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EDUCATION

Doctor of Philosophy, Policy Studies, University of Maryland	2002
Master of International Affairs, Columbia University	1996
Bachelor of Arts, cum laude in Political Science, Columbia University	1994

ACADEMIC APPOINTMENTS

Assistant Professor, Rutgers, The State University of New Jersey Bloustein School of Planning and Public Policy	2007 - present
Assistant Professor, University of Connecticut Department of Public Policy	2005 – 2007

HONORS

2003 National Association of Schools of Public Affairs and Administration Annual Dissertation Award
Member, Pi Alpha Alpha
First Place Award, Graduate Research Interaction Day, University of Maryland, 2002
Second Place Award, Graduate Research Interaction Day, University of Maryland, 2000

RESEARCH GRANTS AND TRAINING FELLOWSHIPS

Rutgers University Research Council Grant Award. Modernization in Welfare Offices: Client Perspectives and Online Applications, July 1, 2009 – May 15, 2010. Principal Investigator.

Young Investigator Development Grants Program, University of Kentucky Center for Poverty Research. *The Importance of Region and Welfare Policy for Disconnected Single Mothers*, September 15, 2008 – August 15, 2009. Principal Investigator.

University of Connecticut Faculty Large Grant. *Domestic violence, poverty, and social services: Does location matter?* January 1, 2007 – December 31, 2007. Principal Investigator.

Participant at the University of Connecticut Case Study Methods Teaching Workshop, May 2006

Participant at the National Poverty Center Summer Workshop, Poverty in America: Empirical Trends

and Theoretical Explanations, June 2005

JOURNAL ARTICLES AND BOOK CHAPTERS

Hetling, A. (In press). Welfare Caseworker Assessments and Domestic Violence Services: Findings from Administrative Data and Case Narratives. *Violence Against Women*.

Botein, H. & **Hetling, A.** (In press). Permanent supportive housing for domestic violence victims: Program theory and client perspectives. *Housing Policy Debate*.

Hetling, A., McDermott, M., & Mapps, M. (2008). Symbolism versus policy learning: Public opinion of the 1996 U.S. welfare reforms. *American Politics Research* 36 (3), 335-357.

Hetling, A. & McDermott, M. (2008). Judging a book by its cover: Did perceptions of the 1996 U.S. welfare reforms affect public support for spending on the poor? *Journal of Social Policy*, 37 (3), 471-487.

Hetling, A., Ovwigho, P.C., & Born, C.E. (2007). Do Welfare Avoidance Grants prevent cash assistance? *Social Service Review*, 81 (4), 609-631.

Hetling, A., Saunders, C., & Born, C.E. (2006). "Missing" domestic violence victims in welfare caseloads: The discrepancy between administrative and survey disclosure rates. *Journal of Health and Social Policy*, 22 (2), 79-95.

Hetling, A. & Born, C.E. (2006). Specialists in welfare offices: Do Family Violence Option experts matter? *Administration in Social Work*, 30 (4), 19-36.

Hetling, A., Tracy, K., & Born, C.E. (2006). A rose by any other name? Lump-sum diversion or traditional welfare grant? *The Journal of Policy Practice*, 5 (2/3), 43-59.
Reprinted in R. Hoefler & J. Midgley (Eds.), *International Perspectives on Welfare to Work Policy*.

Hetling, A., Tracy, K., & Born, C.E. (2005). Time's up: The relative disadvantages of long-term and short-term urban welfare recipients? *Journal of Human Behavior in the Social Environment*, 12 (2/3), 17-38.

Reprinted in C.R. Larrison & M. Sullivan (Eds.), *The Impact of Welfare Reform: Balancing Safety Nets and Behavior Modifications*.

Hetling, A. & Born, C.E. (2005). Examining the impact of the Family Violence Option on women's efforts to leave welfare. *Research on Social Work Practice*, 15 (3), 143-153.

Hetling, A. (2000). Addressing domestic violence as a barrier to self-sufficiency: The relationship of welfare receipt and spousal abuse. *Journal of Public and International Affairs*, 11, 21-35.

BOOK REVIEW

Hetling, A. (In press.) Book review of *Out of Reach: Place, Poverty, and the New American Welfare State*. By Scott W. Allard. *Perspectives on Politics*.

TECHNICAL REPORTS

University of Maryland School of Social Work Reports for the Maryland Department of Human Resources

- **Hetling, A.**, Tracy, K., & Born, C.E. (2006, March). *Life without welfare: Do Welfare Avoidance Grants prevent or simply delay welfare receipt?*
- **Hetling, A.**, Patterson, K., & Born, C.E. (2006, February). *The TANF time limit: Comparing long-term and other welfare leavers.*
- **Hetling, A.**, Saunders, C., & Born, C.E. (2005, April). *Maryland's child-only caseload: A comparison of parental and nonparental cases.*
- **Hetling, A.**, Saunders, C., & Born, C.E. (2005, April). *Life on welfare: A snapshot of the active TCA caseload in October 2003.*
- **Hetling, A.**, Tracy, K., & Born, C.E. (2004, July). *Time's up: Relative disadvantages of long-term and short-term welfare recipients.* Baltimore: University of Maryland School of Social Work.
- **Hetling, A.**, Saunders, C., & Born, C.E. (2004, March). *"Missing" domestic violence victims in welfare caseloads: The discrepancy between survey and administrative disclosure rates.*
- **Hetling, A.**, Saunders, C., & Born, C.E. (2004, March). *Caseload exits at the local level: The seventh year of FIP.*
- Born, C.E., **Hetling-Wernyj, A.**, Lacey, D., & Tracy, K. (2003, March). *Life on welfare: A snapshot of the active TCA caseload in October 2001.*
- **Hetling-Wernyj, A.** (2003, January). *Domestic violence and welfare receipt in Maryland: Linking individual outcomes to implementation and jurisdictional differences.*
- Lacey, D., **Hetling-Wernyj, A.**, & Born, C.E. (2002, August). *Life without welfare: The prevalence and outcomes of diversion strategies in Maryland.*
- **Hetling-Wernyj, A.**, & Born, C.E. (2002, July). *Domestic violence and welfare receipt in Maryland: How is the Family Violence Option being implemented?.*
- **Hetling-Wernyj, A.**, & Born, C.E. (2002, March). *Domestic violence and welfare receipt in Maryland: Are domestic violence victims different from other welfare recipients?.*
- Born, C.E., Caudill, P.J., & **Hetling, A.** (1999, October). *Employment outcomes among TCA customers: A review of one vendor's results.* (Confidential Report to the Maryland Department of Human Resources).

Lopez, M.H. & **Hetling, A.H.** (1999). *Participation in vocational education: Evidence from NELS:88.*

(Technical Working Paper). College Park: University of Maryland School of Public Affairs.

Chalmers, D., Gearhart, J., **Hetling, A.H.**, Jagelski, A., Piester, K., & Tsilikounas, C. (1994). *Mexican NGO networks and popular participation*. (ILAIS Paper Series on Latin America). New York: Columbia University.

CONFERENCE PRESENTATIONS

Hetling, A. (2009, November). *The Effect of State Welfare Rules on Disconnected Single Mothers*. 31st Annual Association for Public Policy and Management Research Conference. Washington, DC.

Hetling, A. (2009, May). *The Importance of Region and Welfare Policy for Disconnected Single Mothers*. Annual Small Grants Conference University of Kentucky Center for Poverty Research, Lexington, KY.

Hetling, A. (2008, November). *Internet Access to Welfare: Is the Message Connectivity or Welfare?* 30th Annual Association for Public Policy and Management Research Conference. Los Angeles, CA.

Hetling, A., Ovwigho, P., & Born, C.E. (2008, June). *Do Cash Diversion Programs Prevent Future Welfare Receipt?* 11th Annual ACF/OPRE Welfare Research and Evaluation Conference, Washington, DC.

Hetling, A. (2008, April). *Domestic Violence, Poverty, and Social Services: Does Location Matter?* Urban Affairs Association 38th Annual Conference. Baltimore, MD.

Hetling, A. & Botein, H. (2007, November). *Program Theory, Development, and External Influences: Assessing a New Permanent Housing Program for Domestic Violence Victims*. American Evaluation Association Annual Conference. Baltimore, MD.

Botein, H. (presenter) & **Hetling, A.** (2007, April). *Assessing a New Permanent Housing Program for Abused Women and their Families*. Urban Affairs Association 37th Annual Conference. Seattle, WA.

Hetling, A., & McDermott, M. (2006, November). *Did TANF Fix the Welfare System? The Impact of Policy Change on Public Opinion*. 28th Annual Association for Public Policy and Management Research Conference. Madison, WI.

Hetling, A., Tracy, K., & Born, C.E. (2005, June). *Pulling Apart the Child-only Caseload: Policy Implications for Parental and Non-parental Cases*. Administration for Children and Families 8th Annual Welfare Research and Evaluation Conference, Arlington, VA.

Hetling, A., Tracy, K., & Born, C.E. (2004, October). *Welfare "Avoidance?" Grants: Do Diversion Grants Prevent or just Deter Future Dependence?* 26th Annual Association for Public Policy and Management Research Conference, Atlanta, GA.

Hetling, A., Saunders, C. (presenter), & Born, C.E. (2004, August). *"Missing" Domestic Violence Victims in Welfare Caseloads: The Discrepancy between Survey and Administrative Disclosure Rates*. National Association for Welfare Research and Statistics Research Conference, Oklahoma City, OK.

Ovwigho, P., **Hetling, A.**, Tracy, K. (presenter), & Born, C.E. (2004, August). *Reaching the Limit: A Comparative Analysis between Time-limit Cases and Other Welfare Leavers*. National Association for

Welfare Research and Statistics Research Conference, Oklahoma City, OK.

Hetling, A. & Born, C.E. (2004, January). *Domestic Violence and Welfare Reform: Does the Family Violence Option Help Abused Women Become Self-Sufficient?* 8th Annual Society for Social Work and Research Conference, New Orleans, LA.

CONFERENCE PRESENTATIONS (CONTINUED)

Hetling, A. (2003, November). *Evaluating the Implementation of the Family Violence Option: What Difference do Local Practices Make?* 25th Annual Association for Public Policy and Management Research Conference, Washington, DC.

Hetling, A. & Born, C.E. (2003, October). *Implementing the Family Violence Option in Maryland: What Difference Has In-house Domestic Violence Experts Made?* 4th Trapped by Abuse/Trapped by Poverty, Austin, TX.

Hetling-Wernyj, A., Tracy, K., & Born, C.E. (2003, July). *Life Without Welfare: Do Diversion Strategies Prevent Future Cash Assistance Receipt?* National Association for Welfare Research and Statistics Research Conference, San Diego, CA.

Lacey, D. (presenter), **Hetling-Wernyj, A.,** & Born, C.E. (2002, August). *Life Without Welfare: The Prevalence and Outcomes of Diversion Strategies in Maryland.* National Association for Welfare Research and Statistics Research Conference, Albuquerque, NM.

Hetling-Wernyj, A. (2001, October). *Examining the Characteristics of Domestic Violence Victims on Cash Assistance in Maryland: Are Waiver Recipients Different?* 3rd Trapped by Poverty/Trapped by Abuse Conference, Ann Arbor, MI.

Lacey, D. (presenter), **Hetling-Wernyj, A.,** Ovwigho, P.C., & Born, C.E. (2001, August). *Snapshots of the Active Caseload: Administratively-identified Substance Abusers.* National Association for Welfare Research and Statistics Research Conference, Baltimore.

Ovwigho, P. (presenter), Charlesworth, L., **Hetling-Wernyj, A.,** & Born, C.E. (2001, August). *Snapshots of the Active Caseload: A Three-year Comparison of the Changing TANF Caseload.* National Association for Welfare Research and Statistics Research Conference, Baltimore.

Hetling, A. (2001, June). *Evaluating the Family Violence Option in the State of Maryland: A Research Agenda.* Sixth Women's Policy Research Conference, Institute for Women's Policy Research, Washington, DC.

RESEARCH EXPERIENCE

School of Social Work, University of Maryland, Baltimore, Maryland

Assistant Research Director, Family Welfare Research and Training Group 2002 – 2005

- Work with Principal Investigator and Research Director on determining the scope of work, writing grants, managing research team, and developing research and data protocol manuals
- Direct research projects on welfare reform in Maryland

Senior Research Associate , Family Welfare Research and Training Group	2000 –2001
Research Analyst , Family Welfare Research and Training Group	1999 –2000
School of Public Policy, University of Maryland , College Park, Maryland	
Researcher , Office of Executive Programs	Summer 1999
Graduate Research Assistant	1998 – 1999
National Parenting Association , New York, New York	
Researcher	1995 - 1996

TEACHING EXPERIENCE

Bloustein School of Planning and Public Policy, Rutgers

- Principles of Public Policy, Undergraduate class
- Research Methods, Undergraduate class
- Methods for Public Policy I, Graduate class
- Politics of Poverty, Graduate class
- Methods for Public Policy II, Graduate class

Department of Public Policy, University of Connecticut

- Leadership and Management of Nonprofit Organizations, Graduate class
- Organizations and Management, Graduate class
- Program Development and Evaluation, Graduate class

School of Public Policy, University of Maryland

- Statistics and Public Policy, Summer PPIA undergraduate class
- Mathematics for Public Policy Professionals, Summer class for incoming MPA students

POLICY AND MANAGEMENT EXPERIENCE

Sanctuary for Families, New York, New York

Assistant Director/Acting Director 1998

- Supervised the administration, development, emergency shelter, and volunteer programs of non-profit agency serving victims of domestic violence
- Worked with board of directors on a national search for new executive and assistant directors
- Participated in drafting budget for board approval and implementing new department budgets

Director of Development 1997 –1998

Development Associate 1996 –1997

Columbia University, Institute of Latin American Studies, New York, New York

Administrator 1994 - 1996

- Managed, tracked, and produced financial reporting for a research budget of \$650,000
- Researched and prepared materials for grant proposals
- Coordinated all special events and publications

MEMBERSHIPS

Association for Public Policy Analysis and Management (APPAM)
American Political Science Association (APSA)

LANGUAGES

Native English Speaker
Proficient in Spanish
Proficient in Ukrainian