

**TRINA R. WILLIAMS SHANKS**

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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**

Ph.D. *St. Louis, MO* 2003  
Dissertation: The Impact of Household Wealth and Poverty on Child Development Outcomes  
Master of Social Work 2000

**JOHN M. OLIN SCHOOL OF BUSINESS**

Bachelor of Science in Business Administration (Summa Cum Laude) *St. Louis, MO* 1992

**UNIVERSITY OF OXFORD**

Master of Philosophy in Comparative Social Research *Oxford, England* 1996

**Affiliations**

Faculty Affiliate—Nonprofit and Public Management Center, University of Michigan  
Faculty Affiliate—National Poverty Center, University of Michigan  
Research Associate—Center for Social Development, Washington University in St. Louis

**Research Interests**

- ❖ The impact of poverty and wealth inequality on children and youth.
- ❖ Public policy for families
- ❖ Community and economic development

**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 1000 accounts across 11 states and Puerto Rico. The project is a quasi-experiment, and parents of children in the treatment group and parents of children in a comparison group 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
  
- **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.
  - 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**

**Articles**

**Williams Shanks, T.** (in press). The Impacts of Household Wealth on Child Development. *Journal of Poverty*.

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

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.

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.

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

### Reports

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.

### Book Chapter

**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.

### 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**

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 97<sup>th</sup> 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 35<sup>th</sup> 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. February 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)  
“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 21<sup>st</sup> 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)
- 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 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.

#### **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, 2005-2006
- 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

### *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-present.

#### *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

### **Awards, Grants, and Special Recognitions**

- 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*