

# Cecily D. Davis, BSW, MSW

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## EDUCATION

**Doctor of Philosophy in Social Work**, expected April 2024  
University of Pittsburgh School of Social Work, Pittsburgh, PA

**Master of Social Work**, 2009  
Concentration: Community Organization & Social Administration  
University of Pittsburgh School of Social Work, Pittsburgh, PA

**Bachelor of Social Work**, 2008  
Carlow University, Pittsburgh, PA

## RESEARCH INTERESTS

- Racial Discrimination Racial Socialization
- Stress and Coping
- School Social Work
- Interventions in School-Based Settings
- Mental Health
- Mixed Methods Design

## PUBLICATIONS

### *Peer-reviewed publications*

Huguley, J.P., Cleveland, K.C., **Davis, C.D.**, & Haynik, R.H. (2023). Parenting While Black: growing and healing together. *Children & Schools*.

Fixler, A., Jacobs, L.A., & **Davis, C.D.** (2023). Police-social work collaboration and the ethical practice paradox: Perspectives from social work's next generation. *Journal of Progressive Human Services*, 35(1).

### *Book Chapters*

Huguley, J.P., & **Davis, C.D.** (In press). Social work catalyzing youth racial learning. In A. Grant-Thomas (Ed.), *Reflections on children's racial learning*. Amherst, MA: Embrace Race.

### *Technical Reports*

Spear, C.F., Cross, A.B., **Davis, C.D.**, & Chen, A.P. (2019). Pennsylvania Project LAUNCH: Final Comprehensive Evaluation Report. Pittsburgh, PA: University of Pittsburgh, Office of Child Development.

**PEER-REVIEWED CONFERENCE PRESENTATIONS**

**Davis, C.D.** (2023, January). Anti-Racist Praxis in Schools Supporting Racial Identity Development. Poster presentation at the Society for Social Work and Research National Conference, Phoenix, AZ.

Huguley, J.P., Cleveland, K.C., **Davis, C.D.**, Haynik, R.H., & Wang, M-T. (2023, January). Parenting While Black: A Pilot Program Supporting Black Parents and Adolescents. Paper presentation at the Society for Social Work and Research National Conference, Phoenix, AZ.

Wanless, S.B., Shafer, A.E., **Davis, C.D.** (2018, February). The Role of Psychological Safety in Creating a Culture of Readiness. In R. Hallman & T. Halle (Chairs), “Readiness to Change” within Quality Improvement Initiatives. Symposium accepted for the Annual Meeting of the Child Care and Early Education Policy Research Consortium. Washington, D.C.

Wanless, S.B., Shafer, A.E., **Davis, C.D.** (2018, February). The Role of Psychological Safety in Creating a Culture of Readiness. In R. Hallman & T. Halle (Chairs), “Readiness to Change” within Quality Improvement Initiatives. Symposium accepted for the Annual Meeting of the Child Care and Early Education Policy Research Consortium. Washington, D.C.

Wanless, S.B., Shafer, A.E., **Davis, C.D.**, Swartz, M., Winters, D., Li, J., Strasbaugh, P., Sapotichne, J., Zimmerman, P., Gullone, K. (2018, April). Building a Culture for Change. Poster accepted for presentation at the Children’s Interagency Conference, State College, PA.

Wanless, S.B., Shafer, A.E., **Davis, C.D.**, Swartz, M., Winters, D., Li, J., Strasbaugh, P., Sapotichne, J., Zimmerman, P., Gullone, K. (2018, June). *Psychological Safety as a Support for Depression*. (Chair), Teacher Stress and Mental Health. Symposium accepted to the National Research on Early Childhood Education Conference, Washington, D.C.

White, A.I., Cross, A.B., Wanless, S., **Davis, C.D.**, & Jackson, M., (2018, April). *The PRIDE Program*. “Playing With Childhood in the 21st Century” University of Pittsburgh Colloquium. Pittsburgh, PA.

**Davis, C.D.** (2017, April) Navigating a Multigenerational Workforce. Presented Children's Hospital of Pittsburgh of UPMC Child Advocacy Center 12th Annual Pittsburgh Conference on Child

Maltreatment, Pittsburgh, PA.

## INVITED PRESENTATIONS

**Davis, C.D.** (2023). Codeswitching: How Marginalized Employees Navigate Oppression at Work. United Steel Workers. Pittsburgh, PA (virtual)

**Davis, C.D.**, & Fixler, A. (2022). Imposter Syndrome & Stereotype Threats. University of South Carolina College of Social Work. Columbia, SC. (virtual)

## RESEARCH FUNDING

2021-2023: **Co-Investigator, Parenting While Black: Intergenerational Innovation**

Funder: University of Pittsburgh Innovation Institute, \$115,000

Principal Investigator: James Huguley, Co-PIs: Kyndra Cleveland, Ming-Te Wang, Co-I's: Elizabeth Miller, Paula Powe

2021-2022: **Co-Principal Investigator, Parenting While Black: First Gear Program**

Funder: University of Pittsburgh National Science Foundation I-Corps Subaward, \$3,000

Principal Investigator: James Huguley, Co-PIs: Kyndra Cleveland

## PROFESSIONAL EXPERIENCE

### University Teaching & Advising Experience

Fall 2014 – Spring 2023

University of Pittsburgh School of Social Work MSW Program, Pittsburgh, PA

Teaching Assistant/Co-Creator, Social Work Practice with AA Families (In-Person)

Teaching Assistant, Social Work Practice & Traumatic Stress (In-Person)

Instructor, Generalist Field Seminar (In-Person)

Instructor, Generalist Research (Hybrid Synchronous)

Instructor, Evaluative Research

### Course Guest Lectures

**Davis, C.D.** & Huguley, J.P. (March 2023). Parenting While Black: Racial Socialization, Racial Identity Development, Mental Health/Well-Being, and School Engagements in Black Families. University of Pittsburgh School of Social Work. Presiding Professor, Dr. Nev Jones, Pittsburgh, PA.

**Davis, C.D.** (January 2023) Racial Identity Development: What is it? University of Pittsburgh School

of Social Work. Presiding Professor Dr. Yodit Betru, Pittsburgh, PA.

**Davis, C.D.** (March 2022) School Social Worker – Supporting Racial Identity Development. University of Pittsburgh School of Social Work. Presiding Professor Dr. Alicia Johnson, Pittsburgh, PA.

### **Research Experience**

2020 - Present

University of Pittsburgh, Pittsburgh, PA

Graduate Student Research Assistant for Dr. James Huguley

- Supported data collection of surveys and interviews.
- Co-coordinated outreach and recruitment of program participants.
- Group/Parent Facilitator of an 8-week workshop including multi-component instruction on African American experiences.

2018-2020

Senior Evaluation & Research Coordinator

- Led data collection in 58 Pittsburgh kindergarten classrooms for University of Oregon Center for Teaching and Learning efficacy study of KinderTEK.
- Supervised 13 person data collection team to complete ASPENS, MAP, WPPSI, KPA, KTOT and TEMA education assessments in accordance with IRB requirements.
- Managed data collector new hire process from job posting, identifying qualified candidates, interviewing, hiring and orientation.
- Facilitated qualitative data collection through focus groups, informational interviews and collected quantitative data through Qualtrics surveys.
- Cleaned data and ran basic statistical analysis for evaluations including a process evaluation focused on community on infant mental health.

2017- 2018

University of Pittsburgh, Pittsburgh, PA

Research Manager

- Managed project details and collected primary research/early childhood education data for National Science Foundation grant.
- Ensured adherence of research protocol and research objectives.
- Assessed and educated volunteer participants on research data collection and process.
- Trained and certified as a CLASS Pre-K observer in evaluating the quality of classroom instructional dynamics.
- Supported evaluative research project of the internal P.R.I.D.E. professional development and external programming.

2014- 2017

University of Pittsburgh, Pittsburgh, PA

Field Education Coordinator/Advisor/Liaison

- Matched over 100 master's level social work students each year to field practicum experiences.
- Initiated a plan to recruit COSA MSW alumni and public health social workers.
- Maintained a solution focused plan of action around field questions and worked to create a detailed plan of action.
- Developed and executed training for field instructors and students.
- Advised MSW students regarding field work and future career plans to match student and academic goals in practicum.

### **Social Work Practice Experience**

2012 – 2014

Family Services of Western PA, Pittsburgh, PA

Parent & Community Educator

- Coordinated multi-site parenting program and recruited over 100 Allegheny County fathers to participate.
- Assisted healthy reentry from jail back into community life.
- Coordinated and observed family structured phone calls & visitation in the Allegheny County Jail Re-Entry Center.
- Facilitated psychoeducational parenting group (Building Your Family, Recovering Families. 24/7 Dad Fathers and Why Knot parenting/relationship curricula).
- Completed strengths-based assessments with inmates and families that promote self-efficacy.
- Provided supervision and instruction for master's-level intern seeking completion of degree.
- Counseled court ordered families by using evidence-based models of intervention (Motivational Interviewing, Structural Family Therapy) for reunification, reconciliation, and co-parent counseling.
- Coordinated services with partner non-profits, schools, jail, courts, hospitals, and child protective services.

2013 - 2014

Family Services of Western PA, Pittsburgh, PA

Crisis Response Trainer

- Appointed to the Crisis Response team and committee.
- Certified in the 40-hour Crisis Response model.
- Trained almost 100 Family Services staff on intervening with client and non-client persons in crisis.

2011 - 2012

YouthWorks, Inc., Pittsburgh, PA

Program Manager

- Assisted Associate Director in the management, budget allocations, and distribution of private funding.
- Developed standard operating procedures and managed youth programming.
- Coordinated program activities including for 90 youth participating career exploration workshops, 120 youth for employment preparedness and six job tours for 15-20 youth per tour.
- Developed and managed pilot career mentoring program targeted at low-income minority youth.
- Taught job-readiness curriculum to at-risk youth.
- Recruited and interviewed over 100 at-risk youth for county and city-wide summer employment.
- Supervised interns in design of formal career exploration curriculum for high school age youth.
- Collaborated with 75 community partners to manage interns and create on-site workshops.

2010 - 2011

National Association of Social Workers-PA, Harrisburg, PA

Director of Membership & Outreach

- Lectured to BSW and MSW students on social work careers, ethics, and history.
- Developed strategic recruiting plan to maintain and increase membership.
- Provided training, supervision, and performance evaluation to department support staff and interns.
- Provided supervision and instruction for master's-level intern seeking completion of degree. Created and implemented policies and procedures for usage and download of membership online database.
- Collaborated with community partners to organize discussions focused on community needs.
- Cultivated relationships with current and potential sponsors and individual donors.

Summer 2009

YouthWorks, Inc., Pittsburgh, PA

Project Coordinator/Consultant

- Assisted Associate Director in the management, budget allocations, and distribution of county stimulus funding.
- Managed 135 youth in various organizations throughout Allegheny County.
- Provided supervision and instruction for Public Allies interns.  
Recruited and interviewed Allegheny County youth, ages 14 - 18 from foster care, homeless, and low-income backgrounds.
- Supervised job placement of youth into private employment.
- Recruited and oriented summer employment sites.

Spring 2009

Community Advocate/Graduate Intern

Bloomfield Garfield Corporation, Pittsburgh, PA

- Advocated graduation readiness for students in low-income neighborhoods.
- Identified and mobilized community leaders to build a coalition to improve school programming.
- Assisted in applying for grants to obtain summer employment for neighborhood youth.

Fall 2008

Program Coordinator/Graduate Intern

Jewish Residential Services, Pittsburgh, PA

- Implemented new project objectives and participated in discussions on new program development.
- Coordinated meetings between JRS and partner organization.
- Developed meeting agendas and researched project options.

Summer 2008

Research Assistant

Marsha Frank, LCSW (Licensed Clinical Social Worker), Ph.D., Pittsburgh, PA

- Coordinated program planning efforts to select participants and obtain files from Pittsburgh Action Against Rape.
- Administered qualitative survey to sexual assault victims.
- Compiled victim responses and delivered results to the principal investigator.

2007 – 2008

Intake Department BASW Intern

American Civil Liberties Union, Pittsburgh, PA

- Answered the ACLU intake phone lines and assisted callers with possible civil rights violations.
- Read, summarized, and presented written complaints with legal staff.
- Researched legitimacy of complaints.
- Filed Intake Department documentation and updated grievance databases.

2006 – 2007

Shelter Monitor

Young Women's Christian Association (YWCA), Pittsburgh, PA

- Managed transitional shelter of 30 female residents and their children.
- Supervised the completion of resident chores, laundry facility, computer lab, and TV equipment.

- Assisted residents in obtaining housing, employment, daycare, clothing, and furniture as part of an individualized transitional housing plan

2006 - 2007

Sexual Assault Counselor Volunteer

Pittsburgh Action Against Rape (PAAR), Pittsburgh, PA

- Provided crisis resolution assistance via the telephone to sexual assault victims.
- Documented confidential client information in adherence to program policies and procedures.
- Coordinated PAAR services for victims with advocates and therapist.

2001 - 2005

Program Assistant Volunteer

Bethlehem Haven, Pittsburgh, PA

- Advised residents on community resources to obtain employment, housing, and education.
- Organized recreational activities for female residents.
- Prepared and served food to residents.

## **MEDIA COVERAGE**

Sorensen, K. (2022, September 28) Local 'Parenting While Black' workshops share best practices and build connections. *Kidsburgh/KDKA-TV/CBS*. <https://www.kidsburgh.org/parenting-while-black-workshops-at-pitt-share-best-practices-and-build-connections-among-parents/>

Abraham, H. (2023, July 17) Awaken Pittsburgh teaches mindfulness and meditation. *KDKA-TV/CBS*. <https://www.youtube.com/watch?v=uigem7bvqck>

## **SERVICE**

### **Professional Service**

*Journal of Education and Urban Society*, Reviewer, 2023 – Present

### **Conference Reviewer**

Administration for Children and Families' (ACF) National Research Conference on Early Childhood 2022 (NRCEC 2022).

### **Community Service**

2023 – Present, **Committee Member**, Society for Research in Child Development Black Caucus SECC Subcommittees

2014-2017, **Committee Member**, University of Pittsburgh School of Social Work COSA Faculty Committee

2011-2015, **Council Member**, F.A.T.H.E.R.S Collaborative Council, Pittsburgh, PA

2013-2014, **Youth Career Mentor**, Career Connections High School, Pittsburgh, PA

2012, **Committee Member**, National Association of Social Workers Pennsylvania Executive Director Search Committee, Harrisburg, PA

### **PROFESSIONAL AFFILIATIONS**

Member, Council of Social Work Education, (CSWE), 2023 - Present

Member, Society for Social Work and Research (SSWR), 2021 – Present

Member, Society for Research in Child Development (SRCD), 2020 - Present

Member, American Educational Research Association (AERA), 2020 – Present