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**Erikson Institute**  
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## **EDUCATION**

- Ph.D., Child Development, Erikson Institute\Loyola University, Chicago IL** 2013  
Dissertation: *Liberian Refugee Mothers' Personal Narratives on the Effects of War on Motherhood*
- Master of Social Work, Loyola University, Chicago IL** 2003
- Bachelor of Business Administration, Catholic University of Eastern Africa, Nairobi, Kenya** 1998
- Associates Degree in Journalism, St. Augustine University, Mwanza, Tanzania** 1991

## **TEACHING & PROGRAM ADMINISTRATION EXPERIENCE**

### **Erikson Institute, Chicago IL**

*Clinical Assistant Professor* 07/2016 – Present

- Teach Family & Culture, and Social & Emotional development
- Lead & facilitate social work Foundation & Advanced supervision seminars
- Supervise and support foundation and advanced year Master of Social Work (MSW) students in field placements
- Participate in institutional committees & program development

### *Interim director, MSW Program*

07/2016 – 07/2017

- Provided leadership in curriculum and program development
- Monitored program's compliance with Council on Social Work Education accreditation standards
- Collaborated with faculty in development of degree concentrations
- Provided academic support and mentoring of new full time and adjunct faculty
- Collaborated with faculty, dean of faculty, dean of students, field director & dean of enrollment to support and meet the academic needs of MSW students

### *Senior Instructor*

08/2015 – 06/2016

- Taught Family & Culture, and Social & Emotional development
- Led & facilitated social work Foundation supervision seminars
- Supervised foundation and advanced year MSW students in field placements

*Instructor* 08/2014 – 06/2015

- Taught Family & Culture
- Led & facilitated child development supervision seminar
- Supervised foundation and advanced year MSW students in field placements
- Coordinated students' concurrent experience
- Advised and provided academic support to first- and second-year Child Development students

*Adjunct Faculty* 08/2010 – 05/2014

- Facilitated child development integrative seminars
- Teaching assistant, Family & Culture course
- Provided tutorial advisement and academic advising

*Field Education Liaison* 07/2014 – 06/2016

- Evaluated students learning experiences through site visits
- Facilitated problem solving and conflict resolution with students & field instructors when necessary
- Reviewed students learning agreements and evaluation documents
- Collaborated in developing and facilitating field orientation training for social work students and field instructors
- Provided individualized support to students
- Collaborated in the recruitment and vetting of new field sites

*Guest Lecturer*

- Panel discussion on effects of immigration on children & families 2016
- Children Family and the Law Class 2017
- Children at Risk Doctoral Seminar  
*Developmental experiences of Liberian children raised in refugee camps* 2013 & 2017
- Family and Culture Graduate Classes  
*Using theoretical and conceptual frameworks in research and practice* 2012 & 2017
- Family Services Graduate Class  
*Effects of displacement by war on development and the mother-child relationship* 2012

*Writing tutor* 08/2006 - 06/2007

Academic Success Center

- Worked with graduate students to improve their writing skills and their theoretical knowledge of child development
- Helped graduate students understand child development concepts and impact of cultural context through individual appointments

## **SOCIAL WORK EXPERIENCE**

**Erikson Institute**, Chicago, IL

*Steering Committee and Working Group Member*

09/2010 - 04/2013

Social Work Graduate Program Development

- Participated in writing the initial Master of Social Work program proposal presented to faculty
- Collaborated in developing initial course syllabi presented to faculty and submitted to CSWE
- Prepared curriculum competency documents submitted to CSWE accreditation committee
- Participated in and wrote summaries of biweekly MSW steering committee meetings
- Created a program development timeline document submitted to CSWE

**World Relief**, Chicago, IL

06/2007 - 05/2010

*Bilingual Children's Social Worker*

- Provided individual and group therapy to refugee children in schools and at the agency
- Consulted with teachers on clients' progress in school, and participated in Individualized Education Plan meetings and school based problem solving meetings
- Completed psychosocial assessments and reports for mandated records
- Facilitated professional development training for Chicago Public Schools teachers
- Advocated for refugee children and families at the juvenile and family courts
- Translated for Kiswahili speaking families in therapy and case management services
- Conducted home visits

**Mark T. Skinner Elementary School (CPS)**, Chicago IL

09/2001 - 05/2002

*Social Work Intern*

- Provided individual and group therapy
- Consulted with teachers about clients' progress in class, and participated in Individualized Education Plan and Multi-Disciplinary Committee meetings
- Liaison between parents and school administrators; explained the IEP process to parents
- Completed psychosocial assessments and reports for mandated records

**Northwestern Legal Clinic**, Chicago IL

09/2000 - 05/2001

*Social Work Intern*

- Conducted visits to foster homes to check on family's adjustment
- Facilitated sibling and parental visits for children in foster homes
- Accompanied families with children in foster homes to Juvenile Court status hearings

## **RESEARCH AND PROJECT MANAGEMENT EXPERIENCE**

**Erikson Institute**, Chicago, IL

03/2013 - 06/2014

*Project Director*

Improving Educational & Developmental Outcomes of Young African-American Students in Illinois Project

- Planned, implemented, and coordinated all project activities and events
- Developed and managed project records, timelines, and reports to external constituents
- Analyzed literature and wrote briefs on project related topics, practices, and policies
- Developed working relationships and served as liaison with task force members and key stakeholders
- Supervised research assistants

*Research Associate & Project Coordinator*

05/2010 - 08/2011

Developmentally, Educationally and Culturally Marginalized Children - Research Project

- Managed and coordinated recruitment of participants and data collection
- Interviewed heads of department of early childhood teacher training programs in Universities and Community colleges in Illinois
- Transcribed and coded interviews
- Analyzed, organized and maintained interview and survey data
- Summarized findings incorporated in final report submitted to project funders

*Project Coordinator*

09/2005 - 06/2007

Chicago Public Schools Teachers Coaching Project

- Participated in monthly training workshops, and wrote monthly reports on seminar progress and activities, incorporated into the final report submitted to project funders
- Assisted workshop participants with designing individual coaching concept maps
- Provided administrative support

*Research Assistant*

10/2003 - 08/2005

After School Matters - Research Project

- Conducted weekly observations of after school program activities in three high schools in Chicago
- Interviewed students, and instructors participating in the after school programs
- Transcribed interviews and summarized findings
- Contributed to the research report submitted to project funders

## **CONSULTING**

**Illinois Action for Children**, Chicago, IL

01-10/2011

- Collaborated in revising the statewide family child care providers training manual

**PUBLICATIONS**

Ray, A., Fleming, J. & Kimondo, F. (2016). Through the lens of culture: Envisioning effective partnerships between black families & early childhood programs. In *Being Black is not a Risk factor: Statistics & Strengths-Based Solutions in the State of Illinois report* (pp. 4-9)

**AD HOC JOURNAL REVIEWER**

Infant Mental Health Journal (2018)

**PROFESSIONAL LICENSURE & CERTIFICATION**

School Social Work Certification: Type 73

**LANGUAGE PROFICIENCY**

Fluent in English, Kiswahili & Kikuyu

**PROFESSIONAL MEMBERSHIP AND SERVICE**

Council on Social Work Education	2016 - Present
National Association of Social Workers	2015 – Present
National Black child Development Institute	Current
Library Committee –Erikson Institute	Current

**HONORS & FELLOWSHIPS**

Dissertation & Oral Defense - Awarded a Distinction	2013
Advanced Doctoral Fellowship Merit Award, Loyola University	2011 - 2012
Irving Harris Leadership Fellowship and Excellence Scholarship, Erikson Institute	2004 - 2007
Certificate for Academic Excellence, St. Augustine University	1991