

<i>PhD Scholarly Excellence</i>	University of Southern California	
Hamovitch Research Fellowship	USC Hamovitch Center Los Angeles, CA	2013, 2014, 2015
Passed with Distinction: Qualifying Examination	USC School of Social Work Los Angeles, CA	2014
Gene Shumway Publishable Paper Award	Brigham Young University Provo, UT	2011
Scholar Athlete Award: Highest Academic Achievement	Brigham Young University Laie, HI	2006

RESEARCH FUNDING

R36 Federal Dissertation Grant	PI: Kim Brimhall Agency for Healthcare Research and Quality U.S. Department of Health and Human Services Study Title: <i>Improving the Quality of Health Care Services through Diversity and Inclusive Leadership</i>	2/2016–5/2017 \$43,200
Research Enhancement Grant	PI: Kim Brimhall USC MOPT Research Cluster USC School of Social Work Study Title: <i>Improving the Quality of Health Care Services through Diversity and Inclusive Leadership</i>	7/2015–9/2015, 2/2016–5/2017 \$9,696
Research Enhancement Grant	PI: Kim Brimhall USC School of Social Work Study Title: <i>Improving the Quality of Health Care Services through Diversity and Inclusive Leadership</i>	2/2016–5/2017 \$5,000

SCHOLARLY PUBLICATIONS

Peer-Reviewed Publications

- He, A.S., Traube, D.E., **Brimhall, K. C.**, Lim, C. S., Li, Y., Lecklitner, G., & Olson, A. (2017). Service receipt and mental health disorders in child welfare: Outcomes of interagency collaboration between child welfare and mental health systems in Los Angeles County. *Psychiatric Services*. doi: <http://dx.doi.org/10.1176/appi.ps.201600266>
- Serang, S., Jacobucci, R., **Brimhall, K. C.**, & Grimm, K. J. (2017). Exploratory mediation analysis via regularization. *Journal of Structural Equation Modeling*. doi: 10.1080/10705511.2017.1311775

- Brimhall, K. C.**, Mor Barak, M. E., Hurlburt, M., McArdle, J. J., Palinkas, L. A., & Henwood, B. F. (2016). Increasing workplace inclusion: The promise of leader–member exchange. *Human Service Organizations: Leadership, Management and Governance*. doi: 10.1080/23303131.2016.1251522
- Mor Barak, M. E., Lizano, E. L., Kim, A., Duan, L., Rhee, M., Hsiao, H., & **Brimhall, K. C.** (2016). The promise of diversity management for climate of inclusion: A state-of-the-art review and meta-analysis. *Human Service Organizations: Leadership, Management and Governance*, 40(4), 305–333. doi: 10.1080/23303131.2016.1138915
- Brimhall, K. C.**, Fenwick, K., Farahnak, L., Hurlburt, M., & Aarons, G. A. (2015). Leadership, organizational climate, and perceived burden of evidence-based practices in mental health services. *Administration and Policy in Mental Health and Mental Health Services Research*. doi:10.1007/s10488-015-0670-9
- Brimhall, K. C.**, Lizano, E. L., & Mor Barak, M. E. (2014). The mediating role of inclusion: A longitudinal study of the effects of leader–member exchange and diversity climate on job satisfaction and intention to leave among child welfare workers. *Children and Youth Services Review*, 40, 79–88. doi:10.1016/j.chilyouth.2014.03.003

Publications under Review

- Fenwick, K., **Brimhall, K. C.**, Aarons, G. A., & Hurlburt, M. (2017). *Who wants feedback? The effects of transformational leadership and leader-member exchange on mental health providers' attitudes toward feedback*. Manuscript under review.

Publications in Progress

- Brimhall, K. C.**, & McArdle, J. J. (2017). *Inclusion is Important ... But How Do I Include? A Longitudinal Study on the Effects of Inclusive Leadership on Hospital Innovation, Job Satisfaction, and Perceived Quality of Care*. Manuscript in progress.
- Brimhall, K.C.**, & Mor Barak, M. E. (2017). *The Outcomes of Helping People Feel Valued for Who They Are: A Multilevel Model on Inclusion, Innovation, and Job Satisfaction in a Diverse Health Care Environment*. Manuscript in progress.
- Brimhall, K. C.**, & Mor Barak, M. E. (2017). *Leadership and inclusion among public child welfare workers*. Manuscript in progress.
- Mor Barak, M. E., & **Brimhall, K. C.** (2017). *Inclusive leadership and climate for inclusion: A conceptual model of transformational leadership in diverse teams*. Manuscript in progress.
- Mor Barak, M. E., & **Brimhall, K. C.** (2017). *Inclusive leadership, diversity, and innovation with social impact*. Manuscript in progress.

CONFERENCE PRESENTATIONS

Peer-Reviewed Presentations

- Brimhall, K. C.** & Mor Barak, M. E. (2016). *Collaborative and innovative practice through diversity and inclusive leadership*. Oral presentation at the annual meeting of the Council for Social Work Education, Atlanta, GA.

- Fenwick, K., **Brimhall, K. C.**, Aarons, G. A., & Hurlburt, M. (2016). *The effects of transformational leadership and leader-member exchange on mental health providers' attitudes toward feedback*. Oral presentation at the annual meeting of the Academy of Management, Anaheim, CA.
- Brimhall, K. C.**, Mor Barak, M. E., Hurlburt, M., Palinkas, L. A., McArdle, J. J., & Henwood, B. F. (2016). *Increasing inclusion: The promise of leader-member exchange*. Oral presentation at the annual meeting of the Society for Social Work and Research, Washington, DC.
- He, A.S., Traube, D.E., **Brimhall, K. C.**, Lim, C. S., Li, Y., Lecklitner, G., & Olson, A. (2016). *Service receipt and mental health disorders in child welfare: Outcomes of interagency collaboration between child welfare and mental health systems in Los Angeles County*. Oral presentation at the annual meeting of the Society for Social Work and Research, Washington, DC.
- Mor Barak, M. E., & **Brimhall, K. C.** (2016). *Inclusive leadership, diversity, and innovation with social impact*. Oral presentation at the annual meeting of the Society for Social Work and Research, Washington, DC.
- Brimhall, K. C.**, Fenwick, K., Farahnak, L., Hurlburt, M., & Aarons, G. A. (2015). *The influence of leadership and organizational climate on the perceived burden of evidence-based practices in mental health services*. Oral presentation at the annual meeting of the Society for Social Work and Research, New Orleans, LA.
- Brimhall, K. C.**, & Mor Barak, M. E. (2015). *Leadership and inclusion among public child welfare workers*. Oral presentation at the annual meeting of the Society for Social Work and Research, New Orleans, LA.
- Mor Barak, M. E., & **Brimhall, K. C.** (2015). *Inclusive leadership and climate for inclusion: A conceptual model of transformational leadership in diverse teams*. Oral presentation at the annual meeting of the Society for Social Work and Research, New Orleans, LA.
- Brimhall, K. C.**, Lizano, E. L., & Mor Barak, M. E. (2014). *The mediating role of inclusion: A longitudinal study of the effects of leader-member exchange and diversity climate on job satisfaction and intention to leave among child welfare workers*. Oral presentation at the annual meeting of the Society for Social Work and Research, San Antonio, TX.
- Mor Barak, M. E., Lizano, E. L., Kim, A., Duan, L., Rhee, M., Hsiao, H., & **Brimhall, K. C.** (2014). *A meta-analysis of beneficial and detrimental outcomes of organizational diversity and climate of inclusion in human service organizations*. Oral presentation at the annual meeting of the Society for Social Work and Research, San Antonio, TX.
- Brimhall, K. C.**, Padilla-Walker, L., & Yorgason, J. (2011). *Proactive parenting and its effects on adolescent media use*. Poster presentation at the Mary Lou Fulton conference, Provo UT.

Other Scholarly Presentations

- Brimhall, K. C.** (2016). *Inclusive leadership*. Guest speaker at Children's Hospital Los Angeles, Los Angeles, CA.
- Brimhall, K. C.** (2016). *Inclusive leadership*. Guest speaker at Brigham Young University via Skype, Provo UT.
- Brimhall, K. C.** (2014). *Leadership in child welfare organizations*. Guest speaker at Eastern Washington University via Blackboard Collaborate, Seattle WA.

Brimhall, K. C. (2014). *Inclusive leadership*. Guest speaker at University of Southern California via the Virtual Academic Center, Los Angeles, CA.

PROFESSIONAL RESEARCH AND TEACHING ACTIVITIES

Assistant Professor	Binghamton University State University of New York Binghamton, NY	2017–present
Research Assistant	University of Southern California Los Angeles, CA	2012–2017
Graduate-Level Co-Instructor <i>Advanced Statistical Methods</i>	University of Southern California Los Angeles, CA	2016–2017
Graduate-Level Co-Instructor <i>Health Policy and Advocacy</i>	University of Southern California Los Angeles, CA	2016–2017
Project Coordinator <i>NSF Grant Proposal and Pilot Study</i>	University of Southern California PI: Micháille Mor Barak	2014–2016
Healthcare Management <i>Consortium Participant</i>	Academy of Management Anaheim, CA	2016
Emerging Scholars Institute <i>Consortium Participant</i>	Network for Social Work Management Los Angeles, CA	2016
Doctoral Statistics Tutor <i>Statistics and Research Methods</i>	University of Southern California Los Angeles, CA	2015
Graduate-Level Teaching Assistant <i>Leadership</i>	University of Southern California Virtual Academic Center	2015
Graduate-Level Teaching Assistant <i>Human Behavior and the Social Environment</i>	University of Southern California Virtual Academic Center	2015
Gender and Diversity in Organizations <i>Consortium Participant</i>	Academy of Management Vancouver, BC	2015
Research Assistant and Coordinator	International Colloquium Chateau de la Bretesche, Missillac, France	2013
Research to Practice Institute <i>Consortium Participant</i>	Network for Social Work Management Rutgers University, New Brunswick, NJ	2013

Graduate-Level Teaching Assistant <i>Statistics and Research Methods</i>	Brigham Young University Provo, UT	1/2011–4/2011
Graduate-Level Teaching Assistant <i>Statistics and Research Methods</i>	Brigham Young University Provo, UT	9/2010–12/2010

PROFESSIONAL MEMBERSHIPS

Certified Clinical Social Worker	State of Utah	2011–present
Member	Society for Social Work and Research	2012–present
Member	Network for Social Work Management	2012–present
Member	Academy of Management	2015–present
Member	Council for Social Work Education	2016–present

PROFESSIONAL SERVICE

Journal Reviewer	<i>Administration and Policy in Mental Health and Mental Health Services Research</i>	2017
Journal Reviewer	<i>International Journal of Educational Administration and Policy Studies</i>	2017
USC Symposium Judge	18th Annual Undergraduate Symposium	2016
Journal Co-Reviewer	<i>Children and Youth Services Review</i>	2016
Journal Co-Reviewer	<i>Human Service Organizations: Management, Leadership, & Governance</i>	2016
Journal Reviewer	<i>Journal of Workplace Behavioral Health</i>	2015

CLINICAL EMPLOYMENT

Development Specialist <i>Certified Therapist and Supervisor</i>	Deseret Industries West Jordan and Sandy, UT	5/2011–7/2012
Therapist <i>Intern</i>	LDS Family Services American Fork, UT	8/2010–4/2011
Therapist	Utah County Division of Substance Abuse	4/2010–8/2010

<i>Intern</i>	Provo, UT	
Lead Supervisor <i>75-100 Residential Staff Members</i>	Telos Residential Treatment Center Orem, UT	1/2007–5/2010
Psychologist Technician	Utah State Developmental Center American Fork, UT	7/2006–1/2007

TECHNICAL SKILLS

SAS, R, Stata, Mplus, and SPSS statistical programming; structural equation and latent variable modeling; multilevel modeling; missing data and longitudinal analysis