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# RAVIN CLINE

PhD Student – Public Affairs (Public and Nonprofit Management)

University of Texas at Dallas

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## SUMMARY OF QUALIFICATIONS

- ❖ Extensive experience working with diverse populations
- ❖ Professional communication skills (written/verbal); proven skill to communicate effectively with CEOs, Attorneys, and clients
- ❖ Highly developed skills in networking and maintaining business relationships
- ❖ Resourceful and organized self-starter with high attention to detail
- ❖ Proficient in a variety of software, including Microsoft Office Suite, Zoom, eLearning, and Microsoft Teams; able to acclimate quickly to enterprise software
- ❖ Able to converse and write Spanish

## EDUCATION

- ❖ **UNIVERSITY OF TEXAS AT DALLAS** Richardson, Texas  
*PhD in Public and Nonprofit Management, Pursuing*  
GPA 3.9
- ❖ **PALM BEACH ATLANTIC UNIVERSITY** West Palm Beach, Florida  
*Master of Science in Counseling Psychology, 2010*  
Mental Health Counseling and Marriage & Family Therapy  
GPA 3.8
- ❖ **BELHAVEN UNIVERSITY** Jackson, Mississippi  
*Bachelor of Science in Psychology, 2005*  
Minors: Family Studies & General Art  
Cum Laude honoree

## CERTIFICATES AND TRAININGS

- ❖ **UNIVERSITY OF TEXAS AT DALLAS** Richardson, Texas  
*Graduate Teaching Certificate, Pursuing*
- ❖ **WORLD RELIEF** Akron, Pennsylvania  
*Basic Immigration Law Course, 2019*  
Curriculum by Immigrant Legal Resource Center

## RESEARCH INTERESTS

- ❖ Collaborative Governance
- ❖ Diversity, Equity, and Inclusion
- ❖ Nonprofit Management and Leadership
- ❖ Immigration
- ❖ Nonprofit / International Nonprofits
- ❖ Social Enterprises
- ❖ International Development



## CONFERENCE PRESENTATIONS

### SECOPA

- ❖ Presenter—"Women falling through the cracks: Intersectionality during crisis and implications for human resources management" (2021)

### NECoPA

- ❖ Presenter—"Women falling through the cracks: Intersectionality during crisis and implications for human resources management" (2021)

### ARNOVA

- ❖ Presenter—"Nonprofit Boards and the Workplace: From Diversity to Inclusion" (2021)

### ASPA

- ❖ Presenter—"Women falling through the cracks: Intersectionality during crisis and implications for human resources management" (2022)

## PUBLICATIONS

### BOOK CHAPTER

- ❖ Research on intersectionality in human resources during crisis ("Women falling through the cracks: Intersectionality during crisis and implications for human resources management")

## WORKS IN PROGRESS

### CONCEPTUAL PAPER

- ❖ Equity and cognitive dissonance in public sector decision making during crisis

### DISSERTATION

- ❖ How does cognitive dissonance in 21st century American immigration policy impact collaborative governance related to refugee resettlement?

## PROFESSIONAL BACKGROUND

**TEACHER'S ASSISTANT** University of Texas at Dallas, Richardson, TX May 2021 to Present

- ❖ Teach course "Diversity in the Public Sector" in summer 2021, fall 2021, spring 2022, and pending spring 2023
- ❖ Teach course "Managing Nonprofit Organizations" in fall 2022
- ❖ Nominated for the President's Teaching Excellence Award for a Teaching Assistant.  
\*This award recognizes exceptional instructional performance by a graduate teaching assistant.

**RESEARCH ASSISTANT** University of Texas at Dallas, Richardson, TX 2020 to Present

- ❖ Conduct research and draft papers for publication
- ❖ Research toward authorship on publication

**FOUNDER AND EXECUTIVE DIRECTOR** Embracing Diversity, Inc., FL and MS 2014 to Present

- ❖ Founded 501(c)3
- ❖ Created a Board of Directors; drafted bylaws; successfully applied for tax-exempt status and solicitation rights
- ❖ Developed a strong team to continue operations in my absence
- ❖ Conceptualized and organized community events
- ❖ Established and expanded services
- ❖ Initiated and maintained business relationships to enhance professional expertise and benefit the organization
- ❖ Organized fundraising events



- ❖ Mastered the Special Immigrant Juvenile (SIJS) guardianship process
- ❖ Created templates and a system to correct common, pre-existing problems. Adapted system to abide by the new GAP Act
- ❖ Created a training manual and trained my successor
- ❖ Provided marketing opportunities and referrals to the firm through services of Embracing Diversity
- ❖ Provided resource information, via my community connections, to address needs of clients
- ❖ Prepared immigration bond packets and telephonic motions; bonds granted as low as \$5000
- ❖ Assisted in court preparation for federal and local criminal and divorce cases
- ❖ Interpreted for English-speaking co-workers. Conversated with clients in Spanish
  - \*57 out of 61 guardianships successfully granted*
  - \*21 out of 23 birth certificates corrected*

**TERRITORY HOSPITAL OUTREACH MANAGER** Elements Behavioral Health, Jackson, MS

2017 to 2018

- ❖ Educated and trained hospital staff throughout Mississippi on services offered by Elements Behavioral Health
- ❖ Provided in-services, CEU events, and other outreach opportunities to professionals
- ❖ Established and maintained positive community relationships

**ADMISSIONS COORDINATOR; ADMISSIONS SUPERVISOR** Lumiere Healing Centers, Tequesta, FL

2015 to 2016

- ❖ Partnered with Director in the onboarding process, reviewing resumes, conducting interviews, and training new Coordinators
- ❖ Provided quality Customer Service to patients and family members to ensure a seamless transition into treatment
- ❖ Promoted the facility to interested and undecided clientele; maintained trust of potential clients to help guide them to recovery
- ❖ Trained new Coordinators on best practices to complete a complicated job with excellence
- ❖ Interpreted and maintained data from reports to depict and streamline departmental procedures
- ❖ Managed staffing needs for a department of 7-8 Admission Coordinators and 2 management team members

**INTERN** World Relief, Miami, FL

2013 to 2014

- ❖ Studied and practiced processes for legal immigration, under supervision of Board of Immigration Appeals Representatives
- ❖ Observed an interview for citizenship
- ❖ Served a client in applying for her work visa

**ADMISSIONS SPECIALIST** Hanley Center, West Palm Beach, FL

2012 to 2015

- ❖ Served Spanish-speaking clients as the only Spanish-speaking Admissions Specialist
- ❖ Maintained clear, detailed records of all conversations and occurrences pertaining to patients
- ❖ Assessed patients for appropriateness and collaborated with the Multi-Disciplinary Team
  - \*Average 6-8 admissions monthly*

**FAMILY CONSULTANT** Boys Town, West Palm Beach, FL

2009 to 2012

- ❖ Served mostly immigrant families as counselor, teacher, and case worker
- ❖ Planned, prioritized, and managed various tasks to meet deadlines
- ❖ Applied Solution Focused and Behavioral Modification techniques
  - \*Achieved 75% total client success rate and 3 consultant certifications*

**DEPENDENCY CASE MANAGER** Child & Family Connections, West Palm Beach, FL

2008

- ❖ Prepared court documents and represented the best interest of the child in court hearings
- ❖ Monitored and evaluated parents' compliance with service plan and kept supervisor notified of case progress
- ❖ Provided support to children, caregivers, and families to assure stable placement and timely achievement of permanency



- ❖ Inspired 20 youth to decide wisely about education, employment, and community
- ❖ Guided youth through struggles, including abuse, alcoholism, and neighborhood gangs
- ❖ Planned, prepared, and taught Basic, Intermediate, Advanced, and Conversational English classes to adults
  - \*Exceeded expectations by teaching Basic 9 students to debate in English, by helping a student improve speaking skills in half the usual time, and by teaching resume and interviewing skills to a Conversational student, resulting in legal employment*
  - \*Achieved 95% success among mentored youth*

## **PUBLIC SPEAKING ENGAGEMENTS**

- ❖ Public Speaker and Break-Out Session Host at Jubilee Conference in January 2018  
<https://www.youtube.com/watch?v=wSqNZ6LYEuk>
- ❖ Panelist at LABALink's Language Access event in June 2018 in Jackson, MS

## **CONSULTING WORK**

**CONSULTANT** Community Credit Union, Boston, Massachusetts 2021

- ❖ Trained CEO, Marketing, HR, and President on diversity, equity, and inclusion
- ❖ Strategized on how to create an inclusive environment

**CONSULTANT** Invest in Open Infrastructure, Remote 2022

- ❖ Developed literature review on nonprofit governance
- ❖ Presented on governance and the importance of funding governance initiatives in nonprofits.

## **COMMUNITY ORGANIZING EFFORTS**

- ❖ Collaborated with Mississippi Immigrants Rights Alliance, One Church, Elmore & Peterson Law Firm, and local businesses to produce the Immigration Forum in September 2017 in Jackson, MS
- ❖ Organized "Let's Get Connected, Mississippi," including 20 private and non-profit professionals and organizations to address immigrant issues within greater Jackson, MS in January 2019
- ❖ Mobilized professionals within greater Jackson, MS for "Connecting Mississippi," to inform community members of local quality and low-cost resources
- ❖ Coordinated volunteers to translate documents and interpret for Spanish-speaking parents who were registering their children for school in Pearl, MS
- ❖ Successfully assembled members of various cultural communities to engage in honest, respectful conversations about culture and diversity

## **AFFILIATIONS**

- ❖ Association for Research on Nonprofit Organizations and Voluntary Action (**ARNOVA**)
  - Recipient of the Graduate Diversity Scholars Scholarship and participant in the Leaders Professional Development Workshop (2021)
- ❖ American Society for Public Administration (**ASPA**)
  - Section on Professional and Organizational Development (SPOD) Board Member
    - SPOD scholarship recipient (2022)
  - Section on International and Comparative Administration (SICA) Member
  - Section on Nonprofit member and funding recipient
- ❖ Association of Fundraising Professionals (**AFP**)
  - Vice-President of the collegiate chapter at University of Texas at Dallas
- ❖ Society for the Psychological Study of Social Issues (**SPSSI**)
- ❖ Member of The Honor Society of Phi Kappa Phi