

Carolyn A. Fan

carolynfan@cornell.edu

Academic Appointment

Postdoctoral Fellow 2025-Present
Center for Racial Justice and Equitable Futures, Cornell University

Education

PhD, Health Services, University of Washington School of Public Health 2025
Agency for Healthcare Research & Quality (AHRQ) T-32 Predoctoral Fellow
Area of Emphasis: Health Behavior and Social Determinants of Health
Committee: Wendy E. Barrington (Chair), Megha Ramaswamy, Stephen J. Mooney, Jane J. Lee
Dissertation: Structural Determinants of Health across Race, Sexual Orientation, and Gender: A Mixed Methods Application of Public Health Critical Race Praxis

B.A., Sociology & Global Public Health, New York University 2017
College of Arts & Science Presidential Honors Scholar

Peer-Reviewed Publications

Fan CA, Abalos A*, Estrada J*, Le R*, M R*, Mabale F*, Nguyen A*, Wang G*, Wu E*, Ramaswamy M, Mooney SJ, Barrington WE. Health, Strength, Oppression, and Intersectionality in Zines Authored by Queer and Transgender Black, Indigenous, and People of Color. *Culture, Health, and Sexuality*. [Under Review] (*shared second author)

Fan CA, Morehead D, Nonot ACL, Lett E, Ramaswamy M, Barrington WE. The Application of Public Health Critical Race Praxis in Health Research: A Systematic Scoping Review. *DuBois Review: Social Science Research on Race*. [Under Review]

Fan CA, Prado K, Zepeda C, Spink D, Di Miscio M, Mah D, Nonot A, Barrington WE. Implementation of a bilingual evaluation & research capacity building workshop for community health workers and promotoras. *International Journal of Environmental Research and Public Health*. [Conditional Acceptance]

Fan CA, Upham M, Beaver K, Dashtestani K, Skiby MM, Pentel KZ, Rhew I, Kauth MR, Shpherd JC, Kaysen D, Simpson T, Lehavot K. Online recruitment of LGBTQ+ veterans for health disparities research: Methodology, findings, and challenges of recruitment for the Health for Every Veteran Study. *Journal of Medical Internet Research: Research Protocols*. October 2023.

Fan CA, Hara-Hubbard KK, Barrington WE, Baquero B. The Experience of Hate Incidents Across Racial and Ethnic Groups during the COVID-19 Pandemic. *Public Health Frontiers*. December 2022.

Fan CA. Beyond #StopAAPIHate: Expanding the Definition of Violence Against Asian Americans. *American Journal of Public Health*. March 23 2022.

Carolyn A. Fan

carolynfan@cornell.edu

Starks TJ, Feldstein Ewing SW, Lovejoy T, Gurung S, Cain D, **Fan CA**, Naar S, Parsons J. Adolescent male couples-based HIV testing intervention (We Test): Protocol for a type 1, hybrid implementation-effectiveness trial. *Journal of Medical Internet Research: Research Protocols*. Jun 2019.

Pennar A, Dark T, Simpson K, Gurung S, Cain D, **Fan CA**, Parsons J, Naar S. Cascade monitoring in multidisciplinary adolescent HIV care settings: Protocol for utilizing electronic health records. *Journal of Medical Internet Research: Research Protocols*. May 2019.

Belzer M, MacDonell K, Ghosh, S, McAvoy-Banerjea J, Gurung S, Cain D, **Fan CA**, Parsons J. Adaptive antiretroviral therapy (ART) adherence interventions for youth living with human immunodeficiency virus (HIV) through text messaging (SMS) and cell phone support (CPS): Sequential multiple assignment randomized trial (SMART) design. *Journal of Medical Internet Research: Research Protocols*. Dec 2018.

Book Chapters, Reports, and Other Publications

Fan CA. Racial Equity Considerations for Medical Frailty Exemptions for Medicaid Work Requirements. *State Health & Value Strategies*. December 2025. <https://shvs.org/racial-equity-considerations-for-medical-frailty-and-medicaid-work-exemptions/>

Fan CA. Artificial Intelligence in Healthcare: Prioritizing Equity, Transparency, and Science. *UW Center for Health Innovation and Policy Science (CHIPS) Policy Brief Series*. January 2023. <https://depts.washington.edu/uwchips/docs/hpwp-ai-healthcare.pdf>

Fan CA, Dannenberg A. Chapter 22: Measuring, Assessing, and Certifying Healthy Places. In: Botchwey N, Dannenberg A, Frumkin H. *Making Healthy Places, 2nd Ed: Designing and Building for Well-Being, Equity, and Sustainability*. Island Press. July 2022.

Gould S, **Fan CA**, Ockenfels-Martinez M. California Local Health Department Actions for Worker Health and Safety During COVID-19. *Human Impact Partners*. April 2021. <https://humanimpact.org/hiprojects/california-local-health-department-actions-for-worker-health-and-safety-during-covid-19/>

Human Impact Partners and Big Cities Health Coalition. *Ensuring Equity in COVID Planning, Response, and Recovery Decision Making: An Equity Lens Tool for Local Public Health Departments*. November 2020. <https://humanimpact.org/hiprojects/ensuring-equity-in-covid-19-planning-response-and-recovery-decision-making/>

Fellowships & Grants

- The AbbVie Migraine Career Catalyst Award (2024)
- APHA Community Health Planning & Development Section Annual Meeting Student Scholarship (2023)

Carolyn A. Fan

carolynfan@cornell.edu

- UW Graduate School Conference Presentation Award (2022)
- Alphabet Alliance of Color Mentorship Institute (2022)
- UW Center for Health Innovation and Policy Science Health Policy Writing Fellowship (2022)
- Point Foundation Opportunity Grant (2021)
- Agency for Healthcare Research & Quality T-32 Predoctoral Fellowship (2019-2021)
- UW Health Services PhD Recruitment Award (2019)
- NYU College of Arts & Science Dean's Undergraduate Research Fund (2014, 2016)
- NYU Wasserman Center Internship Grant (2015)
- NYU College of Arts & Science Global Pathways Scholarship (2014)
- NYU College of Arts & Science Presidential Honors Scholarship (2013-2017)

Honors & Awards

- UW Husky 100 (2022)
- Aaron Katz Award for Excellence in Health Policy Writing (2020)
- NYU College of Global Public Health Social Justice Award (2017)
- NYU President's Service Award (2017)
- NYU 10 Most Influential Students (2016)
- White House Initiative for Asian American Pacific Islanders Young Leader (2016)

Selected Research Experience

Research Scientist, UW Center for Anti-Racism and Community Health 2023-2024

- Supervised Research & Evaluation team of ~10 staff, graduate, and undergraduate students
- Managed research and evaluation portfolio in accordance with health equity and community engaged principles
- Conducted qualitative and quantitative data collection, analysis, and evaluation of WA State health programs
- Supported grant-writing and funding efforts of ARCH Center, including \$1m grant from the WA State Coalition of Accountable Communities of Health
- Engaged in dissemination of research products, including reports, manuscripts, conference abstracts, and community workshops

Graduate Research Assistant, VA Puget Sound 2020-2021

- Supported research projects on LGBTQ+ veteran mental health and access to gender affirming care
- Conducted literature reviews, drafted surveys, and contributed to IRB applications
- Compiled database of community-based organizations that served target recruitment populations

Carolyn A. Fan

carolynfan@cornell.edu

Research Consultant, Health in Partnership (Prev. Human Impact Partners) 2020-2021

- Developed county-specific infographics for [California's Schools and Communities First](#).
- Crafted interactive [Equity Lens Tool](#) for the Big Cities Health Coalition to assist local governments and health officials with prioritizing health equity during COVID-19 decision-making.
- Co-authored a [report on local health department actions for worker health and safety during the COVID-19 pandemic](#) for the California Department of Public Health. Conducted and transcribed informational interviews with city health officials, health officers, and directors of local health departments in California and across the country.
- Developed guidance on qualitative methodologies to assess forces of change, built environment, community strengths and assets, and historical and structural contexts for the National Association of City and County Health Officials (NACCHO)'s [Mobilizing for Action through Planning and Partnerships \(MAPP\) 2.0 program](#).
- Created a Survey Tool Guide for HIP staff with validated survey measures for use in future research projects

Clinical Research Coordinator, Mount Sinai Hospital 2018-2019

- Recruited and enrolled hospital patients over the phone and at the hospital
- Trained to deliver and grade neuropsychological testing (the Uniform Data Set (UDS), Postoperative Quality of Recovery Scale (PQRS), Confusion Assessment Method (CAM)-ICU, and NIH Toolbox) with in-hospital patients and healthy participants
- Collected Electroencephalogram (EEG) brain wave data using bispectral index (BIS) monitors from patients in community and clinical settings

Project Coordinator, Hunter College PRIDE Health Research Consortium 2017-2018

- Launched two nationwide studies for youth living with HIV for the Adolescent Medicine Trials Network Scale It Up (ATN SIU) U19 grant
- Wrote all day-to-day research materials: standard operating procedures, call scripts, flow charts, and recruitment materials
- Assisted in developing Qualtrics surveys as well as RedCap, Microsoft Access, and Excel databases
- Prepared materials for multiple IRB submissions and revisions

Teaching Experience

- Race, Racism, and Public Health (Instructor and TA) (2024-2025)
- Anti-Racism and Equity: An Epidemiological Approach (Instructor) (2024)
- Structural Racism and Public Health (Instructor) (2024)
- LGBTQI+ Health and Health Disparities (TA) (2022)
- Public Health Capstone & Service Learning (TA) (2021-2022)

Conference Presentations

Carolyn A. Fan
carolynfan@cornell.edu

Frank, M, Nonot, A, Mah, D, **Fan, C**, & Barrington, W. "Uniting Indigenous Evaluation Practice with Anti-Racism Principles and Values". International Network of Indigenous Health Knowledge and Development (INIHKD) Reclaiming Indigenous Ecologies of Love (RIEL) Conference, April 2025.

Fan C. "Strategies for reflexivity in quantitative and qualitative research: Anti-racist and anti-oppressive approaches," American Public Health Association (APHA) Annual Meeting and Expo, Emerging Scholars Plus, October 2024.

Nonot A, Teterina E, Matheson J, Mah D, Bakari Z, **Fan CA**, Ranson T, Frank M, Barrington WE. "Building Resilience in Refugee and Immigrant Communities in WA State: The Role of Community Health Workers," American Public Health Association (APHA) Annual Meeting and Expo, October 2024.

Mah D, Prado K, Zepeda C, Di Miscio M, Spink D, **Fan CA**, Nonot A, Barrington WE. "Implementation of culturally congruent approaches for research & evaluation capacity building among workshop community health workers and promotoras," American Public Health Association (APHA) Annual Meeting and Expo, October 2024.

Fan CA, Mah D, Nonot A, Prado K, Bakari Z, Ranson T, Frank M, Barrington WE. "Centering Anti-Racism in Evaluation: Applied Methods to Understand Community-Led Community Resilience in Washington State," Washington State Public Health Association Annual Conference, October 2024.

Frank M, Nonot A, Mah D, **Fan CA**, Barrington WE. "Uniting Indigenous Evaluation Practice with Anti-Racist Principles and Values: Findings from an Evaluation of Partnerships between the WA State Department of Health and Native-Serving Community Organizations," Washington State Public Health Association Annual Conference, October 2024.

Fan CA, Barrington WE. "The Application of Public Health Critical Race Praxis: A Scoping Review," American Public Health Association (APHA) Annual Meeting and Expo, November 2023.

Mah D, **Fan CA**, Nonot A, Prado K, Barrington WE. "Strengthening Regional Partnerships to Support Community Health Workers and Promotoras for COVID-19 Response and Resiliency," Washington State Public Health Association Annual Conference, October 2023.

Barrington WE, Zepeda C, Spink D, Figueroa I, **Fan CA**, Mah D, Prado K. "Evaluation Capacity Building for Washington State Community Health Workers and Promotoras," Washington State Public Health Association Annual Conference, October 2023.

Gebieyesus T, **Fan CA**, Barrington WE. "CHW Roles and Integration Within U.S. Health Systems During the COVID-19 Pandemic: A Systematic Review," Washington State Public Health Association Annual Conference, October 2023.

Carolyn A. Fan
carolynfan@cornell.edu

Fan CA, Barrington WE. "Applying Public Health Critical Race Praxis to Student Research: A Student Perspective and Case Study," Interdisciplinary Association for Population Health Science Conference, October 2023.

Gebieyesus T, **Fan CA**, Barrington WE. "Community Health Worker Roles and Integration Within U.S. Health Systems During the COVID-19 Pandemic: A Systematic Review," University of Washington Undergraduate Research Symposium, May 2023.

Fan CA, Hara-Hubbard KK, Barrington WE, Baquero B. "The Experience of Hate Incidents Across Racial and Ethnic Groups during the COVID-19 Pandemic," AcademyHealth Annual Research Meeting, June 2023.

Fan CA, Hara-Hubbard K, Barrington WE, Baquero B, "Impact of Essential Worker Status on Being Threatened or Harassed across Racial/Ethnic Groups during the COVID-19 Pandemic," American Public Health Association (APHA) Annual Meeting and Expo, November 2022.

Fan CA, "The Experience of Hate Incidents across Racial Groups during the COVID-19 Pandemic," 2021 IAPHS Annual Meeting (Virtual), Abstract Concurrent Session, October 2021.

Fan CA, Upham M, Beaver K, Dashtestani K, Rhew I, Kauth MR, Shipherd JC, Kaysen D, Simpson T, Lehavot K, "Recruitment of LGBT Veterans for Health Disparities Research: Methodology, Preliminary Findings, and Challenges of the Health for Every Veteran Study," VA Puget Sound Mental Health Services Research and Evaluation Day (Virtual), June 2021.

Fan CA, Upham M, Beaver K, Dashtestani K, Rhew I, Kauth MR, Shipherd JC, Kaysen D, Simpson T, Lehavot K, "Recruitment of LGBT Veterans for Health Disparities Research: Methodology, Preliminary Findings, and Challenges of the Health for Every Veteran Study," 27th Annual AHRQ NRSA Trainee Research Conference (Virtual), June 2021.

Fan CA, "Marketing to the Model Minority: Testing the Impact of Asian American Targeted Food and Beverage Marketing," NYU College of Arts and Science Undergraduate Research Conference, April 2017.

Fan CA, Morning A, "The Generational Locus of Multiraciality," NYU Diversity Summer Research Conference, July 2016.

Fan CA, "McDonald's Racially Targeted Websites and Social Media," NYU Diversity Summer Research Conference, July 2016.

Invited Talks

Carolyn A. Fan

carolynfan@cornell.edu

“Racial Equity Considerations for Medical Frailty Exemptions for Medicaid Work Requirements,” Robert Wood Johnson Foundation Grantee Meeting, January 2026.

“Racial Equity Considerations for Medical Frailty Exemptions for Medicaid Work Requirements,” Princeton State Health & Value Strategies, December 2025.

“Thematic Analysis for Health Equity Research,” UW Biobehavioral Cancer Prevention & Control Training Program Seminar, December 2025.

“Anti-Asian Violence and Health: From Past to Present to Future,” UW Harborview Injury Prevention Research Center (HIPRC) INSIGHT Program, June 2024.

“Racial Capitalism and Commercial Determinants of Health: Implications for Health Equity,” UW NURS 425: Health Equity, February 2024.

“Anti-Asian Hate and Violence during the COVID-19 Pandemic,” UW Harborview Injury Prevention Research Center (HIPRC) INSIGHT Program, June 2023.

“The Experience of Hate Incidents across Racial Groups during the COVID-19 Pandemic,” UW Politics, Philosophy, and Public Health, Comparative History of Ideas Department, May 2023.

“Supervisor Safety Training: AAPI and LGBTQ+ Health,” Chinese Information and Service Center, February 2023

“Investigating the impact of structural racism and LGBTQ+ oppression on intersectional disparities in health-related quality of life across race and sexual orientation,” UW Health Services PhD Seminar, November 2022.

“The Experience of Hate Incidents across Racial and Ethnic Groups during the COVID-19 Pandemic,” UW Harborview Injury Prevention Research Center (HIPRC) INSIGHT Program, June 2022

“The Experience of Hate Incidents across Racial Groups during the COVID-19 Pandemic,” UW Harborview Injury Prevention Research Center (HIPRC) Works in Progress Series, February 2022.

“Violence and Injury during the COVID-19 Pandemic: Hate Incidents and Worker Health,” UW HIPRC INSIGHT REACH Program Week 4: Data to Policy – Research to Action, March 2022.

“AJPH Think Tank Panel: Reflecting on Health Inequities in a Global Pandemic,” AJPH Think Tank Symposium, January 2022.

“Addressing Structural Racism as Public Health Researchers,” UW SPH Health Services PhD Seminar, November 2021.

Carolyn A. Fan

carolynfan@cornell.edu

“Peer Reviewing from the Student Perspective,” UW SPH Health Services PhD Seminar, February 2021 and February 2022.

Professional Service

- Ad-hoc reviewer for Women’s Health Issues, Journal of Medical Internet Research, Journal of Racial and Ethnic Health Disparities, International Journal for Equity in Health
- APHA Spirit of 1848 Section (2025-Present)
- UW ARCH Center Student Advisory Board Co-Chair (2024-2025)
- UW Graduate Student Equity & Excellence Student Advisory Board Member (2021-2025)
- UW SPH Curriculum and Education Policy Committee Graduate Student Representative (2022-2023)
- UW Health Services PhD Program Admissions Committee (2022-2023)
- UW Health Systems and Population Health Equity, Diversity, and Inclusion Committee Student Co-Chair (2019-2021)