

SHARON ZANTI, MSW
434-964-7063 | szanti@upenn.edu

EDUCATION

University of Pennsylvania, School of Social Policy and Practice Candidate, Doctor of Philosophy in Social Welfare Advisor: Dr. Dennis Culhane <i>Dissertation: Integrated Data Systems: Theory, Methods, and Value</i> <i>Certificate in College and University Teaching</i>	Philadelphia, PA Aug 2019 - Present
University of Denver, Graduate School of Social Work Master of Social Work, <i>Family Systems Concentration</i> <i>Independent Studies: "The History, Evolution, and 'Day in the Life' of Colorado Adult Protective Services Case Management" and "Community Partnerships and the Benefits to Families of At-Risk Adults"</i>	Denver, CO June 2017
University of Virginia, McIntire School of Commerce B.S. in Commerce, <i>Marketing and Management Concentration</i>	Charlottesville, VA May 2011

HONORS AND AWARDS

Presidential PhD Fellowship University of Pennsylvania <i>Awarded three-year fellowship (12-month stipend of \$38,000; annual research funds of \$10,000; full tuition, fees and health coverage) for commitment to interdisciplinary scholarship.</i>	August 2021
Summer Research Fellowship University of Pennsylvania, School of Social Policy and Practice <i>Awarded \$6,100 to complete a summer research project in which I developed a white paper and related academic publication on conducting equity needs assessments in human services agencies.</i>	Summer 2021
IPDLN Student Conference Workshop Scholarship International Population Data Linkage Network	October 2020
Dean Emil M. Sunley Award for Meritorious Service to the Profession of Social Work University of Denver, Graduate School of Social Work	June 2017
First Prize, Madhu Chopra Writing Contest University of Virginia, McIntire School of Commerce	April 2011

RESEARCH EXPERIENCE

Actionable Intelligence for Social Policy (AISP) <i>Doctoral Fellow</i> <ul style="list-style-type: none">• Lead and co-author academic publications, policy briefs, technical assistance reports, and other materials on data sharing and integration for human services and community organizations• Oversee collaborative development of technical assistance materials on administrative data access, linkage, and analysis under TANF Data Collaborative (federally funded project)• Managed project with City of Philadelphia to study disproportionality of youth placement in residential treatment facilities	Philadelphia, PA Aug 2019 - Present
National Adult Protective Services Association (NAPSA) <i>Abuse Registry Ad Hoc Committee - Member</i> <ul style="list-style-type: none">• Transcribed research interviews with state Adult Protective Services (APS) leaders• Analyzed qualitative and quantitative data to draft Administrative Oversight section of national report on state practices for operating APS Abuse Registry systems	Denver, CO Jan 2017 - Mar 2018

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Colorado Department of Human Services (CDHS)

State Human Services Applied Research Practicum (SHARP) Fellowship

Denver, CO
Sept 2016 - May 2017

- Awarded fellowship to conduct research with Adult Protective Services (APS)
- Extracted and analyzed case data via SPSS and SQL Server to uncover trends among clients with repeat involvement in APS
- Developed policy recommendations based on literature review and research findings
- Presented research to program experts, executive management, and other stakeholders through formal reports and presentations

University of Denver, Graduate School of Social Work

Dissertation Research Assistant

Denver, CO
Sept 2016 - Mar 2017

- Coded qualitative interview data and developed phenomenological research themes for Dissertation Workgroup: “Exploring Overall Function and Maturation Experiences of Former Foster Youth in Middle Adulthood”

PEER-REVIEWED PUBLICATIONS

Zanti, S., Berkowitz, B., Katz, M., Hawn Nelson, A., Still, T.C., Culhane, D. (Forthcoming). Leveraging integrated data in program evaluation: Recommendations from the field. Manuscript accepted to the *Journal of Evaluation and Program Planning*.

Zanti, S., Cusack, M., Choi, H., & Stern, M. (2022). Examining early power dynamics within Societies to Protect Children from Cruelty. *Qualitative Social Work*. <https://doi.org/10.1177/14733250211059436>

Zanti, S. & Thomas, L. (2021). Evidence-based policymaking: What human service agencies can learn from implementation science and integrated data systems. *Journal of Global Implementation Research and Applications*. <https://doi-org.proxy.library.upenn.edu/10.1007/s43477-021-00028-x>

Rouse, H., Bulotsky Shearer, R., Idzikowski, S., Hawn Nelson, A., Katz, M., Reeves, M., **Zanti, S.**, Berkowitz, E., Needle, M., Lane, J., Bailey, J., Pena, A. (2020). Developmental impacts of the COVID-19 pandemic on young children: A conceptual model for research with integrated administrative data systems. *International Journal of Population Data Science*, 5(4). <https://ijpds.org/article/view/1651>

Hawn Nelson, A., & **Zanti, S.** (2020). A framework for centering racial equity throughout the administrative data life cycle. *International Journal of Population Data Science*, 5(3). <https://ijpds.org/article/view/1367>

MANUSCRIPTS IN SUBMISSION

Zanti, S. (Under Review). Book review: Predict and Surveil: Data, Discretion, and the Future of Policing. Book Review submitted to *Public Administration Review*.

Zanti, S., Culhane, D. (Revise and Resubmit). Methods for Equity-Focused Needs Assessments: Responding to the Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. Manuscript submitted to *Human Service Organizations: Management, Leadership, And Governance*.

MANUSCRIPTS IN PREPARATION

Zanti, S. (In preparation). Applying Social Theory to Data Integration in Human Services.

Zanti, S. (In preparation). The constellation of actors in human services systems & their necessity for data use, sharing, and integration.

NON-PEER REVIEWED PUBLICATIONS & REPORTS

Zanti, S. & Culhane, D. (2021). *AISP working paper: Addressing racial and ethnic inequities in human service provision* [Working Paper]. Actionable Intelligence for Social Policy, University of Pennsylvania. <https://aisp.upenn.edu/resource-article/4979-2/>

Zanti, S., Jenkins, D., Berkowitz, E., Hawn Nelson, A., Burnett, T., & Culhane, D. (2021). *Building and sustaining state data integration efforts: Legislation, funding, and strategies* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. <https://www.aisp.upenn.edu/resource-article/building-sustaining-state-data-integration-efforts-legislation-funding-and-strategies/>

Jenkins, D., Berkowitz, E., Burnett, TC, Culhane, D., Hawn Nelson, A., Katz, M., Smith, K., & **Zanti, S.** (2021). *Expanding mobility: The power of linked administrative data and integrated data systems* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. <https://aisp.upenn.edu/resource-article/expanding-mobility-the-power-of-linked-administrative-data-integrated-data-systems/>

Jenkins, D., Berkowitz, E., Burnett, TC, Culhane, D., Hawn Nelson, A., Katz, M., Smith, K., & **Zanti, S.** (2021). *Expanding Mobility: The Power of Linked Administrative Data for Spatial Analysis* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. <https://aisp.upenn.edu/resource-article/expanding-mobility-the-power-of-linked-administrative-data-for-spatial-analysis/>

Jenkins, D., Berkowitz, E., Burnett, TC, Culhane, D., Hawn Nelson, A., Katz, M., Smith, K., & **Zanti, S.** (2021). *Expanding Mobility: The Power of Linked Administrative Data for Multi-Gen Analysis* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. <https://aisp.upenn.edu/resource-article/expanding-mobility-the-power-of-linked-administrative-data-for-multi-gen-analysis/>

Hawn Nelson, A., Jenkins, D., **Zanti, S.**, Katz, M., Berkowitz, E., et al. (2020). *A toolkit for centering racial equity throughout data integration* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. Available at: <https://www.aisp.upenn.edu/centering-equity/>

Hawn Nelson, A., Jenkins, D., **Zanti, S.**, Katz, M., Burnett, T., Culhane, D., Barghaus, K., et al. (2020). *Introduction to data sharing and integration* [Technical Report]. Actionable Intelligence for Social Policy, University of Pennsylvania. Available at: <https://www.aisp.upenn.edu/introduction-to-data-sharing/>

Zanti, S., Katz, M., Hawn Nelson, A. (2020). *Centering racial equity across the data life cycle* [Magazine Article]. The Magazine of the American Public Human Services Association: Policy and Practice, August 2020, 15-17 and 32-36.

Alterio, N., Bingle, C., Capehart, A., Chun, L., Delagrammatikas, L., Emond, C., ... **Zanti, S.** (2018). *NAPSA Adult Protective Services abuse registry national report* [Technical Report]. Washington, DC: National Adult Protective Services Association. <https://www.napsa-now.org/napsa-aps-abuse-registry-project/>

Zanti, S. & Martinez-Schiferl, M. (2017). *Examining "Repeat Involvement" within Colorado's Adult Protective Services caseload* [Research Report]. Denver, CO: Colorado Department of Human Services.

PROFESSIONAL EXPERIENCE

Colorado Department of Human Services
Performance Analyst, Office of Children, Youth and Families

Denver, CO
Oct 2017 - July 2019

- Analyzed performance data for state-level child welfare, juvenile justice, and domestic violence programs

- Supervised MSW research fellow to facilitate professional development and connection of social work values to research and evaluation
- Designed and conducted data integrity projects to enhance understanding and use of administrative data
- Managed and delivered biannual Performance Management Academy to educate human services leaders on performance improvement strategies
- Served on committee to develop state plan for implementing newly enacted federal legislation, the Family First Prevention Services Act (FFPSA)

Colorado Department of Human Services

Performance Improvement Specialist

Denver, CO
May 2017 - Oct 2017

- Analyzed county data to identify and address areas of needed improvement
- Evaluated effective county practices for reducing SNAP Food Assistance payment errors and developed a webinar, regional workshops, and technical assistance reports to disseminate findings
- Strategically enhanced county performance improvement efforts by facilitating cross-office discussions, providing technical assistance, and meeting with county staff

The Gender Identity Center of Colorado

Clinical Social Work Intern

Denver, CO
Sept 2015 - June 2016

- Created and taught “Gender Identity 101” materials to undergraduate and graduate student groups
- Provided individual counseling for 8 clients of varying ages, abilities, and identities
- Co-facilitated biweekly support group focusing on social skills
- Managed Colorado Gives Day campaign resulting in 72% revenue increase from prior year

Off Campus Partners, LLC

Project Coordinator, Executive Assistant, Customer Support Associate

Charlottesville, VA
July 2011 - Apr 2015

- Presented off-campus housing software to University clients via national conferences, webinar, and in-person meetings
- Developed software training program and conducted client trainings across the country
- Created and executed market research plan to gather feedback and propose enhancements to Roommate Finder feature

Sexual Assault Resource Agency (SARA)

Emergency Advocate

Charlottesville, VA
Feb 2012 - May 2014

- Completed 40 hours of domestic violence and sexual assault intervention training
- Provided on-call medical accompaniment and advocacy for sexual assault survivors

University of Virginia, Office of Residence Life

Student Co-Chair, Senior Resident, Resident Advisor

Charlottesville, VA
Aug 2008 - May 2011

- Elected to supervise student staff and represent the voice of 230+ Resident Advisors (RAs)
- Developed and implemented innovative changes to RA training program, including interactive mental health and substance abuse education workshops
- Established committee for recognizing outstanding work in residential communities with a team of RAs and assembled awards to recognize monthly honorees

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TEACHING EXPERIENCE & TRAINING

Evidence for Practice University of Denver, Graduate School of Social Work <i>Online course required for Master of Social Work program</i>	Virtual Summer 2021 Spring 2022
Certificate in College and University Teaching University of Pennsylvania, Center for Teaching & Learning <i>Completed pedagogical training, classroom observation, and teaching philosophy statement to earn certificate</i>	April 2022

CONFERENCE PRESENTATIONS

All IN for Health National Meeting <i>Presentation: Data Quality Considerations: What's COVID got to do with it?</i>	Virtual Nov 2021
2021 National TANF Director's Meeting <i>Presentation: TANF Data Collaborative: Accessing, linking, and analyzing wage records</i>	Virtual Sep 2021
Society for Social Work Research (SSWR) <i>Oral Paper: Collaborative Workgroup Process to Center Racial Equity Throughout Data Integration</i>	Virtual Jan 2021

INVITED PRESENTATIONS/LECTURES/WORKSHOPS

University of Denver, Graduate School of Social Work, Practitioner Continuing Education <i>Building Data-Driven Culture in Your Organization</i>	Virtual Apr 2022
Office of Family Assistance Peer TA Webinar, Administration for Children and Families <i>Centering Racial Equity in TANF Data Use</i>	Virtual Feb 2022
Symposium: Data, Rigor, and Reproducibility in Light of Diversity, Equity, and Inclusion <i>Centering Racial Equity Across the Data Lifecycle</i>	Minneapolis, MN Dec 2021
Office of the Assistant Secretary for Planning and Evaluation <i>Centering Racial Equity</i>	Virtual Dec 2021
TANF Data Collaborative Webinar Series <i>Centering Racial Equity Throughout Data Integration</i>	Virtual Sep 2021
School of Social Policy and Practice, Master's in Nonprofit Leadership Program <i>Data Analysis Workshop</i>	Virtual Apr 2021
City of Philadelphia, Performance Management Team <i>Centering Racial Equity Throughout Data Integration</i>	Virtual Jan 2021
University of Denver, Graduate School of Social Work <i>Gender Identity 101</i>	Denver, CO Apr 2016
Phi Sigma Pi National Honor Fraternity, Western Regional Conference <i>Gender Identity 101</i>	Boulder, CO Apr 2016

SERVICE & LEADERSHIP

Virginia Medical Reserve Corp <i>Volunteer, COVID-19 Vaccination Sites</i>	Ashburn, VA Jan 2021 - Present
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Doctoral Student Alliance for Anti-Racism and Anti-Oppression
Active Member

Philadelphia, PA
June 2020 - Present

International Journal of Population Data Science
Peer Reviewer

Swansea, Wales, UK
June 2020 - Present

Student Government, School of Social Policy and Practice
PbD Program Representative

Philadelphia, PA
Sept 2019 - May 2020

Multicultural Social Justice Organization, Graduate School of Social Work
Active Member

Denver, CO
Sep 2015 - Jun 2016

The Gender Identity Center of Colorado
Volunteer

Denver, CO
June 2015 - Aug 2016

“Get Grounded” Bystander Intervention Campaign
Founding Member & Training Coordinator

Charlottesville, VA
June 2010 - May 2011

Volunteer with International Students and Scholars
Language Consultant

Charlottesville, VA
Sept 2008 - May 2009

ADDITIONAL SKILLS

- **Software:** R/RStudio, SPSS, SQL Server, Dedoose
- **Foreign Language:** Advanced Spanish; Novice/Intermediate Mandarin Chinese