

# Allison Brachmann

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## EDUCATION

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- 2025**                    **Doctor of Philosophy, Social Work (PhD)**  
School of Social Work  
Rutgers, The State University of New Jersey  
Dissertation: *Differences in College Sexual Violence Survivors' Barriers to Accessing Campus Resources*  
Chair: Dr. Sarah McMahon, PhD
- 2023**                    **Master of Social Work (MSW)**  
School of Social Work  
Rutgers, The State University of New Jersey
- 2017**                    **Master of Education (MEd) in College Student Affairs**  
Graduate School of Education  
Rutgers, The State University of New Jersey
- 2014**                    **Bachelor of Arts (BA) in Germanic Studies**  
College of Arts and Sciences  
Indiana University  
Minors: French, Second Language Studies, Western European Studies  
*Cum Laude*, Hutton Honors College Scholar, Distinction Scholar, Founders Scholar, Dean's List

## RESEARCH AREAS & SKILLS

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Gender-based violence among college students and LGBTQA+ students, campus service barriers for student survivors, organizational trust and institutional betrayal, university sexual misconduct policies and response services. Intersectional quantitative research methods, person-centered analysis methods, multilevel modeling, measurement development and validation, Stata, SPSS, R.

## RESEARCH EXPERIENCE

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**2025-present PRODiG+ Postdoctoral Research Fellow in Social Work Practice and/or Policy**

*College of Community and Public Affairs, Department of Social Work, Binghamton University, State University of New York*  
(Binghamton, NY)

- Orchestrate scientific papers, conduct literature reviews, analyze data using statistical software (e.g., Stata, R), publish in peer-reviewed journals
- Present peer-reviewed research at national conferences
- Teach a course load of one Master of Social Work class per semester
- Supervise a PhD student Graduate Assistant for 10 hours/week

**2020-2025**            **Doctoral Research Associate**

*Center for Research on Ending Violence (REV), Rutgers School of Social Work (New Brunswick, NJ)*

Supervisors: Dr. Sarah McMahon, Dr. Julia Cusano, Dr. Rachel Connor-Hunt

- Academic and Workplace Behaviors and Environment Survey: conduct background research, update and edit climate survey tool based on current literature, craft presentations for reporting results, analyze data, write reports.
- Orchestrate scientific papers, conduct literature review, analyze data using statistical software (e.g., Stata), publish in peer-reviewed journals.
- Department of Justice, Office for Victims of Crime & the NJ Attorney General's Office. *Enhancing Victim Services at Rutgers University*: craft capacity building and technical assistance resources for campus and community partners providing services related to interpersonal violence.
- Newark & Camden student campus climate surveys: piloted survey, edited and drafted report templates, coded data analysis in Stata, 2020 campus climate codebook, response rate tracking in spreadsheets, recruitment timeline, report writing on outreach, timelines, and survey modifications, All Tables Reports.
- RBHS campus climate survey: edited survey reports, co-created presentations for deans, wrote RBHS aggregate summary.
- HBCU Campus Climate Survey Manual Project: edited manual with team of experts, oversaw gathering of group feedback and finalizing manual with full edits and formatting updated.
- AAU Survey Development Committee: contributed suggestions for sexual assault survivors' reasons for not using campus resources based on extensive literature review, assisted with memo-writing for meetings and suggested updates to survey tool.
- Evaluation of Campus-Based Advocacy Services in NJ: conducted outreach to service providers at IHEs across NJ and analyzed descriptive statistics. Co-developed a NJ-specific findings report and narrative summary.

**2016-2017 Master's-Level Research Assistant**

*Center on Violence Against Women and Children, Rutgers School of Social Work (New Brunswick, NJ)*

Supervisors: Dr. Sarah McMahon and Dr. Julia Cusano

- Rutgers Biomedical and Health Sciences campus climate survey: conducted a campus climate resource audit, created campus climate research and action planning resources
- Drafted presentations for the Office on Violence Against Women campus climate webinars and other conferences
- Rutgers—Camden campus climate survey: analyzed and coded focus group data using ATLAS.ti, co-authored focus group finding reports

## **TEACHING EXPERIENCE**

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**Spring 2026 Evaluation of Social Work Practice**

Binghamton University College of Community and Public Affairs  
Master of Social Work Program

**Fall 2025 Advanced Practice with Organizations**

Binghamton University College of Community and Public Affairs

Master of Social Work Program

**Spring 2025 Methods of Social Work Research (online)**

Rutgers University School of Social Work  
Master of Social Work Program

**Fall 2024 Evaluation of Social Work Practice and Programs**

Rutgers University School of Social Work  
Master of Social Work Program

**2014-2015 Fulbright English Teaching Assistant**

Austrian-American Educational Commission (Imst, Austria)

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**PEER-REVIEWED PUBLICATIONS**

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10. Thomas, S., **Brachmann, A.**, Nepomnyaschy, L., McMahon, S. (under review). When sexual harassment goes digital: Virtual versus in-person workplace sexual harassment and job attitudes among university employees.

9. **Brachmann, A.** (Under review) A latent class analysis of college sexual violence survivors' barriers to accessing campus resources.

8. Connor, R. A., **Brachmann, A.**, Amponsah, E. B., Thomas, S. M., Cusano, J., McMahon, S. (Under review) Beyond the binary: TGQN faculty and staff experiences of sexual harassment and workplace incivility.

7. **Brachmann, A.**, Connor, R. A., McMahon, S., Cusano, J., Thomas, S. M., Amponsah, E. B. (Under review) Workplace incivility, sexual harassment, and university employee job outcomes.

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6. **Brachmann, A.**, McMahon, S. (accepted) Gender of transgressors committing sexual and intimate partner violence against LGBTQA+ college students. *Journal of Interpersonal Violence*.

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5. Mennicke, A., Brienzo, M., Temple, J., Bene, A., Ford, J., **Brachmann, A.**, Friedman, M. R., Dodge, B., & Moxie, J. (accepted). Actual and perceived norms related to bisexual women among young adults in the US. *Journal of Interpersonal Violence*.

4. McMahon, S., Cusano, J.L., Hoxmeier, J., **Brachmann, A.**, Elias-Lambert, N. & Mennicke, A. (accepted). Bystander intervention to address sexual harassment in academia: Experiences of faculty and staff targets. *Journal of Prevention and Health Promotion*.

3. Cusano, J., McMahon, S., Connor, R. A., **Brachmann, A.**, Thomas, S. M., Amponsah, E. B. (2025) Developing a campus climate survey for faculty and staff: Adapting a student campus climate assessment model for faculty and staff. *Journal of Women and Gender in Higher Education*.

2. McMahon, S., Thomas, S. M., Cusano, J., Maxwell J. A., **Brachmann, A.**, & Connor, R. (2024). A review of US state and federal policies related to campus sexual misconduct surveys. *Journal of School Violence*, 1-15.

1. McMahon, S., Connor, R. A., Cusano, J., & **Brachmann, A.** (2023). Why do students participate in campus sexual assault climate surveys? *Journal of Interpersonal Violence*, 38(13-14), 8668-8691.

## PEER-REVIEWED RESEARCH PRESENTATIONS & POSTERS

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9. McMahon, A., Cusano, J., **Brachmann, A.**, Thomas, S. (2026, January 16). *Using campus climate data to create action plans to address workplace harassment and incivility* [ePoster Presentation]. Society for Social Work Research, Washington D.C., United States.
8. **Brachmann, A.**, McMahon, S., Cusano, J. (2025, April 6-8). *A strengths-based investigation of university employees' reasons for not reporting sexual harassment: A latent class analysis* [Individual Perspectives]. ResilienceCon, Nashville, TN, United States.
7. Cusano, J., McMahon, S., Connor, R., **Brachmann, A.**, Amponsah, E., & Thomas, S. (2025, April 6-8). *Role of university leadership in promoting positive outcomes for employees who experience sexual harassment* [Poster]. ResilienceCon, Nashville, TN, United States.
6. McMahon, S., Cusano, J., **Brachmann, A.** (2025, April 6-8). *Bystander action to address sexual harassment in academia* [Poster and Data Blitz]. ResilienceCon, Nashville, TN, United States.
5. **Brachmann, A.** (2024, July 14-16). *Who is committing sexual and dating violence against college student survivors of various sexual orientations?* [Conference paper symposium: Understudied victim and perpetrator experiences]. Violence Prevention Research Conference, Portsmouth, NH, United States.
4. **Brachmann, A.** (2024, July 14-16). *A latent class analysis of college sexual violence survivors' campus service barriers.* [Conference paper symposium: Community approaches to prevention]. Violence Prevention Research Conference, Portsmouth, NH, United States.
3. **Brachmann, A.**, McMahon, S. (2024, July 14-16). *Differences in faculty experiences of sexual harassment by tenure status.* [Conference paper symposium: Societal influences on victimization]. Violence Prevention Research Conference, Portsmouth, NH, United States.
2. **Brachmann, A.**, McMahon, S., Connor-Hunt, R., Cusano, J. (2024, January 10-14). *Workplace incivility, sexual harassment, and university employee job outcomes.* [Conference paper symposium: Gender based violence, economics, and employment]. Society for Social Work Research, Washington, D.C., United States.
1. Cusano, J., **Brachmann, A.** (2023, January 11-15). *A utilization-focused assessment model: From engaging leadership to action planning on campus to assess sexual harassment among faculty and staff* [Conference workshop]. Society for Social Work Research, Phoenix, AZ, United States.

## RESEARCH REPORTS, BRIEFS, & TOOLKITS:

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**Brachmann, A., Cusano, J., McMahon, S. (2021) Results of the Rutgers University – Camden 2020 #iSPEAK Campus Climate Assessment. Center on Violence Against Women and Children, School of Social Work, Rutgers, the State University of New Jersey: New Brunswick, NJ.**

**Brachmann, A., Cusano, J., McMahon, S. (2021) Results of the Rutgers University – Camden 2020 #iSPEAK Campus Climate Assessment: Executive Summary. Center on Violence Against Women and Children, School of Social Work, Rutgers, the State University of New Jersey: New Brunswick, NJ.**

**Brachmann, A., Cusano, J., McMahon, S. (2021) Results of the Rutgers University – Camden 2020 #iSPEAK Campus Climate Assessment: Report on Queer-Spectrum and Trans, Gender Queer, Non-Binary (TGQN) Students. Center on Violence Against Women and Children, School of Social Work, Rutgers, the State University of New Jersey: New Brunswick, NJ.**

**Brachmann, A., Cusano, J., McMahon, S. (2021) Results of the Rutgers University – Newark 2020 #WESPEAK Campus Climate Assessment. Center on Violence Against Women and Children, School of Social Work, Rutgers, the State University of New Jersey: New Brunswick, NJ.**

**Brachmann, A., Cusano, J., McMahon, S. (2021) Results of the Rutgers University – Newark 2020 #WESPEAK Campus Climate Assessment: Report on Queer-Spectrum and Trans, Gender Queer, Non-Binary (TGQN) Students. Center on Violence Against Women and Children, School of Social Work, Rutgers, the State University of New Jersey: New Brunswick, NJ.**

**Brachmann, A., Cusano, J., McMahon, S. (2021) Results of the Rutgers University – Newark 2020 #WESPEAK Campus Climate Assessment: Comparisons between 2016 and 2020 Sexual Violence Survey Findings. Center on Violence Against Women and Children, School of Social Work, Rutgers, the State University of New Jersey: New Brunswick, NJ.**

**Brachmann, A., Cusano, J., McMahon, S. (2021) Results of the Rutgers University – Newark 2020 #WESPEAK Campus Climate Assessment: Executive Summary. Center on Violence Against Women and Children, School of Social Work, Rutgers, the State University of New Jersey: New Brunswick, NJ.**

O'Connor, J., Cronin, D., Cusano, J., **Brachmann, A.**, & McMahon, S. (2017, July 6). A model for campus climate assessments: From research to action. *The Resource, Spring/Summer 2017.*

McMahon, S., O'Connor, J., Cusano, J., Chatterji, S., **Brachmann, A.** (2016) Results of the Rutgers University—Camden Campus Climate Assessment. Center on Violence Against Women and Children, School of Social Work, Rutgers, the State University of New Jersey: New Brunswick, NJ.

## **PRACTICE EXPERIENCE**

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### **2017-2020 Women's Center Coordinator**

*Lynn University, Division of Student Affairs (Boca Raton, FL)*

- Planned and implemented small- and large-scale gender-based violence prevention programming
- Created, updated, and facilitated violence prevention trainings on Consent, Upstander Intervention, Healthy Relationships, and Abusive Relationships

- Administered crisis intervention and 24/7 confidential support to survivors of interpersonal violence in a 2-person on-call rotation for a campus of about 3,000 students
- Provided case management and ongoing support for survivors as advocate in legal processes, advisor through Title IX investigations, or accompaniment/referral to on- and off-campus resources
- Assisted the Director of the Women's Center in administrative responsibilities, including maintaining an annual budget of \$12,000, compiling monthly reports, assessing programming, and training Student Affairs staff and Campus Safety

**2015-2017 Confidential Crisis Response Advocate**

*Office for Violence Prevention and Victim Assistance, Rutgers University*

- Provided confidential support to 11 survivors of dating and sexual violence
- Accompanied 5 survivors to medical and legal services

**2015-2017 Prevention Education Assistant**

*Office for Violence Prevention and Victim Assistance, Rutgers University*

- Educated incoming students about the office and issues of sexual and dating violence at New Student Orientation
- Facilitated 5 performances of SCREAM Theater, a peer education Bystander Intervention program, for a total audience of 160 students
- Directed The Vagina Monologues 2016 and 2017 productions with three shows each year for a total audience of 1700

**2016-2017 Title IX Co-Investigator**

*Office of Student Affairs Compliance and Title IX, Rutgers University*

- Co-investigated 3 complaints of potential violations of the student policy prohibiting sexual harassment, sexual violence, relationship violence, stalking and related misconduct
- Interviewed complaint parties, responding parties and witnesses and gathered relevant evidence
- Compiled statements, evidence, and history of cases into comprehensive investigation reports
- Created 19 new webpages and edited 20 existing pages to include information on federal guidance, the investigation process, rights of complaint and responding parties, and relevant resources

**2015-2017 Residence Hall Director**

*Campbell Hall & Bishop Quad, College Avenue Campus  
Rutgers University Residence Life*

- Oversaw a co-educational residence hall of 300 students
- Oversaw the Latin Images Special Interest Community and 5 Living-Learning Communities including Leadership, French, German, Paul Robeson, and Asian American Images and Identities
- Supervised, trained, and evaluated 12 Resident Assistants; advised Residence Hall Association on initiatives of advocacy and programming
- Coordinated oversight of hall programming and managed a budget of \$4,200
- Administered crisis response for a campus of about 5,000 students in graduate staff on-call rotation

## LICENSURE & CERTIFICATIONS

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- 2025**      **Licensed Social Worker** (LSW), New Jersey (Current)
- 2017**      Victim Services Practitioner Designation, Florida Crime Prevention Training Institute
- 2015**      New Jersey 40-hour Confidential Sexual Violence Advocate Training
- 2015**      New Jersey 40-hour Confidential Domestic Violence Advocate Training

## SERVICE

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- Society for Social Work Research**
- 2025-present** *Full Member*
- 2023-2025**    *Student Member*
- 2020-2021**    **National Association of Social Workers**  
*Student Member*
- 2017-2023**    **NASPA Journal of Women and Gender in Higher Education**  
*Professional and Graduate Student Review Board Member*
- Guest Manuscript Reviewer:**  
*Journal of School Violence*

## GRANTS (SUBMITTED)

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- 2023**      **National Academy of Education/Spencer Dissertation Fellowship**
- 2023**      **Rutgers School of Graduate Studies University & Louis Bevier Dissertation Completion Fellowship**