

EMILY LOVELAND, LMSW

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EDUCATION

PhD University of Connecticut, Social Work, Hartford CT Sept 2019 - May 2024 (est).
Dissertation Title: *Reframing The Supplemental Nutrition Assistance Program (SNAP): Applying a Human Rights Framework to Federal Food Assistance in the United States*

Committee: Dr. Kathryn Libal (chair), Dr. Megan Berthold,
Dr. Karen D'Angelo

Graduate Certificate in Human Rights Sept 2019 - May 2021
University of Connecticut Hartford, CT

MSW University of Connecticut, Social Work, West Hartford, CT Sept 2013 - May 2016

BA Trinity College, Psychology, Hartford, CT Sept 2009 - May 2011
University of New Hampshire, Durham, NH Sept 2008 – May 2009

RESEARCH INTERESTS

Human Rights
Food Insecurity
Policy Practice
Qualitative Methods
Community-Based Research

PEER REVIEWED PUBLICATIONS

Iacono, G. Holle, L., **Loveland, E.K.**, Borel, C., Horton, E., Olson, H., Craig, S., & Bietsch, B. (2023). Community-based participatory action research with LGBTQIA+ youth during the COVID-19 pandemic: Reflections from a collaborative autoethnography. *Qualitative Social Work*. <https://doi.org.ezproxy.lib.uconn.edu/10.1177/14733250231194783>

Iacono, G., **Loveland, E. K.**, Craig, S. L. (2023). Breaking down barriers to mental health supports for LGBTQ+ youth through group work. In J. Currin-McCulloch & G. Tully (Eds.), *Group work: Building global connections to restore hope in a fragmented world*. Whiting & Birch, Ltd.

Iacono, G., Craig, S.L., Brennan, D.J., **Loveland, E.K.**, Crowder, R. (2023). Exploring a self-compassion intervention with LGBTQIA+ youth and young adults. *Journal of Gay and Lesbian Mental Health*. <https://doi.org/10.1080/19359705.2023.2204817>

Iacono, G., Craig, S. L., Crowder, R., Brennan, D., & **Loveland, E.K.** (2022). A qualitative study of the LGBTQ+ youth affirmative mindfulness program for sexual and gender minority youth. *Mindfulness*, 1 – 16. <https://doi.org/10.1007/s12671-021-01787-2>

Ostrander, J., Bryan, J., Sandler, A., Nieman, P., Clark, M., **Loveland, E.K.** & Smith, T. R. (2018). The political participation of first year social work students: Does practice specialization matter? *Journal of Sociology and Social Welfare*, 45(3), 39 – 59. <https://doi.org/10.15453/0191-5096.4215>

PUBLICATIONS IN PREPARATION

Loveland, E.K. Critically analyzing the Supplemental Nutrition Assistance Program (SNAP): A human rights policy analysis. *Journal of Human Rights*. Manuscript submitted for publication.

Iacono, G. & **Loveland, E.K.** Fostering critical relational teaching in social work education: Lessons learned during COVID-19 and beyond. *Social Work Education*. Manuscript submitted for publication.

Iacono, G., **Loveland, E.K.**, Fendrich, M., Russell, B., Park, C., & Hutchinson, M. (in preparation). Exploring work-related needs of sexual minority (LGBQ+) individuals during COVID-19. *Child and Youth Services Review*. Manuscript submitted for publication.

Loveland, E.K. Using a human rights approach to examine portrayals of poverty and its impact on program design: A case of the Supplemental Nutrition Assistance Program (SNAP). Manuscript in preparation.

Loveland, E.K. Reasons for not using the Supplemental Nutrition Assistance Program (SNAP): Interviews with eligible non-participants. Manuscript in preparation.

RESEARCH EXPERIENCE

Research Associate, Hartford, CT 2015 to present

- Partner with another doctoral candidate to design, develop and implement social welfare research related to food and economic insecurity
- Support a UNC Chapel Hill doctoral candidate with her dissertation research as a second coder on her qualitative study experiences of food insecurity by mothers and children
- Co-coordinate secondary data analysis project using Fragile Families and Child Wellbeing Study to examine bidirectional relationship between food insecurity and smoking
- Organize and develop a research literature matrix to assist doctoral candidate with dissertation work
- Transcribe qualitative interviews to assist with MSW candidate thesis work

University of Connecticut, Hartford, CT

2019 to 2023

Research Assistant, Dr. Gio Iacono (Advisor)

- Write and submit five grant funding requests; awarded \$72,500 from three funding sources for the *Tuned In!* Affirmative Mindfulness Project
- Write and revise manuscript on self-compassion for LGBTQ+ youth and psychological well-being
- Write institutional review board (IRB) application for intervention research funded by grants
- Program coordinator for Tuned In! Project – responsible for communication coordination, project management, data cleaning and analysis
- Lead secondary data analysis project on LGBTQ+ adult work-related stress during the COVID-19 pandemic, to be submitted for publication
- Assist with the development of a collaborative autoethnography, reflecting on the implementation of *Tuned In!* throughout the COVID-19 pandemic
- Develop a presentation and manuscript on critical relational teaching approaches during the COVID-19 pandemic
- Conduct focus groups to determine feasibility of *Tuned In!* pilot study
- Engage in thematic data analysis of focus group data
- Develop a presentation on peer support during COVID-19

University of Connecticut, Hartford, CT

2018 to 2019

Research Assistant, Dr. Brenda Kurz (Advisor)

- Conduct comprehensive literature reviews on structural disadvantage and differential response in child protective services
- Contribute to writing discussion piece that developed into a presentation on structural disadvantage on child protective service involvement and recurrence

University of Connecticut, Hartford, CT

2015 to 2016

Research Assistant, Dr. Jason Ostrander (Advisor)

- Distribute survey to first year social work classes, including delivering informed consent protocols
- Data cleaning of political participation survey data
- Contribute to writing literature review for published article on political participation in first year social work students

PRESENTATIONS, PANELS & INVITED LECTURES

Presentations

Loveland, E.K. (2024, April). *Eligible non-participant perspectives on the Supplemental Nutrition Assistance Program (SNAP): Applying the human rights principle of participation to policy and program design*. The City College of New York's (CCNY) Third Critical Perspectives on Human Rights Conference. New York, NY, United States.

Loveland, E.K. (2024, January). *Critically analyzing the Supplemental Nutrition Assistance Program (SNAP): An analysis of state policy options and state participation rates*. [Paper presentation]. Society for Social Work and Research Annual Conference. Washington, DC, United States.

Iacono, G., Holle, L., **Loveland, E.K.**, Bietsch, B., Craig, S., Smith, J., & Horton, E. (2024, January). *Community-based participatory action research with LGBTQIA+ youth in the time of COVID-19: Findings from a collaborative autoethnography*. [Paper presentation]. Society for Social Work and Research Annual Conference. Washington, DC, United States.

Loveland, E.K. (2023, September). *Reframing the Supplemental Nutrition Assistance Program (SNAP): Applying a human rights framework to federal food assistance in the United States*. [Paper presentation]. Conference on Interactions in International and Domestic Human Rights, New York, NY, United States.

Iacono, G., Smith, J., Carolan, K., Lester-Harriat, R., **Loveland, E.K.** & Holle, L. (2023, May). *Cultivating peer support in higher education: Enduring the COVID-19 pandemic*. [Paper presentation]. International Conference on Qualitative Inquiry, Urbana, IL, United States.

Iacono, G., Smith, J., **Loveland, E.K.** & Craig, S. (2023, May). *Breaking down barriers to mental health supports for LGBTQIA+ youth through group work*. [Paper presentation]. International Conference on Qualitative Inquiry, Urbana, IL, United States.

Loveland, E.K. (2022, November). *Fulfilling the right to adequate food: Examining SNAP through a qualitative lens*. [Paper presentation]. Council on Social Work Education Annual Conference. Anaheim, CA, United States.

Iacono, G. & **Loveland, E. K.**, (2022, November). *The importance of critical relational teaching in social work education during the COVID-19 era* [Paper presentation]. Council on Social Work Education Annual Conference. Anaheim, CA, United States.

Iacono, G. & **Loveland, E. K.**, & Watson, R.J. (2022, June). *Movement as an avenue to joy: Examining physical activity and stress in sexual and gender minority youth from an Intersectional Lens*. [Paper presentation]. LGBTQ Research Symposium. Online.

Iacono, G. & **Loveland, E. K.**, & Watson, R.J. (2022, June) *Exploring the relationship between binge eating, coping and stress among LGBTQIA+ youth*. [Paper presentation]. LGBTQ Research Symposium. Online

Iacono, G., **Loveland, E. K.**, & Craig, S. L. (2022, June). *Finding pleasure and power from within: The role of self-compassion in promoting LGBTQ+ youth psychological well-being*. [Paper presentation]. LGBTQ Research Symposium, Online.

Iacono, G., **Loveland, E. K.**, Fendrich, M., Russell, B., Park, C., & Hutchinson, M. (2022, January). *Exploring work-related needs of sexual minority (LGBQ+) individuals during COVID-19*. [Poster presentation]. Society for Social Work and Research Annual Conference. Washington, DC, United States.

Feely, M., Kurz, B., Carlson, P., & **Loveland, E.K.** (2021, January). *The impact of structural disadvantage on child protective service involvement and recurrence*. [Paper presentation]. Society for Social Work Research, virtual.

Dubuque-Gallo, C., & **Loveland, E.K.** (2020, November). *The importance of social work advocacy and policy changes to SNAP*, annual meeting for the Council on Social Work Education, virtual (presentation accepted and withdrawn)

Lane, S., Rhodes-Smith, S., Ostrander, J., Hylton, M., McClendon, J., & **Loveland, E.K.** (2016, November). *The implicit message of social work education: Don't be radical!* [Paper presentation]. Council for Social Work Education, Atlanta, GA.

Rhodes-Smith, T., Lane, S., Hylton, M., Ostrander, J., & **Loveland, E.K.** (2016, June). *Voting is social work: Expanding social work's impact through nonpartisan voter empowerment*. [Paper presentation]. Policy 2.0 Conference, St. Louis, MO.

Lane, S., Rhodes-Smith, T., Ostrander, J., & **Loveland, E.K.** (2016, June). *Consider yourself asked: Engaging social work students in the electoral process*. [Paper presentation]. Policy 2.0 Conference, St. Louis, MO.

Panels

Loveland, E.K. (2021, April). *Gender, labor, & COVID-19*. University of Connecticut Human Rights Symposium. Panel moderator.

Invited Talks

Non-SNAP Participants Share Barriers to Program Access. Catholic Charities - Norwich CT. January 18, 2024.

Critically Analyzing SNAP: A Human Rights Policy Analysis. Gladstein Family Human Rights Institute. University of Connecticut – Storrs, CT. November 8, 2023.

Reframing The Supplemental Nutrition Assistance Program (SNAP): Applying a Human Rights Framework to Federal Food Assistance in the United States. Central Connecticut State University Department of Social Work (BSW) – New Britain, CT. May 4, 2023.

TEACHING EXPERIENCE

University of Connecticut, Hartford, CT

September 2021 to present

Adjunct Professor, Social Work

- **Human Rights and Social Work (SWEL 5385)**, a hybrid course that includes both in-person and asynchronous online courses, averaging 20 students per semester. This interdisciplinary course provides the theoretical, conceptual, and practical foundation for social workers and allied professionals to engage in a human rights-based approach to social work. This class has been taught twice.
- **Research Methods for Social Work Practice (BASC 5333)**, a hybrid course that includes both in-person and asynchronous online courses, averaging 11 students per semester. The following topics are covered: developing research topics/questions, measurement, sampling,

- data collection, data analysis and interpretation, presentation of results, social work and research ethics.
- **Social Work Practice with Communities and Organizations (SOWK 3503)**, an in-person undergraduate course averaging 15 students per semester, covering the following topics: understanding, assessing, and intervening with communities and organizations in social work practice.
 - **Macro Foundation for Social Work Practice (BASC 5390)**, an in-person graduate course averaging 16 students per semester, covering the following topics: understanding, assessing, and intervening with communities, organizations and policies in social work practice. This class has been taught twice.
 - Coordinated with a team of 5 adjunct professors monthly to report out on class progress

POST-MSW PROFESSIONAL EXPERIENCE

University of Connecticut, Hartford, CT

January 2022 to present

Senior Educational Program Administrator, School of Social Work in Partnership with Department of Social Services (DSS)

- Lead developer to re-design the LTSS CORE curriculum for newly hired staff with DSS
 - Using hybrid, flipped classroom, and web-based training models to leverage more effective and efficient development and delivery of training materials
 - Specializes in web-based training design and development, using Articulate Storyline 360
 - Manage workflow in JIRA Atlassian Database
- Develop and deliver advanced eligibility topics curriculum using the ADDIE model and the ROPES method for DSS staff on advanced topics related to eligibility for public assistance programs
 - Update and redesign SNAP web based trainings in advance of the end of COVID policy flexibilities
 - Develop targeted Medicaid Training for Department of Children and Families/DSS Liaisons, the addition of medical suspension for incarcerated adults, and specialized processing for breast or cervical cancer and tuberculosis Medicaid coverage group processing
 - Develop a SNAP Supervisory Case Review Training aimed to reduce SNAP case review errors
 - Tailor Long-Term Services and Supports (LTSS)/Title XIX training for delivery to legal staff and staff who oversee administrative hearings
- Deliver LTSS CORE curriculum, a month-long curriculum to DSS staff that highlights the basics of Title XIX processing in accordance with adult learning principle
- Medicaid subject matter expert, responsible for the development and delivery of any advanced eligibility training topics or policy training changes related to Access Health CT and Long-Term Services and Supports and HUSKY C Medicaid

Department of Social Services (DSS), Hartford, CT

February 2012 to January 2022

SNAP Public Assistance Consultant

June 2018 to Jan 2022

- Read and interpret federal regulations; provide policy guidance to eligibility staff for accurate Supplemental Nutrition Assistance (SNAP) eligibility determination
- Project lead for Elderly Simplified Application Project Waiver, increasing SNAP participation and reducing administrative barriers for the elderly and individuals with disabilities

- SNAP Nutrition Education coordinator, overseeing two SNAP-Ed contracts. Responsibilities include approving budget, making payments to contractors, monitoring program activities, developing annual Plan and Report submitted to FNS
- Summer Electronic Benefit Transfer for Children (SEBTC) Coordinator, awarded one of four federal grants (\$8.5 million over 3 years): assist in writing and submitting grant, implementing program, customer service and evaluation
- Collaborate with the Office of Organizational and Skill Development to provide policy advice for SNAP mitigation trainings in order to improve federal payment accuracy rating
- Pandemic Electronic Benefit Transfer (P-EBT) coordinator, working with Connecticut State Department of Education to administer benefits and providing direct case management service to CT families to troubleshoot benefit receipt
- Review and correct SNAP cases that had been escalated to DSS Commissioner, working directly with families to resolve any complaints or concerns

Eligibility Services Supervisor

Oct 2017 to June 2018

- Maintain a caseload and perform all duties of Eligibility Services Specialist while covering duties for a supervisor on extended leave
- Monitor a unit of ten: completing time and attendance, performance reviews, resolve personnel issues
- Consult and direct staff in difficult or complex case resolution, work with staff to interpret policies
- Liaison to other units within DSS to route applications and interim casework, administrative hearings
- Resolve escalated phone interactions with Title IX applicants and their family members

Eligibility Services Specialist (ESS)

Oct 2014 to Oct 2017

- Determine financial eligibility for the elderly and individuals with disabilities in need of Long-Term Care Title XIX 1915(c) home care services: an average of 23.2 applications per month (baseline: 18.13 applications per month)
- Collaborate as a team to reduce pending Long Term Care Title XIX waiver applications by 20% over a 3-month period
- Provide supervision and delegate tasks to eight eligibility service workers
- Provide policy interpretation assistance and systems training to approximately 40 staff upon launch of ImpaCT eligibility system
- Completed MSW in Social Work (Sept 2013 - May 2016) while working full-time as an ESS, using practice experience to inform educational growth

HONORS AND AWARDS

University of Connecticut Konover Dissertation Scholarship
\$3,500 – Dissertation

Summer 2023

Predoctoral Fellowship Award
\$750 – Dissertation

Summer 2023

Summer Doctoral Dissertation Fellowship \$2,000 – Dissertation	Spring 2023
Human Rights Institute Dissertation Research Fellowship Award \$5,000 – Dissertation	Spring 2023
University of Connecticut Research Excellence Program \$50,000 – <i>Tuned In!</i> Project	Summer 2021
University of Connecticut InCHIP Summer Stipend \$2,000 – <i>Tuned In!</i> Project	Summer 2021
Mind and Life Grant \$20,000 – <i>Tuned In!</i> Project	November 2020

PROFESSIONAL TRAININGS AND CERTIFICATIONS

Master Level Social Worker License (LMSW)
January 2024

LMSW Preparation Course
Social Work Examination Services, Virtual, 2022

Campaign School for Social Workers
Humphreys Institute for Political Social Work, West Hartford, CT, 2015

PROFESSIONAL AFFILIATIONS

Influencing Social Policy, 2024 – Present

Society for Social Work Research, 2019 - Present
Member

Council on Social Work Education, 2016 - Present
Member

PROFESSIONAL SERVICE

Board Member
Influencing Social Policy, 2024 – Present

Invited Speaker: PhD Information Session
University of Connecticut, 2022 - 2023

Invited Speaker: Transition to the PhD Program, New Student Orientation
University of Connecticut, 2023

Peer Reviewer
Journal of Human Rights, 2022

Program Oversight and Grant Administration Team Lead, Strategic Direction Team
Department of Social Services, 2021 - 2022

Secretary, University of Connecticut Human Rights Symposium Organizing Committee
UConn Human Rights Symposium, Academic Year 2020 – 2021

Member, Diversity Awareness Committee
Department of Social Services Greater Hartford Regional Office, 2015 – 2017

Member, Positive Workforce Committee
Department of Social Services Greater Hartford Regional Office, 2012 - 2014

COMPUTER SKILLS

Applications: Microsoft Office Suite, Google Platform, Mac & Windows Proficient

Platforms: SPSS, STATA, Mplus, NVIVO, Atlas TI, Articulate Storyline 360, Vyond, Canva