

ARIELLE WEAVER

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EDUCATION

Daniel J. Evans School of Public Policy and Governance - University of Washington Seattle, WA

Doctor of Philosophy, *Public Policy and Management*, Anticipated 2027

*Dissertation: Street-Level Bureaucrats & Racial Identity: A Mixed-Method Exploration of Probation Officer Decision-Making
Committee: Karin Martin (chair), Katherine Beckett, Grant Blume, Jodi Sandfort, Anthony Starke

Master of Science, *Public Policy and Management*, Spring 2025

*Major Area Paper: Mechanisms of Racial Capitalism in the Criminal Legal System

University of Toledo Toledo, OH

Master of Business Administration, *Organizational Leadership*, August 2014

Master of Education, *Higher Education*, May 2014 *Passed comprehensive exams with a mark of *above average*

Bachelor of Business Administration, *Human Resource Management and Organizational Leadership*, August 2012

PUBLICATIONS

Karin Martin & **Arielle Weaver**. (December 2024) "Voting in Washington's County Jails: Challenges, Obstacles, and Recommendations" Policy Report prepared for WA State Legislature and the Office of the Secretary of State.

Kalisha Turner, **Arielle Weaver** & Makesha Harris Lee. (March 2022). Sister Circle: Guarding Sisterhood in Higher Education. In T. Bertrand Jones, D. Davis-Maye, & J. Andrew (Eds.), *Black Sisterhoods: Black Womyn's Representations of Sisterhood across the Diaspora*. Ontario, Canada: Demeter Press

RESEARCH EXPERIENCE

Applied Research Fellow

July 2026-Present

Supervisor: Dr. Jessica Godwin-*Population Health Initiative/ Center for Studies in Demography & Ecology, The University of Washington*

- Collaborating with a cross-disciplinary research team and the City of Seattle to study the city's child friendliness using spatial and qualitative research methods

Research Assistant

June 2026-Present

Supervisor: Director Amanda Bankston-*Evans Policy Innovation Collaborative, The University of Washington*

- Working as part of a research team partnering with the Washington State Association of Counties to develop an extensive report outlining the current landscape of Washington counties

Research Assistant

July 2025-October 2025

Supervisor: Dr. Mary Kay Gugerty-*Evans School of Public Policy & Governance, The University of Washington*

- Assisted with an ongoing research project investigating the factors and roadblocks hindering state-level implementation of the Families First Prevention Services Act

Research Assistant

June 2023-June 2025

Supervisor: Dr. Karin Martin-*Evans School of Public Policy & Governance, The University of Washington*

- Primary mixed-methods research project: Examining obstacles and barriers to voting in Washington State county jails

Research Assistant

August 2020-April 2022

Supervisor: Dr. Sebawit Bishu-*Evans School of Public Policy & Governance, The University of Washington*

- Contributed to a comprehensive qualitative study on the career paths of municipal managers from various social identity groups, including interview transcription and data analysis

- Conducted in-depth case analysis of student-focused/student-led campus program utilizing *The Handbook for Student Leadership Development, Second Edition* as theoretical grounding

GRANTS & AWARDS

2026 Graduate Student Dissertation Workshop Participant	Northeast Law & Society Association Retreat	October 2026
UW Civic Health Graduate Student Research Award-\$2000	University of Washington Civic Health Initiative	March 2026
2025 Graduate Student Research Workshop Participant	Institute for Research on Poverty/Howard University	May 2025
2023 Annual Conference Fellowship	Public Administration Theory Network (PATNet)	January 2023
2022 Annual Conference Fellowship	Public Administration Theory Network (PATNet)	January 2022
Fully Funded Assistantship Scholarship	The Evans School, University of Washington	Fall 2021-Present
Equity and Inclusion Fellowship	Association for Public Policy Analysis and Management (APPAM)	August 2021
Fully Funded Research Assistant Scholarship	School of Public Affairs, CU Denver	Fall 2020-Spring 2021
Division of Student Affairs Champion of Diversity Award	Southern Illinois University Edwardsville (SIUE)	Spring 2020
SIUE's Phenomenal Women of 2019 Honoree		March 2019
Highlighted in SIUE's Pay it Forward Media Campaign		Spring 2018
*In recognition of being an outstanding mentor on campus for Black Women		
Regional Outstanding Project Award for <i>Sister Circle</i> (Women of Color mentoring program)	Great Lakes Association of College University Housing Officers	October 2017
Established Advisor of the Year-Honorable Mention	SIUE	Spring 2017
SIUE's Phenomenal Women 2017 Honoree		March 2017
Division of Student Affairs New Professional Award Nominee		Spring 2016

TEACHING EXPERIENCE

PubPol 548: Public Policy & Program Implementation, Reader/Grader
<i>The Evans School</i> , Spring 2025
PubPol 513: Public Policy Analysis, Teaching Assistant
<i>The Evans School</i> , Spring 2023 & Spring 2026
PubPol 512: Managing Organizational Performance, Teaching Assistant
<i>The Evans School</i> , Winter 2023 & Winter 2026
PubPol 511: Managing Politics & The Policy Process, Teaching Assistant
<i>The Evans School</i> , Fall 2022
Leadership and Community Engagement, Instructor
<i>Public Policy and International Affairs Summer Junior Institute</i> , Summer 2022 & Summer 2023
Resident Assistant Leadership Course (16-week course), Instructor
<i>SIUE University Housing</i> , Fall 2017
Paraprofessional Training Class (6-week course), Co-Instructor
<i>University of Toledo Residence Life</i> , March 2013-April 2013

SELECT PRESENTATION & FACILITATION EXPERIENCE

Street-Level Bureaucrats, Racial Identity & Racial Ideology: A Mixed-Methods Exploration of Probation Officer Decision-Making, Presenter
<i>Midwest Political Science Association Conference</i> , Chicago, Illinois April 2026
Street-Level Bureaucrats and Racial Identity: Utilizing Multidimensional Racial Identity to Understand Decision-Making, Presenter
<i>Public Administration Theory Network Annual Conference</i> , Virtual February 2026 (disrupted due to technical difficulties)

Racial Disparities and Mass Community Supervision, **Guest Lecturer *Invited**

Politics of Crime and Punishment Senior Seminar-James Madison University, Virtual October 2025

Undermining Democracy: The Mechanisms of Racial Capitalism in the Criminal Legal System, **Presenter**

Public Administration Theory Network Annual Conference, Virtual June 2025

Voting in Washington's County Jails: Challenges, Obstacles and Recommendations, **Presenter *** *based on RA project with advisor, Karin Martin*

NAPA Social Equity Leadership Conference, Rockville, Maryland June 2025

From Black Political Thought to Public Administration Theory: Connecting Black Political Thinkers to the Work of Public Service, **Presenter**

Public Administration Theory Network Annual Conference, Portland, Oregon June 2023

A Socially Constructed Perspective on the Leadership Approaches of Minority Public Administrators, **Presenter**

Public Administration Theory Network Annual Conference, Mexico City, Mexico June 2022

Impact on Student Conduct of Newly Enacted Marijuana Laws in the State of Illinois, **Panelist *Invited**

Southern Illinois University Edwardsville (SIUE), January 2020

Perception vs. Reality: Discussing How the Trope of Angry Black Woman Impacts Higher Education Working Environments,

Co-Facilitator *SIUE Annual Diversity Day, October 2019*

Stop Being Nice and Start Being a Boss, **Co-Facilitator *Invited**

SIUE Women's Leadership Institute, February 2018

Understanding and Addressing Microaggressions, **Facilitator *Invited**

St. Louis Area College Housing Association Annual Student Leadership Conference, April 2017

Nice Girls Don't Get the Corner Office, **Facilitator *Invited**

SIUE Women's Leadership Institute, March 2017

Exploring the Graduate Student Grind at SIUE: How to Take Your GA to the Next Level, **Co-Facilitator**

Student Affairs Administrators in Higher Education (NASPA) Regional Conference, St. Louis, MO November 2016

Cross-Cultural Awareness for Effective Leadership, **Co-Facilitator**

SIUE Diversity and Leadership Symposium, October 2015

Effective Training and Orientation Programs for Graduate Assistants in Student Affairs Units, **Co-Facilitator**

Ohio College Personnel Association (OCPA) Conference, January 2014

PROFESSIONAL SERVICE

MPA Racialized Public Policy Study Away Course design team, <i>The Evans School</i>	January 2023-Spring 2023
Doctoral Racism and Policy Course, Policy and Management Course design team, <i>The Evans School</i>	Fall 2022-Spring 2023
Public Policy and International Affairs program Summer Institute committee, <i>The Evans School</i>	Fall 2021-June 2022
Final Project Reader/Reviewer College Student Personnel Administration Master's Program, <i>SIUE</i>	Spring 2021
Equity Task Force Curriculum Action Team committee, <i>CU Denver</i>	Spring 2021
Treasurer Black Faculty and Staff Association Executive Board, <i>SIUE</i>	Spring 2018-Summer 2020
Inclusion & Equity Committee/Scholarship Reviewer, <i>Association of Student Conduct Administrators</i>	February 2017-June 2020
Chair Student Staff Training Committee, <i>SIUE</i>	Summer 2016
Advisor Black Girls Rock!, <i>SIUE</i>	Fall 2015-Summer 2020
Inclusion & Equity Committee, <i>Great Lakes Association of University Housing Officers</i>	November 2014-November 2015
Advisor Miniya Mentoring Program for Black Women, <i>University of Toledo</i>	Fall 2012-Spring 2014

SELECT CERTIFICATIONS AND TRAINING

Institute for Qualitative and Multi-Method Research, Maxwell School Center for Qualitative & Multi-Method Inquiry June 2025

- Two-week institute trains participants to create and critique methodologically sophisticated qualitative research designs; explores the techniques, uses, strengths, and limitations of qualitative methods

- Equity Certificate Program** *University of Colorado Denver, Virtual* **January 2021**
- 4-part workshop designed to provide knowledge and skill-building opportunities in equity principles
- Restorative Justice Training** *University of Kansas, Lawrence, KS* **July 2019**
- 2-day training to develop skills in implementing restorative justice principles and facilitating restorative justice circles
- Certified LeaderShape Institute Facilitator** *LeaderShape, Chicago, IL* **Active facilitation beginning February 2019**
- 5-day off-site experience for college students grounded in helping them identify their values in order to contribute to a more just, caring, and thriving world. Emphasizes hands-on activities, discussion, and interactive lectures
- Culture Building Institute Diversity Certificate** **December 2013**
- Office of Equity, Diversity & Community Engagement, University of Toledo, Toledo, OH*
- Completed 40-hour training designed to provide education and skills needed to build a culture of diversity

PROFESSIONAL MEMBERSHIPS

Public Administration Theory Network
American Political Science Association/Midwest Political Science Association
Association for Public Policy Analysis & Management
Law and Society Association

PREVIOUS PROFESSIONAL EXPERIENCE

- Assistant Director of Residence Life for Community Standards** **January 2017-June 2020**
University Housing, Southern Illinois University Edwardsville, Edwardsville, IL
- Community Director** **July 2014-May 2017**
University Housing, Southern Illinois University Edwardsville, Edwardsville, IL
- Assistant Hall Director (one year) Graduate Hall Director (one year)** **July 2012-June 2014**
Residence Life, University of Toledo, Toledo, OH

SERVICE TO COMMUNITY

- Commissioner, Appointed City of Denver Women's Commission** **October 2020-September 2021**
- Active Graduate Chapter Member** Alpha Kappa Alpha Sorority, Incorporated **Present**
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