
MARJORIE A. NEMES, MSc

Managing Associate

SUMMARY OF EXPERIENCE

Ms. Nemes has overseen, managed, consulted, and provided support to projects related to organizational and community capacity building in the fields of immigrant and refugee integration, cultural competency, social equity, and international health (nutrition, disabilities, and substance abuse). She has conducted research in the United States as well as abroad. Ms. Nemes has extensive experience conducting field work within racial/ethnic communities—gaining access, identifying their social structure, developing relationships, recruiting, designing and administering questionnaires, interviews, and focus groups.

Ms. Nemes more recently developed a cultural competency training for substance abuse providers from West and Southern African countries funded by the U.S. State Department, and a guide for refugees with disabilities on the services made available in the United States for individuals with disabilities. Ms. Nemes is currently conducting a needs assessment of refugee youth in Northern Virginia.

She received her Bachelor of Arts from the University of Maryland College Park in Psychology and a Master's in Science in Cross-Cultural Psychology from Brunel University in London. Her academic work has focused on cross-cultural research methods and international health, integrating psychological, anthropological, and sociological perspectives as well as quantitative and qualitative research methodologies.

ACADEMIC BACKGROUND

M.Sc. Cross-Cultural Psychology, Brunel University, London, UK, June 2007

Conducted exploratory study to develop social integration models of immigrants in Milan, Italy

B.A. Psychology, University of Maryland, College Park, MD, May 2002

WORK HISTORY

Managing Associate, March 2010 - present
Associate, October 2007 – February 2010
Research Associate, June 2004 – July 2005
Research Assistant, August 2002 – December 2003

**Association
for the Study and Development of
Community**

Gaithersburg, MD

A research and development organization conducting community capacity building and social problem solving where I conduct immigrant and refugee integration, cultural competency, equity, and community capacity building research and evaluation.

Responsibilities as Associate include:

- Serve as principal investigator and/or project manager
- Design research studies and evaluations
- Develop data collection instruments
- Serve as community liaison- responsible for accessing and recruiting community based organizations to collaborate in recruitment of research participants
- Oversee and/or manage data collection and analyses
- Draft reports
- Compile Census data
- Present project findings to clients
- Assist with drafting of proposals

**Consulting Program Officer, Department
of Health and Human Services**, August 2007
– October 2007

**US Committee for Refugees
and Immigrants**

Intern, National Programs Health Team,
September 2006 - December 2006

Washington, DC

A nonprofit providing refugees and immigrants across the United States support services.

Responsibilities as a Consulting Program Officer:

Temporary position involving the management of a Refugee with Disabilities Program designed to build the capacity of refugee resettlement agencies in their service delivery to refugees with disabilities. Was asked to clean up and complete remaining project tasks. Developed resource guide for refugees with disabilities and provided technical assistance.

Responsibilities as a Health Team Intern:

- Drafted fact sheets on malnutrition and lead poisoning
- Developed focus group protocol to assess cultural appropriateness of nutrition manual developed for refugees
- Developed action planning and evaluation chapter for nutrition toolkit
- Developed pre- and post-questionnaires for use by partnering agencies and affiliates to assess utility of trainings and workshops
- Compiled database containing community based organizations throughout US providing services to refugees
- Identified funding opportunities

Research Associate, July 2005 – January 2007
(part-time)

Social Solutions International, Inc.,

Olney, MD

A research and evaluation firm dedicated to the creation of social and health solutions to improve the welfare of underserved populations worldwide.

Responsibilities Include:

- Provided consultation on cultural appropriateness of products
- Assisted with development of survey instruments
- Assisted with development of educational materials
- Conducted interviews with English and Spanish speakers
- Transcribed and translated interviews and focus groups
- Drafted case studies
- Identified funding opportunities and assisted with proposal development
- Conducted literature reviews
- Assisted with development of website

Project Manager, January 2004 – May 2004

Housing Assistance Council

Washington, DC

A nonprofit corporation that assists local organizations build affordable homes in rural areas where managed development of a clearinghouse.

Responsibilities included:

- Developed timelines and assured adherence by partnering agencies, in-house senior staff, and support staff
- Drafted monthly reports for funder
- Supervised information specialist and website developer
- Oversaw and coordinated development of training conferences conducted nationally
- Edited and assisted with development of content for website
- Developed marketing materials for project and training conferences
- Moderated listservs
- Drafted and edited case studies profiling housing and economic development effort in rural America
- Recruited authors for quarterly magazine

Research and Human Resources Intern,
January 2000 – April 2001

Danya International, Inc

Silver Spring, MD

Health and human services consulting firm dedicated to improving health and well-being, and shaping the future of behavior change through new technologies and approaches for training, education, information, and communication.

Responsibilities included:

- Conducted research for multiple proposals related to public health (substance abuse and disabilities)
- Prepared, coded, and scored questionnaires
- Devised system to organize and access all research literature
- Sorted resumes for available positions and contacted references
- Organized and maintained personnel files
- Filed, photocopied, and distributed sensitive material

CONSULTANT EXPERIENCE

Social Solutions International, Inc. Olney, MD

Assessed the cultural competency of the CDC's Business/Labor Responds to AIDS (BRTA/LRTA) program and revised accordingly

Social Solutions International, Inc., Olney, MD

Developed cultural competency training for substance abuse providers from West and Southern African countries for the US State Department

Alliance for Retired Americans, Washington, DC

Developed survey for Press and Media Department to keep accurate records of clients, assess utility and potential improvement of products developed throughout year

Summit Senior High School, NJ

Consulted and facilitated meeting focusing on assessing Latino High School experience within a predominant European-American setting

VOLUNTEER ACTIVITIES

Board Member, Conexiones, Howard County, MD, January 2009 – January 2010

Organization provides assistance and support to encourage Latino students to complete high school, consider higher education opportunities and establish successful careers.

Hispanic Hero, Hispanic Youth Symposium, Towson University, MD, June 2009

Invited to share educational and professional experience with Latino high school students to encourage them to further their careers and begin to plan for successful careers

Conference Volunteer, *LLEGO's 4th Annual National Dinner, Building Healthy Communities: Nuestros Derechos y Fuerza*, Washington, DC, April 2004

Assisted presenters with workshops

Assembly Panelist, *Montgomery Blair High School*, Silver Spring, MD, April 2002

Panelist within school assembly geared towards educating and inspiring Latino youth in furthering their education

Latino College Student Representative, *University of MD Spanish and Portuguese Department*, College Park, MD, 2001

Assisted with recruitment of Latino High School students through speeches to encourage them to attend the University of Maryland

Outreach Volunteer, *Helping Individual Prostitutes Survive*, Washington, DC, July 2000

Trained as outreach volunteer to assist in the empowerment and support of abused sex workers

PUBLICATIONS AND PRESENTATIONS

Lee, K., Zigby, K., & Nemes, M. (2009). Setting the Table. *The Foundation Review*, 3 (1).

Nemes, M. *Predicting the Social Integration of Immigrants*. Poster presentation at the 2nd International Conference on Community Psychology, Lisboa, Portugal, June 2008.

Chavis, D, James, I, & Nemes, M. (2004). National Safe Start Initiative: Reducing the Impact of Exposure to Violence. *The Community Psychologist*, 37 (4). Guest Editor of Special Feature.

SELECTED TECHNICAL REPORTS

Nemes, M. & Lee, K. (October 2008). Tips for Working in a Culturally Competent Manner. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for the Foreign-Born Information and Referral Network.

Lee, K. & Nemes, M. (June 2008). Analysis of Foundation Investment Summaries. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for the Annie E. Casey Foundation.

Nemes, M. (October 2007). Living with a Disability in the United States for Refugees. Washington, DC: U.S. Committee for Refugees and Immigrants (USCRI). Prepared for the U.S. Department of Health and Human Services, Office of Refugee Resettlement.

Lee, K., Nemes, M., & Venogupal, V. (October 2005) Howard County's Foreign-Born

Community: Dimensions, Growth and Implications. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for the Foreign-Born Information and Referral Network.

Lee, K. & Nemes, M. (April 2005). Colorado Trust Immigrant Integration Initiative: Colorado Site Visit Evaluation Reports. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for the Colorado Trust.

Lee, K. & Nemes, M. (February 2005). Zuni, New Mexico Safe Start Initiative Site Visit Report. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for The Office of Juvenile Justice and Delinquency Prevention.

Nemes, M. (May 2004). Energy Efficient Adobe Homes in San Elizario, TX. Washington, DC: Housing Assistance Council (HAC). Prepared for the Office of Housing and Urban Development.

James, I., Lee, K., Hyde, M., Nemes, M., Contratti, L., Venogupal, V. & Chavis, D. (December 2004). Promising Practices of Children Exposed to Violence Programs. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for The Office of Juvenile Justice and Delinquency Prevention.

James, I., Nemes, M., Lee, K., Chavis, D. & Ervin, D. (November 2003). Montgomery County: Head Start Community Assessment. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for The Community Action Agency of the Department of Health and Human Services of Montgomery County.

Lee, K., Nemes, M. & Chavis, D. (May 2003). Strengthening Relations in Diverse Communities. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for The Community Foundation for the National Capitol Region.

Lee, K. & Nemes, M. (May 2003). Assessment of Issues and Challenges Facing Culturally Diverse Families and Children in Montgomery County, Maryland. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for the Montgomery County Collaboration Council on Children, Youth, and Families, Gaithersburg, MD.

Lee, K., Nemes, M. & Sin, H. (May 2003). 9-11 Impact on Immigrant Communities in Greater Washington. Gaithersburg, MD: Association for the Study and Development of Community (ASDC). Prepared for the Community Foundation for the National Capital Region, Washington, DC.

PROFESSIONAL MEMBERSHIPS

Member, American Evaluators Association

Student Member, Association for the Study of Ethnicity and Nationalism