

# Jennifer R. Daniels

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## EDUCATION

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- PhD** Urban Affairs and Public Policy May 2022  
University of Delaware  
Dissertation: *Who is Answering the Call to Social Equity? An Examination of Race and Discretionary Decision-Making in the Administration of SNAP*
- MSW** Delaware State University  
Delta Alpha Mu Social Work Honor Society
- BA** Psychology  
Goldey Beacom College  
Magna Cum Laude

## RESEARCH EXPERIENCE

- National Poverty Fellow** September 2022- Present  
Institute for Research on Poverty  
University of Wisconsin-Madison
- Equity Fellow** July 2021-June 2022

## WORKING PAPERS

- Daniels, Jennifer R. 2024 “Underserved and Overburdened? Cross-State Variation in Administrative Burdens and Supports in the Supplemental Nutrition Assistance Program (SNAP) for Nonelderly, Nondisabled, Childless Adults.” Under review.
- Daniels, Jennifer R. and Frania Mendoza-Lua. 2024 “Racial Inequity by Design: An Evaluation of the Role of Race in State-Level Discretionary Decision Making in the Administration of SNAP.”

## GOVERNMENT REPORTS

- Addo, Mina and Jennifer R. Daniels. 2022. Brief Synthesis of Evidence on TANF Cash Assistance and Employment Assistance. Memorandum report created for Assistant Secretary for the Administration for Children and Families at the U.S. Department of Health and Human Services.

## GRANTS

- Junior Scholar Intensive Training Research Competition. Retirement and Disability Research Center, University of Wisconsin-Madison. Title: “Associations Between State Employment and Training Programs and Labor Force Outcomes.” Under review.
- September 2024

Medicaid Evaluation, Research, and Technical Assistance Grant. Institute for Research on Poverty, University of Wisconsin-Madison. Title: “SNAP Participation and Child Support Outcome for Working Aged Adults.” Under review.

May 2024

2023 WiscRDC Small Grant Competition. Federal Statistical Research Data Center, University of Wisconsin-Madison. Awarded and delayed pending U.S. Census approval for restricted access data.

October 2023

University Graduate Scholars Awards. University of Delaware. Full tuition scholarship and \$22k stipend.

Fall 2021

## TEACHING EXPERIENCE

**Adjunct Lecturer**, College of Arts and Science  
Freshman Year Seminar  
University of Delaware

August 2019-May 2021

**Adjunct Lecturer**, Department of Social Work  
Research Methods II  
Delaware State University

January 2018 – May 2018

## RESEARCH PRESENTATIONS AT SEMINARS & CONFERENCES

“Using Data and Research to Advance Equity and Improve Services for African American Children, Families, and Workforce.” Daniels et al. Invited talk, National African American Child and Family Research Center Community-Engaged Research Conference, Atlanta, Georgia, June 2023.

“Race and Discretionary Decision-Making in the Administration of SNAP.” Institute for Research on Poverty Seminar, University of Wisconsin-Madison, Madison, Wisconsin, March 2023.

“State Variation in Social Safety Net Discretionary Decision-Making: An Investigation of the Interconnections of Race and Administrative Burden in the Provision of SNAP.” Association for Public Policy Analysis and Management Annual Conference, Washington, D.C., Fall 2022.

“Racial Inequity by Design: An Evaluation of State-Level Discretionary Decision-making in the Administration of SNAP.” Association for Public Policy Analysis and Management Annual Conference, Austin, TX, Fall 2021.

“Conducting Research with a Social Equity Lens: A Conversation with APPAM’s Equity and Inclusion Fellows.” Panel member, roundtable session, Association for Public Policy Analysis and Management Annual Conference, Austin, TX, Fall 2021

“Incorporating the Material and Ideological Dimensions of Racial Relations in the Study of State Policy.” Rosenthal, Aaron, Sarah K. Bruch, and Jennifer Daniels. Annual meeting of the American Political Science Association (virtual), September 2021.

“Racial Inequity by Design: An Evaluation of State-Level Discretionary Decision-Making in the Administration of SNAP.” Association for Public Policy Analysis and Management Regional Student Conference (virtual), May 2021.

“The Racialized Effect of Federalism and Devolution on Policy Design and Implementation.” Accepted, Association for Public Policy Analysis and Management Regional Student Conference, canceled due to Covid-19, April 2020.

“Overcoming Imposter Syndrome.” Invited address, Dawn Leadership Summit, Wilmington, DE, April 2019.

“Diversity Matters: Allies in Higher Education.” Daniels, Jennifer and Latoya Watson. Delaware ACE Women’s Network Leadership Summit, Newark, DE, March 2016

## **PROFESSIONAL TRAINING & WORKSHOPS**

“Intergenerational Differences and Conflict Management in the Workplace.” Training, Mid-Atlantic Association of Community Health Centers Annual Conference, Georgetown Delaware, June 2024.

“Client-Centered Service: Reframing the Narratives of Communities Experiencing Poverty.” Workshop, Baltimore Alliance for Careers in Healthcare Board of Directors Meeting, Baltimore Maryland, March 2024.

“Leading Teams and Managing a Diverse Workforce.” Workshop, Delaware Department of Labor and Institute for Public Administration, University of Delaware, Wilmington, DE, April 2024.

“Addressing and Mitigating Microaggressions in Healthcare Organizations.” Training, Mid-Atlantic Association of Community Health Centers’ 2023 Cultural Competency Training Workshop, Dover, Delaware, May 2023.

“Resiliency and Managing Workplace Burnout.” Training, Mid-Atlantic Association of Community Health Centers’ 2022 Annual Conference Cultivating Resiliency & Success, Cambridge Maryland, September 2022.

“Leading Teams and Managing a Diverse Workforce.” Workshop, Delaware Department of Labor and Institute for Public Administration, University of Delaware, Wilmington, DE, March 2022.

“Leadership, Organization, and Management through a Diversity Lens.” Workshop, Municipal Clerks Institute (virtual), Institute for Public Administration, University of Delaware, September 2021.

“Health Equity and Culturally Competent Patient Centered Care for FQHCs and Community Health Centers.” Training, Mid-Atlantic Association of Community Health Centers Annual Conference (virtual), July 2021.

“Practicing Cultural Sensitivity.” Workshop, Mid-Atlantic Association of Community Health Centers Annual Conference (virtual), October 2020.

“Managing Your Wellbeing.” Workshop, City Management Association of Delaware and Institute for Public Administration (virtual), University of Delaware, May 2020.

“Leading Teams and Managing a Diverse Workforce.” Training, Delaware Department of Labor and Institute for Public Administration, University of Delaware, Wilmington, DE, February 2020.

“Social Determinants of Health and Culturally Competent Service Delivery.” Training, Mid-Atlantic Association of Community Health Centers Annual Conference, Dover, Delaware, May 2019.

“Respect in the Workplace: Cultivating Community.” Workshop, Library, Museums, and Press, University of Delaware, Newark, DE, January 2019.

“Cultural Humility.” Training, Delaware Health and Human Services, Division of Public Health, Newark, DE, November 2018.

“Cultivating Diversity.” Workshop, Biden School of Public Policy and Administration, University of Delaware, Newark, DE, October 2018.

“Navigating Difficult Conversations.” Training, Department of Health and Human Services 2018 Statewide Home Visiting Training Conference, Newark, DE, September 2018.

“Culture and You.” Workshop, Bear-Glasgow YMCA-DE, Newark, DE, July 2018.

“Cultural Competency.” Training, Mid-Atlantic Association of Community Health Centers Annual Conference, Dover, DE, May 2018.

“Cultural Competency in the Workplace.” Workshop, Delaware Emergency Management Agency, Newark, DE, January 2017.

“Understanding Diversity and Bias: Implications for K-12 Teachers.” Training, McCullough Middle School faculty, Newark, DE, January 2017.

“Understanding Diversity.” Workshop, Residence Life and Housing Training, Delaware State University, Dover, DE, July 2016.

## **INVITED TALKS & KEYNOTES**

“Life After AmeriCorps Conference.” Plenary session, AmeriCorps Delaware Organization, Wilmington, Delaware, May 2024.

“Anti-Poverty Research Careers at Health and Human Services (HHS).” Invited talk, Institute for Research on Poverty and Center for Race and Health Dissertation Proposal Workshop, Washington D.C., May 2023.

“Community, Federal, State, and Local Perspectives.” Moderator. National African American Children and Family Research Center and the Institute for Research on Poverty Convening, Morehouse University in Atlanta, GA, March 2023.

“Keeping the Fire: Mitigating Activist Burnout.” Invited address, AmeriCorps Regional Conference, Newark, DE, March 2019.

“Keeping the Fire: Mitigating Activist Burnout.” Invited address, National Conference on Race and Ethnicity in Higher Education, New Orleans, LA, June 2018.

“Diversity in Conservation.” Keynote, Mid-Atlantic Regional Archives Conference, held in Wilmington, DE, October 2018.

“Recognizing Your Power.” Keynote, Staff Development and Appreciation Workshop, Office for the Vice Provost of Diversity, University of Delaware, June 2018.

“The Power Within.” Invited talk, TEDx University of Delaware, Newark, DE, March 2018.

“Diversity Starts with You.” Keynote, Staff Appreciation Luncheon, College of Engineering, University of Delaware, June 2017.

“The Power of Resiliency and Self-Empowerment.” Keynote, Multicultural Greek Congress Senior Send Off, Fraternity and Sorority Life, University of Delaware, May 2017.

“Affirming your Identity.” Keynote, UD Scholars Closing Ceremonies, University of Delaware, August 2017.

“Diversity Matters: Allies in Higher Education.” Plenary, National Academic Advising Association Drive-In Conference, Wilmington, DE, May 2016.

## HONORS & AWARDS

Marvin Sussman Best Dissertation Award Joseph R. Biden Jr. School of Public Policy and Administration University of Delaware	2023
Early Career Mentoring Institute Scholar National Research Center on Poverty and Economic Mobility University of California Davis	2022
Publishing Fellow Urban Affairs Association	2022
Equity & Inclusion Fellow Association for Public Policy Analysis & Management	2020
Rising Star Award Delaware ACE Women’s Network	2020
Dissertation Proposal Workshop Awardee Institute on Research and Poverty at University of Wisconsin-Madison and The Center on Race and Wealth at Howard University	2020
Louis L. Redding Diversity Award University of Delaware	2017
Director’s Commendation Leadership Coin Delaware Emergency Management Agency	2017
Delta Alpha Mu Leadership Award Delaware State University	2015
Academic Achievement Award Goldey-Beacom College	2013

## PROFESSIONAL SERVICE

**Reviewer**, SSWR Doctoral Fellow Award Review Committee  
Society for Social Work Research. Fall 2024

**Reviewer**, Social Equity and Race Track.  
Association for Public Policy Analysis & Management Conference. Summer 2022 – Present

**Reviewer,** Health Equity. Spring 2023.

**Reviewer,** APPAM Equity & Inclusion Student Fellowship  
Association for Public Policy Analysis & Management. Summer 2023

**Committee Member,** Research Center Advisory Committee  
National Research Center on Poverty and Economic Mobility, University of Wisconsin-Madison,  
Winter 2021- Fall 2022

**Co-Chair,** Diversity Committee  
Graduate Student Government, University of Delaware, Summer 2020- Spring 2021

**Graduate Representative,** Graduate College Council  
University of Delaware, Summer 2020-Spring 2021

**Co-Chair,** Diversity, Equity, & Inclusion Workgroup  
Biden School of Public Policy and Administration, University of Delaware, Summer 2020-Fall  
2020

**Public Policy and Administration Ph.D. Representative,** Biden School Student Association  
University of Delaware, Fall 2019-Spring 2020

**Awards Luncheon Chair,** Torch Awards  
Middletown (DE) Alumnae Delta Sigma Theta Sorority Inc., 2018

**Conference Co-Chair,** Diversity Summit  
University of Delaware Conference, 2017

## **PROFESSIONAL EXPERIENCE**

<b>Associate Director</b> Office of Equity and Inclusion University of Delaware	July 2015- August 2018
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<b>Counselor/Intern</b> Faculty Staff Assistance Program University of Delaware	August 2013-June 2015
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<b>Youth Counselor</b> Day Treatment Program Northeast Treatment Center	June 2006-November 2010
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