

the HumRRO ASWB community conversations team



Emily Borawski Project Director & Research Scientist

Emily Borawski (she/her) is a research scientist in the Validity Investigations in Education and Workplace (VIEW) program at HumRRO. She earned her Master of Science in industrial and organizational psychology with a specialization in quantitative methodology from California State University. She has over 10 years of experience working in applied research settings and has extensive experience that focuses on closing opportunity gaps for various populations, including BIPOC, food- and housing-insecure students, LGBTQIA+, and traditionally underserved communities. She's passionate about using data to tell meaningful stories that can effect real change. Borawski has respect and gratitude for social workers as they care deeply about humanity and fight every single day for the well-being of others. She looks forward to collaborating with social workers to learn more about their pivotal experiences on their social work journey.



Teresa Bui Research Associate

Teresa Bui (she/hers) is a research associate at the Human Resources Research Organization (HumRRO) in Alexandria, Virginia. Teresa earned her master's degree in applied industrial and organizational psychology from George Mason University and has over five years of research experience. During her time at George Mason, she channeled her passion for diversity, equity, inclusion, and accessibility by collaborating with academics, students, and practitioners in the field of I/O psychology. This included organizing a conference panel session focusing on the experiences of underrepresented minorities' well-being and challenges in a virtual environment and how to navigate those challenges. Additionally, she has volunteered as an assessor for the personnel board of Jefferson County, where she examined fair selection practices. Ms. Bui is passionate about creating a more equitable world that values well-being and is determined to move the needle through her work. She believes these goals align closely with those of social workers.



Reese Butterfuss Research Scientist

Reese Butterfuss (he/him/his) received his Ph.D. in educational psychology. In his research, he has focused on developing and testing educational technology that aims to increase access to quality literacy intervention and instruction. During his work, he was exposed to students who differed dramatically in the kind of support they needed and the kind of home lives they experienced. Given his research background, Reese appreciates the work social workers do to improve peoples' well-being. He looks forward to collaborating with social workers to learn more about their backgrounds and discuss ways to improve the process of becoming a social worker.



Soner Dumani Project Director & Senior Scientist

Soner Dumani (he/his) received his Ph.D. in industrial and organizational psychology with a minor in diversity and inclusion. Both during graduate school and then in his applied research career, his passion has been in the field of diversity-equity-inclusion-accessibility; focusing on creating and ensuring fair employment assessments, identifying barriers to access, and developing opportunities for including and integrating diverse voices. The core of his field allows him to be exposed to a wide range of occupations to improve employees' well-being and productivity. Soner has always considered social work to be one of these occupations that similarly aims to enhance individuals' well-being but in a broader sense. Most social workers he's met have expressed their occupation as their calling with a noble drive for empowering those who lack a voice, experience underserved and/or oppressed situations, and live in less-than-ideal conditions. This level of emphasis on the worthiness of others renders social work both impactful and critical. He looks forward to collaborating with other social workers to learn more about their journey as social workers and brainstorm on a path forward to address vulnerabilities in the process of becoming a social worker.



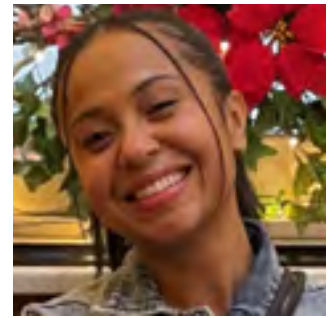
Dannele Ferreras Research Associate

Dannele Ferreras (she/her) is a research associate at HumRRO in Alexandria, Virginia. Dannele has a master's degree in educational psychology: applied developmental science from the University of Virginia and has seven years of experience in social/education program evaluation and research. Dannele has supported the social work community through previous job experiences, including serving on the evaluation teams for the Child Welfare Information Gateway and the Child Welfare Capacity Building Collaborative: Center for States housed under the Children's Bureau. In addition, Dannele is passionate about equity work and previously served on the evaluation team for the Mid-Atlantic Equity Consortium. This role included facilitating focus groups and administering surveys to students, school staff, and families to understand the equity needs of schools and school districts. Dannele firmly believes in the importance of evidence-based research and evaluation to amplify the voices of professionals who work to promote positive outcomes for individuals, families, and communities of all ages.



Thaina Gomez Research Associate

Thaina Gomez (she/her) is a research associate at HumRRO in Alexandria, Virginia. Thaina earned a master's degree in industrial and organizational psychology from the University of Maryland and has 1 1/2 years of experience in the field. Thaina's support for social workers stems from the involvement her family has had within this community for the last 10 years. First was her mother, who became a foster parent and adopted two nine-year-old boys, who are now college students with one earning a bachelor's in social work. Thaina also has an older sister who after more than 10 years of working in human resources, decided to go back to school and is now earning a master's in social work. Through her siblings' experience, being the daughter of two immigrant parents, and the time she spent serving in the US Navy, Thaina understands, supports, and encourages all individuals willing to improve their lives through the work they do.



Jessie Harris Research Scientist

Jessie Harris (she/her) is a research scientist at HumRRO in Alexandria, Virginia. Jessie has a Master of Arts in industrial organizational psychology and human resource management from Appalachian State University with 2 1/2 years of experience consulting in test development. Jessie has led research regarding assessing discrimination in hiring practices and providing program evaluation for services geared toward aiding college enrollment from high school students in underserved communities. Especially through her work with high school students, Jessie saw the importance of the social work field in providing the most appropriate services to the various communities.

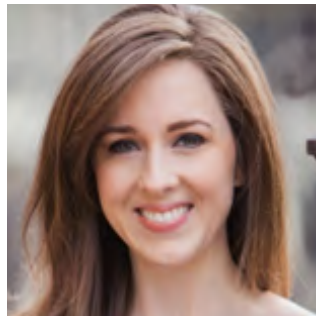


Shariah Harris Research Associate

Shariah Harris (she/her) is a research associate at HumRRO in Alexandria, Virginia. Shariah has a bachelor's in science degree from Virginia Commonwealth University with eight years of experience in healthcare and 1 1/2 years of experience in industrial and organizational psychology. Shariah supports the social work community due to its positive impact on her 12-year-old son's life and education. Shariah's son Gabriel was diagnosed with a learning disability and speech impairment at age five. With the assistance of county and school social workers, Shariah was able to enroll Gabriel in multiple programs such as behavioral and speech therapy and get him an individual education plan. With the assistance of social workers, Gabriel was able to develop positive emotional and social skills, which will continue to guide him through his educational journey.



Jennifer Klafehn Technical Advisor & Manager



Dr. Jennifer Klafehn (she/her) is the manager of HumRRO's Center for Organizational Research and Evaluation (CORE).

She received her Ph.D. in industrial and organizational psychology from the University of Illinois at Urbana-Champaign with a specialization in quantitative psychology. Dr. Klafehn's research interests center around the development and validation of cognitive and noncognitive assessments, with a primary focus on cross-cultural competence (3C) and performance-based methodologies. Through her work with the military, state agencies, and the field of education, Dr. Klafehn has had extensive experience conducting both quantitative and qualitative research and analysis, developing and validating personnel selection and classification tools, designing and evaluating training programs, conducting job analyses, and developing competency models. Her interest in 3C led to a natural expansion of her work to include diversity, equity, and inclusion research, particularly as it applies to the field of education. She was the lead scientist responsible for the development of a culturally responsive teaching program for K-12 educators; she also supported the generation of DEI standards for nationally board-certified teachers. She considers herself truly fortunate to have worked alongside and conducted research in support of professionals who demonstrate such incredible commitment and dedication to their communities. From servicemembers to educators to social workers, the populations with whom she has partnered over the course of her career have served as continuous sources of inspiration for her and broadened her appreciation for how their work actively contributes to the betterment of our society.

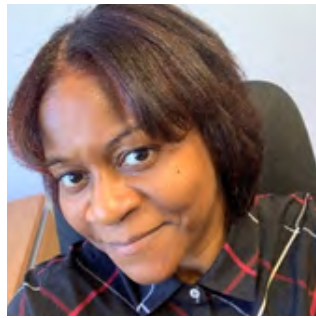
Maggie May Research Associate



Maggie May (she/her) is a research associate at HumRRO in Alexandria, VA. Maggie has a master's degree in educational psychology—applied developmental science from the University of Virginia with three years of educational research experience. Before that, Maggie earned her bachelor's in psychology with a minor in sociology. Maggie's research interest centers on developing and fostering student workforce readiness skills. Maggie supports the social work community because of its commitment to advocating and fighting for members of society who are vulnerable, oppressed, and marginalized. Maggie's husband works in the field of social work, where he works directly with immigrant children and adolescents in a nearby school district to overcome the challenges of transitioning to the public school system. She recognizes the huge impact that social workers can bring to the individuals they serve.



**Shelly
McDowell-Porter**
Technical Advisor
& Manager



Dr. Shelly McDowell-Porter (she/her) is the manager of HumRRO's Assessment Design & Evaluation (ADE) group. She received her Ph.D. in social work from Howard University with specializations in care work and women's studies. She has her master's degrees in social work and I/O psychology, but when people ask what she does for a living, her first response is always "social work." She has been a social worker for 25 years, with 20 years as an LCSW. She has a wealth of experience and respect for the social work profession, having served as a child protective specialist, family therapist, hospital and military social worker, mobile crisis team member, administrator, researcher, and professor. Accordingly, she has experience as a social work student, intern, and candidate for the licensing exam. As a social worker, she has real-world experience, a unique perspective, and a commitment to the profession. She is excited about partnering and engaging with social workers in community conversations to hear about their experiences with the social work field and the ASWB exam.

Ysabella Yumul
Research Associate



Ysabella Yumul (she/her) is a research associate at HumRRO in Alexandria, Virginia. Ysabella has a master's degree in industrial and organizational psychology from the University of Maryland. Ysabella supports the social work community due to its positive impact on the neurodivergent population and the field of psychiatry. Having family members who are psychiatrists and psychiatric nurses, she has witnessed the immense support social workers provide for healthcare workers and, more importantly, patients. Ysabella also has experience working with children and adults with neurodivergence including autism spectrum disorder, Down syndrome, and cerebral palsy.



The CODE Group

Christopher Edmonds COO and Managing Partner



Christopher Edmonds (he/his) is the COO and a managing partner of The CODE Group, a woman- and minority-owned firm based in the Washington metropolitan area. The CODE Group is focused on providing clients with innovative solutions through communications, consulting, coaching, and courses. The CODE Group and Chris are passionate about helping clients find the “code” to their success through specialized professional services that transform organizations and teams. The CODE Group has decades of experience in supporting organizational transformations in the areas of communications, strategic planning, diversity, equity, inclusion, and accessibility, training and consulting. Chris is driven by helping individuals, teams, and groups be more inclusive by striving for comfort in discomfort, in order to achieve personal and team growth. The CODE Group has lead DEIA initiatives for multiple nonprofit, private, and public sector clients like The White House and Department of State for team improvements and cutting-edge solutions. Chris holds a master’s in organizational development and strategic human Resources from Johns Hopkins University and a bachelor of science in psychology from Virginia Tech.

Jessica Jones CEO and Managing Partner



Jessica Jones (she/her) is the CEO and a Managing Partner of The CODE Group, a woman-owned and minority firm based in the Washington metropolitan area. The CODE Group is focused on providing clients with innovative solutions through communications, consulting, coaching, and courses. The CODE Group and Jessica are passionate about helping clients find the “code” to their success through specialized professional services that transform organizations and teams. Jessica believes there is a unique solution to every challenge and organizational need, ultimately resolved through a combination of communications, organizational development, and engagement. The CODE Group has decades of experience in supporting organizational transformations in the areas of communications, strategic planning, diversity, equity, inclusion, and accessibility, training and consulting. Mrs. Jones is committed to helping teams be more inclusive and creating a culture of belonging that inspires authenticity and trust on all levels. The CODE Group has lead DEIA initiatives for multiple nonprofit, private, and public sector clients like The White House and Department of State for team improvements and cutting-edge solutions. Jessica holds a master’s in public relations and corporate communications from Georgetown University and a bachelor of science in mass communications from Virginia Commonwealth University.

