

**JENNIFER L. BRYAN, PhD**

71 Wallis Avenue, Apt 4 Jersey City, NJ 07306

Phone: (201) 320-8480 Email: [jenniferlbryan@yahoo.com](mailto:jenniferlbryan@yahoo.com)

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**EDUCATION**

**Yale University**, New Haven, CT

Doctorate in Sociology, May 2009

**Concentration/Interests:** Urban Sociology, Race and Ethnicity, Community Building, Ethnography

**Dissertation:** "'Terror Town': The Impact of 9/11 on Arab Muslims, Intergroup Relationships and Community Life in Jersey City."

**Rutgers, the State University of New Jersey**, New Brunswick, NJ

Bachelor of Arts in Administration of Justice and Psychology, *cum laude* and Criminology Certificate, 1997

**Honors and Programs:** *Phi Beta Kappa*; State of New Jersey General Assembly Award for Outstanding Achievement; Ronald E. McNair Post-Baccalaureate Achievement Award; Equal Opportunity Fund Award for Outstanding Achievement; Golden Key National Honor Society; Dean's List.

**Grants and Fellowships:** Russell Sage Foundation; Institution for Social and Policy Studies at Yale University; Institute for Social and Economic Research and Policy at Columbia University; and Yale University Tuition Fellowship and Dissertation Writing Grant.

**DISSERTATION RESEARCH**

**Yale University**, New Haven, CT

*Principal Investigator*, September 2001 to September 2005

- Designed and implemented comprehensive case study of the impact of 9.11 on Arab Muslims, inter-group relationships and community building in working class neighborhoods of Jersey City that came under intense investigation for suspected ties to terrorism.
- Engaged in over four-years of in-depth participatory observation of everyday life situations wherein Arab Muslims, particularly recent immigrants from Egypt, were arrested, detained, assaulted, and/or experienced discrimination in employment, housing, schools, shopping centers, and public space.
- Organized and facilitated inter-faith focus groups to promote conflict resolution among Arab Americans, African Americans, Italian Americans and Latino Americans.
- \*Presently preparing dissertation manuscript for scholarly publication.

**SELECT PUBLICATIONS**

- Bryan, Jennifer L. (2005) "Constructing 'The True Islam' in Hostile Times: The Impact of 9/11 on Muslims in Jersey City" in *Wounded City: The Social Effects of the World Trade Center Attack on New York City*. New York: Russell Sage Foundation.
- Bryan, Jennifer L., Alana Gunn and Stephanie Henthorn (2007) "CEO's Rapid Rewards Program: Using Incentives to Promote Employment Retention among Formerly Incarcerated Individuals." The Center for Employment Opportunities (CEO)'s *Learning Institute Report*, available at [www.ceoworks.org](http://www.ceoworks.org).
- Welch, Michael, and Jennifer Bryan (2000) "Moral Campaigns, Authoritarian Aesthetics, and Escalation: An Examination of Flag Desecration in the Post-Eichman Era." *Journal of Crime and Justice*, Vol. 23, No.1.

- Welch, Michael, and Jennifer Bryan (1998) "Reactions to Flag Desecration in American Society: Exploring the Contours of Formal and Informal Social Control." *American Journal of Criminal Justice*, Vol. 22, No. 2.
- Welch, Michael, and Jennifer L. Bryan (1997) "Flag Desecration in American Culture: Offenses Against Civil Religion and a Consecrated Symbol of Nationalism." *Crime, Law and Social Change: An International Journal*, 26.

### **SELECT PRESENTATIONS**

- "'Terror Town': The Impact of 9/11 on Arab Muslims, Intergroup Relationships and Community Life in Jersey City." EASTERN SOCIOLOGICAL SOCIETY, March 2009.
- "Just to Get By: Race and Ethnic Conflict among Low-Wage Workers after Incarceration." EASTERN SOCIOLOGICAL SOCIETY, March 2009.
- "'I'm Worth More than That!': Race and Ethnic Conflict among Low-Wage Workers after Incarceration." AMERICAN SOCIOLOGICAL ASSOCIATION CONFERENCE, August 2008.
- "Terror Town Jersey City: A Case of Cultural Trauma, Conflict & Community after 9/11." AMERICAN SOCIOLOGICAL ASSOCIATION CONFERENCE, August 2007.
- "CEO's Rapid Rewards Program: Using Incentives to Promote Employment Retention for Formerly Incarcerated Individuals." NEW YORK ASSOCIATION FOR TRAINING AND EMPLOYMENT PROFESSIONALS (NYATEP), October 2007.
- "Young Adult Experiences with Work after Incarceration: Issues & Strategies." NEW YORK ASSOCIATION FOR TRAINING AND EMPLOYMENT PROFESSIONALS (NYATEP), October 2007.
- "Developing Employment Incentive Programs to Improve Organizational Outcomes." NATIONAL ASSOCIATION FOR WORKFORCE DEVELOPMENT PROFESSIONALS (NAWDP), May 2008.
- "Constructing 'The True Islam' in Hostile Times: The Impact of 9/11 on Arab Muslims in Jersey City." AMERICAN SOCIOLOGICAL ASSOCIATION, August 2004.
- "Terrorism in Your Own Backyard? The Impact of 9/11 on inter-group relations in Jersey City." RUSSELL SAGE FOUNDATION, July 2002.
- "Civil Rights or Civil War? An Examination of the Right Wing Movement to End Affirmative Action." RACE & LAW SCHOLARSHIP CIRCLE, Yale University 1999.
- "Flag Desecration in American Culture: Offenses Against Civil Religion and a Consecrated Symbol of Nationalism." AMERICAN SOCIETY OF CRIMINOLOGY CONFERENCE, March 1996.
- "Responses to Flag Desecration in American Society: Exploring the Contours of Formal and Informal Social Control." ACADEMY OF CRIMINAL JUSTICE SCIENCE CONFERENCE, November 1996.

### **SOCIAL RESEARCH WORK EXPERIENCE**

**Center for Employment Opportunities (CEO), New York, NY**

*Director of Research and Organizational Development, January 2006 to March 2009*

- Led multi-method research projects to evaluate the impact of CEO's programs on participants, who sought employment as they transitioned from prison to communities in New York City.
- Designed, conducted and facilitated in-depth interviews, focus groups and surveys with formerly incarcerated individuals, who were mainly African Americans and Latinos between the ages of 18-65.
- Led senior research and program staff members in the analysis of qualitative and quantitative research findings using MaxQDA, SPSS and other programs.
- Wrote research reports and presented at conferences to share promising practices and lessons

learned with researchers, policy makers and practitioners within the fields of workforce development and reentry.

- Collaborated with academics and community partners on proposals and research projects to raise awareness of the issues people faced in searching for work with a criminal record.
- Facilitated interactive workshops to help staff members understand and use data to enhance performance, and enhance the quality of services to participants.
- Conducted needs assessments, site visits and technical assistance workshops to help other community-based organizations improve employment and reentry services.
- Recruited and managed diverse team including full-time staff and graduate student interns.
- Managed budget and fiscal compliance of funded research projects within the organization.

**BCT Partners, Newark, NJ**

*Research Consultant/Manager of Research, May 2004 to June 2005*

- Led research and evaluation projects to assess technical assistance and capacity needs of community development corporations, community technology centers, historically black colleges and universities (HBCUs), and nonprofits throughout the United States.
- Developed relationships with clients and partners from diverse agencies, including the Department of Housing and Urban Development, the Ford Foundation, Microsoft, Fannie Mae, NPower, the Kellogg Foundation, and the Annie Casey Foundation, among others.
- Facilitated focus groups, interviews, site visits and quantitative methods to analyze findings.
- Wrote research reports, presentations and proposals with recommendations for improving services.
- Led technical assistance workshops to enhance the organizational capacity of organizations.
- Researched, evaluated and recommended technology tools to enhance the efficiency of nonprofit organizations, especially in areas of workforce and career development, case management, income and work supports, financial planning, community building, and evaluation and assessment.

**Vera Institute of Justice, New York, NY**

*Research Consultant, August 2004 to November 2004*

- Managed research project to assess relationships between Arab American communities and law enforcement officials in twenty sites with largest Arab American populations in the US.
- Coordinated outreach and conducted interviews with Arab American leaders of faith-based and community-based organizations, business owners, and politicians, as well as with police officers.

*Researcher, June 1998 to September 1999*

- Organized and facilitated focus groups in the Lower East Side of New York City on issues of drug use, conflicts with police officers and relations with *La Bodega de la Familia*.
- Conducted qualitative analyses of interviews concerning the experiences of drug users in various rehabilitation programs throughout the state of New York.
- Evaluated factors leading to retention in rehabilitation programs, job training programs and employment, as well as factors leading to recidivism among recently released offenders.

**Center for Urban Research and Policy (CURP) at Columbia University, New York, NY**

*Associate Director, September 2000 to June 2002*

- Led urban policy, research and community building initiatives in collaboration with leaders of faith-based and community-based organizations, and principal investigators from various disciplines.
- Developed interactive case-study methodology for a community building research program

designed to integrate research and practice in community building efforts in sites throughout the United States.

- Organized conferences and technical assistance workshops in partnership with community and academic leaders. Themes included: "Urbanizing World and UN Habitat II," "Muslim Communities in New York City," "Emerging Ethnic Media: New York's Local Voices," and the David N. Dinkins Forum.
- Managed full-time staff, student interns, and advised SIPA graduate students in producing "Building Community Block by Block," a community building edition of CURP's publication, *Metropolitics*.
- Maintained budget and fiscal compliance of CURP's funded projects within the University.

**Committee for Hispanic Children and Families, Inc. (CHCF), New York, NY**

*Development Consultant, February 2000 to September 2000*

- Researched funding opportunities, wrote proposals and organized special fundraising events to address critical needs and improve the quality of services to Hispanic children and families.
- Conducted site visits, interviews and provided technical assistance to staff members in charge of implementing CHCF's community-based, after-school programs to assess and identify critical needs.
- Facilitated special session of the Hispanic Leadership Forum in Washington, D.C. and wrote a report with culturally relevant recommendations to improve child services.
- Helped to form a Junior Advisory Board of young professionals to raise awareness of organization's work and organize fundraising events.

**Yale University, New Haven, CT**

*Teaching Fellow, September 2002 to May 2003 and September 1999 to December 2000*

**Courses:** Urban America: Sociological Perspectives; Crime & Deviance: Sociological Perspectives; and Popular Culture, Media & Identity.

- Designed and led interactive seminars on interrelated issues of crime and deviance, poverty, race and ethnicity, globalization, immigration, urban and community development, homelessness, community building, activism, social movements and political protests, identity and popular culture.
- Developed essay topics requiring students to critically assess issues and current research.
- Evaluated student performance and provided counseling on career and academic goals.

**Upward Bound Program, New Brunswick, NJ**

*Tutor Counselor, Summer 1997*

- Tutored and counseled eighty high school students in a residential summer program designed to prepare traditionally underrepresented students for college.
- Led professional development discussions highlighting strategies to overcome social obstacles, including poverty, crime and deviance, improve academic performance and pursue career objectives.

**Rutgers Project CORE (Communities Organizing to Regain their Environment), Newark, NJ**

*Youth Counselor/Research Intern, January 1997 to May 1997*

- Counseled youth in a post detention program designed to rehabilitate juvenile offenders.
- Negotiated with employers and school officials to reintegrate adjudicated young men into high schools, G.E.D. courses and various employment positions.
- Assessed factors leading to retention in employment, school and training programs vs. recidivism.

**New Jersey Supreme Court Committee on Minority Concerns, Trenton, NJ**

*Research Intern, September 1996 to December 1996*

- Researched racial and economic discrimination in New Jersey court system.
- Investigated the prevalence of toxic waste dumping in low-income neighborhoods.
- Evaluated the quality of legal services for immigrant groups and proposed changes.

**Women and Minority Summer Research Program and Center for Violence Research and Prevention at Columbia University, New York, NY**

*Research Scholar working with Professor Jeffrey Fagan, Summer 1996*

- Researched and analyzed the experiences of juvenile offenders in post-adjudication programs in Harlem, as part of a broader evaluation of the movement to charge juvenile offenders as adults.
- Developed a report and presentation on the implications of charging juvenile offenders as adults.

**New Jersey Public Interest Research Group (NJPIRG), New Brunswick, NJ**

*Hunger and Homeless Project Coordinator, January 1996 to May 1996*

- Led outreach and weekly community service initiatives at local soup kitchens and shelters.
- Conducted participatory observation and interviews with families who visited these facilities.
- Wrote ethnographic research paper that documented the experiences of homeless families, and analyzed factors affecting their ability to secure stable housing and employment.
- Organized and participated in the 1996 Hunger & Homeless Awareness Day at Rutgers University, part of a national day of community service.

**Department of Administration of Justice at Rutgers, the State University of NJ, New Brunswick, NJ**

*Research Associate working with Professors Michael Welch and Lennox Hinds, January 1995 to May 1997*

- Conducted extensive research on the experiences of political protestors and others charged with flag desecration, as well as topics affecting immigrants detained in US jails, juvenile offenders in rehabilitation programs, and victims of crimes against humanity.
- Co-authored three articles published in peer-reviewed journals and presented at conferences.

**COMPUTER SKILLS**

- Proficient in Microsoft Word, Excel, Access, PowerPoint, SPSS, MaxQDA, Windows, etc.

**PROFESSIONAL AFFILIATIONS**

- American Sociological Association; New York Association for Training and Employment Professionals; National Association for Workforce Development Professionals; National Community Building Network; Human Rights Watch.