

KESS L. BALLENTINE, MA, MSW, PhD

EDUCATION

Doctor of Philosophy, 2021

Gender, Sexuality, and Women's Studies Doctoral Certificate, 2021

University of Pittsburgh, Pittsburgh, PA, 2021

Dissertation: "You Have No Idea What It Takes": An Examination of How Low-wage Single Parents Navigate Work and Home

Committee: Sara Goodkind (Chair), Elizabeth Farmer, Jeffrey Shook, & Julia Henly

Master of Social Work

University of Pittsburgh, Pittsburgh, PA, 2017

Master of Arts in Teaching, Special Education

North Carolina State University, Raleigh, NC, 2012

Bachelor of Science, Health Policy and Administration

The Pennsylvania State University, University Park, PA, May 2008

Schreyer Honors Scholar, Minor in Economics

Honors Thesis: The Impact of Parenting Quality on Outcomes in Therapeutic Foster Care

ACADEMIC EMPLOYMENT

Assistant Professor, School of Social Work, Wayne State University, 2021-Present

JOURNAL ARTICLES

Ballentine, K. L. & Woo, J. (In press). A structural equation model of emotional labor, work-home interaction, and well-being. *Social Work Research*.

Woo, J., **Ballentine, K. L.**, Shook, J., Engel, R., & Goodkind, S. (In press). Relationships among material hardships, perceived stress, and health among low-wage hospital workers. *Health and Social Work*.

Shook, J., Goodkind, S., Kolivoski, K., & **Ballentine, K.L.** (2021). Procedural justice and legal socialization among juvenile offenders: The role of defense attorneys. *Journal of Social Issues*, 77(2), 484-503.

Ballentine, K. L., Goodkind, S., & Shook, J. (2020). From scarcity to investment: The range of strategies used by low-income parents with "good" low-wage jobs. [Special Issue]. *Families in Society: The Journal of Contemporary Social Services*, 101(3), 260-274.

Shook, J., Goodkind, S., Engel, R., Wexler, S. & **Ballentine, K. L.** (2020). Moving beyond poverty: Effects of low-wage work on individual, social, and familial well-being. [Special Issue]. *Families in Society: The Journal of Contemporary Social Services*, 101(3), 249-259.

Ballentine, K. L. (2019). Understanding racial differences in diagnosing ODD versus ADHD using Critical Race Theory. *Families in Society: The Journal of Contemporary Social Services*, 100(3), 282-292.

Goodkind, S. & **Ballentine, K. L.** (2017). Feminist social work and political engagement: Working toward social justice through local policy. *Affilia*, 32(4), 425-431.

Farmer, E. M. Z., Murray, M., **Ballentine, K. L.**, Rautkis, M. & Burns, B. J. (2017). Would we know it if we saw it? Assessing quality of care in group homes for youth. *Journal of Emotional and Behavioral Problems* 25(1), 28-36.

Morris, A., **Ballentine, K. L.**, & Farmer, E. M. Z., (2012). Learning for and from the field: The experience of being a research interviewer. *Residential Treatment for Children and Youth*,

29(4), 265-281.

Ballentine, K. L., Morris, A., & Farmer, E. M. Z. (2012). Following youth after out-of-home placement: Navigating a data collection obstacle course. *Residential Treatment for Children and Youth*, 29(1), 32-47.

Murray, M., Southerland, D., Farmer, E. M. Z., & **Ballentine, K. L.** (2010). Enhancing and adapting treatment foster care: Lessons Learned in trying to change practice. *Journal of Child and Family Studies*, 19, 393-403.

ARTICLES

UNDER REVIEW

Woo, J., Shook, J., **Ballentine, K. L.**, Engel, R., & Goodkind, S. (under review). The relationship between financial insecurity and perceived stress among low-wage security guards: The importance and meaning of strategies to make ends meet.

Woo, J., Shook, J., Goodkind, S., **Ballentine, K. L.**, Engel, R., Kim, S., Wexler, S., & Petracchi, H. (under review). Does it help? The effects of wage increases on low-wage hospital workers.

Engel, R., Wexler, S., Kim, S., Shook, J., Woo, J., **Ballentine, K. L.**, Goodkind, S., & Petracchi, H. (under review). When is enough income really enough? Differences in material hardships by a living wage threshold.

FUNDING

Research Director, Understanding the Effects of the Benefits Cliff on Low-wage Workers and their Young Children, Robert Wood Johnson Foundation, \$90,000, 2019-2021

Research Associate, Pittsburgh Wage Study: The Effects of Wage Increases on Hospital Workers' Lives and Work, Heinz Endowments, \$250,000, 2017-2020

Eileen Blackey Doctoral Fellow, An Examination of How Parents in Low-Wage Hospital Jobs Navigate Home, Work, and Their Children's School, NASW Foundation, \$6,500, 2019-2020

Principal Investigator, An Examination of How Parents in Low-Wage Hospital Jobs Navigate Home, Work, and Their Children's School, School of Social Work Student Research Fund, University of Pittsburgh, \$500, 2019

Principal Investigator, An Examination of How Parents in Low-Wage Hospital Jobs Navigate Home, Work, and Their Children's School, Gender, Sexuality, and Women's Studies Department Student Research Fund, University of Pittsburgh, \$960, 2019

Funded Leader, Allegheny County Jail Medical Neglect Documentation Project, Sprout Fund Seed Fund Award, \$1,000, 2016

REFEREED

PRESENTATIONS

Ballentine, K. L., Woo, J., & Goodkind, S. Symposium. A qualitative study of work-family conflict among low-wage parents: The role of workplace climate. Society for Social Work Research, 25th Annual Conference, January 2021.

Goodkind, S, Hyde, C., Haley, A., **Ballentine, K. L.**, & Allmang, S. Roundtable. Social work's role in addressing precarious, undervalued work across labor sectors. Society for Social Work Research, 25th Annual Conference, January 2021.

Woo, J., **Ballentine, K. L.**, Kim, S., Shook, J., Goodkind, S., Engel, R., Wexler, S., & Petracchi, H. Poster Presentation. Public vs. private: Do strategies to make ends meet moderate the relationship between financial insecurity and stress? Society for Social Work Research, 25th Annual Conference, January 2021.

Woo, J., **Ballentine, K. L.**, Engel, R., Shook, J., & Goodkind, S. Relationships among Material Hardships, Perceived Stress, and Health among Low-Wage Workers. Paper to be presented at

the 66th CSWE Annual Program Meeting, November 2020.

Ballentine, K. L. & Woo, J. Symposium. A qualitative study of work-family interaction among low-income hospital workers with a “high road” employer. Work Family Research Network, New York City, June 2020.

Woo, J. & **Ballentine, K. L.** Oral Paper. More money? More problems?: Good jobs do not prevent workers' stress from spilling over to their health. Work Family Research Network, New York City, June 2020.

Ballentine, K. L. (2020). Oral Paper. A Holistic View of Single Parenting: Navigating Low-Wage Jobs, Elementary Schools, and Home. National Association of Social Workers National Conference. Washington, D. C., June 2020. (Oral papers cancelled).

Ballentine, K. L. Symposium. “I could have been there to help him more”: A qualitative study of work-family conflict among low-wage hospital workers with dependent children. Society for Social Work Research, 24th Annual Conference, Washington, D. C., January 2020.

Ballentine, K. L. & Woo, J. Oral Paper. Using structural equation modeling to understand the pathway between work-home interaction and well-being among social workers. Society for Social Work Research, 24th Annual Conference, Washington, D. C., January 2020.

Goodkind, S., **Ballentine, K. L.**, Wexler, S., Waton, A., Shook, J., & Engel, R. Oral Presentation. The social construction of deserved wage: How do low-wage hospital workers respond to income inequality. Society for Social Work Research, 24th Annual Conference, Washington, D. C., January 2020.

Kim, S., Woo, J, Shook, J., **Ballentine, K. L.**, Goodkind, S., Engel, R., & Wexler, S. Oral Paper. Is \$15 enough? Understanding the struggles of low-wage workers. Society for Social Work Research, 24th Annual Conference, Washington, D. C., January 2020.

Farmer, E. M. Z. & **Ballentine, K. L.** Poster Presentation. Listening to youth: The importance of youth perspectives in understanding perceptions of safety and outcomes in group homes. Society for Social Work Research, 24th Annual Conference, Washington, D. C., January 2020.

Ballentine, K. L., MacKenzie, K. & Goodkind, S. Oral Presentation. What happens when the fight for \$15 is won? Strategies to cope with hardship among low-wage parents. Society for Social Work Research, 23rd Annual Conference, San Francisco, CA, January 2019.

Shook, J., Goodkind, S., Engel, R., **Ballentine, K. L.**, Wexler, S., Petracchi, H. & Woo, J. Oral Presentation. Raising wages of low wage workers: Does it help? Society for Social Work Research, 23rd Annual Conference, San Francisco, CA, January 2019.

Goodkind, S., **Ballentine, K. L.**, Hill, H., Shook, J., Engel, R. & Allard, S. Roundtable. Studying the Impact of Raising Wages of Low-Wage Workers. Society for Social Work Research, 22nd Annual Conference, Washington, D. C., January 2018.

Farmer, E. M. Z, Murray, M., **Ballentine, K. L.**, Morris, A. & Burns, B. J. Symposium. Improving Usual Care: The Care of Treatment Foster Care. A System of Care for Children’s Mental Health Annual Conference, Tampa, FL, March 2011.

Farmer, E. M. Z., Murray, M., Kelsey, K., **Ballentine, K. L.**, Morris, A. & Burns, B. J. Quality of Care in Group Homes, Teaching Family Association Annual Meeting, Charleston, SC, November 2009.

**RESEARCH
BRIEFS,
REPORTS, &
POPULAR
ARTICLES**

Woo, J., **Ballentine, K. L.**, Shook, J., Engel, R., Goodkind, S., Kim, S., Petracchi, H., & Wexler, S. (2020). Research brief: *Pathways from hardship to health among low-wage workers*.

Ballentine, K. L., Jones-Casey, G., Goodkind, S., & Shook, J. (2020). The power of organizing: Micro meets macro. *Social Work Today*, 20(4), 6-7.

Woo, J., Shook, J., **Ballentine, K. L.**, Kim, S., Goodkind, S., Engel, R., Petracchi, H., & Wexler, S. (2020). Research brief: *Raising wages of low wage workers: Does it help?*

Woo, J., Shook, J., **Ballentine, K. L.**, Kim, S., Goodkind, S., Engel, R., Petracchi, H., Wexler, S. (2020). Research brief: *Public transit helps essential hospital workers get to work*.

Engel, R., Wexler, S., Kim, S., Tabachnick, M, **Ballentine, K. L.**, Woo, J., Goodkind, S., Petracchi, H., & Shook, J. (2020). Research brief: *Can healthcare workers' family incomes support their families?*

Ballentine, K. L., Goodkind, S., Waton, A., Wexler, S., Woo, J., Kim, S., Shook, J., Engel, R., & Petracchi, H. (2020). Research brief: *"Without us the hospitals wouldn't stay open": Essential contributions of service workers*.

Kim, S., Woo, J., Shook, S., **Ballentine, K. L.**, Goodkind, S., Engel, R., & Wexler, S. (2020). Research brief: *Is \$15 enough? Understanding the struggles of low wage workers*.

Shook, J.J., Engel, R., Goodkind, S., **Ballentine, K. L.**, Linardi, S., Wexler, S., Petracchi, H., Bialick, L., Woo, J., Jacobson, D., & Fusco, R. (2017). Research brief: *Pittsburgh Wage Study preliminary findings*.

Murray, M., Dorsey, S., Farmer, E. M. Z., Burns, B. J., & **Ballentine, K. L.** (2015). *Together Facing the Challenge: A Therapeutic Foster Care Resource Toolkit*, 2nd Edition.

**INVITED
PRESENTATIONS**

Low-wage work and parenting: Evidence from the Pittsburgh Wage Study. Psychology Outreach Lunch Series, Psychology Department, University of Pittsburgh, Pittsburgh, PA, March 2019.

We are the future of SSWR: Building a strong network of social work doctoral students. Society for Social Work Research, 23rd Annual Conference, San Francisco, CA, January 2019.

What is the effect of wage increases on worker well-being? Pittsburgh Wage Study Symposium, Pittsburgh, PA, September 2018.

Common Disabilities and Community Services, 12th Annual UPMC Child Maltreatment Conference, Pittsburgh, PA, 2017.

Best Practices in Disability Services, 12th Annual UPMC Child Maltreatment Conference, Pittsburgh, PA, 2017.

**RESEARCH
EXPERIENCE**

Research Director – Understanding the Effects of the Benefits Cliff on Low-wage Workers and their Young Children January 2020 - Present

School of Social Work, University of Pittsburgh, Pittsburgh, PA

Design and operationalize research method. Recruit and interview participants. Collaborate with Principal Investigators to analyze data, write manuscripts, and disseminate findings to key stakeholders and the broader community.

Research Associate – Pittsburgh Wage Study

June 2015 – July 2021

School of Social Work, University of Pittsburgh, Pittsburgh, PA

Complete qualitative and quantitative data analysis with the Pittsburgh Wage Study data.

Contribute to publications and presentations for a variety of audiences, including community stakeholders, funders, and researchers. Maintain study website. Train and supervise research interviewers and master's level analysts. Serve as research coordinator, responsible for participant recruitment, interview protocol and coordination, and data management.

Research Assistant

August 2015 - May 2015

School of Social Work, University of Pittsburgh, Pittsburgh, PA

Participated in Child Welfare Resource Center research team. Completed a literature review and transcribed focus groups.

Training Manual Developer and Editor

October 2014 - September 2015

Services Effectiveness Research Program, Department of Psychiatry and Behavioral Sciences

Duke University Medical Center, Durham, NC

Applied feedback of social work supervisors and researchers to optimize implementation fidelity of Together Facing the Challenge Training Manual, a train-the-trainer model for Therapeutic Foster Parents. Collaborated with national leaders in Therapeutic Foster Care to create documents, manuals, checklists and promotional materials for print and e-publication.

Research Interviewer and Data Technician

June 2008 - August 2011

Services Effectiveness Research Program, Department of Psychiatry and Behavioral Sciences

Duke University Medical Center, Durham, NC

Collected and managed data for an NIMH-funded, statewide study of group home care for youth. Interviewed and developed professional relationships with staff of twelve agencies across North Carolina and over 800 children and their families. Participated in data analysis and management. Contributed to research publications and conference presentations.

**TEACHING
EXPERIENCE**

Co-Instructor

January 2021 - Present

Directed Study, BASW

School of Social Work, University of Pittsburgh, Pittsburgh, PA

Integrating two BASW-level students into an ongoing research project by providing weekly instruction and supervision in qualitative analysis and working with each student to develop a final dissemination project to increase the impact of our current research.

Teaching Fellow

August 2019 - December 2019

Foundations of Social Welfare, BASW

School of Social Work, University of Pittsburgh, Pittsburgh, PA

Served as instructor of record for 35 diverse undergraduates. Designed engaging class activities using research-based pedagogical approaches.

Co-Instructor

January 2019 - May 2019

Foundations of Social Welfare, MSW

School of Social Work, University of Pittsburgh, Pittsburgh, PA

Collaborated with the lead instructor for the course to rework the syllabus and curriculum, selecting new readings to expose students to a more inclusive and holistic understanding of social welfare problems and policies. Updated lesson plans to increase student engagement through close reading and collaborative group activities. Completed 50% of teaching, test design, and all grading.

Teaching Assistant

August 2018 - December 2018

Foundations of Social Welfare, MSW

School of Social Work, University of Pittsburgh, Pittsburgh, PA

Provided learning support to 49 students in Foundations of Social Welfare. Taught weekly recitations. Gave two lectures. Contributed to enhancing pedagogical effectiveness.

Guest Lecturer

School of Social Work, University of Pittsburgh, Pittsburgh, PA

Queer Theory, Feminist Social Work, MSW, November 2019

Women as Workers and Mothers, Feminist Social Work, MSW, October 2019

Domestic Violence and Feminist Social Work Approaches, Feminist Social Work, MSW
October 2018

Intersectionality and Social Work Practice, Feminist Social Work, MSW, September 2018

Examining the Use of Best Practices in Pedagogical Training for Doctoral Students, Seminar
for Social Work Education, PhD, November 2017

Professionalization of Social Work, Foundations of Social Welfare, BASW, October 2017

The Dilemmas and Challenges of Sex Work for Social Workers, Feminist Social Work, MSW,
October 2017

**RELEVANT
EXPERIENCE**

Program Development Specialist

May 2016 - August 2017

Office of Children, Youth, and Families, Allegheny County Department of Human Services, Pittsburgh, PA

Worked to develop specialized foster care programs to improve outcomes and reunification stability for children and families. Consulted on policy and practice development related to foster care provision.

MSW Intern

January - August 2017

Community Living and Support Services, Pittsburgh, PA

Provided direct services to adults with disabilities including instruction in day treatment and community settings. Evaluated instructional competencies of Program Specialists in Day Treatment Program using observational and survey data to inform staff trainings. Presented to local conferences regarding best practices for working with individuals with disabilities.

MSW Intern

October 2015 - May 2016

Office of Children, Youth, and Families, Allegheny County Department of Human Services, Pittsburgh, PA

Wrote a program proposal to implement enhanced foster care services for children and youth with emotional and behavioral problems. Researched best practices. Observed and interviewed caseworkers and foster care agency staff.

Exceptional Children's Teacher and Department Chair

July 2013 - May 2015

North Graham Elementary School, Graham, NC

Implemented research-based curricula and instructional techniques to address the individualized needs of students with disabilities in a rural Title I school. Created and provided training on a school-wide behavior intervention manual. Completed functional behavioral analyses and developed behavioral intervention plans. Served in leadership role as Department Chair and member of the following committees: District Strategic Planning Committee, the school Leadership Committee, the Positive Behavioral Intervention Support Committee, and the Response to Intervention Committee. Teacher of the year nominee.

Second Grade Teacher

August 2012 - June 2013

Voyager Academy Elementary School, Durham, NC

Instructed a second grade Exceptional Children's inclusion classroom. Applied knowledge of effective instructional strategies to implement Workshop and Project-Based Learning Models with a collaborative team. Served on the Literacy Committee.

Founding Leader and Program Director September 2009 - November 2012
Latino Educational Achievement Partnership, Durham, NC
Founded and managed the first individualized tutoring and bilingual kindergarten readiness programs for Latinx youth in the Triangle Area. Recruited and trained volunteers to be effective instructors and inspiring mentors. Presented to local funders. Created promotional and training materials. Developed organizational structure.

Domestic Violence and Sexual Assault Survivor's Advocate
Durham Crisis Response Center, Durham, NC January 2009 - October 2010
Centre County Women's Resource Center, State College, PA August 2007 - May 2008
YWCA of the Greater Harrisburg Area, Harrisburg, PA May - August 2007

Resident Assistant August 2006 - May 2008
Pennsylvania State University, State College, PA

Center for Women Students Peer Educator August 2005 - May 2008
Pennsylvania State University, State College, PA

English as a Second Language Tutor January 2005 - December 2006
Mid-State Literacy Center, State College, PA

Policy Research and Analysis Intern May - August 2006
Department of Public Welfare, Medical Assistance, Harrisburg, PA May - August 2005

REVIEWER

Affilia
Children and Youth Services Review
Families in Society
Human Service Organizations: Management, Leadership, & Governance

SERVICE

Member, Anti-Racist Doctoral Program Student Committee, University of Pittsburgh, 2020-2021
Doctoral Student Representative on Inclusion and Diversity Committee, University of Pittsburgh, 2020-2021
Doctoral Student Representative on Faculty Doctoral Committee, Doctoral Student Organization, University of Pittsburgh, 2018-2019, 2020-2021
Chair, Mentoring Subcommittee of the Doctoral Student Committee for the Society of Social Work Research, 2017-2021
Member, Leadership Subcommittee of the Doctoral Student Committee for the Society of Social Work Research, 2017-2021
Organizer, Graduate Student Organizing Committee, University of Pittsburgh, 2017-2020
Member, Post Hoc PhD Advisory Committee, Provost Office, University of Pittsburgh, 2019-2020
Interviewer, Schreyer Honors College Prospective Student Interview Program, Pennsylvania State, University, 2011-2019
Campaign Member, Allegheny County Jail Health Justice Project, 2015-2017

AWARDS AND HONORS

Iris Marion Young Award for Political Engagement, Gender, Sexuality, and Women's Studies Program & Graduate School of Public and International Affairs, University of Pittsburgh, 2020
Dean's Scholar Award, School of Social Work, University of Pittsburgh, 2018
Achievement in Pedagogy, Center for Teaching and Learning, University of Pittsburgh, October 2017
Doctoral Paper Award: A Theoretical Analysis of Differential Diagnosis of Oppositional Defiance Disorder and Attention-Deficit and Hyperactivity Disorder by Race, Center for Race and Social Problems, University of Pittsburgh, 2017

**PROFESSIONAL
MEMBERSHIPS**

Council on Social Work Education
National Association of Social Workers
Society for Social Work Research
Work and Family Researchers Network