

LAUREN N. WILLNER, PhD, MSW

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## **EDUCATION**

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**2017**  
PhD  
University of California, Los Angeles (UCLA)  
Department of Social Welfare  
Los Angeles, California

**2009**  
MSW  
University of Pennsylvania  
School of Social Policy and Practice  
Philadelphia, Pennsylvania  
Specializations: Macro Social Work Practice, Nonprofit  
Leadership and Administration

**2004**  
BA  
New York University (NYU)  
Gallatin School of Individualized Study  
New York, New York  
Major: Feminist Studies and Photojournalism  
Concentration: The Intersection of Feminism, Race, and  
Class in the U.S.

## **TEACHING POSITIONS**

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<b>Fall 2020 – Present</b> San Diego State University	<b>Assistant Professor</b> School of Social Work
<b>2017- 2020</b> California State University, Northridge (CSUN)	<b>Assistant Professor</b> Department of Social Work

## **ACADEMIC AREAS OF INTEREST**

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**Research:** Nonprofit Organizations, Anti-Racism, Equity, Diversity, and Inclusion, Social Justice (ADEI), Institutional Racism, Critical Race Theory, Social Justice Pedagogy and Research Methods, Civic Engagement, Social Work Education, Community-Based Research Methods, Qualitative Research Methods, Publicly Engaged Scholarship and Praxis

**Teaching:** Social Work Practice with Organizations and Communities, Diversity and Social Justice in Social Work, Nonprofit Leadership and Administration, Philosophies of the Nonprofit Sector, Race, Racism and Oppression in Social Work, Qualitative Research Methods, Civic Engagement

## **PUBLICATIONS**

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### ***Refereed Journal Articles***

**Willner, L., & Barrera, D.** (2021). Using Critical Research Approaches to Teach Students About Nonprofit Organizations: A Case Examination. *Journal of Nonprofit Education and Leadership*, (11)1, 104-121.

**Willner, L.** (2019). Organizational Legitimacy and Managerialism Within Social Justice Nonprofit Organizations: An Interest Divergence Analysis. *Administrative Theory & Praxis*, 1-20.

Barrera, D., **Willner, L.**, & Kukahiko, K. (2017). Assessing the development of emerging critical consciousness through service learning. *Journal of Critical Thought and Praxis*. (6)3, 17-35.

Holloway, I.W., Padilla, M.P., **Willner, L.**, & Guilamo-Ramos, V. (2014). Effects of Minority Stress Processes on the Mental Health of Latino Men Who Have Sex with Men and Women: A Qualitative Study. *Archives of Sexual Behavior*. 1-11.

### ***Under Review***

Keeney, Willner, Ebor, Dunkerly, Ingold, Lee, Min, & Urada (under review) Anti-Racism, Diversity, Equity, and Inclusion Perspectives Across the Explicit Curriculum: Insights and Efforts from a School of Social Work. *Journal of Teaching in Social Work*.

### ***Referred Book Chapters***

Hvenmark, J., & **Willner, L.**, (forthcoming) Managerialism in nonprofit organizations. **In R.A. List, H K. Anheier & S. Toepler.** *International Encyclopedia of Civil Society*.

Barrera, D., Kukahiko, K., **Willner, L.**, & O'Byrne, K. (2016). Realizing a critical framework for service learning at a public research university. In K.M. Soria & T.D. Mitchell (Eds.), *Civic engagement and community service at research universities: Engaging undergraduates for social justice, social change, and responsible citizenship*.

### ***Other Non-Refereed Publications***

**Willner, L.** (2019). *What do the teachers want? Educators opinions about being armed in the classroom to prevent school-based gun violence.* <https://www.csun.edu/social-behavioral-sciences/social-work/announcements>.

## **FUNDED RESEARCH GRANTS**

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### **SDSU Division of Research and Innovation**

University Grants Program Award

Understanding Organizational Discordance in Social Justice Nonprofit Organizations  
**Total Awarded: \$7500**

**SDSU FUERTE: Faculty United towards Excellence in Research and Transformational Engagement**

**Co-Investigator**

Grant Number: U54CA267789

Project Period: 09/21/2021-08/31/2026

Funding Agency/Mechanism: National Cancer Institute (NCI/NIH) U54

**Total awarded: \$15,049,864**

**SDSU Division of Research and Innovation**

Research Center and Institute Support

The Effects of Managerialism in Human Service and Nonprofit Organizations in San Diego and Los Angeles Counties

**Total Awarded: \$40,000**

**SDSU Division of Research and Innovation Research**

University Grants Program Award

Understanding Organizational Discordance in Social Justice Nonprofit Organizations

**Total Awarded: \$10,000**

**CSUN Office of Community Engagement Seed Grant**

Examining the Structural Barriers to Effective Service Provision Within Nonprofit Organizations  
Serving the Homeless: A Community-Based Participatory Research Project

**Total awarded: \$1000**

**Human Interaction Research Institute (HIRI) Nonprofit Research Grant (2019)**

Examining the Structural Barriers to Effective Service Provision Within Nonprofit Organizations  
Serving the Homeless: A Community-Based Participatory Research Project

**Total awarded: \$5000**

**Human Interaction Research Institute (HIRI) Nonprofit Research Grant (2018)**

Navigating Managerialism: The Experiences of Middle Managers in Social Justice Nonprofit Organizations

**Total awarded: \$5000**

**Human Interaction Research Institute (HIRI) Nonprofit Research Grant (2018)**

Understanding the Role of Managerialism in Social Justice Nonprofit Organizations: Threats, Challenges, and Opportunities

**Total awarded: \$5000**

**ARNOVA Doctoral Student Fellow (2016)**

**Total awarded: \$10,000**

**UCLA Graduate Student Fellowship (2016-2017)**

**Total awarded: \$5,000**

**UCLA Luskin Graduate Fellowship (2014-2015)**

**Total awarded: \$7500**

**UCLA Luskin Graduate Fellowship (2013-2014)**

**Total awarded: \$8000**

**UCLA Luskin Social Justice Initiative Grant (2011)**

An Examination of the Impact of Business Practices and Market-Based Strategies on the Social Justice Missions and Goals of Nonprofit Organizations

**Total awarded: \$1800**

**Graduate Research Mentorship Project (2011)**

Social Justice and Public Affairs Education

University of California, Los Angeles

**Total awarded: \$5,000**

**GRANTS SUBMITTED**

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**CSU Create Award**

Critical Race Theory and the Helping Professions: Developing Racial Justice Praxis

**Total Requested: \$300,000 – Not Funded**

**SELECT TRAININGS**

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2021-2023                      Building an Anti-Racist Organization  
Academy for Professional Excellence

2021                              Critical Race Theory and Child Welfare  
Academy for Professional Excellence

**AWARDS AND HONORS**

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2009                              Rosa Wessel Award for Exemplary Leadership and Academic  
Performance  
School of Social Policy and Practice  
University of Pennsylvania

2009                              Penn Women’s Center Leadership Award  
Penn Women’s Center (PWC)  
University of Pennsylvania

**RESEARCH EXPERIENCE**

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Current	<b>PRINCIPAL INVESTIGATOR</b> The effects of managerialism on human service and nonprofit organizations in San Diego and Los Angeles Counties
2019-2020	<b>PRINCIPAL INVESTIGATOR</b> Examining the Structural Barriers to Effective Service Provision Within Nonprofit Organizations Serving the Homeless: A Community-Based Participatory Research Project
2019-current	<b>PRINCIPAL INVESTIGATOR</b> Navigating Managerialism: The Experiences of Middle Managers in Social Justice Nonprofit Organizations
2018-2019	<b>PRINCIPAL INVESTIGATOR</b> What Do the Teachers Want? An Examination of the Opinions of Educators Regarding Gun Violence Prevention in Schools
2017-2018	<b>PRINCIPAL INVESTIGATOR</b> Understanding the Role of Managerialism in Social Justice Nonprofit Organizations: Threats, Challenges, and Opportunities
2014-2017	<b>PRINCIPAL INVESTIGATOR</b> Dissertation Research: The Conflict is in the Values: Understanding the Emergence and Operationalization of Managerialism in Social Justice Nonprofit Organizations
2016-2017	<b>GRADUATE RESEARCH ASSISTANT/PROJECT CO-COORDINATOR</b> Analyzing qualitative interview data from a project examining how urban youth conceptualize the concept of community engagement. Contributing to production of manuscripts.
2014-2017	<b>CO-INVESTIGATOR</b> Critical Consciousness Development Among Undergraduate Students Participating in Coursework Related to Civic Engagement UCLA Center for Community Learning  Conducted a qualitative study aimed at assessing the critical consciousness development of undergraduate students enrolled in civic engagement and service-learning courses at UCLA. Developed a conceptual framework for assessing critical consciousness development in an academic setting and helping to design the qualitative evaluation protocols and instruments. Co-authored book chapter outlining the conceptual framework used to inform this research study.
Summer 2016	<b>CO-EVALUATOR</b>

Designed and conducted an evaluation of a course on Food Justice offered to undergraduates at UCLA as part of the UC Global Food Initiative

2013-2014

**CO-INVESTIGATOR**

Service-Learning Evaluation

UCLA Center for Community Learning

Designed an evaluation to gauge the effectiveness of service learning pedagogy in helping undergraduate students at the University of California, Los Angeles to understand issues of social justice. Survey data was collected from students to gain information on individual learning outcomes, specifically student understanding of social justice. Analyzed data and co-wrote paper documenting evaluation results.

2011-2012

**CO-INVESTIGATOR**

Social Justice Curriculum Evaluation

Luskin School of Public Affairs, UCLA

Developed and conducted an evaluation of the social justice course content within the curriculum of the three graduate degree programs within the UCLA Luskin School of Public Affairs. Co-wrote report outlining findings and provided recommendations for improving social justice focused education within all three degree programs offered.

2010-2012

**GRADUATE STUDENT RESEARCHER**

UCLA Center for Healthier Children, Families and Communities

University of California, Los Angeles

Provided quantitative and qualitative research support to research team evaluating the impact of the Best Start L.A program on participating families.

2009-2010

**PARTICIPANT COORDINATOR**

Project FLIP

Annenberg School for Communication

University of Pennsylvania

Designed and implemented the participant recruitment strategy for large research study aimed at assessing the impact of media on the development of infants. Coordinated data collection sessions and assisted in the creation and maintenance of participant database

2008-2009

**CO-INVESTIGATOR**

School of Social Policy and Practice Racism Sequence Evaluation

Project

University of Pennsylvania

Evaluated the effectiveness of coursework in Penn's social work curriculum devoted to teaching about American Racism. Quantitative and qualitative data was collected to determine the level of student competency in regard to how issues of race, racism, and oppression impact social work practice and social work policy.

2008-2009

**RESEARCH ASSISTANT**

School of Social Policy and Practice  
University of Pennsylvania

Provided assistance to professor in the School of Social Policy and Practice with book project. Tasks included: conducting literature reviews, editing written materials, and other research tasks as needed

**ACADEMIC CONFERENCE PRESENTATIONS**

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**Willner, L.,** (January, 2023). *Understanding Managerialism in the Human Services through a Framework of Organizational Discordance*. (Society for Social Work Research Annual Meeting).

**Willner, L.,** (November, 2020). *Anti-Oppressive Research Methods: Using Community-Based Participatory Action Research to Examine Homeless Services Delivery in Los Angeles County* (ARNOVA Annual Program Meeting).

**Willner, L.,** (January 2020). *The Conflict Is in the Values": Considering the Ethical Implications of Managerialism within Human Service Nonprofit Organizations* (SSWR Annual Program Meeting).

**Willner, L, Hoefler, R.** (November 2019). *The Effects of Managerialism on Human Service Organizations: The Perspectives of Middle Managers* (ARNOVA Annual Program Meeting).

**Willner, L., McCarty-Caplan, D.** (October 2019). *Teachers & Guns: Using Rapid Response Research to Engage MSW Students* (CSWE Annual Program Meeting).

**Willner, L** (2018, November). *Understanding Managerialism in Social Justice Nonprofit Organizations: A Conceptual Model of Discordance*. Paper presentation, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA Annual Program Meeting).

**Willner, L.** (2017, November). *A Clash of Values: The Impact of Managerialism on Staff Experiences in Social Justice Nonprofit Organizations*. Paper presentation, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA Annual Program Meeting).

**Willner, L.** (2017, November). *The Use of Critical Research Methods to Teach Students About Nonprofit Organizations: A Case Examination*. Paper presentation, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA Annual Program Meeting).

**Willner, L.** (2016, November). *The Effects of Organizational Size on Managerialism Within Social Justice Nonprofit Organizations*". Poster presentation, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA Annual Program Meeting).

Mirabella, R., Eikenberry, A.M., Appe, S., **Willner, L.**, Sandberg, B. (2016, November). *Currents in The Field that Challenge True Transformative Social Change*. Panel Presentation, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA Annual Program Meeting).

**Willner, L.,** Barrera, D., Lau, T. (2016, September). *Assessing Critical Civic Development Through Community-based Learning*. Roundtable discussion, Annual Meeting of the International Association for Research on Service Learning and Community Engagement (IARSLCE Annual Program Meeting).

**Willner, L.** (2014, October) *Managerialism in Social Justice Nonprofits: An Exploratory Study on the Effects of Organizational Size on Managerialist Practices and Behaviors*. West Coast Nonprofit Data Conference.

**Willner, L.** (2013, September) Understanding the For-Profit Practices and Behaviors of Social Justice Nonprofit Organizations". (Critical Ethnic Studies Conference).

**Willner, L.,** Bastianelli, A., Agostini, S. (2008, October) *Critical Race Theory and Social Work Practice*. Panel Presentation, Annual Meeting of the Council of Social Work Education (CSWE Annual Program Meeting).

#### **DEPARTMENT AND UNIVERSITY INVITED TALKS**

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**Willner, L. (Moderator)** (November 2020). Critical Race Theory in Social Work Education: Practical Applications and Experiences.

**Willner, L.** (October 2020). Who's Afraid of Critical Race Theory? Transforming Social Work Through Critical Perspectives on Race and Oppression – San Diego State University, School of Social Work.

**Willner, L.** (October 2019). Navigating Managerialism: The Experiences of Middle Managers in Social Justice Nonprofit Organizations – Valley Nonprofit Resource Center

**Willner, L.** (February 2019). Understanding the Role of Managerialism in Social Justice Nonprofit Organizations: Threats, Challenges, and Opportunities – Valley Nonprofit Resource Center



**Willner, L.** (February 2019) Understanding the Role of Managerialism in Social Justice Nonprofit Organizations: Threats, Challenges, and Opportunities – Valley Nonprofit Resource Center

**Willner, L.** (September 2018). APA Formatting Workshop – CSUN Department of Social Work

Brown, J., **Willner, L.** (November 2017). Flight, Fight, or Freeze: Nonprofit Survival Strategies During Times of Uncertainty – Valley Nonprofit Resource Center

**Willner, L.** (October 2017). Qualitative Sampling Methods – CSUN Department of Social Work

## **SERVICE**

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Current	Nominated Member, Anti-Racism, Diversity, Equity, and Inclusion (ADEI) Working Group,
Current	Chair, Human Behavior and the Social Environment Task Force
2020-current	Macro Practice Task Force
2020-2021	School of Social Work Student Affairs Committee
2021	School of Social Work Admissions Committee
2018- 2019	MSW Intern Field Instructor, CSUN Housing Instability Program
2018-2019	Supervisor, MSW Research Assistants
2018-2019	Data Champions Researcher, College of Social and Behavioral Sciences
Spring 2018-Current	Social Work Department Macro Practice/Policy Committee Co-Chair
Current	Co-Coordinator, Social Work Department Lunch and Learn Professional Development Series
Appointed Fall 2018	Advisory Board Member, CSUN Community Engagement Advisory Board
2018, 2019	Social Work Department Student Scholarship Review Committee
2018, 2019	Judge, CSUN Student Research Symposium
Spring 2018	CSUN Annual Research and Service Learning Symposium
Spring 2018	First Year Faculty Learning Community

2018 Social Work Department Lobby Days in Sacramento Faculty Representative

**SERVICE TO THE PROFESSION**

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Abstract reviewer, Society for Social Work Research (SSWR) Annual Program Meeting  
2023

ARNOVA Leadership, Critical Perspectives Interest Group  
Current

ARNOVA Conference Track Co-Chair, Management and Leadership Track  
2019

Ascencia, Board Member  
Appointed July 2018

University Parents Nursery School Board Member and Fundraiser  
2018-2020

Journal of Nonprofit Leadership and Education, Editorial Member  
Current

ARNOVA Conference Committee, Poster Submission Reviewer  
Fall 2018

ARNOVA Critical Perspectives on the Nonprofit Sector Common Interest Group, Member  
Current

**TEACHING EXPERIENCE**

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Spring 2020, 2023 **SWRK 745:** Leadership in the Human Services

Fall 2021, 2022 **SWRK 740:** Advanced Seminar in Social Work Administration

Spring 2020, 2023 **SWRK 632:** Social Work Practice with Organizations and Communities

Fall 2019 **SWRK 635:** Social Work Research Methods II

Fall 2019 **SWRK 525:** Social Welfare Policy and Services (Foundation)

Spring 2019 **SWRK 698:** Capstone Project

Fall 2018 **SWRK 635:** Social Work Research Methods II

Fall 2018	<b>SWRK 621:</b> Advanced Practice in Urban Communities: Macro Social Work Practice
Spring 2018	<b>SWRK 698:</b> Capstone Project
Spring 2018	<b>SWRK 535:</b> Social Work Research Methods I
Fall 2017	<b>SWRK 635:</b> Social Work Research Methods II
Fall 2017	<b>SWRK 521:</b> Generalist Theory and Social Work Practice II: Introduction to Macro Social Work Practice
Fall 2017	<b>SWRK 525:</b> Social Welfare Policy and Services
2014-2017	<b>ASTIN SCHOLARS PROGRAM CO-COORDINATOR/INSTRUCTOR</b> Co-Coordinator of an undergraduate research program for students conducting yearlong research projects on civic engagement and social justice during their senior year. Includes teaching a two-course series to program participants on theories and perspectives of community-based research and community-based research methodology.
2014-2017	<b>INSTRUCTOR</b> Civic Engagement 195 A: Community Based Internships Civic Engagement Minor University of California, Los Angeles (UCLA)  First of a three-course series designed for undergraduates in the Civic Engagement Minor at UCLA designed to provide an academic context for off-campus work in a corporate, governmental or non-profit setting, using the knowledge base of civic engagement.
2014-2017	<b>INSTRUCTOR</b> Civic Engagement 195 B: Community Based Internships Civic Engagement Minor University of California, Los Angeles (UCLA)  Second of a three course series designed for undergraduates in the Civic Engagement Minor at UCLA. Explores civic engagement as means of understanding social problems and working to achieve social change.
2014-2017	<b>INSTRUCTOR</b> Civic Engagement 195 C: Community Based Internships Civic Engagement Minor University of California, Los Angeles (UCLA)

Culmination of a three-course series designed to provide Civic Engagement Minors with an academic context for off-campus work in a corporate, governmental or non-profit setting. Focused on how the facilitation of civic engagement has become primarily the responsibility of nonprofit organizations.

- Summer 2013      **LECTURER**  
MSW 595: Critical Race Studies and Social Work Practice  
(Graduate Level Course)  
Department of Social Work  
The California State University at Dominguez Hills
- Spring 2013      **TEACHING ASSISTANT**  
GS 120 SL: Community Based Internships in Gender Studies  
Gender Studies Department  
University of California, Los Angeles
- Spring 2013      **LECTURER**  
MSW 555: Advanced Practices in Administration and Leadership  
(Graduate Level Course)  
Social Work Department  
The California State University at Dominguez Hills
- Fall 2012      **TEACHING ASSISTANT**  
SW 280: Knowledge Acquisition, Evidence-based Practice, and Research  
in Social Welfare (Graduate Level Course)  
Department of Social Welfare  
University of California, Los Angeles
- Fall 2012      **TEACHING ASSISTANT**  
SW 222A: History of Social Welfare (Graduate Level Course)  
Department of Social Welfare  
University of California, Los Angeles
- Summer 2012      **INSTRUCTOR**  
Civic Engagement 95: Introduction to Community Based  
Internships  
(2 Sections)  
University of California, Los Angeles
- Fall 2011      **TEACHING ASSISTANT**  
SW 290: The Nonprofit Sector, State, and Civil Society  
Luskin School of Public Affairs (Graduate Level Course)  
University of California, Los Angeles
- Spring 2011      **TEACHING ASSISTANT**

SW M241E: Leadership, Development, and Governance of Nonprofit Organizations (Graduate Level Course)  
Luskin School of Public Affairs  
University of California, Los Angeles Current

**SELECTED PROFESSIONAL AND PRACTICE EXPERIENCE**

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2012- 2017

**CIVIC ENGAGEMENT PROGRAM COORDINATOR**  
UCLA Center for Community Learning

Coordinating and administering community-based education programs designed to provide undergraduate students with opportunities to engage in social justice practice and research by collaborating with community organizations. Responsible for general program support including coordinating site placements, connecting students with community organizations, providing support to students, researching and writing grant proposals to secure funding, and building and maintaining effective working relationships with community partners and other stakeholders to achieve the mutual goals of educating undergraduate students and working towards social justice in the greater Los Angeles area. Also participating in Center's strategic planning processes.

2013

**SERVICE-LEARNING PROGRAM COORDINATOR**  
UCLA Center for Community Learning

Provided administrative and academic support to the undergraduate service-learning program at UCLA. Coordinated student placement sites. Maintained communication with community partners to ensure a positive experience for both students and partners.

2008-2009

**PROGRAM COORDINATOR, SOCIAL WORK PRACTICUM**  
Penn Women's Center  
University of Pennsylvania

Developed and coordinated programs to provide students, faculty, and staff at the University of Pennsylvania with the opportunity to learn about, understand, and address the continuing and evolving needs of women on campus. Provided programmatic support and supervision to undergraduate students engaged in projects to raise awareness about women's issues on campus. Helped female students develop and hone their leadership and organizing skills. Wrote and received grants to obtain program funding.

2007-2008

**SUPPORTIVE SERVICES INTERN, SOCIAL WORK PRACTICUM**  
Women's Community Revitalization Project  
Philadelphia, Pennsylvania

Provided counseling and case management services to women living in low-income housing developments in North Philadelphia. Assisted with the development of programs and resources to support and encourage the empowerment of the families living in WCRP's housing developments. Participated in the organization's strategic planning process.

2006-2007

**SITE MANAGER**

Jumpstart for Young Children  
New York, New York

Recruited, trained and supervised 50 college-aged AmeriCorps Members to implement Jumpstart's literacy and language development program with low-income 3-4-year olds. Managed relationships and served as a liaison between Jumpstart, the corps members, the City University of New York, and community stakeholders. Provided Corps Members with extensive training in Jumpstart's early childhood education model. Conducted ongoing quality monitoring including formal observation with teams of Corps Members. Collected data to perform program assessment. Created systems to ensure efficient and effective program management and implementation.

2005-2006

**AMERICORPS MEMBER, DOMESTIC VIOLENCE ADVOCACY PROGRAM COORDINATOR**

Interfaith Council  
Spokane, Washington

Developed a community-based education and outreach initiative to mobilize the faith community in Spokane, Washington to advocate against family and relationship violence. Employed a grassroots organizing model to develop a strategic plan to create awareness, education, and action opportunities around this issue for both religious leaders and congregation members from all faith backgrounds. Facilitated the development of partnerships between secular and religious organizations to increase the scope of the project's reach.

2004-2005

**AMERICORPS MEMBER, CAMPUS COMPACT SERVICE LEARNING COORDINATOR**

Carlson Leadership and Public Service Center, University of Washington  
Seattle, Washington

Coordinated service learning opportunities for undergraduates to become actively involved in the greater Seattle community. Served as an advisor to students engaged in service learning, primarily those within the Women's Studies Department. Provided students with a well-rounded service learning experience by coordinating and facilitating workshops on the service learning method of teaching and learning. Formed partnerships

between community-based organizations and the service learning center.  
Wrote and published a service learning guide for students.

### **PROFESSIONAL AFFILIATIONS**

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Association for Research on Nonprofits Organizations and Voluntary Action (ARNOVA)  
Society for Social Work Research (SSWR)  
The Network for Social Work Management (NSWM)  
Advancing Social Change Through Community Practice (ACOSA)  
Council on Social Work Education (CSWE)