

TRINA R. WILLIAMS SHANKS

University of Michigan
School of Social Work
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Employment

Assistant Professor, School of Social Work, University of Michigan, 2003-present

Education

WASHINGTON UNIVERSITY

GEORGE W. BROWN SCHOOL OF SOCIAL WORK

St. Louis, MO

Ph.D.

2003

Dissertation: The Impact of Household Wealth and Poverty on Child Development Outcomes

Master of Social Work

2000

JOHN M. OLIN SCHOOL OF BUSINESS

St.

Louis, MO

Bachelor of Science in Business Administration (Summa Cum Laude)

1992

UNIVERSITY OF OXFORD

Oxford, England

Master of Philosophy in Comparative Social Research

1996

Affiliations

Faculty Affiliate—Nonprofit and Public Management Center, University of Michigan

Faculty Affiliate—National Poverty Center, University of Michigan

Faculty Associate—Center for Social Development, Washington University in St. Louis

Research Interests

- ❖ Asset-building policy and practice across the life cycle.
- ❖ The impact of poverty and wealth on children and youth.
- ❖ Community and economic development in urban areas.

Research Experience

University of Michigan School of Social Work

- **Co-Principal Investigator—SEED Impact Assessment** (2004-present)

This research project is designed to assess the impact of matched savings accounts targeted toward saving for children's education. Parents of children in the treatment group will have an opportunity to open Michigan Education Savings Program accounts (529 plans) for their children and to receive an initial deposit of \$800-\$1000. Parents of children in the treatment group will also be encouraged to attend financial education sessions. The research is part of a larger Saving for Education, Entrepreneurship, and Downpayment (SEED) demonstration that will include over 2000 accounts across 12 states and Puerto Rico. The project is a quasi-experiment, and parents of children in both the treatment and comparison groups will be surveyed by telephone at two points in time. The following outcomes will be examined: financial knowledge, attitudes toward saving, educational expectations and aspirations for children, investments in child cognitive development, and actual saving for child's education.

Washington University in St. Louis—George Warren Brown School of Social Work

- **Center for Social Development with Dr. Michael Sherraden** (1999-Present)
CSD is the leading academic center of theory and research on asset building, i.e., strategies that promote saving and investment (in contrast to income and consumption). CSD's work has focused particularly on impoverished populations; designing and testing matched savings in the form of individual development accounts (IDA's). As a research associate with the center, I have been involved with the following projects:
 - Historical research on the Homestead Act as early example of asset policy
 - Member of the Growing Wealth Working Group (GWWG)
 - In-depth interviews of IDA participants at Tulsa experimental site
 - Children's Savings Account demonstration planning team
 - Planning team for a community-based IDA program in St. Louis
 - Wealth building in rural America project
 - Poor Finances: Assets and Low-Income Households

- **Choices of Life for Adolescent Success Study with Dr. Larry Davis** (1999-2001)
This project is a longitudinal study conducted on a cohort of African-American adolescents enrolled in a public high school in St. Louis, MO. The study utilizes the Theory of Planned Behavior to examine the students' attitudes, beliefs, and perceived barriers to school completion, assessing factors which contribute to the decision to remain in school. It is federally funded by the Department of Health and Human Services Health Resources and Services Administration, Division of Maternal and Child Health (MCJ290644).
 - Contributed to final stages of data collection by finding missing cases
 - Conducted data analysis using SPSS and SAS
 - Prepared research manuscripts

University of Oxford

- Conducted evaluation design for new charter school in Milwaukee, WI (Master's thesis) (1995-1996)

Publications

Journal Articles

Peer Reviewed:

Williams, J.H., Davis, L.E., Johnson, S.D., **Williams (Shanks), T.R.**, Saunders, J.A., & Nebbitt, V.E. (2007). Substance use and academic performance among African American high school students. *Social Work Research, 31*(3), p.151-161.

Williams Shanks, T. (2007). The impacts of household wealth on child development. *Journal of Poverty, 11*(2), p. 93-116.

Mowbray, C. T., Woolley, M. E., Grogan-Kaylor, A., Gant, L. M., Gilster, M. E., **Williams Shanks, T. R.** (2007). Neighborhood Research from a Spatially Oriented Strengths. *American Journal of Community Psychology, 35*(5), p. 667-680.

Jonson-Reid, M., Davis, L., Saunders, J., **Williams, T.**, & Williams J.H. (2005). Academic Self-Efficacy Among African American Youth: Implications for School Social Work Practice. *Children and Schools, 27*(1), p.5-14.

Saunders, J., Davis, L., **Williams, T.**, & Williams, J.H. (2004). Gender Differences in Self-perceptions and Academic Outcomes: A Study of African American High School Students. *Journal of Youth and Adolescence, 33*(1), p. 81-90.

Davis, L., Saunders, J., Johnson, S., Miller-Cribbs, J., **Williams, T.**, & Wexler, S. (2003). Predicting Positive Academic Intention Among African-American Males and Females. *Journal of Applied Social Psychology*, 33(11), p.2306-2326.

Williams, T. (2003). Asset-building Policy as a Response to Wealth Inequality: Drawing Implications from the Homestead Act of 1862. *Social Development Issues*, 25, p. 47-58.

Davis, L., Ajzen, I., Saunders, J., & **Williams, T.** (2002). The Decision of African American Students to Complete High School: An Application of the Theory of Planned Behavior. *Journal of Educational Psychology*, 94(4), p. 810-819.

Hodge, D.R. & **Williams, T.R.** (2002). Assessing African American Spirituality with Spiritual Eco-maps. *Families in Society*, 83(5/6), p. 585-595.

Williams, T., Davis, L., Miller-Cribbs, J., Saunders, J., & Williams, J.H. (2002). Friends, Family, and Neighborhood: Understanding Academic Outcomes of African-American Youth. *Urban Education*, 37(3), p. 408-431.

Invited:

Holden, G., Thyer, B., Baer, J., Delva, J., Dulmus, C., & **Williams Shanks, T.** (2008). Suggestions to improve Social Work journal editorial and peer review processes: The San Antonio Response to the Miami Statement. *Research on Social Work Practice*, 18(1), p. 66-71.

Schilling, R., Baer, J.C., Barth, R., Fraser, M., Herman, D., MacNeil, G., Maccio, E.M., Marsh, J.C., Nichols-Casebolt, A., Proctor, E.K., Robinson-Rogers, D., **Shanks, T.R.W.**, Tucker, D.J. (2005). Peer review and publication standards in social work journals: The Miami statement. *Social Work Research* 29(2): 119-121.

Davis, L, **Williams, T.**, & Saunders, J. (2001). Teaching on African American Youth: A Curricular Study Guide. *BPD Update* 23 (2), p. 8-10.

Book Chapters

Sherraden, M. & **Williams Shanks, T.** (in press). "The Influence of Research on Policy and Practice: Lessons from Studies of Asset Building and Low-Income Families." In Arlene Stiffman (ed.) *The Field Research Survival Guide*. Oxford University Press.

Davis, Larry E., Wallace, John M. & **Williams Shanks, Trina R.** (2008). "African Americans-Overview." In Terry Mizrahi & Larry E. Davis (editors), *Encyclopedia of Social Work (20th Edition)*. Oxford University Press.

Shanks, T. R. W. (2005). The Homestead Act: A major asset-building policy in American history. In M. Sherraden (Ed.), *Inclusion in the American dream: Assets, poverty, and public policy*. New York: Oxford University Press.

Technical Reports

Boddie, S. & **Shanks, T.** (2008). Closing the Wealth Gap: Building an Applied Research Agenda Research Meeting Summary. St. Louis, MO: Center for Social Development.

Beverly, S., Sherraden, M., Zhan, M., **Williams Shanks, T.**, Nam, Y., & Cramer, R. (2008). *Determinants of Asset Building*. Washington, DC: Urban Institute.

Allen-Meares, P., Gant, L., **Shanks, T.** (2007). Good Neighborhoods Initiative: Community building partnership for selected Detroit communities. Unpublished technical report.

Bailey, J., Curley, J., Edwards, K., Gunn, G., Henson, E., Kagotho, N., Lee, A., Miller, K., Nathan, L., **Shanks, T.R.**, Sherraden, M., Sherraden, M.S., Schumacher, J., Schweke, B., Ulmer, A. (2006) *Wealth Building in Rural America: Programs, Policies, Research*. St. Louis, MO: Center for Social Development, Washington University.

Curley, J., Dabson, B., Henson, E., Lee, A., Miller, K., Nathan, L., **Shanks, T.R.**, Sherraden, M. (2006). *Wealth Building in Rural America: Potential in Human Diversity*. St. Louis, MO: Center for Social Development, Washington University.

Ratcliffe, C., Chen, H., **Williams Shanks, T.**, Nam, Y., Schreiner, M., Zhan, M., & Sherraden, M. (2006). *Assessing asset data on low-income households: Current availability and options for improvement*. St. Louis, MO: Center for Social Development, Washington University.

Sherraden, M., Moore McBride, A., Johnson, E., Hanson, S., Ssewamala, F. M., & **Shanks, T. R.** (2005). *Saving in Low-Income Households: Evidence from Interviews with Participants in the American Dream Demonstration*. St. Louis, MO: Center for Social Development, Washington University.

Boddie, S., Sherraden, M., Hoyt, L., Thirupathy, P., **Shanks, T.**, & Sherraden, M. (2004). *Family Saving and Community Assets: Designing and Implementing Family-centered, Place-based Individual Development Account Programs*. St. Louis, MO: Center for Social Development, Washington University.

Working Papers

Boddie, S., **Shanks, T.**, Hoyt, L., Thirupathy, P., Sherraden, M., Rice, S., Sherraden, M. Community-based, Family-centered Development Account Programs: Strategies for Design and Implementation.

Williams [Shanks], T.R. (2005). *African-Americans: Building the country, losing the land, Working Paper*. St. Louis, MO: Center for Social Development, Washington University.

Sherraden, M.S., **Williams, T.**, Moore McBride, A., & Ssewamala, F. (2004). Overcoming Poverty: Supported Saving as a Household Development Strategy, working paper 04-13. St Louis: Center for Social Development, Washington University.

Presentations

Shanks, T. (2008). Wealth and Assets Among the Elderly Black Population. Poster presentation at Annual RCMAR meeting (Research Centers for Minority Aging Research). Ann Arbor, MI. May 8, 2008.

Shanks, T. (2008). Disparities and Economic Injustice within Low-income Communities: What are the costs and where do we from here?. University of Michigan School of Medicine, Grand Rounds-Pediatrics. Ann Arbor, MI. January 15, 2008.

Shanks, T. (2008). Opening Remarks and Statement of Purpose. Economic Development Forum for Skillman Good Neighborhood Communities. Detroit, MI. January 11, 2008.

Shanks, T. (2007). Can Asset-Building Policy Improve the Well-Being of Low-Income Children?—Discussant. 2007 Research Conference of the Association for Public Policy Analysis and Management (APPAM), Washington, DC. November 11, 2007

Shanks, T. (2007). Consideration of place in the asset-building/wealth gap closing agenda. Affiliated Scholars of Color Research Conference. St. Louis, MO. November 7, 2007.

Shanks, T. (2007). “Having an impact with grassroots programs (in the US): Examples from Individual Development Accounts and the Saving for Education, Entrepreneurship, and Downpayment (SEED) Policy and Practice Initiative.” 2007 OCFT Grantee Workshop, U.S. Department of Labor. Washington, DC. June 5, 2007.

Okech, D., **Shanks, T.**, & Adams, D. (2007). “College Savings for Low-Income Children: Measuring Parental Well-being of Account Openers and Non-openers.” Society for Social Work and Research. San Francisco, CA. January 13, 2007.

Clancy, M., Page-Adams, D., & **Shanks, T.** “SEED Policy and Research Initiative: A Test of Children’s Savings Accounts.” 2006 Assets Learning Conference—A Lifetime of Assets: Building Families, Communities & Economies. Phoenix, AR. September 20, 2006.

Williams Shanks, T. R. (2006). “Building Wealth in the Black Community.” Panel discussant for the Economic Empowerment workshop of the NAACP 97th Annual Convention—*Voting our Values, Valuing our Votes*. Washington, DC. July 17, 2006.

Williams Shanks, T. R. (2006). “Household Wealth and Child Development Across Different Ages.” Society for Social Work and Research. San Antonio, TX. January 2006.

Williams Shanks, T. R. (2005). “Income Poverty, Asset Poverty, and Their Consequences for Children.” Congressional Black Caucus Foundation Research Policy Roundtable, “Poverty, Race, and Policy: Strategic Advancement of a Poverty Reduction Agenda” Washington, DC. November, 17, 2005.

Williams Shanks, T. R. (2005). “Doing it for ourselves: Creating sustainable wealth in African American communities” Panelist on opening forum, Congressional Black Caucus Foundation 35th Annual Legislative Conference. Washington, DC. September 21, 2005.

Williams Shanks, T. R. (2005). “Children: Safeguarding the Next Generation” Rhodes Scholar Centennial Reunion, University of Pennsylvania. Philadelphia, PA. July 17, 2005.

Williams Shanks, T. R. (2005). The Impact of Wealth on Child Development Outcomes (Invited Testimony). Washington, D.C.: Subcommittee on Social Security and Family Policy of the Senate Finance Committee. April 28, 2005

Williams Shanks, T. “Measuring the Impact of Household Wealth on Child Development Outcomes.” Society for Social Work and Research. Miami, FL. January 2005.

Williams Shanks, T. “The Influence of Household Wealth on Child Outcomes.” PSID/CDS On-Campus Seminar Series. Institute for Social Research. Ann Arbor, MI. November 2004.

Davis, L., Saunders, J., & **Williams, T.** “Lessons Learned: Keys to Academic Success Among African-American Youth.” Council on Social Work Education. Anaheim, CA. February 2004.

Sherraden, M.S., **Williams, T.**, Moore McBride, A., & Ssewamala, F. "Overcoming Poverty: Supported Saving as a Household Development Strategy." Council on Social Work Education. Atlanta, GA. Feb. 2003.

Sherraden, M.S., **Williams, T.**, Moore McBride, A., & Ssewamala, F. "Creating Hope for the Future: Building Assets in Low Income Households." Society for Social Work Research. Washington, DC. January 2003.

Williams, T. "The Homestead Act and Asset Inequality." Council on Social Work Education. Nashville, TN. February 2002

Davis, L., Saunders, J., & **Williams, T.** "High School Graduation Among African American Youth." Council on Social Work Education. Dallas, TX. March 2001.

Davis, L., Saunders, J., **Williams, T.**, & Williams, J.H. "A Longitudinal Study of High School Graduation Among African-American Youth." Society for Social Work Research. Atlanta, GA. January 2001

Williams, T. "The Homestead Act: Our Earliest National Asset Policy." Inclusion in Asset Building: Research and Policy Symposium. St. Louis, MO. September 2000.

Hodge, D. & **Williams, T.** "Assessing African American Spirituality with Spiritual Eco-Maps" Council on Social Work Education. New York, NY. March 2000.

Davis, L., Miller-Cribbs, J., Johnson, S., Williams, J.H., Saunders, J., & **Williams, T.** "Predicting Academic Success of African American High School Students," Society for Social Work Research. Charleston, SC. January 2000.

Other Asset-building Activities

- Participant, Ford Foundation Convening (invited)
"Closing the Racial Wealth Gap"
New York, NY October 29-30, 2007
- Co-facilitator, Ford Foundation Convening (invited)
"Closing the Racial Wealth Gap: Perspectives of Experts of Color"
Santa Barbara, CA December 4-6, 2006
- Participant, Ford Foundation Convening (invited)
"Asset Building: The perspective of people of color"
Tuskegee, Alabama October 2-4, 2005
- Member and committee chair, Asset-Building Coalition for Michigan (*statewide policy initiative aimed at developing a long-term asset-building policy agenda*). This group of bi-partisan legislators, representatives from state agencies, for-profit, and non-profit organizations initially met three times in 2005 to generate a report and now continues to meet to discuss developments around asset-building policies and programs.
- World Economic Forum meeting (invited)
"From Welfare State to Investment State: Asset Building For the 21st Century"
Geneva, Switzerland November 6-7, 2003

Teaching Experience

University of Michigan, School of Social Work

Courses Taught

- Introduction to Community Organization, Management and Policy/Evaluation Practice
Fall 2003 (28 students) Fall 2004 (2 sections, 53 students)
Fall 2005 (2 sections, 45 students) Winter 2006 (24 students) Fall 2006 (24 students)
Fall 2007 (29 students)
- Children and Youth Services and Social Policies
Winter 2004 (33 students)

Washington University in St. Louis, George Warren Brown School of Social Work

Courses Taught

- Social Economic & Political Environment (MSW Foundation course)
Summer 2002 (9 students) Fall 2002 (27 students)

Teaching Assistant

- Human Diversity (Fall 2001) with Professor James DeLong
- Social Economic & Political Environment (Fall 2000 & Spring 2001) with Professor Larry Davis
- Social Problems of Youth (Fall 2000) with Professor Larry Davis
- The Changing Family: Theory, Problems, & Issues (Spring 2000) with Professor Nancy Vosler

Practice Experience

Investigator, Good Neighborhoods Initiative

Detroit, MI (2005-present)

Funded by the Skillman Foundation, this multi-year initiative hopes to transform neighborhoods into safe, healthy places for children to grow. As part of the University of Michigan Technical Assistance Center team, I contribute to this community building partnership within six selected Detroit communities. The first year consists of a series of community meetings in the chosen areas to help residents identify a neighborhood goal and priorities. In subsequent years the TAC assists community teams with action planning and assist local organizations prepare for the readiness phase.

Executive Director, Christian Community Services, Inc.

Nashville, TN (1997-1998)

Served as sole staff person for this newly formed organization. Responsible for management, promotion, volunteer recruitment and co-ordination, data collection, visioning, planning, working with a board of directors, reporting to elders of two congregations, interviewing clients, collaborating with other agencies, tutoring and working with children, teaching, public speaking, and fund-raising. Negotiated agreement with the local housing authority for the organization to be primary social service provider as part of a HOPE VI revitalization project. At my suggestion, program currently includes Individual Development Accounts (IDAs).

Consultant, Stand for Children (Children's Defense Fund affiliate)

Washington DC (1996-1997)

Responsible for reviewing, gathering and synthesizing program information from thousands of partner organizations that supported Stand For Children. Developed and designed "Action Sheets" which are generated in order to motivate, educate, and notify local groups on ways they can support and have a positive influence on young people. Participated in the planning and execution of the 1997 "Healthy Children" campaign.

Micro-enterprise Consultant, U.S. Peace Corps

Carcelen, Ecuador (1992-1994)

Provided advisory services to the non-governmental organization, Corporacion

Femenina Ecuatoriana (CORFEC). Restructured the organization's basic accounting course and was trained to teach food processing techniques. Responsible for developing two church-related outreach programs, one with a local orphanage, the other in a Women's prison.

Director, Minority Youth Entrepreneurship Program

St. Louis, MO (Summer 1992)

Planned and coordinated this eight week program for high school juniors geared to teaching and training minorities on the acumen of entrepreneurship. Responsible for developing curriculum, scheduling guest speakers, planning trips and managing facilitators.

University Service

University of Michigan, Ann Arbor

- SSW Doctoral Committee, 2005-2008
- SSW Student Services Committee, 2003-2005 (Chair of Graduation Subcommittee 2004-2005)
- SSW Foundation Curriculum Work Group, 2004-2006
- Michigan state selection committee for the Rhodes Scholarship competition, 2003-2005
- Mock Interviewer for Rhodes Scholar Candidates, 2005-2006

Washington University in St. Louis

- Secretary, Graduate Student Senate, 2002-2003
- Sesquicentennial Planning Committee, Sub-committee on Community Service, 2002-2003
- Graduate Representative to the Washington University Board of Trustees, 2001-2002
 - Selected as one of 2 for this position
 - Spoke at the May 2002 Board meeting on "University community partnerships"
- Interviewer, John. B. Ervin Scholarship competition, 2000-2003
- Mock Interviewer for Rhodes Scholar Candidates, 2000-2001
- Planned and presented at two summer conferences to promote graduate education for African-American undergraduate students (in conjunction with the Target Hope program), 2000-2002

Community Service

Michigan Activities

- Co-chair, R.I.S.E.N. (Resilience, Integrity, Success, Endurance, Nobility)—Mentoring program for young girls (Inkster, MI), 2005-2007.

St. Louis, MO

- Missouri state selection committee for the Rhodes Scholarship competition, 2001-2003
- Tutor and Instructor, North City Church After-School Program, 1999-2003
- Tutor, Matthews-Dickey Boys and Girls Club, 2000
- Volunteer Staff, U.S. Olympic Festival, 1994

Other cities

- Schrader Lane Day Care Center, 1997 Nashville, TN
- Centennial Olympic Games, 1996 Atlanta, GA
- Coalition for the Homeless, 1991 Washington, DC
- Pan-American Games, 1987 Indianapolis, IN

Grants and Special Recognitions

- Awarded grant as pilot investigator with the Michigan Center for Urban African American Aging Research grant through National Institute on Aging.
- Research funding from Skillman Foundation's Good Neighborhoods Initiative (2005-present)
- Three subcontracts from Ford Foundation as Co-PI of SEED Impact Assessment Survey (2004-07)
- Outstanding Faculty Award, *Association of Black Social Work Students (ABSSW)* April 1, 2006.
- Invited by Senate Finance Committee to testify at a Subcommittee on Social Security and Family Policy hearing on the topic of "Building Assets for Low-Income Families," April 28, 2005.

Major Awards

- **1998 WASHINGTON UNIVERSITY**, *Chancellor's Fellowship*
- **1993 RHODES TRUST**, *Elected as one of 32 U.S. recipients of the Rhodes scholarship*
- **1992 BOY SCOUTS OF AMERICA, NATIONAL COUNCIL**, *Young American Award*
- **1992 USA TODAY**, *All-USA College Academic First Team*