

FITORE HYSENI
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EDUCATION

Maxwell School of Citizenship and Public Affairs, Syracuse University
Ph.D., Social Science, 2024

Maxwell School of Citizenship and Public Affairs, Syracuse University
Master of Public Administration, 2016
The USAID Transformational Leadership Scholarship

Rochester Institute of Technology
Bachelor of Science, 2013
Fields: Economics and Public Policy

EMPLOYMENT

2024-present **Director of Research, Burton Blatt Institute, Syracuse University, Syracuse, NY**

- Lead and direct federally funded research initiatives on disability, employment, and healthcare policy, managing a research portfolio exceeding \$30M.
- Develop and execute research strategies that inform public policy, employer practices, and healthcare interventions to improve disability inclusion.
- Foster partnerships with government agencies, Fortune 500 companies, non-profits, and philanthropic organizations to expand research impact and funding opportunities.
- Oversee financial management, compliance, and strategic resource allocation, ensuring optimal efficiency in operations and grant administration.
- Lead the development of policy briefs, national reports, and peer-reviewed publications to promote evidence-based decision-making on disability inclusion for policymakers and industry leaders.
- Mentor and manage research teams across multiple disciplines.

2022-2024 **Research Associate and Project Director, Burton Blatt Institute, Syracuse University, Syracuse, NY**

- Directed large-scale federal research and evaluation programs addressing employment, financial and economic empowerment, and access to healthcare for people with disabilities.
- Instrumental in securing \$10M in federal, state, and foundation grants.
- Designed and managed randomized controlled trials (RCTs) and mixed-methods research, ensuring rigorous data analysis to inform policy.
- Led the development and execution of national surveys and workforce evaluation projects.

- Engaged in senior leadership strategic planning, aligning research initiatives with long-term organizational goals and funding priorities.

List of projects:

- **Lead Investigator:** Expanding Use of Workplace Accommodations: Targeting Mental Health, Cognitive, and Less Visible Disabilities. The study is a Randomized Control Trial (RCT) with three large Fortune 500 companies to test the effectiveness of interactive and gamified mental health training for employees and managers to improve employee and employer outcomes.
- **Lead Investigator:** Employer Practices to Increase Employment of People with Disabilities in Small to Medium Sized Businesses. The study used mixed methods to explore strategies to increase employment and retention of employees with disabilities and other under-represented diverse groups in small and medium sized businesses.
- **Investigator:** Disability-Owned Business Enterprises and Supply Chain Diversity: An Underutilized Policy Lever to Increasing Disability Employment. The study explored the expansion of non-traditional routes to employment, such as in Disability-Owned Business Enterprises (“DOBEs”) as locally based suppliers to corporations and governments, and to create niche opportunities for people with disabilities to demonstrate their abilities.
- **Investigator:** Apprenticeship: Rediscovering an Ancient Path to Sustainable Skilled Careers. This project explored the expansion of proven apprenticeships, which is a core path to employment presently of renewed importance to promote economic advancement and employment for people with disabilities.
- **Investigator:** SSDI Return to Work Improvement Through Financial and Benefits. The study explored the role of benefits counseling in promoting SSDI recipients’ return to work using an RCT design.
- **Lead Investigator:** The American Bar Association Legal Professional Survey. The study consisted of developing, fielding, and reporting on national large scale longitudinal surveys to document experiences of legal professionals in different job positions.

2019-2022 Research Assistant and Lead Investigator, Burton Blatt Institute, Syracuse University, Syracuse, NY

- Managed multiple research projects focused on employment, disability inclusion, and economic empowerment, producing high-impact publications and reports.
- Supervised teams conducting mixed-methods research to ensure methodological rigor.
- Developed and fielded national surveys and data analysis for legal and employment research initiatives.

2016-2019 Research Assistant and Research Fellow, Maxwell School of Citizenship and Public Affairs, Syracuse University, Syracuse, NY

- Served as research assistant or fellow at the following research centers and departments: Lerner Center for Public Health Promotion and Population Health, Campbell Public Affairs Institute, and Department of Sociology.
- Conducted quantitative and qualitative research on public health, workforce inclusions, and disability policy, contributing to reports and publications.

- Played a key role in the construction of a national database on opioid use and mortality for the National Academies of Science, Engineering, and Medicine “High and Rising Mortality Rates Among Working-Age Adults” report.
- Conducted advanced statistical modeling to evaluate anti-smoking policies, housing discrimination, and labor market disparities.

2015-2016 Research Assistant, D’Aniello Institute for Veterans and Military Families, Syracuse University, Syracuse, NY

- Evaluated Executive Order 13518, analyzing federal hiring practices for veterans and proposing policy improvements.
- Conducted quantitative and qualitative data analysis on employment trends and workforce integration for service members and veterans.
- Supported research leadership in expanding IVMF’s research agenda by identifying new funding opportunities and research initiatives.
- Provided technical assistance in data collection, survey design, and data analysis.

2013-2017 Co-founder, Prosperity Initiative in Kosovo (PIKS), Prishtina, Kosovo

- Launched Localize, a digital mapping platform addressing urban infrastructure challenges through data-driven insights.
- Managed research and evaluation efforts focused on economic development and digital inclusion.

2013-2014 Researcher, USAID, Prishtina, Kosovo

- Conducted impact evaluations of education policies and teacher training programs under USAID’s Basic Education Program.
- Provided data analysis and policy recommendations to improve educational access and quality in Kosovo.
- Collaborated with government agencies and NGOs to implement education reforms.

2012 Researcher, International Crisis Group (ICG), Prishtina, Kosovo

- Conducted qualitative research on Kosovo’s political and economic stability, contributing to ICG’s conflict resolution initiatives.
- Provided insights on regional security and economic policies, advising policymakers on socioeconomic stabilization strategies

CURRENT AND PAST RESEARCH FUNDING

- 2025-2030 National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR): Disability Inclusive Employment Policy RRTC (\$4.6M over 5 years years). Role: Co-Principal Investigator (PI) and Project Director.
- 2025-2029 Mental Health Services Oversight and Accountability Commission (MHSOAC): Evaluation Psychiatric Advance Directives (PADs) Innovation Project-Phase 2 (\$2.5M over 5 years). Role: Co-PI.

- 2025-2027 Saks Institute: Pilot Study on Individuals' Experiences Creating and Using Psychiatric Advance Directives. (\$150,000). Role: Principal Investigator.
- 2025-2026 AHRC NYC: Developing Empowered Choices through Informed Decision-making Education (DECIDE). (\$100,000). Role: Investigator
- 2022-2026 National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR): Employer Disability Practices Center RRTC. Subcontract with Rutgers University (1.5M over 5 years). Role: Investigator.
- 2022-2026 National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR): Southeast ADA Center (\$6.2M over 5 years). Role: Director of Research.
- 2021-2026 National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR): Disability Inclusive Employment Policy RRTC \$4.2M over 5 years). Role: Lead investigator and Project Director.
- 2021-2025 Mental Health Services Oversight and Accountability Commission (MHSOAC): Evaluation Psychiatric Advance Directives (PADs) Innovation Project (\$2.5M over 5 years). Role: Director of Research.
- 2024-2025 MetLife Foundation: Disability Racial Wealth Gap (\$30,000 for 1 year). Role: Senior Researcher.
- 2018-2024 National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR): Financial Engagement as a Gateway to Community Participation: A Multi-Level Intervention Study - ABLE DDRP. Subcontract with National Disability Institute. (\$400,000 for 5 years) Role: Syracuse University Principal Investigator.

PUBLICATIONS

- Hysemi, F.**, Martinis, J., Altunkol Wise, F. Goodman, N., Saks, E., & Blanck, P. (in press). "I Want to Be Interdependent": An Exploratory Study on the Use of Supported Decision-Making for People with Serious Mental Illness. *The Journal of Law, Medicine & Ethics*.
- Goodman, N., **Hysemi, F.** & Avila-Acosta, M. (forthcoming). Unlocking Potential: The Promise and Challenges of ABLE Accounts. *NDI Briefs*.
- Goodman, N., Salon, R., Leon, D., Avila-Acosta, M., **Hysemi, F.** & Adya, M. (forthcoming). Empowering Independence: Integrating Financial Capability Services into vocational Rehabilitation for Individuals with Disabilities. *NDI Briefs*.
- Goodman, N., **Hysemi, F.** & Avila-Acosta, M. (2025). Chartbook on Racial Wealth Gap of People with Disabilities. Lender Center. *BBi Research Brief Series*.

- Lawson, S., Avila-Acosta, M., **Hyseni, F.**, Whaley, B., Williamson, P., & Blanck, P. (2025). Lingering Inequalities in the Information Age: An Examination of Disparities in Internet Access Among People with Disabilities. *BBi Research Brief Series*.
- Hyseni, F.**, Schur, L., Kruse, D., & Blanck, P. (2025). Introduction to the Volume: Shaping the Future of Work for People With Disabilities. In *Disability and the Future of Work* (pp. 1-5). Emerald Publishing Limited.
- Hyseni, F.**, Schur, L., Kruse, D. & Blanck, P. Editors (forthcoming). Research in Social Science and Disability: Disability and the Future of Work(ers). Volume 16. Emerald.
- Hyseni, F.**, Avila-Acosta, M., Goodman, N., Pagano, G. F., Lawson, S., Whaley, B., ... & Blanck, P. D. (2025). Dismantling Barriers: How Disability, Race, and Other Characteristics Affect Employment Outcomes. *BBi Research Brief Series*.
- Avila-Acosta, M., **Hyseni, F.**, Pagano, G. F., Lawson, S., Whaley, B., ... & Blanck, P. D. (2025). Exploring Disparities in Poverty Rates Among People with Disabilities. *BBi Research Brief Series*.
- Hyseni, F.**, Goodman, N., & Blanck, P. (2024). Who requests and receives workplace accommodations? An intersectional analysis. *Journal of occupational rehabilitation*, 1-16.
- Goodman, N., Wise, F. A., **Hyseni, F.**, Gilbert, L., & Blanck, P. (2024). Disability inclusion in corporate supplier diversity initiatives. *Journal of Occupational Rehabilitation*, 1-14.
- Goodman, N., Deane, S., **Hyseni, F.**, Soffer, M., Shaheen, G., & Blanck, P. (2024). Perceptions and bias of small business leaders in employing people with different types of disabilities. *Journal of Occupational Rehabilitation*, 1-14.
- Blanck, P., **Hyseni, F.**, & Goodman, N. (2024). Economic Inclusion and Empowerment of People with Disabilities. *Handbook of Disability: Critical Thought and Social Change in a Globalizing World*. M. Rioux, J. Viera, A. Buettgen, and E. Zubrow (Ed.): Springer.
- Hyseni, F.**, Kruse, D., & Schur, L. (2023). Disability, Workplace Inclusion, and Organizational Citizenship Behavior: An Exploratory Study of the Legal Profession. *Journal of Participation and Employee Ownership*.
- Harpur, P., **Hyseni, F.**, & Blanck, P. (2022). Workplace Health Surveillance and COVID-19: Algorithmic Health Discrimination and Cancer Survivors. *Journal of Cancer Survivorship*, 1-13.
- Hyseni, F.**, Myderrizi, A., & Blanck, P. (2022). Diversity And Inclusion in The Legal Profession: Disclosure of Cancer and Other Health Conditions by Lawyers with Disabilities and Lawyers Who Identify As LGBTQ+. *Journal of Cancer Survivorship*, 1-18.

- Blanck, P., **Hyseni, F.**, & Wise, F. A. (2021). Diversity And Inclusion in The American Legal Profession: Discrimination and Bias Reported by Lawyers with Disabilities and Lawyers Who Identify As LGBTQ+. *American Journal of Law & Medicine*, 47(1), 9-61.
- Blanck, P., **Hyseni, F.**, & Wise, F. A. (2020). Diversity And Inclusion in The American Legal Profession: Workplace Accommodations for Lawyers with Disabilities and Lawyers Who Identify As LGBTQ+. *Journal of Occupational Rehabilitation*, 1-28.
- Blanck, P., Abdul-Malak, Y., Adya, M., **Hyseni, F.**, Killeen, M., & Wise, F. A. (2020). Diversity And Inclusion in The American Legal Profession: First Phase Findings from A National Study of Lawyers with Disabilities and Lawyers Who Identify As LGBTQ+. *UDC/DCSL L. Rev.*, 23, 23.
- Armstrong, N., Huitink, Z., Hidek, M., Maury, R., Linsner Uveges, R., Birnbaum, N., & **Hyseni, F.** (2017). Implementation Assessment of Executive Order 13518—The Veterans Employment Initiative. *The Institute for Veterans and Military Families*.
- Hyseni, F.** (2014). Usage of Demographical Population Trends and Statistics in Public Policy in Kosovo. Thesis. *Rochester Institute of Technology*.

PRESENTATIONS (ILLUSTRATIVE)

2025

Labor and Employment Relations Association (LERA)

- **Presenting:** People with Disabilities: Evaluating the Effectiveness of Financial and Benefits Counseling in Vocational Rehabilitation

National ADA Symposium

- **Moderating:** Managing Psychiatric Disabilities in the Workplace

NARTTC Annual Conference

- **Presenting:** Participatory Action Research (PAR) and Employment: Understanding Experiences of People with Disabilities Facing Multiple Barriers.

Disability Employment State of the Science Conference

- **Presenting:** Perceptions And Bias of Small Business Leaders in Employing People with Different Types of Disabilities

2023

Academy of Management (AOM)

- **Presenting:** Workplace Accommodations Through an Intersectional Lens

2022

The Association for Public Policy Analysis and Management (APPAM)

- **Presenting:** Disability Discrimination in the Rental Housing Market: Evidence from an Email Correspondence Audit Study.

The Labor and Employment Relations Association (LERA)

- **Discussant:** Disability Inclusion and Voice in the Post-pandemic Era.

International Association for the Economics of Participation (IAFEP)

- **Presenting:** Disability and Organizational Citizenship Behavior: An Exploratory Study of the Legal Profession.

American Sociological Association (ASA) Annual Meeting

- **Presenting:** Deconstructing (In)visibility: Disability Disclosure in the Legal Profession.
- **Presenting:** Inclusion of Disability as Diversity in Fortune 500 Companies: Opportunities and Challenges in Disability Inclusive Employment.

Society for the Study of Social Problems (SSSP) Annual Meeting

- **Presenting:** Precarious Work and Well-being during the COVID-19 Pandemic: A Qualitative Study of Case Workers in Central New York.
- **Presenting:** Workplace Health Surveillance and COVID-19: Algorithmic Health Discrimination and the Rights of People with Disabilities.
- **Presenting:** Living on the Margins of Disability: Housing Support during the COVID-19 Pandemic.
- **Organizer:** Session “Disability and Work.”
- **Organizer:** Session “The Impending Mortgage Crisis and Racial Inequalities in Housing.”

2021

American Sociological Association (ASA) Annual Meeting

- **Presenting:** “Just the Right Degree of Disabled”: Documenting Disability Disclosure in the Legal Profession.
- **Presenting:** “So, You Are the Wise Latina They Hired”: Workplace Discrimination in the Legal Profession.
- **Presider:** Roundtable on Race, Ethnicity, and Work.

Society for the Study of Social Problems (SSSP) Annual Meeting

- **Presenting:** Disclosing Disability: Factors and Implications Associated with Disclosure in the Legal Profession.

American Public Health Association (APHA) Annual Meeting

- **Presenting:** Case Managers’ Perspectives During the COVID-19 Pandemic in Central New York: A Qualitative Study.

- **Moderator:** Session on Access and Inclusion of People with Disabilities in Policies, Programs, and Services.

International Sociological Association Forum (ISA)

- **Presenting:** Tracing Geographies of Exclusion: Building Alliances through Narratives of Belonging and Disbelonging.

2020

American Sociological Association (ASA) Annual Meeting

- **Presenting:** Findings from a Study of Lawyers with Disabilities and Who Identify as LGBTQ+.

Society for the Study of Social Problems (SSSP) Annual Meeting

- **Presenting:** Documenting Experiences of Lawyers with Disabilities and Those Who Identify as LGBTQ+.

TRAINING

2019	GIS Health Data Workshop at Columbia University
2011	University of Ljubljana, Faculty of Economics, Certificate

FELLOWSHIPS AND AWARDS

2020	Winner of the Syracuse University Summer Dissertation Fellowship
2020	Recipient of the Outstanding Teaching Assistant Award
2020	Winner of the Roscoe Martin Grant Award
2018	Recipient of the Maxwell School Office of the Dean Summer Project
2018	Recipient of the Social Science Department Summer Grant
2017	Recipient of the Maxwell School Graduate Summer Fellowship
2014-2015	Recipient of the USAID Transformational Leadership Scholarship
2013	Winner of the UNDP-IMF Prize for the Best Study on Remittances
2013	Winner of the 3 rd edition of Social Innovation Camp Kosovo
2013	Rochester Institute of Technology Outstanding Scholar
2009-2013	Winner of the RIT Kosovo merit-based scholarship
2012	RIT Kosovo Honor Student
2011-2012	Winner of the IPKO Foundation Scholarship

TEACHING EXPERIENCE

2020	Syracuse University Outstanding Teaching Assistant Award
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TECHNICAL AND MANAGEMENT SKILLS

Software and Tools: Stata, R, SPSS, SAS, ATLAS.ti, NVivo, QGIS, GeoDA, saTScan, Tableau

PROFESSIONAL AFFILIATIONS

The Labor and Employment Relations Association (LERA)
Academy of Management (AOM)
The Association for Public Policy Analysis and Management (APPAM)
International Association for the Economics of Participation (IAFEP)
Society for the Study of Social Problems (SSSP)
American Sociological Association (ASA)
International Sociological Association (ISA)
American Public Health Association (APHA)
Interdisciplinary Association for Population Health Science (IAPHS)
Campbell Institute, Syracuse University

REVIEWER

Journal of Cancer Survivorship
Disability and Health Journal
Journal of Occupational Rehabilitation
Society for Disability Studies
Cogent Business and Management
Academy of Management

SERVICE

The Ideas Partnership
Prosperity Initiative in Kosovo
Citizens Corp-Transformational Leadership Partnership