
Kassaw Merie, PhD, MSW
Assistant Teaching Professor
Manager of School Assessment and Student Standards
Arizona State University School of Social Work
Email: kmerie@asu.edu

SUMMARY OF QUALIFICATIONS

Dynamic and mission-driven social work educator, program leader, and community advocate with more than 25 years of combined experience in global social work, community outreach, child welfare, human resources, recruitment, research, consulting, teaching, sales, and marketing. Skilled in practicum education, program development, nonprofit management, policy analysis, grant writing, curriculum design, and evaluation.

Experienced in teaching BSW and MSW students, developing syllabi, facilitating training, mentoring emerging professionals, and leading multicultural teams. Recognized as an innovative educator, seasoned trainer, lifelong learner, and committed social justice advocate dedicated to positive social change, ethical leadership, and community empowerment.

EDUCATION

Ph.D.	Public Policy and Administration Walden University Dissertation: Ethnic Federalism and Perceptions of the Ethiopian Diaspora Residing in the US, Published in ProQuest. (2017)
M.S.W.	Master of Social Work Arizona State University Thesis: Resettlement and Self-Sufficiency: Refugees' Perceptions of Social Entrepreneurship in Arizona, Published in ProQuest. (2015)
GRAD CERT.	Global Management, Entrepreneurship and Innovation Arizona State University
M.B.L.	Master of Business Leadership University of South Africa Thesis: Contribution of Tourism to Build a Country Image: The Case of Ethiopia. (2011)
B.A.	Management Addis Ababa University

AWARDS AND RECOGNITIONS

- Distinguished Instruction ASU School of Social Work
Received the School of Social work's Distinguished Instruction Award for multiple courses I taught between 2021 and 2026, including awards in Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024, Fall 2024, and Spring 2026.
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ACADEMIC APOINTMENTS AND LEADERSHIP EXPERIENCE

Assistant Teaching Professor; Manager of School Assessment and Student Standards

| May 2025-Present

Arizona State University, School of Social Work

Teaching

- Prepare and deliver lectures, seminars.
- Design, prepare and develop courses and teaching materials.
 - Lead Instructor for two courses, SWU 432 and SWU 332.
- Teach two courses per semester including summer both in-person and online:
 - Taught **1250+** BSW and MSW ASU SSW students in **37** different course sections online and in-person from Fall 2021 to Fall 2026.
 - Five-year overall mean student evaluation score of **1.36** on a scale of 1 to 5 where 1 is higher.
 - Received awards for Distinguished Instruction almost every semester.
- Checking and assessing student coursework and exams.
- Mentoring and preparing students while also advancing the mission of the school.
- Facilitate student success through active mentorship and innovative learning experiences. that prioritize access, inclusion, diversity, community engagement and excellence.
- Attend faculty meetings in the school and the college.
- Provide service to the school, the college, and ASU.
- Collaborate with ASU colleagues on initiatives central to the growth of the programs; and serve the mission of community engagement central to the school.

Standards Committee Coordination

- Screening referrals and supporting documentation with Committee Chair, clarifying referral violations with referral source, if needed.
- Scheduling meetings with Committee, student, referral source, and School personnel, if applicable.
- Consultation with Committee on documentation needs and/or obtaining additional materials, and for review and approval of mandated student corrective action items.
- Coordination of annual Standards Committee Retreat.

School Director Support

- Consultation to Director on merits of Standards referrals, findings and recommendations.

- Consultation to Director on student decision letters and advising the Dean's Office of appeal status.
- Coordination of Director's Decision Letter delivery to students (via email) and to related School personnel, as identified.

Interfacing with Students referred to Standards

- Point of contact for students referred to our Standards Committee.
- Correspondence via email with students on referral and supporting documentation.
- Provide consultation to students on Standards process and addressing questions or seek follow-up information.
- Attend Standards meetings and assure recording are done and loaded onto the Standards Google Drive.
- Monitoring compliance with Director's recommendations, as indicated in the Director's Decision Letter.
- Provide clearance email when all corrective action items are met, copy to related School personnel, as indicated.

Interfacing with Dean's Office

- Comply with Dean's Office requests for information and/or Standards referral documentation.
- Provide documentation of Director's Decision Letters that indicate student termination.
- Provide documentation of Director's decision on grade appeals (via email).
- Participate in Dean's Office Appeal meetings, as directed.
- Seek guidance from Dean's Office on unique situations with students, and/or unusual events.
- Connect with ASU Graduate College to provide documentation required for processing student dismissals supported by School and Dean's Office.

Interface with ASU Legal Counsel

- Arrange participation of ASU legal representation for Standards referrals when a student retains legal counsel.
- Coordinate Standards meetings with Committee, lawyers, students and related School personnel, as indicated in referral.
- Provide or obtain supplemental referral documentation, as requested from ASU Legal Counsel
- Participate in legal mediation sessions, as needed and directed.
- Provide follow-up to Director and Associate Director of Academic Affairs, as indicated.

Program Assessments and Evaluation

- Interface with University Office of Evaluation and Education Effectiveness (UOEEE) to provide timely reporting on School academic programming.
- Interface with Council on Social Work Education (CSWE) to provide timely reporting on School academic programming.
- Work with faculty to identify course performance measures for annual program assessments.
- Gather and provide data analysis for the completion of annual reports.

- Access Council on Social Work Education (CSWE) documented guidance to provide timely reporting on School academic programming.
- Submit reports to the UOEEE portal every year and to the CSWE website every two years in the Fall pertaining to the prior AY.
- Providing feedback to faculty and program chairs on data findings in accordance with the principles of continuous improvement.
- Assist the Senior Associate Director for Academic Affairs in Accreditation and Compliance by providing assessment data and documentation.
- Participating in committees and working groups related to assessment, student success, and program quality.

Implicit Curriculum Survey

- Administer graduating students survey through Qualtrics twice a year by distributing to Fall (December) and Spring (May) Graduates to generate Quantitative and Qualitative data.
- Assist the Senior Associate Director for Academic Affairs to Analyze quantitative and qualitative survey data to identify strengths, gaps, and trends related to the learning environment and student experience.
- Assist with the preparation of reports and summaries and facilitate the presentation of findings to the school's leadership team and faculty committees.

Assistant Teaching Professor; West Valley Campus Coordinator

| December 2022-April 2025

Arizona State University, School of Social Work

- Taught two courses per semester including summer both in-person and online.
- Served as the point of contact for the School of Social Work (SSW) West Valley programs.
- Provided leadership and effective operations of the SSW programs at the ASU West Valley campus.
- Coordinated with Baccalaureate and MSW Program Coordinators regarding recruitment of students, and prospective student information sessions and new student orientation sessions on campus.
- Coordinated as needed with appropriate staff and administration to ensure that admissions, registration, student monitoring and graduation activities and information are consistent and coordinated among all locations.
- Developed course schedules in coordination with Academic Services.
- Assigned faculty members in consultation with the Associate Director for Student Services and Programs.
- Held periodic open meetings to hear student issues and respond to student concerns, and coordinates SAILS to ensure accessibility to instruction and instructional materials for students with disabilities.
- Served on program related committees to ensure consistency across all campuses.

Instructor | August 2021-November 2022

Arizona State University, School of Social Work

- Taught undergraduate and graduate social work courses in-person and online.

- Taught 5 courses in Fall, 5 courses in Spring, and 2 courses in summer.
- Advised and mentored students, evaluated academic work, and supported student success through timely feedback.
- Maintained an inclusive and rigorous learning environment for diverse learners.

Lecturer and Director of Practicum Education | August 2018-August 2021

Kean University, Department of Graduate Social Work, Union, New Jersey

- Taught Social Welfare Policy and Services I and II, Social Work Research I and II, Generalist Practice I and II, Field Education I-IV, and Field Liaison.
- Directed the internship placement process, advised students on practicum requirements, and built agency relationships that expanded field learning opportunities.
- Interpreted and applied federal and state regulations, university policies, and CSWE guidance related to field education.
- Developed and maintained systems for monitoring placements, selecting practicum sites, tracking affiliation agreements, and negotiating annual field education contracts.
- Collaborated with faculty liaisons and site supervisors to maintain current practicum objectives aligned with department, university, and CSWE expectations.
- Managed the field education office in support of the Graduate Social Work Department.

Co-Instructor, Online | August 2016-August 2021

Arizona State University, School of Social Work

- Co-taught Social Welfare Policy and Program Evaluation in the online environment.

ADDITIONAL PROFESSIONAL WORK EXPERIENCE

Interim Program Manager, Summer Temporary Assignment | May 2020-September 2020

Alexandria Workforce Development Center, Alexandria, Virginia

- Administered and supervised program operations, strategic planning, and WIOA-funded programs, including adult, dislocated worker, youth, disability employment, Teens Work Youth Summer Employment, and Youth Career Academy services.
- Prepared reports, data submissions, grant documents, program objectives, annual reports, progress reports, and materials for the Alexandria/Arlington Regional Workforce Council.
- Participated in local and regional workforce collaborations and served on the leadership team to advance program performance, employment outcomes, and organizational culture.
- Supervised staff using a strengths-based approach and served as a subject matter expert on WIOA, youth employment, disability employment, and performance metrics.

Program Manager | October 2015-August 2018

Catholic Charities Unaccompanied Minor Program, Phoenix, Arizona

- Managed a large agency department, ensuring contract compliance, documentation quality, budget oversight, information systems coordination, and grievance/complaint resolution.
- Supervised, recruited, trained, mentored, and evaluated staff while promoting professional standards, ethical practice, and quality improvement.
- Represented the agency with community partners, stakeholders, vendors, and collaborating organizations to strengthen program visibility and client services.
- Led documentation review, regulatory compliance, Performance Quality Improvement initiatives, and program performance measurement.
- Supervised, trained, and evaluated MSW and BSW interns from Arizona State University School of Social Work and the College of St. Scholastica.

Case Manager | July 2014-October 2015

Catholic Charities Unaccompanied Minor Program, Phoenix, Arizona

- Managed foster care caseloads for unaccompanied minors, developed individualized service plans, monitored progress, supported foster homes, and facilitated family reunification.
- Prepared clients for immigration and state court hearings, coordinated with attorneys, provided transportation and emotional support, and completed required documentation.
- Maintained case records, followed notification protocols, completed reports, and accompanied minors on domestic travel for reunification with sponsors or parents.

Program Administrative Assistant | April 2013-June 2014

Catholic Charities Refugee Programs, Phoenix, Arizona

- Conducted quarterly Performance Quality Improvement reviews, participated in refugee program management meetings, and documented program decisions.
- Created client profiles based on USCCB/UNHCR biodata and maintained database accuracy.
- Drafted stakeholder correspondence, donor recognition letters, funding reports, meeting materials, and program documentation.

Research Assistant / MSW Intern | June 2014-May 2015

Arizona State University, School of Social Work, Phoenix, Arizona

- Conducted cultural orientations with seven ethnic community-based organizations focused on transportation, safety, and refugee social entrepreneurship.
- Collaborated with refugee resettlement organizations and the Arizona Department of Economic Security on refugee support initiatives.
- Participated in data collection, developed a research tool on refugee perceptions of social entrepreneurship, and produced an MSW thesis on refugee social entrepreneurship.

Insurance Specialist | October 2010-March 2013

Farmers Insurance, Phoenix, Arizona

- Built a client base of more than 300 customers through networking, presentations, and community engagement.

- Assessed client needs, developed protection plans, monitored claims, supported retention, and trained new employees as needed.

General Manager | June 2007-October 2010

Ethio-Noble PLC, Addis Ababa, Ethiopia

- Founded one of Ethiopia's first hospitality management consulting companies.
- Provided human resources, organizational development, training curriculum, recruitment, SWOT analysis, and strategic marketing services to newly developed hotels.

Sales Manager | November 2000-June 2007

Starwood Hotels & Resorts / Sheraton Addis Hotel, Addis Ababa, Ethiopia

- Researched market trends, competition, and customer demographics to develop strategic sales plans.
- Built partnerships with government officials, corporate executives, and business leaders; managed sales staff recruitment, training, and performance.
- Contributed to the hotel's marketing plan and budget and represented the hotel at international travel trade shows in Europe, the Middle East, and Southern Africa.

PUBLICATIONS

1. **Merie, K. T.** (2026). *When politics cross an ocean: Ethiopia, ethnic federalism, and a divided diaspora*. Self-published.
2. Sullivan-Detheridge, J. H., Reifsnider, E., Mengsteab, M., **Merie, K.**, Staller, J., & Allen, A. M. (2024). Cross-cultural empathetic behavior in health care providers: A review of 3 countries. *Journal of Primary Care & Community Health*, 15. <https://doi.org/10.1177/21501319241226765>
3. **Merie, K. T.**, Gary, J. M., & Hernandez-Mekonnen, R. (2022). Migrants and resettlement: From crisis to self-sufficiency. In J. L. Chin, Y. E. Garcia, & A. W. Blume (Eds.), *The psychology of inequity: Global issues and perspectives* (Vol. 2). Praeger.
4. Gary, J. M., **Merie, K. T.**, & Hernandez-Mekonnen, R. (2020). Compassionate practice with refugees and asylees. *Compassionate Communities, NJ Psychologist*, 70(2).

CONFERENCE PRESENTATIONS

1. Merie, K. T., Mendoza, N. (2026, October 22-25). *Measuring EPAS competencies through learning management system data: A scalable approach* [Conference presentation accepted]. CSWE 72nd Annual Program Meeting.
2. Merie, K. T. (2023, March 21). *Developing belonging in public service: A conversation among leaders in higher education and social service* [Webinar panel]. World Social Work Day.

3. Merie, K. T. (2019, November 8). *Diaspora communities and their migration experiences* [Presentation]. Master of Child Welfare Education Program Learning Community Event.
4. Merie, K. T. (2019, October 24-27). *Between the two worlds: The experience of Ethiopian diaspora in the United States* [Conference presentation]. CSWE 65th Annual Program Meeting.
5. Merie, K. T. (2019, May 15). *Enhancing organizational cultural competency: Healthcare organizations and cultural competence* [Continuing education presentation]. Trinitas Health Continuing Education Event, Elizabeth, NJ.
6. Merie, K. T. (2019, April 30). *Managing successful partnership and governance* [Conference presentation]. NASW-NJ Annual Conference, Atlantic City, NJ.
7. Merie, K. T. (2019, April 26). *Social and economic justice for refugees: Social entrepreneurship as a viable alternative* [Conference presentation]. Millersville University 6th Annual Global Wellbeing and Social Change Conference, Lancaster, PA.
8. Merie, K. T. (2019, April 23). *Resettlement and self-sufficiency: Refugees' perception of social entrepreneurship* [Presentation]. Kean University Research Days, Union, NJ.
9. Merie, K. T. (2018, August 27). *Refugee foster youth: Paths to independent living and self-sufficiency* [Summit presentation]. State of Arizona Refugee and Resettlement Annual Summit.
10. Merie, K. T. (2019, March 23). *Cultural competency* [Invited presentation]. Phi Alpha Honor Society, Kean University Social Work Department Induction Ceremony.
11. Merie, K. T. (2018, August). *New priests/church leaders orientation: Overview of the unaccompanied minor program* [Orientation presentation]. Catholic Charities of Arizona Annual Orientation to Stakeholders.
12. Merie, K. T. (2018, May). *Cultural competency for foster parents* [Training presentation]. Unaccompanied Minor Program of Catholic Charities Foster Parents Appreciation Annual Event.
13. Merie, K. T. (2017, August). *New priests orientation: Overview of the unaccompanied minor program of Catholic Charities* [Orientation presentation]. Catholic Charities of Arizona Annual Orientation to Stakeholders.
14. Merie, K. T., & Androff, D. (2016, January 13-17). *Refugees' perception of social entrepreneurship: A new model of integration, sustainability, and community empowerment* [Conference presentation]. Society for Social Work and Research 20th Annual Conference.

SERVICE TO SCHOOL/ COLLEGE/ UNIVERSITY

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| • Assistant Teaching Professor Search Committee | 2026-Present |
| • Management Team Member | 2023-Present |
| • AI Committee Member | 2025-Present |
| • Curriculum Committee Member | 2023-Present |
| • Advanced Generalist Committee Member | 2023-Present |
| • Baccalaureate Committee Member | 2022-Present |
| • Faculty Advisor, Ethiopian and Eritrean Students Association | 2024-Present |
| • Faculty Advisor, Social Work Advancement Team | 2023-Present |
| • Faculty Associate Search Committee Member | 2023-2025 |
| • Principled Innovation Steering Committee, Watts College | 2023-2024 |

- IRB Committee Member, Kean University 2019-2021
- Mentor for Adjunct Professors, Kean University 2019-2021
- Lecturer Search Committee Co-Chair, Kean University 2018-2021

SERVICE TO THE PROFESSION, COMMUNITY, AND LEADERSHIP

- Reviewer, Council on Social Work Education 2019-2021
- NASW-NJ Nomination and Leadership Identification Committee 2019-2021
- President, Ethiopian Amhara Community Association in the U.S. 2015-2018
- President, MOSAIC Student Club, ASU Downtown Campus 2014-2015

PROFESSIONAL MEMBERSHIPS

- National Association of Social Workers (NASW)
- Council on Social Work Education (CSWE)
- National Society of Leadership and Success (NSLS)

SKILLS

- Bilingual proficiency in Amharic and English.
- Extensive business and leisure travel across U.S.A., Europe, Africa, and the Middle East.
- Course development, syllabus design, and student learning assessment.
- Program assessment and accreditation documentation and reporting.
- Quantitative and qualitative survey administration and analysis, including Qualtrics-based student experience data.
- Agency partnership development and community outreach
- Student standards processes, academic policy support, and compliance coordination.
- Program management, nonprofit administration, grant writing, and program evaluation,
- Cross-cultural communication, culturally responsive practice, social justice advocacy, and multicultural team leadership.