

Spencer Brooke Hayes

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Education

University of Connecticut , Storrs, CT <i>Doctor of Philosophy, Political Science</i> <i>Subfields: International Relations and Comparative Politics</i>	May 2026
University of Connecticut , Storrs, CT <i>Master of Arts, Political Science</i> <i>Subfields: International Relations and Comparative Politics</i>	May 2023
Rockefeller College of Public Affairs and Policy, University at Albany, SUNY , Albany, NY <i>Master of International Affairs</i> <i>Concentration: Global and Homeland Security</i>	May 2021
University of Connecticut , Storrs, CT <i>Bachelor of Arts, Political Science, and Philosophy</i> <i>Concentrations: International Relations and Human Rights</i>	May 2019

Dissertation

- Hayes, S. "Follows, Likes, and Shares: Social Media's Dichotomous Agency in Human Trafficking"
- Investigating the effects of social media on human trafficking through a globalization theoretical lens. Research implements content analysis and natural language processing to build a novel dataset on the presence of social media within human trafficking court cases.

Capstone Project

- Hayes, Spencer & Lisbeth Valdez (2021) *Justice for All: Challenges and Opportunities in Ensuring Access to Counsel for Immigrant New Yorkers*. Immigrant ARC.
<https://www.immigrantarc.org/pressreleases/zccnb8wt0o6ydghmg18tdj9ruwrw4f>
- Collaborative research project addressing the difficulties New York's immigrant communities face when accessing legal counsel. Anonymous surveys uncover burnout rates and vicarious trauma amongst New York immigration attorneys. The report offers several recommendations to address the concerns of the immigrant communities and attorneys.

Forthcoming Publications

- Pressman, J., Richards, D., Hayes, S. & Lee, M. "Evaluating Israel's Claims of Exceptional Treatment of Human Rights Violations" (Review & Resubmit)
- Watson, A.K., Hayes, S., & Parisi, L. "Teaching Human Rights through the Lens of Gender". In Hertel, S. & Richards, D. (Eds). *Teaching Human Rights in Political Science*.
- Hayes, S. & Richards, D. "Measuring Human Rights Protections and Abuses: Standard-Based and Event-Based Data." In Haglund, J. & Hillebrecht, C. (Eds). *What Do We Know About Human Rights*.

Works in Progress

- Hayes, Spencer. "Frenemies: The Multifaceted Relationship Between Online Censorship and the Impact of Terrorism"
- Hayes, Spencer. "Social Media and the Internet in Trafficking of Humans (SMITH) Dataset: A Qualitative Measure of Technology Presence in Modern Trafficking"

Conference Participation, Symposia, and Workshops

Upcoming Participation

- American Political Science Association Annual Meeting and Exhibition, Presenter** September 2025
"Follows, Likes, and Shares: Social Media's Dichotomous Agency in Human Trafficking"

Past Participation

- Human Rights Measurement Workshop Spring 2025, Invited Participant** May 2025

University of Connecticut Graduate Student Research Symposium, <i>Invited Presenter</i>	April 2025
“Follows, Likes, and Shares: Social Media’s Dichotomous Agency in Human Trafficking”	
Human Rights Measurement Workshop Spring 2024, <i>Presenter</i>	June 2024
“Follows, Likes, and Shares: Social Media’s Dichotomous Agency in Human Trafficking”	
Third Critical Perspectives on Human Rights Conference, <i>Co-Presenter</i>	April 2024
“Unionizing the Trafficked: The Untold Stories of Equestrian Workers”	
81st Annual Midwest Political Science Association Conference, <i>Presenter</i>	April 2024
“Frenemies: The Multifaceted Relationship Between Online Censorship and the Impact of Terrorism”	
American Political Science Association Annual Meeting and Exhibition, <i>Co-Author</i>	September 2023
“Evaluating Israel’s Claims of Exceptional Treatment of Human Rights Violations”. Presented by David Richards and Jeremy Pressman	
Human Rights Measurement Workshop Spring 2023, <i>Invited Participant</i>	May 2023
80th Annual Midwest Political Science Association Conference, <i>Presenter</i>	April 2023
“The Internet: A Human Trafficker’s Number One Accomplice?”	

Discussion Roles

81st Annual Midwest Political Science Association Conference, <i>Discussant</i>	April 2024
Division: Chinese Propaganda and Social Media Behavior	

Inter-university Consortium for Political and Social Research Courses

Navigating Text: An Introduction to Natural Language Processing and Text Mining with R	Summer 2024
Judicial and Legal Data Analysis	Summer 2024
Machine Learning: Uncovering Hidden Structure in Data	Summer 2024

Awards and Grants

University of Connecticut Conference Participation Award	July 2025
Excellence in Graduate Teaching in Gender and Sexuality Studies Award	May 2025
Gary Clifford Graduate Fellowship Endowment	April 2025
University of Connecticut Graduate School Summer Doctoral Dissertation Fellowship	April 2025
Gladstein Family Human Rights Institute Graduate Research Award	April 2024
Howard L. Reiter Memorial Award	April 2022, May 2023, April 2024
University of Connecticut Department of Political Science Predoctoral Fund	April 2023, December 2023, April 2024, April 2025, May 2025

Technical Skills

BlackBoard; Canva; Computer Programming (Languages: Robot C, Matlab); Google (Docs, Slides, Sheets); Microsoft (Word, Excel, PowerPoint, Teams, Outlook); Statistical Analysis Programming (Languages: LMStudio, Minitab, R, Stata); Video Conference (Zoom, Google Duo, GoToWebinar, Teams, Webex); WordPress

Teaching Experience

UConn Women’s, Gender, and Sexuality Studies, <i>Graduate Assistant</i>	<i>Storrs, CT</i> August 2023-Present
Department of Social and Critical Inquiry	

- Teaching two sections of forty students as the primary instructor for WGSS courses, utilizing effective communication to encourage a productive learning environment.
- Integrating practical examples to demonstrate course content and encourage collaborative learning through hands-on activities investigating modern examples of the week’s topics.
- Engaging with the registered course students and offering constructive feedback on course materials through the university’s learning management system and in-person interaction.
- Implementing modern teaching styles and adaptive resources to encourage an equitable classroom for all students, such as music, film, PowerPoint presentations, and student-led discussions.
- Incorporating recent data on discrimination practices within the United States to educate students on its prevalence in various areas of life and invoking critical thinking with group discussions on remediation practices.

Primary Instructor Courses

WGSS 1105: Gender and Sexuality in Everyday Life, *Spring 2024, Fall 2024, Spring 2025*
WGSS 2124: Gender and Globalization, *Fall 2025, Spring 2026*

Research Experience

UConn Department of Political Science, Collaborative Graduate Researcher *Storrs, CT* | June 2022-Present

- Participating in the analysis and synthesis of research concerning the Israel-Palestine conflict alongside two professors and one cohort member.
- Researching the Israel-Palestine conflict by applying quantitative and qualitative methods to selected Twitter Tweets describing human rights implications in the interrelationship.
- Conducting sentiment analysis on Twitter data utilizing R for upcoming associated projects

Mentoring and Student Development

UConn Student Athletic Success Program, Mentor *Storrs, CT* | September 2022- December 2022
September 2024 - Present

- Mentoring current UConn Student-Athletes by incorporating various teaching styles that best support the individual's learning habits.
- Motivating current UConn Student-Athletes to succeed in the classroom through interaction and communication to identify skills and resources that can be applied to academic work.
- Assisting in their education and development in academic and career-centered skills by demonstrating best practices for organization, time management, and technical resources.

UConn's Center for Career Development, Programming Graduate Assistant *Storrs, CT* | May 2021- May 2023

- Organized the First Year Career Kickoff Résumé Writing Assignment alongside the Director of Programming for more than 2000 freshman students enrolled in the First-Year Experience Course. This course covers developing proficient marketing documents for application submissions through teaching materials, including pre-recorded webinars and Qualtrics quizzes.
- Collaborated with the Diversity, Equity, and Inclusion Committee to ensure inclusive career development resources and events by creating reports and content that promote equity amongst the student population in career-related areas. During the 2022-2023 academic year, I was the liaison for the Students with Disabilities Affinity Community.
- Educated the undergraduate student population on career-related topics, including résumé writing, cover letter development, LinkedIn, and interviewing, through public speaking and effective communication.

SUNY Applied Learning, Graduate Assistant *Albany, NY* | March 2020-May 2021

- Researched current applied learning mechanisms practiced throughout the State University of New York System institutions to provide recommendations for future methods.
- Communicated research findings and concepts in compiled whitepapers covering adaptable applied learning methods for university distribution to assist in student internship experiences in a virtual environment.

U.S. Committee for Refugees and Immigrants, MAC Youth Mentor *Albany, NY* | April 2020-August 2020

- Offered guidance and support for the refugee youth in the Albany area through virtual communication methods and goal-setting activities.
- Transferred knowledge and skills to assigned mentee by recognizing issues and identifying ways to solve a situational struggle.

Union College Disability Services, Student Worker *Schenectady, NY* | September 2016-November 2016

- Developed and produced posters and flyers to increase mental disability awareness throughout the institution through marketing materials.
- Communicated with students and professors to ensure the center director fulfilled accommodations through listening and interacting effectively with others.

Law and Policy Experiences

Mohr Media, Contributing Writer *Remote* | May 2021- August 2021

- Authored News Briefs and News Analyses on current global economic issues related to human rights by investigative research and synthesis of supplemental news sources.
- Designed infographics using Canva depicting topic timelines to provide visual aids to news stories.
- Supported the development of recorded materials to accompany published articles covering current news topics on security and human rights.

Utah Afterschool Network, Policy and Communications Intern *Remote* | November 2020- May 2021

- Created marketing and supplemental materials to distribute to Utah policymakers addressing the state's current afterschool program participation statistics through compiling, sorting, and analyzing the collected data.
- Analyzed data on afterschool programs within Utah to develop white papers for program providers and policymakers to spread awareness of the importance of afterschool programming.

New York State Division of Human Rights, Intern *Remote* | June 2020- August 2020

- Processed and evaluated discrimination complaints submitted by New York State residents for later attorney review and action.
- Prepared transcripts of all evidence, conversations, and laws of the State for future appeals or court use.
- Interacted effectively with case defendants and plaintiffs by listening and evaluating a situation to determine the strongest legal resources available.

Guthrie Law Firm, Intern *Remote* | May 2020- August 2020

- Investigated current news topics and their relation to international and human rights law.
- Published individual work on the firm's legal website addressing international and human rights law issues and integrating applicable state and federal legal standards for pre-law student review by communicating ideas in writing.

The Everywoman Everywhere Legal Protection of Women and Girls, Intern *Storrs, CT* | Jan 2019-May 2019

- Compiled data on national-level laws against domestic and sexual violence towards women and girls in twenty countries using appropriate technology and research methods.
- Reported data and policies found through world database systems to be used in a human rights policy database to support the passing of an international treaty protecting women and girls.

Warren County District Attorney's Office, Intern *Lake George, NY* | June 2016-August 2016

- Recorded County Court notes using the appropriate technology and written communication skills for later use by the Assistant District Attorney.
- Organized and input documents into a legal database for archival purposes.

Media/Blog Posts

- "Millions Syrian Refugees at Risk of Losing Access to Humanitarian Aid". June 5, 2021. *Global Economic Report: A Mohr Media Publication*
- "UK, US Speak Out Against Belarus' 'Deteriorating Human Rights Situation'". June 10, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- "Beijing Strikes Back Against Western Sanctions". June 17, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- "US, EU, UK and Canada Target Belarus Officials with New Sanctions". June 21, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- "Palestinian Authority Turns Away Soon-to-Expire Covid-19 Vaccines from Israel". June 21, 2023. *Global Economic Report: A Mohr Media Publication*
- "Nicaragua Cracks Down on Political Speech, Opposition Ahead of Elections". June 24, 2023. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- "Syrians Face Dire Situation as Clashes Continue and UN Security Council Preps for Key Decisions". July 1, 2023. *Global Economic Report: A Mohr Media Publication*
- "Afghanistan: A 'Ticking Clock' as U.S. Military, NATO Exit". July 1, 2023. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- "U.S. Bans Solar-Industry Product Made in Xinjiang, China Over Concerns of 'Modern-Day Slavery'". July 5, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- "State Department Tells Businesses: Stay Away from Xinjiang, China". July 13, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Steve Berlin)
- "UN Security Council Unanimously Backs US-Russian Deal on Syrian Aid". July 14, 2012. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)

- “China Issues Paper on Human Rights, Xinjiang”. July 14, 2021, *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- “Belarus, Still the Last Dictatorship in Europe”. July 20, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- “Afghanistan is at the Center of Attention this Month as the Taliban Raises Havoc”. July 20, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- “International Responses to Cuban Protests: From Sanctions to Aid”. July 26, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- “Arab Spring’s Sole Democracy Erupts in Crisis”. July 27, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- “Global Economy Rebounds to 6 Percent Growth”. July 29, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- “What is the BDS Movement?”. July 30, 2021. *Global Economic Report: A Mohr Media Publication*
- “Corruption Comes into Focus After Special Prosecutor Flees Guatemala”. August 2, 2021. *Global Economic Report: A Mohr Media Publication* (Additional Reporting by Patti Mohr)
- “European Convention on Human Rights Gives More Say to National Governments”. August 2, 2021. *Global Economic Report: A Mohr Media Publication*
- “Even in the Olympics, There’s a Political Side”. August 3, 2021. *Global Economic Report: A Mohr Media Publication*
- “EU Sanctions Eight More Individuals Over Nicaraguan Political Situation”. August 6, 2021. *Global Economic Report: A Mohr Media Publication*
- “Troika to Meet Again in Effort to get Afghan Peace Talks Moving”. August 9, 2021. *Global Economic Report: A Mohr Media Publication*
- “US, Canada and UK Mark One-Year Anniversary of Belarus Election with More Sanctions”. August 10, 2021. *Global Economic Report: A Mohr Media Publication*
- “Biden Schedules ‘Summit for Democracy’ in December 2021”. August 11, 2021. *Global Economic Report: A Mohr Media Publication*
- “China’s Belt and Road Projects Involved with 679 Human Rights Violations, Researchers Say”. August 12, 2021. *Global Economic Report: A Mohr Media Publication*
- “Afghanistan’s Fall Creates the Worst Humanitarian Crisis of the Year”. August 19, 2021. *Global Economic Report: A Mohr Media Publication*
- “The Hidden Heroes of Afghan Refugee Crisis”. August 25, 2021. *Global Economic Report: A Mohr Media Publication*

Leadership and Involvement

University of Connecticut Graduate Student Senate, Senator	<i>Storrs, CT</i> September 2021- August 2024
Be Rosie Blog, Founder	<i>Remote</i> January 2022-October 2022
Binghamton University Graduate School Organization, Senator	<i>Binghamton, NY</i> September 2019-December 2019
Political Science Honors Society, Member	<i>Storrs, CT</i> January 2019- May 2019
UConn’s Center for Students with Disabilities, Notetaker	<i>Storrs, CT</i> August 2015-May 2019
UConn’s Division 1 Track and Cross-Country Team, Athlete	<i>Storrs, CT</i> August 2015-May 2018
Wishmakers on Campus, President	<i>Storrs, CT</i> August 2017-May 2018
Wishmakers on Campus, Member	<i>Storrs, CT</i> August 2016-May 2017

Memberships

American Political Science Association
Midwest Political Science Association
Peace Science Society