

Dr. Brittany N. Dernberger

brittanydernberger.com

Curriculum Vitae

February 2024

EDUCATION

2020	PhD	Sociology, University of Maryland Dissertation: <i>Inequality in the College-to-Career Transition</i>
2017	MS	Sociology, University of Maryland
2013	MPA	Non-Profit Management and Leadership, Grand Valley State University
2010	BA	Sociology and Women & Gender Studies, <i>Magna Cum Laude and with Honors</i> Grand Valley State University Honors College American University in Cairo, Study Abroad, 2009

ACADEMIC POSITIONS & WORK EXPERIENCE

- 2021-Present Senior Manager, Systems-Level Impact
CARE
- Strategic and technical leader for \$150K/year initiative to increase organizational capacity for social impact and comprehensively evaluate results at program, country, regional, and global levels.
 - Oversaw \$100K consulting contract to conduct community-engaged research and capacity strengthening in four countries (Ecuador, Ethiopia, Nepal, and Uganda) in 120 days, producing a [global report](#) synthesizing findings and actionable recommendations.
 - Co-led [global evaluation of CARE's COVID-19 vaccination impact in 34 countries](#), an innovative approach to quantify the number of lives impacted by positively changing local-to-global systems. Managed \$100,000 budget, mobilized and coordinated multi-department internal team, developed research methodology, supervised analysis, co-wrote report, and ensured wide dissemination.
 - Developed feminist participatory evaluation framework for USAID Bureau of Humanitarian Assistance-funded (\$5M) initiative to increase capacity of local women-led organizations in Afghanistan, Colombia, Democratic Republic of Congo, and Nepal.
 - Design strategies to execute and measure CARE's global social impact (102 countries), including developing guidance, conducting original mixed methods research, and leading sector-wide networks.
 - Supervise two evaluation and knowledge management staff based outside the U.S. in direct and matrixed roles and manage multiple long-term consultants.

- 2022–2023 Professional Lecturer and Part-Time Faculty Member
Department of Sociology, George Washington University
- Design and teach two courses annually: Sociology of Sex & Gender and Sociology of Education
 - Supervise masters-level Teaching Assistant
- 2020–2021 Researcher, Department of Defense Sexual Assault Prevention and Response Office
Insight Policy Research
- Apply expertise in gender studies and quantitative and qualitative methodology to provide in-depth research consultation on the development, design, conduct, analysis, and reporting of Department sexual assault and related research about gender equity in the military workplace.
 - Delivered rapid response research for President Biden’s 90-Day Independent Review Commission on Sexual Assault in the Military, including developing a qualitative analysis plan and PII protection protocols within 2 business days, conducting analysis of 250 narratives, distilling key findings, and presenting succinct results to Commissioners. Author of two page analytic summary delivered to the Secretary of Defense, Deputy Secretary of Defense, and Chairman of the Joint Chiefs of Staff.
 - Led the development of an evaluation plan about men who experience sexual assault, developing 700+ measurable indicators based on a detailed cross-walk of 11 existing Department data sources.
 - Contribute to capture planning and business development through prospect research and strategy development.
- 2015–2020 PhD Candidate; Research & Teaching Assistant
Sociology Department, University of Maryland
- Completed a robust [mixed-methods dissertation project](#) (40 years of restricted longitudinal survey data; 60 interviews) about the college-to-career transition and how graduates respond to underemployment.
 - 3 peer-reviewed publications as the solo or first author with my research featured in outlets such as [The New York Times](#), [The Atlantic](#), and [Ms. Magazine](#).
 - Awarded \$48,000 in competitive grant and fellowship research funding.
 - Project manager for a multi-prong *National Science Foundation* grant, including an audit study in four labor markets (3,040 applications submitted to 1,520 jobs), multiple factorial vignette surveys administered to the public and hiring agents (3,000+ respondents), 30 interviews; and supervision of an undergraduate research assistant.
 - Regular speaker at conferences and panels on social inequality, economic inequality, and gender justice.
 - Lecturer and instructor for college courses on topics such as gender, inequality, veterans, and sociology of the family; nominated for Office of Undergraduate Studies Teaching Award.

- 2016–2020 Learning & Evaluation Officer | **Steelcase Foundation**
- Lead and direct the Foundation’s learning and evaluation efforts including grant evaluation, organizational learning, and designing evaluation protocols.
 - Designed and institutionalized quarterly feedback survey for proposals under consideration (30+ proposals annually), analyze data, write summary reports that are shared with staff and trustees, and identify adaptations to ensure continuous organizational learning.
 - Conduct all grant recommendations for \$6 million portfolio; complete rigorous assessment and distill complex proposals and progress reports to short write-ups for foundation trustees.
 - Provide technical assistance to approximately 20 organizations annually on development of measurable outcomes and evaluation strategies.
- 2015–2016 Independent Researcher & Consultant | **Higher Ed Insight**
- Conducted 12 qualitative interviews with industry leaders on behalf of the Lumina Foundation about the relationship between workforce/industry training and postsecondary CTE programs.
 - Executed independent research projects for education clients incorporating landscape assessments and qualitative interviews with students and administrators, culminating in written reports that are accessible to multiple audiences.
- 2016 Research Assistant
**Poverty and Inequality Research Lab / 21st Century Cities Initiative,
Johns Hopkins University**
- Conducted in-depth qualitative analysis (coding, theme development, and synthesis of 60 interviews) for “Hearing Their Voices: Baltimore Youth’s Perceptions After Freddie Gray,” funded by The Annie E. Casey Foundation; primary author of 20-page report and four-page research brief.
 - Served as lead researcher and writer of “[Federal-Local Partnerships Playbook](#),” a resource for federal employees partnering with local communities to address stubborn challenges or respond to crises.
- 2011—2015 Assistant Director
Center for Women and Gender Equity, Grand Valley State University
- Led community-based learning for 300+ students annually; including developing 20+ community partnerships, training student leaders, and incorporating an intersectional social justice curriculum.
 - Supervised 7 undergraduate interns and graduate assistants annually; oversaw the budget, implementation, and evaluation of more than 30 annual events, and played a significant role in the Center’s strategic direction, specifically for civic engagement.
 - Directed the campus Student Food Pantry, serving 500+ students annually, supervising all staff and logistics. Successfully led campus-wide campaign advocating for new space and funding.
 - Co-founder and Director of the Gender Justice House living learning community, creating and implementing high-impact learning practices for 30 residents each year.

- Collaborated with Women, Gender, and Sexuality Studies faculty member to develop and implement a new six-week service-learning study abroad trip to South Africa; responsible for two successful trips including recruitment, curriculum development, student advising, and teaching while abroad.

2010–2011 Housing Resource Specialist | **Community Rebuilders**

- Provided personalized strength-based case management services to a caseload of 40+ households at a time, including working with households on increasing their income, overcoming personal barriers, and obtaining/sustaining permanent housing.
- Developed organizational guidelines and programmatic procedures for a new federally-funded tenant-based rental assistance program.

2009–2010 Development and Marketing Assistant | **Women’s Resource Center**

- Assisted Annual Fund Coordinator in planning and coordinating annual luncheon; interacting with donors and event sponsors to procure ample funding to sustain the work of the WRC, and providing excellent customer service to the 600 event guests.

PUBLICATIONS

Refereed Journal Articles

- 2020 Dernberger, Brittany N. and Joanna R. Pepin*. “Gender Flexibility, But Not Equality: Young Adults’ Division of Labor Preferences.” *Sociological Science* 7: 36-5. **equal co-authorship*
 Open access: <https://www.sociologicalscience.com/articles-v7-2-36/>
 Media Coverage: [[The New York Times](#)] [[The Atlantic](#)] [[Ms. Magazine](#)] [[CTV News](#)]
 [[Feminist Majority Foundation](#)]
- 2017 Dernberger, Brittany N. “Limited Intersectional Approaches to Veteran and Former Prisoner Reintegration: Examining Gender Identity and Sexual Orientation.” *Sociological Imagination* 53(1): 100-131.
 Open access on SocArXiv: <https://osf.io/preprints/socarxiv/8qjue/> (900+ downloads)
- 2014 Dernberger, Brittany N. “A Fluid Two-Way Street: South African HIV/AIDS NGOs and their Environment.” *SPNHIA Review* 10(1): 4-19.
 Open access on ScholarWorks: <https://scholarworks.gvsu.edu/spnhareview/vol10/iss1/3/>

Papers in Progress

Dernberger, Brittany. “The Tied Migrant Employment Penalty: Public Perceptions of Military Spouses Seeking Employment.”

Open access on SocArXiv: <https://osf.io/preprints/socarxiv/j5xn9/>

Received D.C. Sociological Society Irene B. Taeuber award for best PhD paper

Dernberger, Brittany. “College Graduate Underemployment and Changing Job Expectations”

Pepin, Joanna and Brittany Dernberger. “Changes in Division of Labor Attitudes in Early Adulthood: 1976 – 2014.”

PUBLIC WRITING, ACADEMIC BLOG POSTS, AND OTHER PUBLICATIONS

- 2023 Brittany Dernberger and Florence Santos* (2023). [CARE's Fast and Fair COVID-19 Campaign: Comprehensive Local-to-Global Impact](#). Atlanta, GA: CARE USA.
**equal co-authorship*
- 2023 [“Women Can’t Lean In to Fix Structural Pay Gaps”](#) *The Hill*. March 18.
- 2020 “To Avoid Baristas with Degrees, Moving College Classes Online Isn’t Enough.” *Medium*. June 3. <https://bit.ly/2AlHv5f>
- 2020 “Young People Have Their Own Battles to Fight Against Sexism.” *Ms. Magazine*. January 28. <https://bit.ly/397z35E>
- 2020 [“Youths’ Gender Attitudes Maintain the Status Quo.”](#) *Work in Progress*. March 10.
- 2019 “Airing Dirty Laundry: Operation Varsity Blues Highlights the Insecurity of Privilege.” *Medium*. March 13. <https://bit.ly/2S8iwae>
- 2018 “Let’s Talk About [Good] Sex.” *Medium*. March 9. <https://bit.ly/2xKTV1D>
- 2017 “Is There a Military Spouse Hiring Penalty?” *Veteran Scholars*. July 13. <https://bit.ly/2NNp4fV>
- 2017 “Class and Gender in Hiring for Elite Jobs.” *Contexts Magazine*. Winter. <https://bit.ly/2XIekyX>
- 2017 “Set-Up City: The Voices of Baltimore Youth After the April 2015 Unrest” (with co-authors) <https://bit.ly/30urWQ6>
- 2017 “Institutionalizing Prison Reentry.” *Contexts Magazine*. Winter. <https://bit.ly/30oCwYW>
- 2017 “Women’s March: Big Tents Require Both/And.” *Contexts* (Online Edition). January 29. <https://bit.ly/2G9iQ3x>
- 2017 “University of Phoenix vs. University of Unicorns.” *Contexts Magazine*. Fall. <https://bit.ly/2XJewEC>
- 2016 “Federal-Local Partnerships Playbook.” *Johns Hopkins University 21st Century Cities Initiative*. <https://playbook.21cc.jhu.edu/>
- 2016 “The Case for Seeing Your Trump-Voting Family this Holiday Season.” *Contexts* (Online Edition). November 20. <https://bit.ly/2YP3hFt>
- 2016 “Work History and Hiring.” *Contexts Magazine*. Fall. <https://bit.ly/2xGy9w4>
- 2016 “Middle-Class Moms Managing Black Sons’ Vulnerability.” *Contexts Magazine*. Summer. <https://bit.ly/2XZY54v>

- 2015 “What 5 Disciplines (not Sociology) Say About Ex-Offender Re-Entry.” *Contexts* (Online Edition). October 10. <https://bit.ly/2NNeENj>
- 2015 “When Border Crossings Become Border Inspections.” *From the Balcony*. January 7. <https://bit.ly/30qXLcL>
- 2014 “Calling out the Emperor: Awards and Recognition in Grand Rapids.” *The Rapidian*. Oct. 13. <https://bit.ly/2LQI92H>
- 2010 “Understanding Female Ex-Offender Re-Entry into the Workforce.” *ScholarWorks*. <https://bit.ly/2Y2uXcM>

GRANTS & FELLOWSHIPS

External

- 2019 Dissertation Scholar Award. *P.E.O. International* “Scarring Effects: College Graduates’ Responses to Underemployment.” (\$15,000).

Internal

- 2019 Ann G. Wylie Dissertation Fellowship. *University of Maryland Graduate School* “Scarring Effects: College Graduates’ Responses to Underemployment.” (\$15,000).
- 2019 Dr. Ramon Henkel Quantitative Research Fellowship. *University of Maryland Department of Sociology* “Scarring Effects: College Graduates’ Responses to Underemployment.” (\$2,000).
- 2019 Principal Investigator. *Dean’s Research Initiative Doctoral Dissertation Grant* “Scarring Effects: College Graduates’ Responses to Underemployment.” (\$1,750)
- 2016 Principal Investigator. *Dean’s Research Initiative Master’s Thesis/Pre-candidacy Grant* “Public Perceptions of Military Spouses Seeking Work.” (\$1,500)
- 2016 Principal Investigator. *College of Behavioral and Social Sciences BRIDGES Award*, “Limited Intersectional Approaches to Veteran and Ex-Offender Reintegration: Examining Gender Identity and Sexual Orientation.” (\$200)
- 2015- Dean’s Fellowship. *University of Maryland College of Behavioral and Social Sciences* (\$2,500 annually)

AWARDS & HONORS

- 2018 Nominee, **Graduate School All STAR Fellowship**, University of Maryland
- 2017 Nominee, **Office of Undergraduate Studies Teaching Award**, University of Maryland
- 2012 **Feminist of the Year Award**, National Organization of Women, Grand Rapids Chapter

- 2010 **Women’s Center Outstanding Student of the Year**, Grand Valley State University
- 2010 **Women & Gender Studies Outstanding Student of the Year**,
Grand Valley State University
- 2010 **Outstanding Honors College Senior Project**, Grand Valley State University
- 2009 Inducted into **Phi Kappa Phi Honor Society, Alpha Kappa Delta Sociology Honor Society**, and **Iota Iota Iota Women & Gender Studies Honor Society**

TEACHING EXPERIENCE

Department of Sociology, George Washington University

Instructor (Professional Lecturer and Part-Time Faculty Member)

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| Sociology of Sex and Gender (30 students) | Spring 2022 |
| Sociology of Education (35 students) | Fall 2022 |
| Sociology of Sex and Gender (55 students) | Spring 2023 |

Department of Sociology, University of Maryland

Lead Teaching Assistant

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| Special Topic: “What Does America Owe its Veterans?” (80 students) | Spring 2018 |
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Teaching Assistant

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| Families in Society (80 students) | Fall 2016 |
| Special Topic: “What Does America Owe its Veterans?” (80 students) | Fall 2015 |

Department of Women, Gender, and Sexuality Studies, Grand Valley State University

Instructor

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| Introduction to Gender Studies (35 students) | Spring 2014, Fall 2014 |
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CONFERENCE PRESENTATIONS

- 2023 Dernberger, Brittany “Pushing Back on USAID Templates: Designing a Feminist Evaluation Framework with Women-Led Organizations in the Global South.” *American Evaluation Association Annual Meeting*, Indianapolis, IN.
- 2023 Pepin, Joanna, Brittany Dernberger, Ayrilia Welch, Ashley B Barr. “Changes in Work-Family Attitudes During Early Adulthood.” *American Sociological Association Annual Meeting*, Philadelphia, PA.
- 2022 Dernberger, Brittany, Caitlin Shannon, and David Leege. “From Direct Service to Systems Change: Defining and Measuring Systems-Level and Catalytic Impact in International NGOs.” *American Evaluation Association Summer Institute*, Atlanta, GA.
- 2020 Dernberger, Brittany. “College Graduates’ Responses to Underemployment.” *American Sociological Association Annual Meeting*, San Francisco, CA. (cancelled because of COVID-19).

- 2020 Pepin, Joanna and Brittany Dernberger. "Changes in Division of Labor Attitudes in Early Adulthood: 1976 – 2014." *Population Association of America Annual Meeting*, Washington, D.C. (cancelled because of COVID-19).
- 2019 Kleykamp, Meredith and Brittany Dernberger. "Tied Migration and Anticipatory Discrimination." [rev]. *American Sociological Association Annual Meeting*, New York City, NY.
- 2018 Dernberger, Brittany and Joanna Pepin. "Young Adults' Expectations of the Division of Labor in their Future Families." *American Sociological Association Annual Meeting*, Philadelphia, PA.
- 2018 Kleykamp, Meredith and Brittany Dernberger. "Tied Migration and Anticipatory Discrimination." *Population Association of America Annual Meeting*, Denver, CO.
- 2018 Dernberger, Brittany. "Do Perceptions of a "Good" Job Reflect Inequality? Job Values Across Gender & Race, 1973-2014." *Eastern Sociological Society*, Baltimore, MD.
- 2017 Dernberger, Brittany and Meredith Kleykamp. "Public and Employer Evaluations of Military Spouses Seeking Work." *IUS: The Inter-University Seminar on Armed Forces and Society*, Reston, VA.
- 2017 DeMuth, Danielle, Ayana Weekley, and Brittany Dernberger. "Feminist Social Justice, Student Activism, and Study Abroad: Designing a Study Abroad Program in WGS." *National Women's Studies Association Conference*, Baltimore, MD.
- 2017 Dernberger, Brittany. "How Class Status and Class Mobility Determine What Makes a Good Job." *American Sociological Association Annual Meeting*, Montreal, Quebec.
- 2017 Dernberger, Brittany and Meredith Kleykamp. "Tied Migration and Employment: Public Perceptions of Military Spouses Seeking Work." *American Sociological Association Annual Meeting: Organizations, Occupations, and Work Referred Roundtable*, Montreal, Quebec.
- 2016 Dernberger, Brittany. "#lovewins, but Many Lose: Increased Exclusion and Discrimination in the Wake of Marriage Equality." *After Marriage: The Future of LGBTQ Politics and Scholarship*, CLAGS: Center for LGBTQ Studies at CUNY Graduate Center, New York, NY.
- 2016 Dernberger, Brittany. "Limited Intersectional Approaches to Veteran and Ex-Offender Reintegration: Examining Gender Identity and Sexual Orientation." *College of Behavioral and Social Sciences BRIDGES*, College Park, MD.
- 2015 Dernberger, Brittany. "Feminism on the Frontlines: Justice-Learning as a Pedagogical Tool." *Interventions: Women's Studies in Action Symposium*, College Park, MD.
- 2015 Dernberger, Brittany and Allison Montae. "Falling Through the Cracks: the Hidden Stories of Women of Color in Higher Education." *Michigan American Council on Education Women's Network Conference*, Lansing, MI.

- 2014 Dernberger, Brittany. "Leading Women & Gender Studies Study Abroad Programs: Challenges & Opportunities." *National Women's Studies Association Conference*, San Juan, Puerto Rico.
- 2014 Dernberger, Brittany and Jessica Jennrich. "Unspoken Tensions: Toward a Socially Just Framework of Civic Engagement." *Civic Engagement Institute*, Grand Rapids, MI.
- 2013 Dernberger, Brittany. "Feminism & Social Media: Joining the Digital Conversation." *National Women's Studies Association Conference*, Cincinnati, OH.
- 2013 Dernberger, Brittany and Theresa Rowland. "Intersectional Leadership: Community Engagement, Student Development, and Service Learning." *Michigan College Personnel Association Conference*, Detroit, MI.
- 2010 Dernberger, Brittany. "Understanding Female Ex-Offender Re-Entry into the Workforce." [rev]. *National Women's Studies Association Conference*, Denver, CO.
- 2010 Dernberger, Brittany. "Understanding Female Ex-Offender Re-Entry into the Workforce." *Michigan Academy of Science, Arts, and Letters Conference*, Grand Rapids, MI.

INVITED LECTURES

- 2024 Dernberger, Brittany. "The Orgasm Gap" *Profs and Pints DC*, Washington, DC
- 2023 Dernberger, Brittany with co-panelists. "Shifting Power from International NGOs to Women-Led Organizations in the Global South." *Global Women Leaders* Indiana University, Bloomington, IN.
- 2023 Dernberger, Brittany. "The Orgasm Gap" *Profs and Pints DC*, Washington, DC
- 2023 Dernberger, Brittany. "The Gender Inequality of Hustle Culture: When Passion and Pay Don't Add Up." *The Collective*, Washington, DC
- 2021 Dernberger, Brittany. "The College-to-Career Transition in the COVID-19 Era: Challenges and Opportunities." *Community talk for PEO* (virtual event).
- 2019 Dernberger, Brittany. "When 5 Internships Aren't Enough: Underemployment & Jarring College-to-Career Transitions." *Symposium on College Internship Research*, Center for Research on College-Workforce Transitions, Madison, WI.
- 2015 Dernberger, Brittany and Allison Montae. "#realtalk: authenticity in the workplace." *Student to Professional Conference*, Allendale, MI.
- 2015 Dernberger, Brittany and community partners. "Community-Based Learning as Justice-Oriented Education." *Community as Classroom Workshop series*, Grand Rapids, MI.

- 2014 Dernberger, Brittany. “Is Higher Education Youth Friendly?” *Higher Education Young Professionals Panel*, Grand Rapids, MI.
- 2014 Dernberger, Brittany and Jessica Jennrich. “Getting Students Engaged for Good.” *SynergyWorks*, Grand Rapids, MI.
- 2014 Dernberger, Brittany. “Navigating Boundaries - Balancing Professional and Community Engagement for Young Professionals in Higher Education.” *Young Professionals in Higher Education workshop series*, Allendale, MI.

UNIVERSITY LEADERSHIP AND SERVICE TO THE DISCIPLINE

Journal Reviews (Ad Hoc)

American Sociological Review; British Journal of Sociology; Sociology of Education; Social Science Research; The Social Science Journal

Discipline

- 2023- Co-Chair, American Evaluation Association Systems in Evaluation Topical Interest Group
- 2018- SocArXiv SocArXiv Steering Committee; SocArXiv Volunteer Moderator
- 2018-2020 Student Outreach & Mentoring Committee; Inequality, Poverty & Mobility Section, American Sociological Association
- 2015 Proposal Reviewer; Women’s Center Pre-Conf., National Women’s Studies Assoc.

University of Maryland

- 2018 Open Scholarship for the Social Sciences (O3S) Planning Committee
- 2017-2018 Brownbag Workshop Series Coordinator, Graduate Student Forum
- 2016-2017 President, Graduate Student Forum
- 2016 Treasurer, Graduate Student Forum

Grand Valley State University

- 2014-2015 Campus Sustainability Advisory Committee
- 2014-2015 Young Professionals in Higher Education Leadership Committee
- 2013-2015 Community Engagement Infrastructure Team
- 2013-2015 Wellness Taskforce to inform the University’s 2015 Strategic Plan
- 2014 Grand Forum Scholarship for Continuing Education Review Committee
- 2011-2015 Veteran’s Network

COMMUNITY ENGAGEMENT

- 2019-2022 Rutland Court Cooperative Board of Directors | *Occupancy Co-Chair*
- 2012-2015 American Civil Liberties Union (ACLU) of West Michigan Board of Directors
Membership Outreach Committee Chair | Vice-President
- 2011-2013 Red Project Board of Directors | *Program Committee Chair*

2010-2015 Progressive Women's Alliance

CERTIFICATIONS

2019 **University Teaching and Learning Program**, *University of Maryland Teaching and Learning Transformation Center*

2015 **Mental Health First Aid** [8 hours], *Mental Health Foundation of West Michigan*

2012 **Certificate in Nonprofit Board Leadership** [10 hours],
Grand Valley State University Johnson Center of Philanthropy

2011 Certified in **Group Crisis Intervention** [14 hours] and **Individual Crisis Intervention and Peer Support** [13 hours], *Course Number 21107277437050*