

**CARMEN MONICO, PhD, MSW, MS, BS, GCIER, SEP**  
**Associate Professor, Joint MSW and Ph.D. programs in Social Work**  
**North Carolina Agricultural and Technical State University (NC A&T) and**  
**University of North Carolina at Greensboro (UNCG)**  
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### **Education**

**Virginia Commonwealth University, Virginia:** *Master in Social Work*. MSW obtained in May 2011. *PhD in Social Work*; obtained in May 2013.

**The American University, Washington DC:** *Master of Science in Development Management* (concentration in Economic Policy); degree obtained in May 2001; Graduate Certificate in International Economics Relations; obtained Dec 2006. Graduate level courses in Economics also taken at the John Hopkins University, Washington DC.

**University of Maryland University College, Maryland:** *Bachelor of Science in Economics and Management Studies*, degree obtained in May 1997. Undergraduate level courses taken at the Central American University (UCA), El Salvador.

### **Work, Research and Teaching Experience**

**Engaged in teaching diversity and community-engaged research and in faculty and mentored research in areas of expertise.** North Carolina Agricultural and Technical State University (NCAT) and the University of North Carolina Greensboro (UNCG), North Carolina: Associate Professor (fall 2020 to present). Teaching in the Joint Master and PhD Social Work Programs of NCAT and UNCG curriculum and elective courses, such as Social Work Practice and Diversity, Social Work and Social Justice, Community Engaged Research, and Family Theory and Intervention. Ongoing research on global migration, such as studies on the conditions in immigrant detention centers and shelters for unaccompanied minors, and the transnational migration of Guatemalans to the U.S., including conditions at pre-departure, throughout the routes of migration in Mexico, upon arrival to the U.S., and after return to their community of origin. Seeking for funded-research opportunities to conduct research with the immigrant and refugee communities in Greensboro and surrounding areas. Mentoring 4 PhD students in the NCAT/UNCG program in the development of their dissertations. Engaged in mentored IRB-approved research projects and in co-publishing with these students.

**Teaching social welfare policy using a team-based approach in curriculum development.** *Smith College, Massachusetts: Summer Policy Faculty*. Engaged with other faculty in the development of an online course comprised of 2 summer 2020 terms on Social Welfare Policy. As part of the curriculum, sought collaboration with local agencies serving Hispanic/Latinx community in the Boston greater metropolitan area, a city of large Guatemala migration.

**Developed an international concentration within the Human Services Studies (HSS) and taught courses across disciplines and professions.** *Elon University, North Carolina: Assistant Professor (fall 2013 to spring 2020).* Conducted research for a proposal for a joint HSS/Spanish Language Studies program. Developed and taught multiple times international courses or with a global component, including Introduction to Human Services, Working with Groups and Communities, Practicum Away in Guatemala, International Human Services, Global Violence Against Women, Human Trafficking, and Civil Society and Global Governance (COR course).

All electives courses taught at Elon have been approved for credit towards the minors of Peace & Conflict Studies (PCS), Women, Gender, and Sexuality Studies (WGSS), International & Global Studies (IGS), and Criminal Justice Studies (CJS), as well as for the major and minor of Public Health Studies (PHS). Requested and has been awarded competitive grants from a variety of internal sources for teaching and learning, community outreach and education, student training, professional development, and community-engaged research. Some grants supported residential educational programs and visits of scholars from Guatemala, Honduras, Nicaragua, and Mexico.

Was involved in campus information outreach, research and mentoring of students interested on global issues, such as international human services, sexual assault/harassment, and human trafficking, and to integrate a virtual reality (VR) teaching experience into courses taught. Helped organize three Women's Conferences with the Divinity School at Shaw University and helped develop the podcast series [Learning, Lifting, Leading: Social Equity for and by Black and Brown Girls & Women](#). Conducted research on community engagement and professional student practice abroad. Published extensively in areas of expertise with colleagues from Elon and other universities, as well as with students – see publications. Has delivered workshops and lectures at national and international conferences of various disciplines – see presentations.

**As a U.S. Fulbright Scholar in Guatemala engaged in teaching and research.** *University Del Valle of Guatemala (UVG), Guatemala City: Bio-ethics Committee reviewer (2013 to present), Guest Lecturer (2015 to 2016), and PhD Thesis Advisor (2016 to present).* Taught advanced qualitative research methods for the PhD in Applied Psychology program, joining a selected group of international scholars who develop long weekend seminars. Organized 5 seminars on youth at risk attended by UVG students and faculty, and staff from organizations developing programs with youth at-risk, potential gatekeeping organizations, and international and national donor institutions. Member of the Ethics Committee of UVG. Constituting the Review Board, and serving as an at-distance reviewer of domestic and international research proposals relevant to human services. Provided expert advice and ongoing mentoring to Committee members regarding IRB policy and procedures, as implemented in the United States.

**Conducted research, lectured, and coordinated student organizations.** *Virginia Commonwealth University (VCU), Richmond, Virginia: Adjunct Faculty (2012-2013), Graduate research assistant and work study (2007 to 2010), and Teaching Assistant of Social Policy (2008).* Has taught undergraduate courses in Social Work and Social Justice (in-classroom and online), and graduate course in Social Welfare Legislation and Services. Taught graduate courses about social policy related to children and youth. Completed a Preparing to Teach Online course with the Center for Teaching Excellence. In the development of all graduate and undergraduate courses, mentoring students engaged in course-related research.

**As Rotary Ambassadorial Research Scholar in Guatemala, assisted in the design and development of university training programs.** *University of San Carlos of Guatemala (USAC), Guatemala City: Visiting Lecturer and Researcher at USAC Women's Institute (2011-2012).* Jointly organized with team two seminars for faculty and students in strengthening research skills, and mentoring of undergraduate students on research methods with 100 participants, including faculty, students, and practitioners. Developed two book presentations on adoption, human trafficking and related international conventions in Guatemala City and Antigua Guatemala with 50 participants, including faculty, students, and practitioners. Participated in 2 radio talks of Radio Universidad.

**Advanced the civic engagement and social accountability agenda across the World Bank Group and reported on civil society participation in Bank-financed policies and operations.** *The World Bank, Washington DC: Senior Consultant (1999 to 2013).* Conducted research and program assessments, raised and managed bilateral and multilateral donor funds (totaling \$1 million), and supervised junior staff to develop projects on civil society involvement in operations and public policy, civic engagement and social accountability. Held consulting contracts with the Social Development Department Anchor (SDV), and with the Civil Society Team of the External Relations and International Affairs Department (EXTIA), the World Bank Institute (WBI)'s Civic Engagement, Empowerment and Respect for Diversity (CEERD), the Environment Department Quality Assurance & Compliance (ESDQC), and the Latin American and the Caribbean Social Development Family (LCSEO). Mentored of junior staff (recent graduates and graduate students) on research and program development.

**Promoted civil society engagement in policies and practices at international development banks for better global governance.** *American Council for Voluntary International Action (InterAction), Washington DC: Program Manager/Researcher (1996–1999).* Organized educational programs for coalition member agencies, coordinated inter-agency collaboration on development policy and practice concerns, assisted in managing Ford Foundation-funded project and junior staff, and mentored junior staff on research and program development.

**Engaged in post-conflict humanitarian aid, development assistance, and institutional development with various local organizations.** *National Development Foundation (FUNDE) and the Foundation for Cooperation with Rural Communities (CORDES), El Salvador: FUNDE Research Associate/Trainer (1994) and CORDES Manager/Trainer (1990–1994).* Managed grant funding and junior staff, designed training modules on strategic planning, trained women's groups and socio-economic development organizations, and mentored junior professionals on strategic planning and program development.

**Empowered Central American refugees and immigrants locally, and represented them nationally and internationally.** *Central American Resource Center (CARECEN) and Central American Refugee Committees (CRECEN) Network, Washington, DC: CARECEN Program Manager (1995–1996); CRECEN Network National Coordinator (1988–1990) and CRECEN-DC General Coordinator and Director of Public Relations (1985–1988).* Managed self-help programs, and coordinated local and national advocacy campaigns to promote refugee and immigrant rights, and refugee assistance. Raised foundation funding and managed grants and mentored junior professionals on program development.

**Supported other development organizations and foundations, and research/educational institutions in the U.S. and abroad:** *Teaching Assistant (Economies of South and Southeast Asia): The American University (2005). Strategic Planning Trainer: PRACTICA development consultants, El Salvador (2004). Research Consultant: Latin American Association of Development NGOs, ALOP (2004–2005), Institute of Social Studies, ISS (2001–2003), International Budget Project, IBP (2003), and The Esquel Foundation (1999).*

### **Courses teaching at NCAT & UNCG, Greensboro NC**

- SOWK/SWK 624 Social Work Practice and Human Diversity, fall 2020
- SOWK/SWK 856 Community-Engaged Research in Social Work, fall 2020
- SOWK/SWK 609 Family Theory and Intervention, spring 2021
- SOWK/SWK 618 Social Work and Social Justice, spring 2021

### **Courses taught at Elon University, Elon NC**

- HSS 111 Introduction to the Arts and Science of Human Services: fall 2013, spring 2014, fall 2018, spring 2019, spring 2020
- HSS 213 Working with Groups and Communities: fall 2013, spring & fall 2014, spring & fall 2015, 2016, fall 2017, spring 2018, fall 2019
- HSS 174 Human Trafficking: winter 2017, spring 2019, spring 2020
- HSS 382 Practicum Away to Guatemala: winter 2014, winter 2015, winter 2017, winter 2018, summer 2015
- HSS 350 International Human Services: spring 2014, fall 2015, fall 2017, fall 2019
- HSS 351 Global Violence Against Women: spring 2015, fall 2017, spring 2018, spring 2019, fall 2019)
- COR 110 Global Experience: spring 2015, fall 2016, fall 2017, fall 2018, fall 2019, spring 2020
- Taught undergraduate research courses as HSS 499, LED 499, and WGS 499 undertaken by over 20 students during 2015-2019.

### **Courses taught in other higher education institutions**

*Virginia Commonwealth University School of Social Work, Richmond VA:* Graduate courses in Social Work and Social Justice and Social Policy related to Children and Youth. Undergraduate course in Social Welfare Legislation and Services (2012-2013).

*Universidad del Valle de Guatemala PhD in Applied Psychology, Guatemala City, Guatemala:* Modular course in Advanced Qualitative Research Methods (summer 2016). Mentored dissertation thesis of PhD students (2017 to present).

*Smith College and the School for Social Work, Northampton, MA:* Graduate courses in Introduction to Social Welfare Policy, and Social Welfare Policy II (summer 2020).

## Selected Publications and Presentations

### Refereed

Monico, C., Chacon, O., & Olagbemiro, N. (manuscript). Retrospective and Perspectives on Immigration Policy in the United States: Influence on Social Work Practice and Relevance to Professional Values and Ethics. *Handbook of Forensic Social Work*. Oxford Press.

Monico, C., Goldwater, J., Visk, A., Gallatin-Mitchel, L. & Tompkins, C. (manuscript). The use of adoption-knowledgeable, attachment-and-trauma-informed, resilience-building approaches with adopted adolescents and young adults. *Handbook in the Clinical Treatment of Adopted Adolescents and Young Adults*. Routledge.

Monico, C., & Ryman, S. (manuscript). What does it take to improve prevention of sexual violence in college campuses under the new political environment in the U.S.? A systematic review of practices around the world to formulate policy, practice and research implications for North Carolina universities. *Violence Against Women*.

Monico, C. & Vaughn, M. (manuscript). Going global in higher education: Benefits and challenges in the use of virtual reality in preparing students for social justice action and international human services. *The Journal of Interactive Technology and Pedagogy*.

Monico, C., Méndez-Sandoval, J. & Olagbemiro, N. (submitted). Migrants and mass incarceration of immigrant children and their families in the United States: The human and civil rights violations of immigrant detention during COVID-19. *Journal of Human Rights and Social Work*.

Monico, C. (submitted). Irregular Transnational adoptions within improved standards of child protection: Birthmother perspectives on child abduction and the adoption system in Guatemala. *Childhood*.

Lee, J. & Monico, C. (in press). Impacts of Global Pandemics on Internally Displaced People, Refugees and Asylum Seekers: Challenges in Containing and Mitigating COVID-19 Among Migrant and Mobile Populations. In *Social work in health emergencies: A global perspective* by Patricia Fronek and Karen Smith Rotabi. Routledge.

Monico, C. (in press). COVID-19 Health Emergency in Central American Northern Triangle Countries (CANT). Chapter 2: Regions of the World and the COVID-19 Health Emergency by Patricia Fronek and Karen Smith Rotabi with Jianqiang Liang, Wanchai Roujanavong, Myung Hun Kim, Sungmin Kim, Gokul Mandayam, Antonio López Peláez, Jonathan Dickens, Nicoleta Neamtu, Claudia Fonseca, Vasilios Iokamidis, Claudia Fonesca, Carmen Monico, Renie Rondon-Jackson, Brendan Ross, Vishanthi Sewpaul, Nadia Badran, Tarek Zidan, Taghreed Abu Sarhan, and Lynne

Briggs. In *Social work in health emergencies: A global perspective* by Patricia Fronek and Karen Smith Rotabi. Routledge.

- Monico, C. (in press). COVID-19 Health Emergency in Mexico. Chapter 2: Regions of the World and the COVID-19 Health Emergency by Patricia Fronek and Karen Smith Rotabi with Jianqiang Liang, Wanchai Roujanavong, Myung Hun Kim, Sungmin Kim, Gokul Mandayam, Antonio López Peláez, Jonathan Dickens, Nicoleta Neamtu, Claudia Fonseca, Vasilios Iokamidis, Claudia Fonesca, Carmen Monico, Renie Rondon-Jackson, Brendan Ross, Vishanthi Sewpaul, Nadia Badran, Tarek Zidan, Taghreed Abu Sarhan, and Lynne Briggs. In *Social work in health emergencies: A global perspective* by Patricia Fronek and Karen Smith Rotabi. Routledge.
- Monico, C., Faller, R., Cole, H. & Erausquin, J. T. (in press) "Push-Pull" Factors Influencing the Demand and Supply of Human Trafficking: A Theoretical Framework for Identifying and Assessing Human Trafficking. In Kumar Acharya, A., & Martinez Sanchez, M. L. (2020, expected). *Modern Day Slavery and Trafficking in Persons: Narratives on International Scenario*. Monterrey, Mexico: Plaza y Valdez Publisher.
- Monico, C. & Duncan, D. (2020, December). Childhood narratives of Hispanic immigrant college students in North Carolina: The deportation threat and its health, education, and well-being impacts on Deferred Action for Childhood Arrivals (DACA) recipients. Special issue The Predicament of the Child Refugee, *International Journal of Qualitative research on Health and Well-being (IJQHW)*, 15(2), <https://doi.org/10.1080/17482631.2020.1822620>
- Monico, C. & Kupatadze, K. (2020, October). Developing meaningful and practical global experiences through student-faculty-community partnerships. *International Journal for Students as Partners (IJSaP)*, 4(2). <https://doi.org/10.15173/ijpsap.v4i2.4002>
- Monico, C. & Méndez-Sandoval, J. (2019). Group and Child–Family Migration from Central America to the United States: Forced Child–Family Separation, Reunification, and Pseudo Adoption in the Era of Globalization. Special issue Genealogies of Inequality: Transnational Adoption and Kinship in the Era of Globalisation, *Genealogy*, 3(4), 68; doi:10.3390/genealogy3040068.
- Monico, C., Rotabi, K., & Abu Sarhan, T. (2019, April 26). International Aid, Relief, and Humanitarian Assistance. *Encyclopedia of Social Work*. <https://oxfordre.com/socialwork/view/10.1093/acrefore/9780199975839.001.0001/acrefore-9780199975839-e-957>
- Monico, C., Rotabi, K. S., & Lee, J. S. (2019). Forced Child-Family Separations on the Southwestern U.S. Border Under the "Zero-Tolerance" Policy: Preventing Human Rights Violations and Child Abduction Into Adoption (Part 1). *Journal of Human Rights and Social Work*, 1(1), <https://doi.org/10.1007/s41134-019-0089-4>
- Monico, C., Rotabi, K. S., Lee, J. S. & Vissing, Y. M. (2019). Forced Child-Family

Separations in the Southwestern U.S. Border Under the "Zero-Tolerance" Policy: The Adverse Impact on Well-Being of Migrant Children (Part 2). *Journal of Human Rights and Social Work*. <https://doi.org/10.1007/s41134-019-00095-z>

Gendle, M. H. & Monico, C. C. (2017). The balloon effect: The role of US drug policy in the displacement of unaccompanied minors from the Central American Northern triangle. *Journal of Trafficking, Organized Crime and Security*, 3 (1-2). <http://brownwalker.com/ojs/index.php/JTOCS/article/view/84>

Brady, S.R., Leisey, M., Coles, D., C., Perkins, N., Lee, J., Monico, C., Mann-Williams, A., Smith, Karen, & Young, J. (2017). Letter to the Editor: Respecting multiple epistemologies in social work. *Journal of Social Work Education*. <http://dx.doi.org/10.1080/10437797.2017.1283272>

Monico, C. (2016). *Implicaciones del robo de niñas y niños en los sistemas de derechos humanos y bienestar de la niñez: Un estudio interpretativo de las experiencias de madres guatemaltecas que reportaron el robo de sus hijas y su posterior tráfico y adopción internacional [Implications of child abduction for the human rights and child welfare systems: An interpretive study of the experiences of Guatemalan women reporting child abduction and trafficking for intercountry adoption]*. Women's Institute of the University of San Carlos: Guatemala City, Guatemala.

Brady, S.R., Perkins, N., Shadik, J., Monico, C., Young, J., Mann-Williams, A., Sawyer, J. & Klein, M. (2016, May). The meaning of cohort community in social work doctoral education: A narrative inquiry. *Reflections – Narratives of Professional helping*, 21(1). <http://www.reflectionsnarrativesofprofessionalhelping.org/index.php/Reflections/issue/view/115/showToc>

Rotabi, K. S., Monico, C. & Bunkers, K. M. (2015). At this critical juncture in the era of reform: Reviewing 35 years of social work literature on intercountry adoption. In Ballard, R. L., Goodno, N. H., Cochran, Jr., R. F. & Milbrandt, J. A. (Eds.). (2015). *The Intercountry Adoption Debate: Dialogues Across Disciplines*. Newcastle upon Tyne, UK: Cambridge Scholars Publishing.

Rotabi, K. S., Armistead, L. & Monico, C. (2015). Sanctioned government intervention, “misguided kindness,” and child abduction activities of U.S. citizens in the midst of disaster: Haiti’s past and its future as a nation subscribed to The Hague Convention on Intercountry Adoption. In Ballard, R. L., Goodno, N. H., Cochran, Jr., R. F. & Milbrandt, J. A. (Eds.). (2015). *The Intercountry Adoption Debate: Dialogues Across Disciplines*. Newcastle upon Tyne, UK: Cambridge Scholars Publishing.

Rotabi, K.S. & Monico, C. (2015). Intercountry Adoptions: Legal and Policy Issues Affecting Intercountry Adoption Practices. In Fong, R. & McRoy, R. (Eds.). (2015). *Transracial and intercountry adoption: Cultural guidance for professionals*. New York, NY: Columbia University Press.

Monico, C. & Rotabi, K.S. (2014). International Development, Humanitarian Aid and Relief. *Encyclopedia of Social Work*. New York, NY: Oxford University Press.  
<http://oxfordre.com/socialwork/view/10.1093/acrefore/9780199975839.001.0001/acrefore-9780199975839-e-957>

Monico, C., (2013). *Implications of child abduction for human rights and child welfare systems: A constructivist inquiry of the lived experience of Guatemalan mothers publically reporting child abduction for intercountry adoption. (Doctoral dissertation)*. Available from VCU Digital Archives, Electronic Theses and Dissertations, <http://hdl.handle.net/10156/4373>

Monico, C., & Rotabi, K.S. (2012). Truth, reconciliation and searching for the disappeared children of civil war: El Salvador's search and reunion model defined, in J. L. Gibbons & K. S. Rotabi (Eds.). *Intercountry adoption: Policies, practices, and outcomes*. Surrey, UK: Ashgate.

### **Unrefereed**

Rotabi, K. S. & Monico, C. (2020, July 3). Feature: 20 Facts That You Should Know About Current Immigration Policies and Procedures Including Child Separations, Loss of Children in the System, and Asylum Seeking. *National Association of Social Workers California*. <https://naswcanews.org/feature-20-facts-that-you-should-know-about-current-immigration-policies-and-procedures-including-child-separations-loss-of-children-in-the-system-and-asylum-seeking/>

Monico, C. (2019, June 21). Is cutting Central American aid going to help stop the flow of migrants? *The Conversation*. <https://theconversation.com/is-cutting-central-american-aid-going-to-help-stop-the-flow-of-migrants-118806>

Monico, C. (2018, August 14). The border crisis tests our moral decency. *The News and Record*. [https://www.greensboro.com/opinion/columns/carmen-monico-the-border-crisis-tests-our-moral-decency/article\\_080f6815-d3bb-5756-9485-848872687ddd.html](https://www.greensboro.com/opinion/columns/carmen-monico-the-border-crisis-tests-our-moral-decency/article_080f6815-d3bb-5756-9485-848872687ddd.html)

Monico, C. (2017, March 27). Educating children in Guatemala before they decide to migrate to the U.S. border. *The Conversation: Academic rigor, journalistic flair*. <https://theconversation.com/educating-children-in-guatemala-before-they-decide-to-migrate-to-the-us-border-74680>

Monico, C. (2016). *Dr. Monico's Fulbright Research Project on Youth-At-Risk in Guatemala – A transformative evaluation in partnership with the Universidad del Valle de Guatemala* [Online blog]. <https://monicofulbright.wordpress.com/>

Monico, C. (2015). *The World Bank's experience with civil society participation in land tenure projects: Lessons learned from portfolio review of 50+ years of related lending*. Working Paper contributing to World Bank book *Looking Back and Looking*



*Ahead: The World Bank's Experience on Land Tenure Projects.*

- Gendle, M. & Monico, C. (2014, September 11). Opinion: Children at the border: Ignoring the faces of those who suffer. *The Times News*.  
<http://www.thetimesnews.com/20140911/children-at-the-border-ignoring-the-faces-of-those-who-suffer/309119837>
- Garrison, J. & Monico, C. (2013). *World Bank–civil society engagement: Review of fiscal years 2010–2012*. <https://openknowledge.worldbank.org/handle/10986/24994>
- Garrison, J. & Monico, C. (2010). *World Bank–civil society engagement: Review of fiscal years 2007–2009*. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/666931468164948136/world-bank-civil-society-engagement-review-of-fiscal-years-2007-to-2009>
- Garrison, J. & Monico, C. (2007). *World Bank–civil society engagement: Review of fiscal years 2005–2006*. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/802061468164947857/world-bank-civil-society-engagement-review-of-fiscal-years-2005-and-2006>
- Garrison, J. & Monico, C. (2005). *World Bank–civil society engagement: Review of fiscal years 2002–2004*. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/178991530193230004/world-bank-civil-society-engagement-review-of-fiscal-years-2002-2004>
- Monico, C. & Reuben, W. (2004). *World Bank–civil society engagement: Review of fiscal year 2003*. Annual report.
- Monico, C. & Reuben, W. (2003). *World Bank–civil society engagement: Review of fiscal year 2002*. Annual report.
- Monico, C. & Reuben, W. (2002). *World Bank–civil society engagement: Review of fiscal year 2001*. Annual report.
- Monico, C. & Reuben, W. (2001). *World Bank–civil society engagement: Review of fiscal year 2000*. Annual report.
- Monico, C. & Reuben, W. (2000). *World Bank–civil society engagement: Review of fiscal year 1999*. Annual report.
- Thindwa, J., Monico, C., & Reuben, W. (2003). Enabling environments for civic engagement in PRSP countries. *Social Development Notes* 82.
- Reuben, W., Barron, T. & Monico, C. (2002). Monitoring civic engagement in Bank lending and policy instruments. *Social Development Update*.

## **Book Reviews (invited)**

Sage (2018). Review of the outline & proposed text book *Introduction to Human Services: The Application of Theory in Practice*, by Lori Gardinier

Cognella (2017). Review of the book prospectus *Theorizing gender violence*, by Sarah Jane Brubaker.

Sage (2016). Review of *Introduction to Human Services*, by Lori Gardinier, Lydia Ogden, and Emily Mann.

## **Most Recent Presentations**

The Impact of COVID-19 Pandemic on Immigrant and Refugees Globally and in the United States. Presentation at the [Third annual North Carolina Conference on Latin American Studies \(NCCLAS\) “Engaging Latin American Realities](#), February 19, 2021.

Global refugee and immigrant health during a COVID pandemic era: Experiences, status, and perspectives on racial health disparities. Panel presentation at the Global Health in the COVID-19 Era: Leadership in Action, The Triangle Global Health Virtual Conference, Greensboro, North Carolina, December 3, 2020.  
<https://www.youtube.com/watch?v=jVTejwrhTfY&feature=youtu.be>

Collective Historical Trauma as a Health Disparity in North Carolina Refugee and Immigrant Communities. Presentation at the [First Virtual Symposium Health Professionals for Equity in Health and Healthcare Symposium](#), North Carolina A&T College of Health and Human Sciences, Faith Communities in Guilford, Rockingham, and Alamance Counties, partners at Cone Health, and NC Action Coalition, Greensboro, North Carolina, November 12, 2020.

Impacts of Global Pandemics on Internally Displaced People, Refugees and Asylum Seekers: Challenges in Containing and Mitigating COVID-19 among Migrant and Mobile Populations. Presentation at the First Virtual Meeting of the [Center for New North Carolina \(CNNC\) Scholars](#), Greensboro, North Carolina, October 19, 2020.

LGBTQIA+ competence workshop. Presentation at the Southern Organization of Human Services (SOHS) Conference, April 15-18, 2019, Miami, Florida, as an Elon University Leadership & Professional Development Program, May 14, 2019, and at the National LSWO Latinx Social Work Conference, Chicago, September 25-27, 2019.

Going Global with Virtual Reality in the Classroom. Presentation at the 11th Annual Conference on Higher Education Pedagogy, Virginia Tech, February 1, 2019, and at the 10th annual TLC Virtual Conference, University of Idaho's Center for Excellence in Teaching and Learning and Distance and Extended Education, February 13, 2019.

LGBTQIA Young Residents in Alamance County. Presentation of research results to students

of Human Service Studies. Elon University, November 30, 2018.

My Immigration Story. Presentation at The Path to Citizenship: Counting the Cost of Acculturation. Immigrant Realities & Corazones Unidos Siempre, Chi Upsilon Sigma. Elon University, November 8, 2018.

A Critical Sociological Analysis of “Push-Pull” Factors Influencing Human Trafficking: Towards an Integrated, Multidimensional Conceptual Model to Inform Interventions. Presentation at the COR Forum #3: The impact of globalization in an increasingly connected, technological, and rapidly changing world. Themes: Refugees, human trafficking, immigration. Elon University, November 1, 2018.

Virtual Reality Training Immersive Experience. Presentation at the Teaching and Learning Workshop. Elon University, October 30, 2018.

Displacement of (Un)Accompanied Minors from Central American Northern Triangle (CANT) Nations: Forced Family Separation as Child Abduction & Human Trafficking in the U.S. Presentation at the COR Forum #3: The impact of globalization in an increasingly connected, technological, and rapidly changing world. Themes: Refugees, human trafficking, immigration. Elon University, October 21, 2018.

Trauma & Family Separation in the U.S. Southern Border: Adverse Childhood Experiences (ACES) and Impact on Well-Being. Presentation at the Teach-in @ California State University – Monterey Bay School of Social Work. Monterey Bay, California, October 16, 2018

Madness on the Border: Parent-Child Separations. Presentation at the Teach-in @ California State University – Monterey Bay School of Social Work. Monterey Bay, California, October 15, 2018.

Thinking of a PhD in Social Work? Come hear one first generation Latina’s perspective of her journey. Presentation at the Teach-in @ California State University – Monterey Bay School of Social Work. Monterey Bay, California, October 15, 2018.

Finding Meaning in the Darkness: The Deportation Threat and Its Health Impact on Hispanic Immigrant College Students. Presentation at the Latino Social Work Organization (LSWO) Chicago Conference 2018. University of Illinois Campus, October 18, 2018.

The Unafraid: Introduction to the Film. Presentation at the Global Film Series Showing. Elon University, September 18, 2018.

Flores Settlement Agreement and Forced Family Separation: What it means for migrant children and their families entering the Southern U.S. border. Zoom presentation into two classes (Social justice and Diversity) in the Master of Social Work Program, Department of Social Work, California State University Monterrey Bay. Monterey Bay,

California, September 12, 2018.

Going Global: Benefits and challenges in the use of virtual reality in the classroom. Presentation at the 15th Teaching and Learning Conference "Busting the Myths about Teaching and Learning." Elon University, August 15, 2018.

A "Constructed" Definition of Child Abduction to Promote Child Rights and Welfare: A Study of Best Practice in the Search of Stolen Children in Guatemala. Presentation at the XIX World Congress of Sociology "Power, Violence and Justice: Reflections, Responses and Responsibilities," during the session "Children at Risk in the Late 20th and 21st Century." Toronto, Canada, July 18, 2018.

A Critical Sociological Analysis of "Push-Pull" Factors Influencing Human Trafficking: Towards an Integrated, Multidimensional Conceptual Model to Inform Interventions. Presentation at the XIX World Congress of Sociology "Power, Violence and Justice: Reflections, Responses and Responsibilities," during the session "Modern Day Slavery and Trafficking in Persons: The Variables of Migration, Gender and Human Rights." Toronto, Canada, July 17, 2018.

A Transformative Assessment of the Educational Opportunities for At-Risk Youth in Guatemala. Presentation of Fulbright project research at the COR 345, a capstone course on Gender Issues in Education taught by Katie King. Elon University, Elon, NC, October 4, 2017.

Elon's Guatemala Practicum: A Practice Model of Global Learning and International Human Service Delivery. Poster presentation at the Symposium on Integrating Global Learning with the University Experience: Higher-Impact Study Abroad and Off-Campus Domestic Study, Elon University, Elon, NC, June 12, 2017.

Violence Against Women and Education: Why Girls' Education is Important. Presentation at the International Women's Day, Elon University, Elon, NC, March 8, 2017.

An Evening with Guatemala Scholars. Presentation at the Carlton commons, Elon University, Elon, NC, November 10, 2016.

Ixcanul, Volcano Film Discussion in Global Context. Presentation at the Third screening of the III Hispanic Film Series, Elon University, Elon, NC, October 20, 2016.

Evaluación transformativa de programas educacionales con jóvenes en riesgo en Guatemala. [Transformative evaluation of educational programs with youth at risk in Guatemala]. Presentation at the Latino Social Workers Organization (LSWO), Chicago, Illinois, October 14, 2016.

Organization and facilitation of Seminar III: "The experience of the Universidad del Valle de Guatemala in the development of educational programs with youth at risk," Universidad del Valle de Guatemala, Highlands Campus, Solola, Guatemala, May 7, 2016. Available at [https://www.youtube.com/watch?v=8uJrkDgrv\\_g&feature=youtu.be](https://www.youtube.com/watch?v=8uJrkDgrv_g&feature=youtu.be)

Organization and facilitation of Seminar II: "Evaluation and feasibility of educational programs as life projects for youth-at-risk in Guatemala," Universidad del Valle de Guatemala, Guatemala City, Guatemala, April 15, 2016. Available at [https://www.youtube.com/watch?v=Kz0geEk9K\\_w](https://www.youtube.com/watch?v=Kz0geEk9K_w)

Las voces de las madres entrevistadas y aportes múltiples de la investigación: Estudio Constructivista sobre las Adopciones Internacionales y el Robo de Menores en Guatemala [The voices of mothers interviewed and the support to the research: Constructivist study about International Adoptions and Child Abduction in Guatemala]. Book presentation at the Club Rotario de Vista Hermosa, Guatemala City, Guatemala, April 12, 2016.

He Named Me Malala [He didn't make me Malala]. Presentation into film showing discussion organized by *I am That Girl* campaign, Elon University, Elon, NC, March 31, 2016.

Las voces de las madres entrevistadas y aportes múltiples de la investigación: Estudio Constructivista sobre las Adopciones Internacionales y el Robo de Menores en Guatemala [The voices of mothers interviewed and the support to the research: Constructivist study about International Adoptions and Child Abduction in Guatemala]. Book presentation at Coloquio Las adopciones, la trata y las convenciones internacionales relacionadas [Colloquium on the adoptions, human trafficking, and the related international conventions] organized by the Instituto Universitario de la Mujer de la Universidad de San Carlos de Guatemala (IUMUSAC), Guatemala City, Guatemala, March 8, 2016

Human stories not only statistics: A personal and Central American Regional Account of Migration. Core Forums "Stories of Migration," Elon University, Elon, NC, March 7-8, 2016.

Organization and facilitation of Seminar I: "Youth-at-risk and violence prevention programs in Latin America," Universidad del Valle de Guatemala, Guatemala City, Guatemala, March 2, 2016. Available at <https://www.youtube.com/watch?v=k8o3r4nTiS8>

Diverse perspectives on social Justice: Why should we care? Presentation at the Consortium of Diversity & Inclusion Content Experts (CDICE), Elon University, Elon NC, November 9, 2015.

Global intercountry adoption and child abduction in Guatemala: Why should we care? Presentation at Perspectivas - Hispanic Heritage Month Celebration, Elon University, Elon NC, October 9, 2015.

Humanitarian crisis of migration and minors from CANT: Dimensions. Presentation at Inaugural Session on Implications of Migration on Families and Societies at the Second Congress of Development Studies on Migration, Health and Development, Universidad del Valle de Guatemala, Guatemala City, Guatemala, May 21, 2015.

Implicaciones del robo de niñas y niños en los sistemas de derechos humanos y bienestar de la niñez: Un estudio interpretativo de las experiencias de madres guatemaltecas que reportaron el robo de sus hijas y su posterior tráfico y adopción internacional [Implications of Child Abduction for Human Rights and Child Welfare Systems: A Constructivist Inquiry of the Lived Experience of Guatemalan Mothers Publically Reporting Child Abduction for Inter-country Adoption]. Radio interview on book release at Mujer y Sociedad (Women and Society), Radio Univesidad 92.1FM, Universidad de San Carlos de Guatemala, Guatemala City, Guatemala, May 9, 2016.

Las voces de las madres entrevistadas y aportes múltiples de la investigación: Estudio Constructivista sobre las Adopciones Internacionales y el Robo de Menores en Guatemala [The voices of mothers interviewed and the support to the research: Constructivist study about International Adoptions and Child Abduction in Guatemala]. Book presentations organized by the Instituto Universitario de la Mujer de la Universidad de San Carlos de Guatemala (IUMUSAC), Antigua Guatemala, Guatemala, May 7, 2016.

Implicaciones del robo de niñas y niños en los sistemas de derechos humanos y bienestar de la niñez: Un estudio interpretativo de las experiencias de madres guatemaltecas que reportaron el robo de sus hijas y su posterior tráfico y adopción internacional [Implications of Child Abduction for Human Rights and Child Welfare Systems: A Constructivist Inquiry of the Lived Experience of Guatemalan Mothers Publically Reporting Child Abduction for Inter-country Adoption]. Radio interview on book release at Ciencia y Sociedad (Science and Society), Radio Univesidad 92.1FM, Universidad de San Carlos de Guatemala, Guatemala City, Guatemala, April 13, 2016.

The World Bank's Experience with Civil Society Participation in Land Tenure Projects: Lessons Learned from Portfolio Review of 50+ Years of Related Lending. Presentation at the 16th Annual World Bank Conference on Land and Poverty, Washington D.C., March 23-27, 2015.

Unaccompanied minors from the Central American Northern Triangle. Presentation at Forced Migration, Violence, and Poverty in a Global Society: A Panel Discussion on World Refugee & Migration Crises, Eon University, Elon, NC, March 4, 2015.

An Overview of Illegal Adoptions in Guatemala: Findings of Dissertation Research. Presentation at the National Council on Adoptions, Guatemala City, Guatemala, January 19, 2015.

Human Trafficking: Why should we care about this global concern? Presentation at the James River Rotary Club (sponsor of Rotary Foundation fellowship), Richmond, Virginia, December 10, 2014.

Human Trafficking 101. Film discussion of The Price of Sex for the Global Neighborhood, Elon University, Elon, North Carolina, November 18, 2014.

The CRC and intercountry adoption: 25 five years later. Presentation at CRC@25 Series of the

- International Institute of Social Studies, The Hague, Netherlands, September 18, 2014.
- Do young people deserve treatment as refugees? Presentation at HagueTalks: Young Justice: Kids in conflict honouring 25 years of children's rights convention, The Hague Conference on International Law, The Hague, Netherlands, September 19, 2014.
- International Aid, Relief, and Humanitarian Assistance: Why should Human Service Practitioners Care about this Topic? Presentation at The Tau Upsilon Alpha Society, Elon University, Elon, North Carolina, November 11, 2014.
- Unaccompanied Minors in Crisis and Human Trafficking. Presentation at the two COR 110 courses, Elon University, Elon, North Carolina, October 29, 2014.
- The Plight of Unaccompanied minors from Central America: The U.S. Humanitarian Crisis and Refugee Protection Concerns. Presentation at the Annual Conference of the Association for Refugee Service Professionals (ARSP), The University of North Carolina at Greensboro (UNCG), Greensboro, NC, October 8-9, 2014.
- Child Abduction and The Hague Convention on Intercountry Adoption: Brief Historical Overview and the Case of Guatemala. Paper presented at the International Forum on Intercountry Adoption and Global Surrogacy, International Institute of Social Studies, The Hague, Netherlands, August 11-13, 2014.
- Incorporating Service Learning into an Online Social Justice Course. Presentation at the Virginia Commonwealth University Center for Teaching Excellence training series, October 11, 2013, and at the 6th Annual Conference on Higher Education Pedagogy, Blacksburg, Virginia, February 5-7, 2014.
- Implications of Child Abduction for Human Rights and Child Welfare Systems: A Constructivist Inquiry of the Lived Experience of Guatemalan Mothers Publically Reporting Child Abduction for Intercountry Adoption. Presentations on research findings and Rotary scholarship experience at the Virginia Commonwealth University (VCU), March 17, 2012; Rotaract VCU student club, March 27, 2012; Operation Smile VCU student club, March 29, 2012; the Richmond Rotary Club, March 27, 2012; the James River Rotary Club (sponsor of Rotary Foundation fellowship), March 21, 2012 and June 5, 2013; and the Chapel Hill-Carrboro Sunrise Club, October 22, 2013.
- From poverty and repression to activism and research – A journey of social action and spiritual awakening. Presentation at the Center for Regional Research in Mesoamerica (Centro de Investigaciones Regionales de Mesoamerica, CIRMA) Study Abroad Program Colloquium Series, June 27, 2012, Antigua, Guatemala.
- Research for social justice, gender and cultural equity and equality. Presentation at the Course "Formulation of research plans and designs for academic degree with a gender and intercultural focus," Program of Specialized Education on Research of the University of San Carlos Women's Institute, February 22, 2012, Guatemala City,

Guatemala.

Knowledge for what? Presentation at the Course “The academic, ethic, and political in the construction of knowledge in the studies of gender and feminism,” Dialogue Seminar on Knowledge and Gender Studies of the University of San Carlos Women’s Institute, October 18, 2011, Guatemala City, Guatemala.

Preliminary Lessons Learned from Enacting The Hague Convention on Intercountry adoption in Guatemala: Perspectives on Women’s Rights and Child Protection. Panel presentation at the University of Richmond Emancipatory Knowledge: Women's and Gender Studies NOW! Ninth Biennial Associated Colleges of the South Women's and Gender Studies Conference on April 1, 2011, in Richmond, Virginia.

Pursuing International Dissertation Research: Following Trends and Interests in a Globalized Context. Panel presentation at the 2010 Council on Social Work Education (CSWE) Annual Program Meeting (APM) on October 15, 2010, in Portland, Oregon.

Probusqueda experience in post-Hague Convention on Intercountry Adoption. Presentation at the Latino Social Workers Organization (LSWO) on April 8, 2010 in Chicago, Illinois.

Child protection in Guatemala: Implications for The Hague Convention in Intercountry Adoption. Presentation at the Latino Social Workers Organization (LSWO) on April 8, 2010 in Chicago, Illinois.

Pro-busqueda experience in Post Hague Convention on Intercountry Adoption (HCIA). Presentation at the 2010 Annual Meeting of the Society of Cross-Cultural Research, February 17-20, 2010, in Albuquerque, New Mexico.

### **Honors, Awards & Grants**

**Fulbright U.S. Scholar** (2015-2016). As a Principal Investigator (PI) carried out human subjects research on youth at-risk in Guatemala, and develop PhD-level teaching with the Universidad del Valle de Guatemala (UVG). Scholarship included a U.S. government grant through the Institute of International Education for \$21,060 over 4 months.

**Elon University:** Sustainability Scholar (2014 to 2020) and Service Learning Scholar (2017 to 2020). From 2014-2020 procured grants from the Undergraduate Research Program, the Center for the Advancement of Teaching and Learning (CATL), the Kernodle Center for Center Learning Center and Community Engagement’s Community Partnership Initiative (CPI), the College and Arts Studies (CAS) Fund for Excellence, Living & Learning Integration, and the Academic Technology and Computing Committee (ATTAC), and the Leadership Fellowship Program. Obtained competitive grant for about \$50,000 over 6 years to develop service-learning programs, mentor undergraduate research (as a PI), and carry out campus/community education initiatives.



**Rotary Foundation/Rotary International:** Ambassadorial Research Scholar (2011-2012). Obtained competitive grant of \$23,000 for a year to carry out dissertation fieldwork and data collection, as a PI.

**Council of Social Work Education:** Minority Fellowship Program (2009-2011). The scholarship totaled about \$10,000 a year for 2 years to advance dissertation research as a PI.

**Virginia Commonwealth University (VCU):** Child Welfare Education and Support Program (2008-2009). The scholarship totaled about \$10,000.

**The World Bank, Washington DC:** Social Development Spot Award (2003, 2004), Steering Committee of Diversity Program service award (2005). Raised funding and managed international development grants provided by private foundations and church organizations for a total of \$1 million over 5 years.

**University of Maryland University College, College Park, Maryland:** Dean's List (1996).

**Central American Refugee Committee (CRECEN) Network, Washington DC:** Honor for leadership, dedication and service to Salvadoran refugee community in the U.S. (1990).

### **Professional Affiliations**

**International Sociological Association:** Member (2018 to present).

**Forced Migration Institute:** Member & organizer (2017 to present).

**U.S. Fulbright Program:** U.S. Fulbright Scholar (2016-2017).

**Robert Wood Johnson Foundation New Connections Program** for scholars are early-career researchers from historically underrepresented groups: Network member (2016 to present).

**Samford University's Center for Children, Law, and Ethics at the Cumberland Law School:** Expert Working Group on Responding to Illicit Adoption Practices Member (2016 to present).

**Universidad del Valle de Guatemala:** Member of the Bioethics Committee of the College of Social Sciences (2013 to present).

**University of North Carolina at Greensboro:** Center for New North Carolinians (CNNC) Fellow (2014 to present).

**The Center for Mexican and Central American Studies (CEMCA):** Research fellow (2015 to present)

**Society for Cross-Cultural Research:** Member (2010).

**Latino Social Work Organization:** Member (2008 to present).

**Society for Social Work & Research:** Member (2009-2011).

**Council on Social Work Education Minority Fellowship Program:** Fellow (2009-2011).

**The World Bank:** Member of the Steering Committee of Diversity Program (2002-2006).

**American Evaluation Association:** Member (1997-1998; 2008-2010).

### **Continuing Education & Professional Certifications**

**Foundation for Human Enrichment:** Somatic Experiencing Practitioner (SEP) professional certificate (completed in 2020)

**Connections Matter - Prevent Child Abuse North Carolina, Morrisonville, NC.** Trained as an Authorized Trainer (July 22, 2019)

**Safe Shores – Children Advocacy Center, Washington, D.C.** Trained as an Authorized Facilitator of the Darkness to Light’s Stewards of Children workshop (November 9, 2017).

**Still Quiet Place, Menlo Park, CA.** Completed online course on teaching mindfulness to children and adolescents (online, 2010).

**Robert Wood Johnson Foundation's New Connection, Denver, CO.** Participated in the Tenth Annual Research and Coaching Clinic (October 28-29, 2016) and the New Connections Bi-Annual Symposium (February 1, 2018).

**Elon University, Elon NC.** Attended workshops with the Center for the Advancement of Teaching and Learning (CATL), the Teaching and Learning Technologies (TLT), Writing for Excellence Initiative (WEI), the Professional Development Curriculum, Global Education Center (GEC), Student Health Services/Wellness Center, and the Human Service Studies (HSS) (2013 to present). Participated in the numerous teaching and learning workshops held at Elon University (2013 to 2020).

**Virginia Commonwealth University, Richmond VA.** Attended in-campus workshops on research methods and on-line teaching (2007 to 2013). While completing MSW & PhD students and working as an Adjunct Faculty, completed VISSTA basic training in delivery of child protection services (2008), and an EQR Training & Consulting course on qualitative data analysis with Atlas.ti (2010). Also, participated in workshops on health and mental health services in diverse settings, and cross-cultural research at CSWE, SSWR, LSWO & SCCR annual conferences (2009-2013).

**The World Bank, Washington DC.** Participated in workshops on governance and anti-corruption (2013, 2006, 2014), civic engagement and social accountability (2003-2014), development communications and grassroots media development (2004, 2005), quantitative and

qualitative methods workshops (2004); value-based participatory planning (2004), diversity in the work-place (2004), participatory public expenditure management (2003), social assessments (2003), program design and evaluation workshop (2003), safeguard policies workshops (2001-2002).

**InterAction, Washington DC.** Attended workshops on development interventions and civil society participation (1997-1999), and humanitarian and refugee assistance workshops (1997-1999).

**CORDES, San Salvador, El Salvador.** Participated in advanced training on administration of nongovernmental organizations (NGOs) (1992).

**CRECEN, Washington DC.** Partook on management of NGOs and public relations workshops (1985-1990). Completed strategic planning course with Peace Development Fund (1987).

### **Additional Information**

**Languages:** Spanish (native), English (through higher education and life immersion).

**Computer Programs:** MS Word, EXCEL, Lotus Notes, Power Point, ACCESS, SPSS, ATLAS.ti., Dedoose. Use of Blackboard and Moodle for teaching purposes.