

Subin Na

Ph.D. Candidate, School of Social Policy & Practice

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Education

Ph.D. in Social Welfare 2023 – May 2027 (Expected)

School of Social Policy & Practice, University of Pennsylvania

Advisor: Dr. Phyllis Solomon

Dissertation: Rhetoric of Peer Support and Reality of Labor: Role Construction, Institutional Contexts, and Compensation in Peer Specialist Job Postings

Committee: Drs. Phyllis Solomon (Chair), Dominic Sisti, Manuel S. González Canché

M.A. in Social Welfare (MSW equivalent) 2021 – 2023

Seoul National University, Republic of Korea

Advisor: Dr. Sang Kyoung Kahng

Thesis: Discrimination against People with Serious Mental Illness and Their Active Coping Behaviors: The Mediating Role of Adequacy of Social Participation Services

B.A. in Social Welfare and Economics (Double Major) 2017 – 2021

Seoul National University, Republic of Korea

Summa Cum Laude

Research Interests & Specialization

Topics	Recovery-Oriented Care and the Behavioral Health Workforce, Peer Support Services, Help-Seeking and Service Engagement, Technology and AI in Mental Health Care, Mental Health Equity and Disparities
Populations	Individuals with Serious Mental Illness, Peer Specialists and the Behavioral Health Workforce, Racial/Ethnic Minorities
Methods	Machine Learning and Natural Language Processing, Structural Equation Modeling, Multilevel and Longitudinal Modeling, Mixed Methods, Evidence Synthesis

Publications & Work-In-Progress

Peer-Reviewed Publications

1. Na, S., Tham, S., & Solomon, P. (2026). Cultural Humility and Recovery-Promoting Competencies Among Mental Health Practitioners: The Mediating Role of Recovery Attitudes. *Administration and Policy in Mental Health and Mental Health Services Research*. Advance online publication. <https://doi.org/10.1007/s10488-026-01513-x>
2. Na, S., & Solomon, P. (2026). Individual and Organizational Factors Influencing Recovery-Promoting Competency Among Mental Health Practitioners. *Psychiatric Rehabilitation Journal*, 49(3), 276–288. <https://doi.org/10.1037/prj0000683>

3. Na, S., Solomon, P., & Yoo, N. (2026). Impact of Asian Language-Speaking Mental Health Providers on Asian American Patient Volume in Mental Health Treatment Facilities: Moderating Role of Medicaid Spending. *Journal of Racial and Ethnic Health Disparities*. Advance online publication. <https://doi.org/10.1007/s40615-026-02853-y>
4. Tham, S., Na, S., & Solomon, P. (2026). Factors Influencing the Implementation of Peer Support Specialists within Mobile Crisis Teams: A Scoping Review of CFIR Domains and Implementation Strategies. *Psychological Services*, 23(3), 441–461. <https://doi.org/10.1037/ser0000996>
5. Na, S., Kahng, S. K., & Solomon, P. (2025). Impact of Discrimination on Help-Seeking Behavior Among Individuals With Serious Mental Illness in South Korea: Role of Social Participation Services. *Community Mental Health Journal*, 61(6), 1181–1194. <https://doi.org/10.1007/s10597-025-01458-9>
6. Na, S., Tham, S., & Solomon, P. (2025). Understanding the Essence of Recovery-Oriented Practice: Scoping Review. *American Journal of Psychiatric Rehabilitation*, 28(5), 1572–1615. <https://doi.org/10.69980/ajpr.v28i5.733>
7. Kim, S., Kang, M., & Na, S. (2022). Social Capital and Cultural Capital of People Living Alone. *Journal of Critical Social Welfare*, 75(1), 171–216. <https://doi.org/10.47042/ACSW.2022.05.75.171>

Other Publications (Book Chapters and Translations)

1. Pilling, M. (2026). *Mad Studies: The Basics* (Korean Society of Disability Studies, Mad Studies Subcommittee, Na, S., Do, Y., Park, J., Song, S., Yoo, K., & Jeon, A., Trans.). Dongnyok. (Original work published 2023). ISBN 9788972972204.
2. Na, S., & Choi, I. (2021). A Study on the Recovery Experience of People with Serious Mental Illness Who Participated in the Mental Health Consumer Movement: Focusing on Solidarity as an Alternative Relationship Formation. In *The World Viewed Through Human Rights: People and Society*. Parkyoungsa. ISBN 9791130338859.

Manuscripts Under Review

1. Na, S., & Solomon, P. (Revise & Resubmit). Where We Have Been and Where We Are Going: Mapping the Evolution of Personal Recovery Scholarship in Serious Mental Illness Through Structural Topic Modeling. *Psychiatric Rehabilitation Journal*.
2. Zhang, A., Solomon, P., Wang, K., Yu, Z., Na, S., Chen, M., Weaver, A., & Spencer, M. (Revise & Resubmit). A Human-ML Collaborative Framework for Justice-Centered Statistical Machine Learning in Social Work Research. *Journal of the Society for Social Work and Research*.
3. Yu, H., Na, S., Zhang, A., & Solomon, P. (Revise & Resubmit). The Indirect Effect of Bullying on Student School Belonging Through Online Vigilance: A Gender-Specific Pattern. *Youth & Society*.
4. Na, S., Kim, I. A., & Solomon, P. (Under Review). Predictors of Early Mental Health Treatment Dropout in Postsecondary Students with Serious Mental Illness: A Gradient Boosting Approach. *Journal of Behavioral Health Services & Research*.
5. Na, S., Tham, S., Dunn, C., Assoudeh, E., Watson, S., Rahman, A., Jackson, N., Grant, L., Enders, G., Clarke, M., Peterson, P., Lopez, V., Estevez, R., & Solomon, P. (Under Review). Organizational Challenges and Strategies for Integrating Peer Support Workers Into Crisis and Emergency Response Teams: A Qualitative Study in New York City. *Community Mental*

Health Journal.

6. Na, S., Yoon, A. S., Oh, H., & Solomon, P. (Under Review). When Do Students Turn to AI for Counseling? Internalized Shame as a Pathway from Diminished Social Support Among Korean College Students. *Computers in Human Behavior Reports*.
7. Kim, I. A., Na, S., & Solomon, P. (Under Review). Self-Stigma, Sense of Belonging, and Help-Seeking Across Professional and Informal Contexts Among East Asian Postsecondary Students. *Journal of College Student Development*.
8. Dunn, C., Assoudeh, E., Na, S., Tham, S., Solomon, P., Enders, G., Clarke, M., Peterson, P., Watson, S., Rahman, A., Lopez, V., & Estevez, R. (Under Review). Centering Lived Experience in Mental Health Crisis Response Systems: The Role of Peer Support Workers. *Psychiatric Services*.
9. Yu, H., Na, S., Solomon, P., & Zhang, A. (Under Review). The Indirect Effect of Bullying on Student School Belonging Through Perceived Safety: A Gender-Specific Pattern. *School Mental Health*.
10. Na, S., Solomon, P., Fortuna, M., Rogers, T., & Fortuna, K. L. (Under Review). Post-COVID Digital Peer Support Interventions for Individuals with Serious Mental Illness: A Scoping Review of Feasibility, Acceptability, and Preliminary Effectiveness. *Psychiatric Services*.

Work in Progress

For the following papers, either an abstract or a draft is available upon request.

1. Tham, S., Na, S., Solomon, P., Dunn, C., Assoudeh, E., Enders, G., Clarke, M., Peterson, P., Watson, S., Rahman, A., Lopez, V., & Estevez, R. Developing Lived Experience Expertise: A Conceptual Framework for Peer Support Specialists in Mental Health Crisis Response.
2. Na, S., & Yoo, N. What Consumers Say About U.S. Mental Health Facilities: A Computational Text Analysis of Google Maps Reviews.
3. Na, S., Kuyken, W., & Yoon, A. S. Effects of a Mindfulness-Based Mental Health General Education Course on Depressive Symptoms and Psychosocial Outcomes Among Korean University Students: A Randomized Comparison of Mindfulness Home Practice and Reflective Bibliotherapy.
4. Na, S., Kim, I. A., Zhang, A., & Solomon, P. Systematic Review and Meta-Analysis on the Effectiveness of Stigma-Reduction Interventions Among Asian Populations.
5. Yoo, N., Na, S., & Gandhi, S. Generative Artificial Intelligence in Behavioral Health Peer Support: A Scoping Review.

Conference Presentations

1. Na, S., Tham, S., & Solomon, P. (2026, October). Cultural Humility and Recovery-Promoting Competencies: How Recovery Attitudes Shape Mental Health Practice. Award presentation (Honorable Mention, Disability Manuscript Award) at *Council on Social Work Education (CSWE) Annual Conference*, Atlanta, GA, U.S.
2. Na, S., & Solomon, P. (2026, January). Individual and Organizational Factors Influencing Recovery-Oriented Practices. Presentation at *Society for Social Work and Research (SSWR)*, Washington D.C., U.S.
3. Na, S., & Solomon, P. (2026, January). Pathways to Recovery-Oriented Practices. Presentation at *Society for Social Work and Research (SSWR)*, Washington D.C., U.S.

4. **Na, S.**, Kim, I. A., & Solomon, P. (2026, January). Help-Seeking Intentions among Asian Domestic and International Students. Presentation at *Society for Social Work and Research (SSWR)*, Washington D.C., U.S.
5. **Na, S.**, Kahng, S., & Solomon, P. (2025, March). Discrimination or empowerment? The role of social participation services for individuals with serious mental illness. Presentation at *European Conference for Social Work Research (ECSWR)*, Munich, Germany.
6. **Na, S.** (2024, March). Discrimination against people with serious mental illness and their active coping behaviors in South Korea: The mediating role of adequacy of social participation services. Presented at *Korean Studies Young Scholars (KSYS) Graduate Student Conference*, James Joo-Jin Kim Center for Korean Studies, University of Pennsylvania.
7. Kahng, S., Lee, Y., Kim, S., Song, S., **Na, S.**, Kim, Y., Kim, J., & Ahn, J. (2022, June). Awareness of services necessary for the human rights of individuals with SMI in Korea. Presented at *World Congress on Adult Capacity 2022*, Edinburgh, Scotland.

Research Grants

2025	Doctoral Summer Research Fellowship Award (\$5,000) <i>University of Pennsylvania, School of Social Policy & Practice</i>
2024	Doctoral Summer Research Fellowship Award (\$5,000) <i>University of Pennsylvania, School of Social Policy & Practice</i>
2021	Independent Research Grant (\$1,000) <i>Seoul National University Human Rights Center</i>

Fellowships & Scholarships

2026 – Present	Leonard Davis Institute of Health Economics (LDI) Fellow <i>University of Pennsylvania</i>
2024 – 2026	Conference Travel Award (\$600/year) <i>School of Social Policy & Practice, University of Pennsylvania</i>
2025	Korean Honor Scholarship (\$1,500) <i>Embassy of the Republic of Korea, Ministry of Foreign Affairs</i>
2023 – Present	Doctoral Study Abroad Scholarship (\$13,000/year) <i>Korea Foundation for Advanced Studies (KFAS)</i>
2021 – 2022	Merit-Based Scholarship (\$6,500) <i>Woo-san Yukyounghoe Scholarship Foundation</i>
2020 – 2021	Merit-Based Scholarship (\$7,000) <i>OK Bae & Jung Scholarship Foundation</i>
2017 – 2021	Merit-Based Scholarship (Full Tuition for Six Semesters) <i>Seoul National University</i>

Honors & Awards

- 2026 **Best Project Award** ([View project](#))
Summer Institutes in Computational Social Science at Penn (SICSS-Penn)
- 2026 **Honorable Mention, Disability Manuscript Award**
Council on Social Work Education (CSWE)
- 2020 **Excellence in Research Award**
The 8th Student Human Rights Research Project Contest, Seoul National University Human Rights Center
- 2019 **Outstanding Mentor Recognition**
Educational Mentoring Program for Children from Low-Income Families, Seoul National University Institute for Global Social Responsibility

Research Experience

- 2026 – Present **Multinational Research Collaboration (Brazil, France, South Korea)**
Research Assistant
Project: Multinational Randomized Controlled Trial of Trial-Based Cognitive Therapy with and without Artificial Intelligence Assistance for Emotional Disorders
Role: Contributing to study protocol development, including the design of the AI-assisted blended arm and cultural adaptation planning for the South Korea site; trial preparation begins in earnest in late 2026.
- 2023 – Present **Mayor's Office of Community Mental Health of NYC**
Research Assistant
Project: Integrating Peer Support Services in NYC Crisis and Emergency Response Settings
Role: Conducted a community-partnered study with peer support workers and city agencies; contributed to IRB protocol development; designed focus group protocols; led codebook development and qualitative coding; led development of multiple first-authored and co-authored manuscripts; currently planning the partnership's stakeholder interview phase.
- 2022 – 2023 **Ministry of Health and Welfare of Korea**
Research Assistant
Project: A Study on Community Integration Strategies for Individuals with SMI
Role: Conducted literature reviews to derive parameters for effect estimation of the hospitalization system revised under the Mental Health Act; analyzed international cases of community mental health services as policy benchmarks; wrote sections of the final policy report.

- 2022 **National Human Rights Commission of Korea**
Research Assistant
Project: A Survey on Building Human Rights-Friendly Treatment Environments for Individuals with SMI
Role: Conducted in-depth interviews with individuals with SMI and supported on-site survey administration for patients at psychiatric hospitals nationwide; conducted focus group interviews with mental health professionals; conducted a document-based comparative case study of Taiwan's treatment environment; authored a chapter of the final report.
- 2021 **National Human Rights Commission of Korea**
Research Assistant
Project: A Survey of Advanced Cases for Enhancing the Community Integration of Individuals with SMI
Role: Developed survey items and conducted descriptive analyses of community integration needs among several hundred people with SMI, family members, and social workers; conducted in-depth interviews with approximately 10 individuals with SMI using mental rehabilitation facilities; conducted case studies of person-centered, rights-based approaches in the US, Australia, and the UK.

Teaching Interests

Core Courses

- Social Work Research Methods
- Statistics I & II
- Social Welfare Policy
- Introduction to Social Work

Substantive Area Courses

- Mental Health Services and Policy
- Recovery-Oriented Mental Health Practice
- Data Science and Machine Learning for Social Work
- Technology and AI in Mental Health Services

Teaching Experience

- FA 2026 **Quantitative Methods**
Lab Instructor, School of Social Policy & Practice, University of Pennsylvania
Role: Will develop lab materials; conduct weekly lab sessions focused on students' R programming skills; hold weekly office hours.
- SP 2026 **Practical Machine Learning Methods**
Teaching Assistant, School of Social Policy & Practice, University of Pennsylvania
Role: Developed assignments focused primarily on students' Python programming skills; assisted in the main lecture's practice sessions by troubleshooting coding errors and answering student questions; graded assignments and held office hours.

- FA 2025 **Quantitative Methods**
Lab Instructor, School of Social Policy & Practice, University of Pennsylvania
Role: Developed lab materials and conducted 11 weekly lab sessions focused on students' R programming skills; assisted in lecture practice sessions by troubleshooting coding errors and answering student questions; graded assignments and held weekly office hours; received student evaluations of 4.0/4.0 for both communication and ability to stimulate interest, with a 100% response rate.
- FA 2022 **Social Work Practice**
Teaching Assistant, Department of Social Welfare, Seoul National University
Role: Prepared lecture materials for the undergraduate required course; managed attendance and assignments; served as the primary contact for student questions and professor–student communication.
- SP 2022 **Seminar on Social Work Practice Skills**
Teaching Assistant, Department of Social Welfare, Seoul National University
Role: Prepared weekly readings and seminar materials for the graduate seminar; handled administrative tasks and facilitated communication between professor and students.
- FA 2021 **Social Work Practice**
Teaching Assistant, Department of Social Welfare, Seoul National University
Role: Prepared lecture materials for the undergraduate required course; managed attendance and assignments; served as the primary contact for student questions and professor–student communication.

Social Work Practice & Community Service

- 2025 – Present **Crisis Text Line**
Volunteer Crisis Counselor
Role: Completed Crisis Text Line's formal crisis counselor training; provide text-based crisis intervention and de-escalation support to individuals experiencing mental health crises.
- 2021 **Basic Psychiatric Hospital, Republic of Korea**
Social Work Intern
Role: Designed and led mindfulness meditation and exercise therapy programs as the main director to promote physical health and social functioning of patients with SMI; liaised with patients undergoing residential treatment and documented weekly assessments; participated in official seminars and shared cases with mental health social workers; wrote ethnographic research comparing the Day Hospital and Clubhouse programs.
- 2019 – 2021 **Lifelong Education Program 'Fountain College,' Taiwha Fountain House (Clubhouse), Republic of Korea**
Adult Learning Instructor (English, Korean History, Social Work)
Role: Developed curricula and taught adult education classes for clubhouse members with SMI; contributed to building the clubhouse's lifelong education program 'Fountain College.'

- 2019 **Taiwha Fountain House (Clubhouse), Republic of Korea**
Social Work Intern
Role: Worked side-by-side with members with SMI in daily routines and programs; visited households and workplaces of members, conducted personal counseling, and documented professional casework practices; wrote a qualitative paper on social stigma and self-stigma among young adults with SMI and factors influencing their recovery.
- 2018 – 2021 **Institute for Global Social Responsibility, Seoul National University**
Supervisor, Online Mentoring Program
Role: Monitored and documented online mentoring activities between SNU students and middle school students from low-income families; discussed cases requiring intervention with fellow supervisors and provided consultations for mentors; liaised with mentors, mentees, and teachers at mentees' schools.

Licenses and Accreditation

- Licensed Social Worker, Pennsylvania (License #SW144122)
- Certified Social Worker, Level 1 & 2, Republic of Korea (License #1-218802)
- MSW Degree Equivalency, Council on Social Work Education

Other Professional Experience

- 2020 – 2023 **Korea Social Policy Review, Korean Association of Social Policy**
Chief Editorial Assistant
Role: Supported the editorial process from manuscript submission to publication; coordinated communications with authors, reviewers, and editorial board members.
- 2019 – 2021 **Institutes for Liberal Arts, Seoul National University**
Writing Tutor
Role: Provided periodic one-on-one feedback on students' final papers, discussing the flow and content of papers.

Skills & Training

Software & Programming

R, Python, SPSS, PROCESS Macro, LaTeX, Qualtrics

Quantitative & Methodological Training

Generalized linear models, multilevel and longitudinal modeling, structural equation modeling, latent class analysis and latent class growth analysis, causal inference (instrumental variables, difference-in-differences, regression discontinuity, propensity score matching), machine learning (naïve Bayes, k -nearest neighbors, decision trees, boosting, neural networks, clustering), natural language processing and topic modeling, spatial socioeconometrics, mixed methods research, framework analysis, and evidence synthesis (scoping and systematic reviews, meta-analysis)

Trainings & Workshops

**Competitively selected*

2026	CETLI Teaching Certificate (In Progress, Expected December 2026) <i>Center for Excellence in Teaching, Learning and Innovation, University of Pennsylvania</i>
2026	The Summer Institutes in Computational Social Science (SICSS)* <i>University of Pennsylvania</i>
2025	Machine Learning for Causal Inference <i>Korea Society of Management Information Systems</i>
2023	Quantitative Ethnography Masterclass <i>Learning Sciences Research Institute, Seoul National University</i>
2023	Computational Modeling & Reinforcement Learning <i>College of Social Sciences, Seoul National University</i>
2023	Text Big Data and Natural Language Processing <i>College of Social Sciences, Seoul National University</i>
2023	Latent Class, Latent Transition, and Growth Mixture Modeling <i>Data Analysis Methodology Workshop (Parkyoungsa)</i>
2022	Structural Equation Modeling (SEM) <i>Korea Social Science Data Archive (KOSSDA)</i>

Ad Hoc Peer Review

Journal of Racial and Ethnic Health Disparities, BMC Public Health, Journal of Behavioral Health Services & Research

Professional Memberships

- Association for Peer Support (APS), Community of Scholars and Scientists
- Society for Social Work and Research (SSWR), Student Member
- Council on Social Work Education (CSWE), Student Member