model minority of the model minority. AK Connection. Minneapolis, MN.

Riley, D., Borsheim, C., LaLiberte, T., & **Kim, J.R.** (2011, December). Meeting the challenge of providing adoption competent mental health services. Webinar, National Resource Center for Adoption. St. Paul, MN.

**Kim, J.R.**, Kim, O.M., O'Connor, R., Lee, S., Stracek, S. & Pate, S.J. (2011, September). What if? An adoptee's dilemma. Mu Performing Arts Community Forum. St. Paul, MN.

- Kim, J.R.** (2011, February). Social media and social work. PhD Colloquium series, University of Minnesota School of Social Work. St. Paul, MN.
- Kim, J.R.** (2010, May). Activists, authors and academics: Adoptees changing the discourse on adoption. Webinar, Adoptees Have Answers (AHA). Minneapolis, MN.
- Kim, J.R.** (2010, December). Passages: A lifetime perspective on the developmental tasks of adopted persons and ambiguous loss. Webinar, Adoptees Have Answers (AHA). Minneapolis, MN.
- Kim, J.R.** (2010, May). Ambiguous loss and adoption. AK Connection. Minneapolis, MN.
- Kim, J.R.** (2009, May). The ABCs of Foster Care and Adoption. Our Voices Matter Mentoring Connections Training. Minnesota Adoption Resource Network. Minneapolis, MN.
- Kim, J.R.** (2009, April). Considering race and culture in the best interests of the child. Child Welfare and Adoption Policy Panel, Doctoral Social Policy Conference. St. Paul, MN.
- Kim, J.R.** (2009, April). The ABCs of Foster Care and Adoption. Our Voices Matter Mentoring Connections Training. Minnesota Adoption Resource Network (MARN). April 4, 2009, Minneapolis, MN.
- Kim, J.R.** (2009, March). Transracial Adoption: Supporting the Lifelong Journey. MN ASAP Conference: Strengthening Families: A Conference for Adoptive, Foster, Kinship Parents and Professionals. March 14, 2009, St. Paul, MN.
- Kim, J.R.,** Raun, W.L. & Studaker, P. (2009, February). Grief, Loss, and the 7 Core Issues in Adoption. 4 Keeps 2009 Speaker Series. Coon Rapids, MN.
- Kim, J.R.** (2008, October). Issues in Transracial and International Adoption. MN ASAP St. Cloud Regional Conference, St. Cloud, MN.
- Kim, J.R.** (2008, July). Race Matters: What Does it Mean in Your Transracial Family? Developing Bi-Cultural Families. Cultural Connections conference, Iowa Foster and Adoptive Parent Association, Des Moines, IA.
- O'Connor, R. & **Kim, J.R.** . (2008, July). Transracial Adoption. Cultural Connections conference, Iowa Foster and Adoptive Parent Association. Des Moines, IA.
- Kim, J.R.** (2008, April). Transracial and Transnational Adoption in the GLBTQ Community. Rainbow Families Conference, Minneapolis, MN.
- O'Connor, R., Johnson, M. & **Kim, J.R.** (2008, March). What My Adoptive Parents Didn't Know and Why I Turned Out OK Anyway. Harambee Village Conference. St. Paul, MN.

- Kim, J.R.** (2008, March). Recruitment in the African American Community. Harambee Village Conference, St. Paul, MN.
- Kim, J.R.** & Sakaeta, A. (2007, November). Racial Identity and Adoption. Midwest Adoption Conference. Palatine, IL.
- Kim, J.R.** (2007, November). Ethical Considerations in Adoption. Midwest Adoption Conference. Palatine, IL.
- Kim, J.R.** (2007, October). Feminism and Transracial Adoption. Feminist Fridays lecture series, College of St. Thomas, St. Paul, MN.
- Kim, J.R.** (2007, October). Meet the Bloggers. Adoption Ethics and Accountability Conference, Evan B. Donaldson Institute and Ethica, Inc. Arlington, VA.
- Kim, J.R.** (2007, August). Outsiders Within: Writing on Transracial Adoption. International Korean Adoptee Associations (IKAA) Gatherings, Seoul, Korea.
- Kim, J.R.** (2007, August). Our Space: The Korean Adoptee Community Connecting Online. International Korean Adoptee Associations (IKAA) Gatherings, Seoul, Korea.
- Kim, J.R.** (2007, April). Transracial Adoption. Brown bag lecture for Hennepin County Human Services and Public Health Department. Minneapolis, MN.
- Kim, J.R.** (2006, November). “The Gift of Identity” and “The Importance of Cross Cultural Communication.” Workshop trainings at the MN-ASAP regional conference, *“Positive Parenting in the Face of Challenge.”* St. Cloud, MN.
- Kim, J.R.** & Bauer, K. (2005, July). Culturally Competent Parenting. Korean Adoptee- Adoptive Family Network (KAAN) Conference. Detroit, MI.
- Kim, J.R.** (2005, July). Culturally Competent Parenting. Kamp Kimchee, Brainerd, MN.

### **Research Experience**

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|------------------|---|
| 3/2015 – Present | Co-Investigator<br>Counseling Psychology, University of Minnesota – Twin Cities<br>Asian American parenting – Korean adoptees<br>Principle Investigator, Richard Lee, |
| 9/2014 – Present | Research Associate<br>Adoption-competency education in social work<br>Principle Investigator: Dr. Bibiana Koh, Augsburg College                                       |



9/2014 – Present	Principle Investigator MN Adopt Survey of families and professionals using HELP services at MN Adopt
1/2013 – 1/2015	Principle Investigator School of Social Work, University of Minnesota – Twin Cities Placement Stability for Intercountry Adoptees with Disabilities
12/2011 – 2014	Research Associate School of Social Work, University of Minnesota – Twin Cities “A Survey of Children and Youth in Private Out-of-Home Placement in Minnesota” Principle Investigator: Dr. Traci LaLiberte Lead on survey instrumentation, recruitment, and data collection.
3/2011 – 1/2012	Research Assistant School of Social Work, University of Minnesota – Twin Cities Experiential Learning – Native American (ELNA). Principle Investigators: Drs. Traci LaLiberte & Katie Johnson Goodstar Lead on qualitative interviews of participating students.
9/2009 – 1/2011	Research Assistant School of Social Work, University of Minnesota – Twin Cities Ramsey County Comprehensive Family Assessment Project Funding: Children’s Bureau Grant Principle Investigator: Dr. Traci LaLiberte Lead on fidelity evaluation, assisted in Supervisor observations
7/2009	Research Assistant School of Social Work, University of Minnesota – Twin Cities Cancer coping Principle Investigators: Drs. Helen Kivnick & Hee Lee Literature review on cancer and spirituality among older adults.
7/2009 – 7/2011	Principal Investigator Minnesota Adoption Resource Network, Minneapolis MN Program evaluation of the MN ADOPT program Funded by the MN Department of Human Services
1/2006 – 5/2006	Research Assistant Social Work Department, Metropolitan State University, St. Paul MN Steps to Awareness Principal investigator: Robert O’Connor, MSW

Evaluation of Metropolitan State University Social Work curriculum to address student cultural competency

1/2005 – 5/2005      Research Assistant  
Social Work Department, Metropolitan State University, St. Paul MN  
Evaluation of African American Adoption Agency's recruitment methods for 2004

1/2003 – 5/2003      Principal Investigator  
Metropolitan State University, St. Paul MN  
Putting together the pieces: Identity construction of Korean Adoptees post- birth family reunion

### **Grants, Fellowships and Awards**

11/2014                2014 Outstanding Service Award  
Minnesota Association for Children's Mental Health Gala

5/2014                2014 Outstanding Pre-Dissertation Award  
St. John's University-Montclair State University 8<sup>th</sup> Biennial Adoption Conference

5/2013                2013 Social Work Outstanding Leadership Award  
University of Minnesota, School of Social Work

5/2012                2012 President's Student Leadership and Service Award  
University of Minnesota

10/2010 – 6/2011    Leadership and Education in Neurodevelopmental and Related Disabilities (LEND) Fellowship  
University of Minnesota, Maternal Child Health Bureau (MCHB) of the US Department of Health and Human Services

9/2008- 5/2009      Title IV-E Child Welfare Ph.D. Fellowship  
University of Minnesota, School of Social Work

9/2008 – 5/2009      Hollister Fellowship  
University of Minnesota, School of Social Work

5/2006                Gertrude Friedman Prize  
University of Minnesota, School of Social Work  
Awarded for "Considering Culture in Placement Decisions: Conflicting Best Practices for the Indian Child Welfare Act and the Multiethnic Placement Act."

2005 – 2006           Children's Services Leadership Program

	University of Minnesota, School of Social Work
2005 -5/2006	Title IV-E Child Welfare MSW Fellowship University of Minnesota, School of Social Work
1/2005 – 5/2005	Multicultural Child Welfare Project Internship Metropolitan State University, College of Professional Studies
5/2004	Harry Specht Award Metropolitan State University, College of Professional Studies

**Teaching experience – Instructor of record**

1/2015 – 5/2015	Community Faculty School of Social Work, University of Minnesota – Twin Cities MSW Course: Permanency in Child Welfare
1/2014 – 5/2014	Community Faculty School of Social Work, University of Minnesota – Twin Cities MSW Course: Permanency in Child Welfare
9/2013 – 5/2014	Community Faculty – Field Instructor School of Social Work, University of Minnesota – Twin Cities MSW Course: Field
1/2013 – 5/2013	Community Faculty School of Social Work, University of Minnesota – Twin Cities (2 sections) MSW Course: Permanency in Child Welfare
9/2012 – 12/2012	Community Faculty School of Social Work, University of Minnesota – Twin Cities MSW Course: Human Behavior and the Social Environment
1/2012 – 5/2012	Community Faculty Social Work, Metropolitan State University BSW Course: Comparative Racial and Ethnic Analysis II
9/2007 – 12/2007	Community Faculty Social Work, Metropolitan State University BSW Course: Comparative Racial and Ethnic Analysis I
9/2006 – 12/2006	Community Faculty Social Work, Metropolitan State University BSW Course: Comparative Racial and Ethnic Analysis I

**Teaching experience – Teaching assistant**

9/2008 – 12/2008      Teaching Assistant  
University of Minnesota – Twin Cities, School of Social Work  
MSW Course: Advanced Practice in Child Welfare  
Instructor: Ronald Rooney

**Undergraduate and graduate guest lecturer**

7/28/15                  Undergraduate Course: Sociological Perspectives on Race, Class and Gender  
University of Minnesota – Twin Cities  
*“Transnational adoption”*

4/10/15                  Undergraduate Course: Social work  
St. Olaf College, Northfield, MN  
*Indian Child Welfare Act and Indian Boarding Schools*

4/1/15                    Undergraduate Course: International Social Work Policy  
University of Minnesota – Twin Cities  
*“International Adoption Policy”*

3/5/15                   Undergraduate Course: Introduction to Social Work: A Global Perspective  
University of Minnesota – Twin Cities  
*“International Adoption: History, Policy and Practice”*

3/31/15                  Undergraduate Course: Imperialism and Empire  
Macalester College, St. Paul, MN  
*“Korean Adoption”*

12/1/14                  Special topic study lab: Counseling Psychology, Dr. Richard Lee  
University of Minnesota – Twin Cities  
*“Placement Stability of Intercountry Adoptees”*

3/11/14                  Undergraduate Course: Introduction to Social Work: A Global Perspective  
University of Minnesota – Twin Cities  
*“International Adoption: History, Policy and Practice”*

10/2/13                  Undergraduate Course: Youth Studies Internship  
University of Minnesota – Twin Cities  
*“International Adoption and Child Welfare”*

10/2012                  Undergraduate Course: Psychology of Adoption  
University of Minnesota – Twin Cities  
*“Adoption Triad and Beyond”*

- 11/2010 MSW Course: Child Maltreatment  
University of Minnesota – Twin Cities  
*“Adoption”*
- 11/2009 Undergraduate Course: Family Sociology  
St. Catherine University, St. Paul, MN  
*"Transracial Adoption."*
- 11/2009 MSW Course: Advanced Practice in Child Welfare  
University of Minnesota – Twin Cities  
*“Adoption.”*
- 4/2009 MSW Course: Child Welfare  
Moorhead State University, Moorhead, MN  
*“Adoption”*
- 11/2007 Undergraduate Course: Family Sociology  
St. Catherine University, St. Paul, MN  
*"Transracial Adoption."*
- 11/2005 Undergraduate Course: Gender, Sexuality and Politics of the American  
Family  
University of Minnesota – Twin Cities  
*“Adoption: Minnesota Policy and Procedure”*

### **Trainings**

- 5/27/15 Race and ethnicity. Permanency and Adoption Competency  
Certificate (University of Minnesota) and Training in Adoption  
Competency (Center for Adoption Support and Education). Chaska, MN
- 5/25/15 Race and ethnicity. Permanency and Adoption Competency  
Certificate (University of Minnesota) and Training in Adoption  
Competency (Center for Adoption Support and Education). St. Paul, MN
- 4/3/15 Openness in adoption. Permanency and Adoption Competency  
Certificate (University of Minnesota) and Training in Adoption
- 2/2/15 Adopted adolescents and identity formation. Permanency and Adoption  
Competency Certificate (University of Minnesota) and Training in  
Adoption Competency (Center for Adoption Support and Education).  
Chaska, MN
- 1/30/15 Adopted adolescents and identity formation. Permanency and Adoption  
Competency Certificate (University of Minnesota) and Training in  
Adoption Competency (Center for Adoption Support and Education).

St. Paul, MN

- 10/27/14 Clinical issues in planning, preparing for, and supporting adoption. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Chaska, MN.
- 9/15/14 Permanency and adoption through the lens of the Relational Worldview. Permanency and Adoption Competency Certificate (University of Minnesota), Chaska, MN.
- 9/12/14 Permanency and adoption through the lens of the Relational Worldview. Permanency and Adoption Competency Certificate (University of Minnesota), St. Paul, MN.
- 6/20/14 Integrating knowledge, values and skills. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN
- 6/6/14 Race and ethnicity. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN
- 5/16/14 Openness in adoption. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN
- 5/9/14 Race and ethnicity. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). St. Paul, MN
- 4/25/14 Working with adoptive parents on managing children's behaviors. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN
- 3/14/14 Adoptive family formation. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN
- 2/21/14 Adoptive and birth families. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN

- 1/31/14      Adopted adolescents and identity formation. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN
- 1/10/14      Clinical issues: Attachment. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN.
- 12/13/13      Trauma and brain neurobiology. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN.
- 11/22/13      Clinical issues in adoption: Grief, loss and separation. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN.
- 10/25/13      Clinical issues in planning, preparing for, and supporting adoption. Permanency and Adoption Competency Certificate (University of Minnesota) and Training in Adoption Competency (Center for Adoption Support and Education). Baxter, MN.
- 10/11/13      Permanency and adoption through the lens of the Relational Worldview. Permanency and Adoption Competency Certificate (University of Minnesota), Baxter, MN.
- 5/19/2010      Activists, authors and academics: Adoptees changing the discourse on adoption. Webinar, Adoptees Have Answers (AHA). Minneapolis, MN.
- 12/9/2010      Passages: A lifetime perspective on the developmental tasks of adopted persons and ambiguous loss. Webinar, Adoptees Have Answers (AHA). Minneapolis, MN.
- 4/9/2009      The ABCs of Foster Care and Adoption. Our Voices Matter Mentoring Connections Training. Minnesota Adoption Resource Network. Minneapolis, MN.
- 4/4/2009      The ABCs of Foster Care and Adoption. Our Voices Matter Mentoring Connections Training. Minnesota Adoption Resource Network (MARN). Minneapolis, MN.
- 6/14/2008      Race Matters: What Does it Mean in Your Transracial Family? Developing Bi-Cultural Families. Training, Cultural Connections conference, Iowa Foster and Adoptive Parent Association. Des Moines, IA.

6/13/2008 Transracial Adoption. Training, Cultural Connections conference, Iowa Foster and Adoptive Parent Association. Des Moines, IA.

**Professional experience**

- 10/2011 – Present      Stability, Permanency and Adoption Coordinator  
Center for Advanced Studies in Child Welfare, University of Minnesota  
Responsibilities: Coordinate and manage programs and activities related to permanency and adoption for the center.
- Manage the Permanency and Adoption Competency Certificate Program
  - Participate in research related to permanency and adoption
  - Disseminate center findings; write articles, reports and policy guides
  - Present center work to community
  - Collaborate with stakeholders and partners
  - Maintain the Stability, Permanency and Adoption blog
- 2/2011 – 10/2011      Permanency and Adoption Competency Certificate Project Manager  
Center for Advanced Studies in Child Welfare, University of Minnesota  
Responsibilities: Manage the Permanency and Adoption Competency Certificate program
- Develop curriculum
  - Work with contractor trainers
  - Develop and disseminate marketing materials
  - Recruitment and retention of participants
  - Participate in data collection for program evaluation
  - Convene and lead advisory board meetings and collaborate with stakeholders and partners
  - Trainer (back up)
- 3/2008 – 12/2008      Adoption Information Clearinghouse Coordinator (Full Time)  
Minnesota Adoption Support and Preservation, Minnesota Adoption Resource Network, Minneapolis MN  
Responsibilities: Collect and disseminate information on adoption issues
- Answer warm line and respond to callers with pre- and post-adoption questions
  - Research and write fact sheets on adoption related topics
  - Collect, compile and share resources on adoption related topics
  - Write, edit and publish quarterly newsletter, *Family Voices*
  - Update information on MN ASAP web site
  - Track and gather data for quarterly and end of grant reports to the Department of Human Services
- 9/2006 – 3/2008      Child-Specific Adoption Recruiter



Hennepin County Human Services, Minneapolis MN

Responsibilities: Employ child-specific recruitment efforts for a caseload of 15 youth in foster care for the purpose of adoption

- Develop individualized adoption recruitment plans for each youth
- Field visits to youths' homes
- Participate as a member of the youth's service team
- Review and refer home studies
- Attend and staff community events for the purposes of recruitment
- Create adoption recruitment materials
- Prepare youth and prospective families for adoption
- Public speaking and agency and program presentations
- Participate in collaborative programs with other agencies and organizations.

9/2005 – 5/2006

Minnesota Child Welfare Training System Intern

MN Department of Human Services, St. Paul MN

Responsibilities: Work as a full functioning member of the Minnesota Child Welfare Training System (MCWTS).

- Curriculum development
- Participate as a curriculum reviewer for CORE curriculums
- Write the Training Handbook and Master Contract document
- Hire trainers (review RFP's, interview trainers)
- Participate in tracking finance and budget data for MCWTS
- Participate in the Minnesota Permanency Demonstration Project
- Review and summarize child mortality reviews, attend child mortality staffings
- Research and resource development for Foster/Adopt/Kinship (FAK) programs
- Review sibling separation requests

2/2003 – 3/2005

Resident Assistant

People, Inc.

Responsibilities: Facilitate independent living skills with four residents with chronic schizophrenia and other severe mental health diagnoses

- Assist Program Director with administrative tasks
- Dispense medication to clients
- Charting and documentation
- Programmed activities
- Assist clients with life skills such as budgeting, conflict resolution, meal preparation and laundry, and community integration.

1/2005 – 5/2005

Adoption/Guardianship Worker

Ramsey County Community Human Services Department, St. Paul MN

Responsibilities: Client case management including home visits of children and families in pre-adoptive placements

- Write Out of Home Placement Plans, Social Histories, Interstate Compact agreements
- Attend Child Mortality Reviews, Child Safety Team Staffing, Ending Racial Disparities Strategic meetings, State Task Force meetings, Adoption and Guardianship department meetings
- Attend Juvenile and Family Court for adoption finalizations and Termination of Parental Rights hearings
- Create a data base and report of the 2004 finalized adoptions for the Adoption unit Supervisor
- Thesis paper for this internship: *Discrepancies in caregiver benefits for children in out of home placements: Why families choose Transfer of Permanent Legal and Physical Custody over adoption when caring for relative children.*

1/2004 – 5/2004

Adoption Worker

African American Adoption Agency, St. Paul MN

Responsibilities: Manage client base of prospective adoptive families

- Conduct home study visits with families
- Write adoption home studies
- Conduct pre-adoption placement visits
- Attend State Task Force meetings
- Assist agency with Adoption Training and Orientation workshops
- Participate in re-structuring Adoption Training workshops to include a stronger cultural competency focus

### **University service**

2009-2010

PhD Student Representative for the School of Social Work Council

### **Professional service**

2013 – present

PhD Student Member, CSWE Council on the Role of Women in Social Work Education (Women's Council)

### **Community service**

11/2/2014

Volunteer, Circus of the Heart. Woodbury, MN.

11/16/2013

Planning committee, Reframing the Adoption Discourse conference, St. Paul, MN.

11/3/2013

Volunteer, Circus of the Heart. Woodbury, MN.

2012 – 2013

Advisory Committee for MSW Thesis paper, University of St. Thomas Student Stephanie Bowman; Instructor Katharine Hill, PhD

9/2012 – present

Board member, Minnesota Adoption Resource Network

2/2011 – present	Disability and child welfare collaborative (DCWC), founding member
7/2012 – present	Adoption Policy and Reform Collaborative (APRC), founding member
6/2010 – present	Cultural Consultant, MN Department of Human Services Minnesota Assessment of Parenting and Youth (MAPCY) Tool
2010 – 2011	Advisory Committee for MSW Thesis Paper, University of St. Thomas Student, Annika Hanson; Instructor Annette Semanchin Jones
1/2010 – 6/2012	Adoptees Have Answers (AHA), Minnesota Adoption Resource Network Advisory Board member
2009 – 2010	Metropolitan State University BSW Advisory Committee
12/2008 – 6/2009	Our Voices Matter, Minnesota Adoption Resource Network, Volunteer
7/2008 7/2011	Pact Family Camp, Volunteer
11/2006 10/2007	YWCA of Minnesota, Facilitator, It's Time To Talk Forums on Race Volunteer facilitator
8/2007	International Korean Adoptee Association (IKAA) Gathering, Volunteer counselor
2005 – 200	University of Minnesota School of Social Work Student of Color Group, Founder
2005 – 2010	Minnesota Department of Human Services Demonstration Project Advisory Board, member
7/2004	African American Adoption Agency volunteer
7/2003	Kamp Kimchee Baxter/Brainerd MN, volunteer Mentor Trainer
2002 – 2003	Co-Chair, Unbound! Asian Women Write
7/2002	Kamp Kimchee, Baxter/Brainerd MN, volunteer counselor
7/2002	Korean Adoptee Adoptive Family Network (KAAN) Conference Asian American Artists Showcase, Curator
1999 – 2006	Children's Home Society & Family Services, mentor

- M&M Mentor: Monthly contact with an internationally adopted youth and providing guidance, friendship and support.
- Befriender Program: Weekly contact with an adolescent, at-risk mother and her child(ren), providing guidance, friendship and support.

**Selected media interview**

9/12/13	Guest interview, Fox 9 News, Minnesota Topic: Re-homing
3/30/13	Guest speaker, Minnesota Public Radio Topic: Adoption
7/20/2013	Guest panelist, Land of Gazillion Adoptees Topic: “Talk with me about...everything” – adoption
7/13/2012	Guest panelist, Daily Circuit Roundtable, Minnesota Public Radio Topic: Adoption

**Professional memberships**

2009 – present	Council on Social Work Education
2004-2006	Minnesota Social Services Association, member

**REFERENCES** – Available on request