

# Marriage, Employment and Economic Security

*Research, Program and Policy Implications*

## Participant Bios

**June 9 - 11**

**René Bryce-Laporte** is an experienced advocate, convener, trainer, technical assistance provider and director of multi-site programs advancing social and economic opportunity for low-wealth individuals in America. For over 10 years, he has developed significant and varied experience in poverty-alleviation as well as a large network of contacts in the asset-building field. Mr. Bryce-Laporte served as Financial Education Specialist at the Pennsylvania Office of Financial Education, working with community-based financial education providers, public and private agencies and Pennsylvania residents. He also worked as Senior Program Manager at CFED (formerly the Corporation for Enterprise Development). His positions and responsibilities included: Director of the American Dream Demonstration (ADD); Coordinator of the National IDA Learning Conference; Community Partner Liaison for the Savings for Education, Entrepreneurship and Downpayment (SEED) Initiative; and Interim Manager of CFED's Microenterprise Policy Project. Mr. Bryce-Laporte also served as Domestic Legislative Associate at RESULTS, Inc., a grassroots, anti-poverty organization. He held primary responsibility for policy initiatives including restoration of food stamps to legal immigrants, microenterprise and Individual Development Accounts. René is a graduate of Columbia University and the UCLA School of Law.

**Jennifer Burnszyński** is a Senior Social Science Analyst in the Office of the Assistant Secretary for Planning and Evaluation in the U.S. Department of Health and Human Services. She works on child support, marriage, and fatherhood policy, research and evaluation. Her prior experience includes working for the Minnesota Legislative Commission on the Economic Status of Women, the Minnesota House of Representatives Research Department and the U.S. Department of Justice Office of Community Oriented Policing Services. She holds a B.A. from Gettysburg College and a M.A. from the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota.

**Holly Chase** is a Financial Education Specialist with the Pennsylvania Office of Financial Education where she focuses on financial education initiatives delivered by community-based organizations. Since starting at the Office in December 2007, she has collaborated on the development of the financial education program "Right On the Money" with Penn State University and the Heinz Endowments and ran the first pilot of the curriculum in its final form. Ms. Chase is also responsible for organizing the Common Wealth Symposium, which brings together community-based organizations providing financial education throughout the Commonwealth and maintains the community-based organization database on the website, [www.moneysbestfriend.com](http://www.moneysbestfriend.com). Prior to joining the Office of Financial Education, Ms. Chase spent several years in housing counseling and education with the Housing Alliance of York. She was also a financial advisor with American Express Financial Advisors (now Ameriprise) and Merrill Lynch in New Jersey. Holly holds a BS degree in Chemistry from the University of Wisconsin-Milwaukee and also attended the graduate school at the same university. She participated in the Accounting Focused Study program at York College of Pennsylvania and is working toward certification by the Certified Financial Planner Board of Standards, having passed the board exam in 2007.

**Michelle Clune** serves as the Federal Project Officer for the National Healthy Marriage Resource Center in the Office of Family Assistance. She joined the Administration for Children and Families in 2004 and since that time has been working in various capacities on ACF's Healthy Marriage Initiative. Dur-

ing her federal tenure, she has been given responsibilities in the Executive, Regional and Program offices, and she is the lead for the development and execution of ACF's annual technical assistance conference for its healthy marriage grantees. Prior to joining ACF, Mrs. Clune worked for the U.S. Congress, focusing mostly on welfare, health and family policy. She has also worked at several "think-tanks," providing guidance to policy makers about strategies to shape laws and policies to be marriage and family friendly. A graduate of the University of Dallas, Ms. Clune holds a master's degree in theology, with a concentration on marriage and family life.

**Will Davis** is the Program Coordinator for the Partners for Success program, an innovative program designed to assist couples in developing a family-focused employment plan that outlines all of their goals. The program exposes couples to much need informational workshops, such as entrepreneurship, education, career advancement, and financial literacy. Through this project, couples are given the tools necessary to obtaining economic self-sufficiency, not only for themselves, but for the entire family. Mr. Davis has also traveled the country providing technical assistance to other organizations concerning healthy marriage and responsible fatherhood. Mr. Davis is a graduate of the Johns Hopkins University with a degree in Psychological and Brain Science.

**Rolando Díaz-Loving, Ph.D.**, is a Professor of Psychology and Head of the Psychosocial Research Unit at the National Autonomous University of Mexico. Dr. Díaz-Loving is one of the most eminent social psychologists in Mexico and Latin America. He has received the Social Sciences Award from the Mexican Academy of Sciences, the Interamerican Psychologist Award from the Interamerican Society of Psychology, the Distinguished Alumnus Award from the University of Texas at Austin, the Ruben Ardila Award for accomplishments in Psychological Research, The National University Award for Research in Social Sciences and the Mexican Psychology Award from the National Counsel for the Teaching and Research in Psychology. He is past editor of the Revista de Psicología Social y Personalidad and the Revista de Investigacion Psicologica, author of over 100 research articles and chapters, of nine research books and of two textbooks in social psychology, personality, and ethnopsychology. He is also de co-editor of 10 volumes of La Psicología Social en Mexico. Dr. Díaz-Loving has been an officer of many international psychological organizations such as the International Association for Cross-Cultural Psychology, the Interamerican Psychological Society and the Asociación Mexicana de Psicología Social. His main areas of research are couple and family relations, psychosocial factors related to HIV-AIDS, and culture and personality. He received his Ph.D. in Social Psychology from the University of Texas at Austin in 1981. Dr. Díaz-Loving is currently serving as the Senior Research Advisor to the National Hispanic Healthy Marriage Initiative.

### **David Fein (to come)**

**Barbara Goldman, Ph.D.** is Vice-President at MDRC, a non-profit social policy research organization based in New York City and Oakland, CA. During the past three decades, she has been involved in numerous large-scale, multi-site random assignment evaluations in the areas of welfare-to-work, education and training, and marriage education. She is currently a manager of HHS' Supporting Healthy Marriage project, and is MDRC's project leader for HHS' Building Strong Families, as a subcontractor to Mathematica. Dr. Goldman is also a manager for HHS' Employment Retention and Advancement Project, a multi-site test of programs designed to promote employment stability and advancement among low-wage workers. Previously, as the Project Director and Co-Principal Investigator for HHS' National Evaluation of Welfare-to-Work Strategies (NEWWS), she guided the largest random assignment study of welfare-to-work programs. Dr. Goldman, who has a Ph.D. in Economics from the American University, is also head of MDRC's Quality Assurance and Risk Management Program.

**Rachel A. Gordon** is an Associate Professor of sociology at the University of Illinois at Chicago and a faculty member of the University of Illinois' Institute of Government and Public Affairs. With Carolyn Heinrich, she evaluated the Jobs for Youth Chicago Full Family Partnership program, which offered employment assistance to both partners in young, committed couples. The mixed-method evaluation gathered information about the implementation of the demonstration, changes in the couples' relationships from baseline to one-year post-program and administrative data about the couples' and two comparison groups' earnings, employment, and welfare receipt before and following program participation. Their most recent writings about the program embed it within the broader literature on couples-focused behavioral interventions and on marriage promotion. In addition to the Full Family Partnership evaluation, Dr. Gordon has published a number of papers regarding how families choose and are affected by child care arrangements, the association between community context and child well being, the causes and consequences of grandmother co-residential support for young mothers and the relationships between youth gang participation and delinquency. Dr. Gordon initiated the Illinois branch of the Family Impact Seminars, a series of briefings for state legislators on family policy issues. She is completing her third term on the Editorial Board of the Journal of Marriage and Family and served three terms as co-chair of the Committee on Research, Policy and Public Information of the Society for Research on Adolescence. Gordon holds a B.S. in psychology from Pennsylvania State University and an M.P.P. and Ph.D. in public policy from the University of Chicago. She received pre-doctoral training in demography and a post-doctoral experience in work-family research at the NORC Research Centers.

**Angelisa Harris** serves as Senior Community Affairs Specialist for the Federal Deposit Insurance Corporation's (FDIC) Division of Supervision and Consumer Protection. She is responsible for developing, directing and coordinating special projects, policy development and national initiatives for corporate objectives. In addition, she is responsible for writing articles and speeches for senior executives and board members related to emerging issues on community development, consumer protection, economic inclusion, unbanked and underbanked consumers, financial literacy and stability, foreclosure prevention and national outreach initiatives. During her tenure at the FDIC, Ms. Harris has also served as a special assistant and technical advisor for the Deputy Director of the FDIC Community Affairs and Consumer Affairs Programs, as well as, a section chief for the Office of Diversity and Equal Opportunity. Ms. Harris began her career in the U.S. House of Representatives, serving in increasing levels of responsibility on the Washington staffs of three Congressmen. She planned and implemented activities and strategies to ensure the fulfillment of the duties and vision of elected officials. As a legislative aide she exercised lead senior legislative and advisory responsibilities for Member of Congress' involvement on Congressional Committees for Banking, Finance and Urban Affairs and Small Business. Subsequent to her tenure on Capitol Hill, she was appointed by the Governor of Louisiana as an Executive Director for business development programs within the Department of Economic Development. Later she served as a Regional Director for RTC Division of Minority and Women's Programs (MWP).

**Ron Haskins, Ph.D.**, is a Senior Fellow in the Economic Studies Program and Co-director of the Center on Children and Families at the Brookings Institution and senior consultant at the Annie E. Casey Foundation in Baltimore. He is the author of *Work Over Welfare: The Inside Story of the 1996 Welfare Reform Law* (Brookings, 2006), the co-author of *Getting Ahead or Losing Ground: Economic Mobility in America* (Pew Charitable Trusts and Brookings, 2008), and a senior editor of *The Future of Children*. In 2002 he was the Senior Advisor to the President for Welfare Policy at the White House. Prior to joining Brookings and Casey, he spent 14 years on the staff of the House Ways and Means Human Resources Subcommittee, first as welfare counsel to the Republican staff, then as the subcommittee's staff director, and while there was the editor of the 1996, 1998, and 2000 editions of the *Green Book*. From 1981-1985, he was a senior researcher at the Frank Porter Graham Child Development Center at the University of North Carolina, Chapel Hill. He holds a Bachelor's degree in History, a Master's in Education, and a Ph.D. in Developmental Psychology from UNC, Chapel Hill.

**Jeanette Hercik, Ph.D.**, Associate Director of the National Healthy Marriage Resource Center, is a Vice President at Caliber, an ICF International Company. With over 25 years of experience working with federal, state, and local government agencies, universities, nonprofit organizations and private sector businesses, Dr. Hercik brings energy and leadership to large-scope research, clearinghouse, and technical assistance projects. She has managed a number of national technical assistance projects and resource centers for ACF/OFA, such as the Urban Partnerships for Welfare Reform Initiative and the Welfare Peer Technical Assistance Network. Dr. Hercik is known as a national expert in welfare reform, TANF, at-risk children and families, family preservation and strengthening, peer-TA methodologies and knowledge management systems. Prior to joining Caliber, Dr. Hercik was the Director of Policy Studies for the Council of Governors' Policy Advisors, at the National Governors' Association. She also worked as a Deputy Director for the Michigan Department of Commerce and as an analyst for the New York State Ways and Means Committee. She has a master's degree in public administration from Columbia University and received her doctorate in Political Science from Michigan State University.

**Alan M. Hershey** is a Senior Fellow at Mathematica Policy Research, Inc. and director of the Building Strong Families Project. He is the Area Leader for family formation and social policy studies at Mathematica, and has directed a wide range of projects related to welfare, employment, family formation and education, including the National Evaluation of the Welfare-to-Work Grants Program, ACF's Teenage Parent Demonstration and the School Dropout Demonstration Assistance Program evaluation for the Department of Education. Mr. Hershey holds a Master of Public Affairs degree from Princeton University's Woodrow Wilson School of Public and International Affairs.

**Joe Jones** is founder and President of The Center for Urban Families (CFUF), formerly The Center for Fathers, Families and Workforce Development (CFWD), a Baltimore, Maryland, non-profit service organization established to empower low-income families by enhancing both the ability of women and men to contribute to their families as wage earners and of men to fulfill their roles as fathers. Prior to founding CFWD, he developed and directed the Men's Services program for the federally funded Baltimore Healthy Start initiative and replicated the nationally recognized STRIVE employment services program. A national leader in workforce development, fatherhood and family services programming, he has a solid reputation for influencing the direction of national public policy and the development of effective programs. Mr. Jones has been a leading advocate for meaningful collaborations between marriage and fatherhood programs, and has been actively involved in forging relationships between the leaders within those two fields. His agency created and is running one of ACF's Building Strong Families sites, providing marriage education services to unmarried, pregnant couples. Out of his belief that families can rise out of poverty if provided the appropriate foundation and information to maintain a cohesive family unit, he worked in tandem with the State of Louisiana's Department of Social Services to develop the Exploring Relationships and Marriage with Fragile Families curriculum. The curriculum is designed to provide single parents with the communication, conflict resolution and effective parenting skills that lead to better outcomes for children. Mr. Jones is a Weinberg Fellow and a graduate of the University of Maryland Baltimore County.

### **Pamela Joshi (to come)**

**Julie Kerksick** is the Executive Director of the New Hope Project, which promotes policies that help the working poor. Ms. Kerksick was one of the original organizers of the New Hope Project in 1990 and played several management roles in the demonstration project that offered help to 700 Milwaukee families through access to jobs, wage supplements, health insurance and child care. The research demonstration, which ran from 1994 through 1998, was evaluated by MDRC. Their evaluations, including follow-ups over eight years, have shown that the New Hope Project helped people get out of poverty, improve their wages over time and improve outcomes for children—including improved

school reports. New Hope continues to advocate for policies that will support working families and enable low-income workers to get out of poverty through work. New Hope is also running a transitional jobs project in Milwaukee with a special focus on those who have served time in jail or prison. The New Hope Project works with several faith-based programs in Milwaukee as part of its employment program. Ms. Kerksick also serves on the Steering Committee of the National Transitional Jobs Network, the Board of Directors of the First Service Credit Union and the Board of Wild Space Dance Company.

**Robert I. Lerman, Ph.D.**, Senior Fellow at the Urban Institute and Professor of Economics at American University, has worked for over 30 years in public policy and research on issues relating to family patterns, poverty, and welfare programs. As one of the first scholars to examine the patterns and economic determinants of unwed fatherhood, he co-edited (with Theodora Ooms) and contributed three chapters to *Young Unwed Fathers: Changing Roles and Emerging Policies*. His other family-related publications include: "The Impact of the Changing US Family Structure on Child Poverty and Income Inequality," *Economica* (1996), and (with Avner Ahituv) "How do Marriage, Work Effort, and Wage Rates Interact?" (*Demography* August 2007). With Elaine Sorenson, he published a review paper on child support in Means-Tested Transfer Programs in the United States. (2003, University of Chicago Press). Currently, he is serving as Principal Investigator of the evaluation of the Community Healthy Marriage Initiative. Dr. Lerman earned his A.B. from Brandeis University and Ph.D. in Economics from the Massachusetts Institute of Technology.

**Robin McDonald** is the Director of the State and Territory Temporary Assistance for Needy Families (TANF) Management division within the Office of Family Assistance (OFA), the operating division that administers the TANF program within ACF/DHHS. As Division Director, Ms. McDonald oversees the planning and provision of technical assistance to help states and territories implement new requirements authorized under the Deficit Reduction Act of 2005 (DRA). Ms. McDonald is also responsible for the implementation and oversight of the \$150 million Healthy Marriage and Promoting Responsible Fatherhood demonstration grants authorized by the DRA. Immediately prior to her position with OFA, Ms. McDonald served as the Community-Based Abstinence Education's (CBAE) Management and Program Analyst with the Family Youth Services Bureau in ACF. From 2002 to 2005, McDonald served as a Special Assistant to the Secretary of the U.S. Department of Labor's Center for Faith-Based and Community Initiatives—part of President George W. Bush's National Faith-Based and Community Initiative. Ms. McDonald's primary responsibilities included development and implementation of a national ex-offender employment demonstration project called Ready4Work. This project served as a foundation for the Administration's \$300 million Prisoner Re-Entry Initiative announced in the January 2004 State of the Union address. Ms. McDonald earned a J.D. from the George Mason University School of Law in Arlington, VA. She is a member of the Maryland State Bar.

### **Sharrie McIntosh (to come)**

### **Ken Moore (to come)**

**Mary Myrick** is the Program Director for the National Healthy Marriage Resource Center. As an Accredited Public Relations Professional (APR), Ms. Myrick is the Founder and President of Public Strategies (PSI), an Oklahoma-based project management and social marketing firm (with offices in the D.C. area, Colorado and Texas). PSI has national, state and local clients from the public, private and non-profit sectors. She and her team of over 100 employees provide a variety of services, including strategic planning, project management, advocacy, program development, technical assistance, event planning and public relations. Under Ms. Myrick's leadership, PSI has worked closely with senior policy officials to develop the Oklahoma Marriage Initiative, a program nationally recognized as the first statewide, comprehensive effort to deliver information and education services designed to

strengthen relationships and marriage, with a focus on low-income families. Its latest program, Family Expectations, is a large federal demonstration project designed to provide marriage education for low-income couples during and immediately following pregnancy, with the goal of developing a model for statewide replication. Ms. Myrick also leads efforts to provide technical assistance to other agencies and organizations conducting marriage-related projects, including the ACF's National Healthy Marriage Resource Center, the Texas Health and Human Services Commission, MDRC (Supporting Healthy Marriage), Mathematica Policy Research (Building Strong Families) and Pal-Tech (Hispanic Healthy Marriage Initiative).

**Theodora Ooms** works as a consultant to Public Strategies, Inc. on the National Healthy Marriage Resource Center team. From 1999 to 2006, she was a senior policy analyst at the Center for Law and Social Policy, leading the center's work on couples and marriage, with a special focus on low-income families. Between 1981 and 1999, she was the Executive Director of the Family Impact Seminar (FIS), a nonpartisan policy research institute based in Washington, D.C. In that role she conducted numerous seminars on Capitol Hill for policy officials and analysts on a wide range of family issues. Prior to 1976, Ms. Ooms worked as a clinical social worker, family therapist and program administrator in New Haven and Philadelphia. Ms. Ooms has testified twice before Congress, edited two books and authored numerous publications. Her primary research interests have been couples and marriage policy, teen pregnancy, unwed fathers and family involvement in schools. As an independent consultant, Ms. Ooms provides technical assistance to states and communities on couples and marriage policy and programs. She is a senior adviser to the Oklahoma Marriage Initiative, an advisor to the Texas Healthy Marriage Research Advisory Group and a board member for the American Public Human Services Administration (APHSA).

**Jay Otero** serves as the Project Administrator for the Family Expectations, Public Strategies, Inc. and oversees the establishment and operation of the program. Mr. Otero also serves as a lead consultant to multiple national demonstration sites. He has provided technical assistance and served as a specialist in the field at multiple conferences and seminars related to the implementation and management of the Healthy Marriage Initiative programs. Mr. Otero has 20 years of experience in program development and administration. Prior to his employment at PSI, he worked as the Project Manager for Healthy Families in Orlando, FL. While holding the position of Program Manager at Healthy Families, he served as a member of the design team of the Building Strong Families (BSF) model. As a result of his strong leadership, his program was selected as the first site in the country to pilot the BSF national research study. He received his Bachelors of Arts in Human Services Administration from Evergreen State College in Seattle, WA.

**Patrick Patterson** is the Program Manager for the National Healthy Marriage Resource Center, Public Strategies, Inc. Prior to joining PSI, Mr. Patterson worked for the Administration for Children and Families, U.S. Department of Health and Human Services (DHHS) in the Philadelphia regional office with responsibility for Healthy Marriage, Fatherhood, and Community and Faith-based grantees and initiatives for the six states (VA, WV, MD, DC, DE, and PA) within the region. Before entering federal service, Mr. Patterson was Program Manager for the Sisters of Charity Foundation of South Carolina Statewide Fatherhood Initiative, a multi-year, \$8 million initiative in the state. Mr. Patterson has trained statewide, nationally and internationally on father absence and its impact on families. His efforts to address father absence have garnered local, state and national attention, highlighted by a special face-to-face meeting with President George W. Bush to discuss father absence and its impact on families. Mr. Patterson earned his master's degrees in Social Work and Public Health from the University of South Carolina.

**LaDonna Pavetti Ph.D.**, is a Senior Fellow at Mathematica Policy Research, Inc. She is a noted expert on the implementation of TANF and on strategies to address the needs of the hard-to-employ. She has led or participated in research and technical assistance projects that have taken her to about half of the states. She is noted for her unique ability to analyze and assess public social service systems, and to identify program strategies to improve and strengthen service delivery. She is currently working on several projects to examine how states and local welfare offices are changing their policies and service delivery systems to meet the higher work participation rates required by the Deficit Reduction Act of 2005. She recently completed a project that focused on innovative strategies for TANF recipients living with a disability. Dr. Pavetti started her human service career working first as a social worker and then as a program and policy analyst for the District of Columbia and Federal governments. Because of her broad knowledge of strategies to help TANF recipients make the transition from welfare to work, Dr. Pavetti is a frequent speaker at conferences and workshops on the implementation of welfare reform and on employment and support strategies for hard-to-employ individuals. Dr. Parvetti holds a Ph.D. in Public Policy from Harvard University.

**Jennifer Romich** is an Assistant Professor of Social Work at the University of Washington and a founding affiliate of the federally-funded West Coast Poverty Center. Ms. Romich studies resources and economic in families, with a particular emphasis on family budgets and interactions with public policy. Her past work has focused on how families view and use the Earned Income Tax Credit (EITC), the Chicago Extra Credit Savings Program, which linked EITC and tax returns with a matched savings incentive program and child and family well-being as experienced by families in the Milwaukee New Hope anti-poverty demonstration program. In collaboration with the Seattle Housing Authority and several UW Social Work graduate students, Ms. Romich is currently launching a one-year ethnographic study of Seattle Housing Authority residents who are participating in the Seattle Asset Building Initiative. Ms. Romich holds bachelor's and master's degrees in economics and earned a Ph.D. in Human Development and Social Policy from Northwestern University.

### **Karen Shirer (to come)**

**Scott Stanley, Ph.D.**, is a research professor and co-director of the Center for Marital and Family Studies at the University of Denver. He has published widely in terms of journal articles and book chapters, with research interests including commitment, communication, conflict, confidence, risk factors for divorce, the prevention of marital distress and couple development. Along with Dr. Howard Markman and colleagues, he has been involved in the research, development and refinement of the Prevention and Relationship Enhancement Program (PREP) for over 25 years. Drs. Stanley and Markman are engaged in a long-term study of the effectiveness of PREP disseminated in the community, funded by the National Institute of Child Health and Human Development (NICHD). They are also conducting a large, randomized trial of a variant of PREP in the U. S. Army, also funded by NICHD; and Dr. Stanley, Galena Rhoades, and Howard Markman are conducting a longitudinal study of cohabitation and couple development, funded by NICHD. Dr. Stanley has authored or co-authored various books including *Fighting for Your Marriage* and *The Power of Commitment*. He is a founder of PREP and co-author of the Within Our Reach, an experiential-based curriculum for couples, and the Within My Reach, an experiential-based curriculum for individuals.

**John Tambornino, Ph.D.**, joined the Office of Planning, Research and Evaluation (OPRE) in the Administration for Children and Families (ACF), U.S. Department of Health and Human Services in August 2007, and has directed evaluations of Individual Development Accounts (IDAs) under the Assets for Independence demonstration and of community-level social capital and organizational capacity under the Compassion Capital Fund; organized OPRE's annual Welfare Research and Evaluation Conference, and overseen performance management for a range of ACF programs. He

spent a number of years doing policy development and evaluation in HHS's Office of the Assistant Secretary for Planning and Evaluation (ASPE), covering welfare reform, the low-wage labor market, assets and financial services, and the provision of social services through community and religious organizations. Prior to this, he worked in the policy research office at Food and Nutrition Service, USDA, where he directed a demonstration project integrating health insurance enrollment into WIC clinics. He began his federal career as a Presidential Management Fellow. He has also been a faculty member at Johns Hopkins University and Western Washington University (Bellingham, WA), where his teaching and scholarship have spanned political theory, political economy and social policy. He has a B.A. in philosophy and political science from Macalester College and a Ph.D. in political science from Johns Hopkins University.

**Carole Thompson** is a Senior Associate with the Annie E. Casey Foundation. She manages the Foundation's portfolio of research on the role of faith-based organizations in community building and community change and the Single Parents/Single Income Households Initiative that includes responsible fatherhood and healthy marriage. During her tenure at the Foundation, Ms. Thompson has also had responsibility for designing technical assistance to build and sustain capacity in the areas of immigrant and refugee families, prisoner reentry, youth development, faith and families and financing and sustainability with Casey's Making Connections multi-site demonstration. Prior to joining the Foundation, Ms. Thompson managed partner relations and development activities for the Baltimore City Public School System and earlier served as a Special Assistant to the Superintendent of the School District of Philadelphia. She began her professional career working in the corporate sector. Ms. Thompson is responsible for the partnership between the Annie E. Casey Foundation and the National Healthy Marriage Resource Center.

**Jack Tweedie, Ph.D.**, is the Director of the Children and Families Program at the National Conference of State Legislatures. As director, he oversees NCSL's assistance to state legislatures on welfare and poverty, child welfare, early education and child care, and youth. Dr. Tweedie's current efforts focus on state TANF flexibility and state strategies to reduce child and family poverty. He works with a number of states to help them develop collaborative projects within human services, emphasizing the importance of engaging community resources and focusing on outcomes for children and families. He works extensively in providing technical assistance to states as they consider policy changes in TANF and poverty programs. He has helped the states maintain their successful existing programs and services, improve key outcomes such as job retention and advancement for parents leaving work for welfare, while meeting the higher federal work participation rates. He is leading NCSL's effort to help states develop broad-based strategies to reduce family poverty and reduce the effects of children growing up in poverty. He also works with state officials on strengthening supports for low-income working families, collaboration between human services and other agencies, the effects of tight state budgets on human service programs and efforts to strengthen marriage and fatherhood. Dr. Tweedie has written several articles in *State Legislatures* magazine on welfare reform, including recent articles on the 10 year anniversary of state TANF programs, the effects of the recent federal TANF changes, supports for parents moving from welfare to work and state efforts to promote healthy marriages. Prior to coming to NCSL, Dr. Tweedie taught political science and public policy at the University of Denver and the State University of New York at Binghamton. He has a B.A. in political science from Washington State University and a Ph.D. and a law degree from the University of California at Berkeley.

**Carol VanderWal** is the Director of Business Development and Grant Management for Pine Rest Christian Mental Health Services. She has initiated a grant acquisition process and assists the organization in managing a number of grants. Ms. VanderWal also currently serves as the Project Director for the Healthy Marriages Healthy Relationships Project in Grand Rapids, MI. The project is a grant funded initiative provided by Healthy Marriages Grand Rapids and Pine Rest. The grant has provided relationship skills to nearly 4,000 low income parents in collaboration with 10 faith-

based organizations. Prior to her work at Pine Rest, Ms. VanderWal has worked as a Management Consultant and has directed the Health Promotion/Disease Prevention Services for the Kent County Health Department. She also directed the Psychiatric and Counseling Services for Holland Community Hospital and served as Director of Planning and Program Management for the Kent County Community Mental Health Services Board. She received a Master of Public Health degree from Yale University.

**Carlis V. Williams** serves as the Southeast Regional Administrator for the Department of Health and Human Services/Administration for Children and Families (ACF) based in Atlanta, Georgia. The Southeast Region is comprised of eight states: Georgia, Alabama, Tennessee, Kentucky, North and South Carolina, Mississippi and Florida. Ms. Williams provides executive leadership, coordination and direction for ACF human service programs that include Head Start, Child Welfare, Foster Care, Adoption, Child Care, Developmental Disabilities, Temporary Assistance to Needy Families, Child Support, and Runaway and Homeless Youth. She also serves as the lead Regional Administrator for Healthy Marriage programs and is co-lead for the African American Healthy Marriage Initiative and the Temporary Assistance to Needy Families Program. Before assuming her present position, Ms. Williams served as the Executive Assistant to the Governor for Human Services in the State of Indiana. She was the Governor's chief policy advisor in these areas and had responsibility for four major agencies: Family and Social Services Administration, the Governor's Council on Disabilities, the Governor's Council on Protection and Advocacy and the Governor's Council on Sports and Fitness. Under her leadership, Indiana registered over 120,000 children during the first year of their Children's Health Insurance Program, Hoosier Healthwise. She has served as Deputy Director for the Indiana Family and Social Services Administration, Division of Family and Children, and was responsible for programs related to family resources: Temporary Assistance for Needy Families, Food Stamps, Medicaid, JOBS, Housing and Community Services, and lead responsibility for the design and implementation of welfare reform in the state. Ms. Williams is a graduate of Ball State University with a Bachelor of Science Degree in Psychology and Master of Art Degrees in Social Psychology and Counseling and Guidance.

**Marq Youngblood** was appointed Chief Operating Officer (COO) for OKDHS in January 2007. Through five of his direct reports, he is responsible for maximizing the combined influence of the Field Operations Division, Children and Family Services Division, Family Support Services Division, Substance Abuse Office and Office of Faith Based and Community Initiatives by directing and coordinating the development and implementation of agency goals, policies, and procedures for 4,401 employees and integrating programs and services across these sections of the agency. He has been with OKDHS for 28 years. Mr. Youngblood earned a Masters Degree in Human Relations from the University of Oklahoma, a Bachelors degree in Family Studies and Gerontology from Southern Nazarene University and an Associate degree in Business Technology from Rose State College.