

BIOGRAPHICAL SKETCH

NAME	POSITION TITLE	INSTITUTION
Adriane Clomax Clomax@usc.edu	Ph.D. Candidate	University of Southern California Suzanne Dworak-Peck School of Social Work

EDUCATION/TRAINING

<u>INSTITUTION AND LOCATION</u>	<u>DEGREE</u>	<u>YEAR</u>	<u>FIELD OF STUDY</u>
Suzanne Dworak-Peck School of Social Work University of Southern California, Los Angeles, CA	Ph.D.	In-Progress	Social Work
The Steve Hicks School of Social Work at University of Texas-Austin, Austin, TX	M.S.W.	2010	Social Work
Xavier University of Louisiana, New Orleans, LA	B.S.	2005	Psychology

Professional and Research Interests: The future of work and the digital economy, workplace climate, workplace culture, workers of color and broad-based employee ownership, military social work

Professional Experience:

08/18 – present	Research Assistant, University of Southern California, Los Angeles, CA
04/14 – 07/18	Sr. Program Specialist in the office of the Chief Program Officer The Chicago Park District, Chicago, IL
07/11 – 09/13	Outreach Worker and Program Developer, United States Peace Corps, Cebu City, The Republic of the Philippines
10/10 – 7/11	Program Leader, Heart House Dallas, Dallas, TX
01/10 – 05/10	Learn and Serve America Graduate Student Intern, Corporation for National and Community Service, Washington, DC
08/09 – 12/09	Congressional Intern, Office of U.S. Representative Lloyd Doggett, Austin, TX
08/08 – 5/09	Social Work Intern, The Family Wellness Center, Austin, TX
08/06 – 05/08	Dormitory Counselor, The Sonia Shankman Orthogenic School at the University of Chicago, Chicago, IL

Honors and Awards:

2023-2024	Morkovin Endowed Fellowship, University of Southern California Graduate School
2022-2023	Kendeda Fellowship, Institute for the Study of Employee Ownership and Profit Sharing at Rutgers University School of Management and Labor Relations
2022-2023	Provost Fellowship, University of Southern California Graduate School
2022-2023	Institute for the Cooperative Digital Economy Fellowship, The New School in New York City
2020-2021	Corey Rosen Fellowship, Institute for the Study of Employee Ownership and Profit Sharing at Rutgers University School of Management and Labor Relations
2018-2022	University of Southern California, Graduate Fellowship, University of Southern California Suzanne Dworak-Peck School of Social Work
2008	Excellence in Social Work Scholarship, Steve Hicks School of Social Work University of Texas- Austin

Other Activities

- 2022 Doctoral Scholars Institute
The Network for Social Work Management
- 2022 USC/Kings College of London Summer Research Symposium
London, UK
- 2021 Alternative Data Futures Research Sprint
Theme: Cooperative Principles, Data Trusts, and the Digital Economy
Berkman Klein Center for Internet & Society, Harvard University
- 2020 Medici Summer School
2020 Theme: The Future of Work
Sloan School of Management, Massachusetts Institute of Technology

UNIVERSITY SERVICE

- 2020-2022 Social Justice Committee
The University of Southern California Suzanne Dworak-Peck School of Social Work
- 2018-2024 Doctoral Student Association (DSA)
(Co-chair 2019-2020)
The University of Southern California Suzanne Dworak-Peck School of Social Work

Academic Teaching Experience:

- 08/21 – 12/21 Co-teaching: Social Work 536-Policy and Advocacy in Professional Social Work
- 08/20 – 12/20 Teaching Assistant: Social Work 672- Social Work in Business and Employment

Research Experience:

- 2020-2022 Project Manager
Diversity and Inclusion Policy Decoupling in the Army
(PI: Michalle Mor Barak) Collaboration between the
The University of Southern California and the Army Research Center (ARI)
- 2019-current Project Manager
The mental health experiences and outcomes of minority racial and ethnic serving and ex-serving
members of the UK and US Armed Forces: A scoping review protocol
The University of Southern California and The Kings College of London
- 2018-2020 Research Assistant
Diversity and Inclusion Policy Decoupling in the Army
(PI: Michalle Mor Barak) Collaboration between the
The University of Southern California and the Army Research Center (ARI)

Peer-Reviewed Publications:

Dodge, J., Sullivan, K., Miech, E., **Clomax, A.**, Riviere, L., & Castro, C. (2023). Exploring the Social Determinants of Mental Health by Race and Ethnicity in Army Wives. *Journal of Racial and Ethnic Health Disparities*, 1-16.

Kintzle, S., Alday, E., **Clomax, A.**, Barak, M. M., & Castro, C. A. (2023). Factors Related to Exclusion in the US Army. *Armed Forces & Society*, 49(2), 231-251.

Lee, J. O., Kapteyn, A., **Clomax, A.**, & Jin, H. (2021). Estimating influences of unemployment and underemployment on mental health during the COVID-19 pandemic: who suffers the most? *Public Health*, 201, 48-54.

DiGuseppi, G., **Clomax, A.**, Dodge, J. R., & Rice, E. (2021). Social Network Correlates of Education and Employment Service use among Youth Experiencing Homelessness: A Longitudinal Study. *Children and Youth Services Review*, 129, 106212.

PAPERS IN PROGRESS

Cox, R., **Clomax A.**, Ortega, A "The Role of Broad-Based Employee Ownership Plans in the Mental Health Outcomes of the Formally Incarcerated"
(Submitted to *Frontiers in Psychiatry*)

Clomax, A., Mckinzie, A, Dodge, J., Kwan, J., Sharp, L., Brissett, A., Vicedo, M., Kintzle, S., Castro, C., Keeling, M. "The mental health experiences and outcomes of minority racial and ethnic serving and ex-serving members of the UK and US Armed Forces: A scoping review."

(Target Journal: Journal of Mental Health)

Clomax, A; Mor Barak, M; Hancock-Alfaro, A; Dodge, J; Alday, E; Kintzle, S; Cox, R; Castro, C "Women in the "Boys Club": An Intersectional Analysis of Women Soldiers' Experience in the US Army"(working title)

(Target Journal: Sex Roles)

Mor Barak, M; Brimhall, K; Duan, L; Schnyder, L; **Clomax, A;** "The Original Measure for Inclusion-Exclusion: What Have We Learned from Two Decades of Empirical Research Using the Scale?"

(Target Journal: Research on Social Work Practice)

Clomax, A; Mor Barak, M; Kintzle, S; Castro, C "The Effects of Exclusionary Leadership Practices" (working title)

(Target Journal: Armed Forces and Society)

Mor Barak, M; Luria, G; Schnyder, L; **Clomax, A** "Diversity and Inclusion Policy Decoupling in the Army"

(Target Journal: Group and Organizational Management)

Conference Presentations:

Clomax, A and McKinzie, A (2023) " The Lived Experiences of Black Servicewomen in the United States Army: A Qualitative Study" to be presented at CIMVHR Forum 2023 in Ottawa-Gatineau

Blasi, J; Scharf, A; Berry, D; Young-Hyman, D; Carberry, E; Kim, J; Cox, R; **Clomax, A** (2023)

"Worker-Owned Firms: Studying Businesses that Really Do Put Workers Front and Center"

The Academy of Management, Boston, MA

Clomax, A (2022) "Data Cooperatives: What, Why and How?"

The Annual Platform Cooperativism Consortium Conference, Rio de Janeiro, Brazil

Dodge, J., Sullivan, K., **Clomax, A.**, Riviere, L., Castro, C. (2022). Exploring the Social Determinants of Mental Health by Race and Ethnicity in Army Wives. Oral paper presentation at the Annual Qualitative Comparative Analysis Conference of the Americas, Houston, TX.

Clomax, A, Mor Barak, M, Hancock-Alfaro, A, Kintzle, S, Cox, R, Castro C (2022)

"Implications for Inclusive Leadership: An Intersectional Analysis of Women's Inclusion in the Army"

The Academy of Management, Seattle, WA

Clomax, A (2022) Work in progress: Creating a Culture and Climate for Inclusion in an Employee-owned Business Presented at The Beyster Symposium, San Diego, CA

Clomax, A, Digussepi, G, Dodge, J, Rice, E (2021) "Social Networks and Usage of Employment and Education Support Services Among Youth Experiencing Homelessness" Poster presented at The Society for Social Work Research, virtual

A, Aguirre, **Clomax, A;** DiAntonio,N; Parikh,S (2021) "Should We 'Certify' Data Cooperatives?"

Presented at The Annual Platform Cooperativism Consortium Conference, Berlin and virtual

Mor Barak, M and **Clomax A** (2020) "Reducing Racial, Ethnic and Gender Inequalities in Work-Life Balance: Toward a Model of Intersectionality, Diversity, and Inclusion. Poster presented at The Society for Social Work Research, Washington, DC

Cox, R and **Clomax A** (2019) "The Role of Broad-Based Employee Ownership Plans in the Mental Health Outcomes of the Formally Incarcerated" Presented at The Beyster Symposium, San Diego, CA

Travis, D, Mor Barak, M, and **Clomax A** (2019) "Boundary Permeability: The Key to Bridging the Above and Below the Line Gaps in Inclusion" Presented at The Academy of Management, Boston, MA

SYMPOSIUM ORGANIZED

Clomax A,; Mor Barak, M; Luria,G; Chung, B; Shore, L; Levee, E; Brimhall, K; Ozbilgin, M Niishi ,L (2022) Diverse Perspectives on Inclusive Leadership: Examining Formal to Informal Leadership Behaviors Presented at The Academy of Management, Seattle,WA

Clomax, A; Bourke, J; Ozbilgin, M; Samdanis, M; Luria,G; Atias, O; Mor Barak, M.; Chung, B; Shore, L; Wiegand, J; Barzantny, C; Roberson, Q (2023)

"Understanding Inclusive Leadership through a Global Lens: Putting the Worker Front and Center"

The Academy of Management, Boston, MA

Professional Memberships/Certifications:

The Academy of Management

The Society for Social Work Research

The CET Future Faculty Teaching Institute