


Marzena Sasnal, PhD, MA

Research Scientist

Qualitative & mixed methods-oriented social scientist and research manager experienced in evaluation, implementation and policy research, with publication and grant support record.

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For immediate recommendations, see my LinkedIn profile: [linkedin.com/in/marzenasasnal](https://www.linkedin.com/in/marzenasasnal)

RESEARCH INTERESTS

Implementation Research

Evaluation & Assessment

Qualitative & Mixed-Methods

Participatory Research

Policy Research

Education / Health Services / Migration

EDUCATION

Doctor of Philosophy (Ph.D.) / Social Sciences (Sociology)

concentration: Sociology of Migration / Qualitative Research
University of Wroclaw, Poland
completed in 2019

Master of Arts (M.A.) / Sociology

concentration: Communication & Market Research
University of Wroclaw, Poland
completed in 2010 (5-year BA/MA program)

Bachelor of Arts (B.A.) / International Relations and Affairs

concentration: Economic International Relations
University of Wroclaw, Poland
completed in 2009 (3-year BA program)

WORK EXPERIENCE

Research Experience

01/2026-present **Research Scientist**, The Precision Education and Assessment Research Lab (The PEARL), Department of Emergency Medicine, Stanford University, Stanford, CA

I've joined The PEARL to lead research to transform medical education through personalized, data-driven training strategies and assessments that optimize learning outcomes.

09/2023-12/2025 **Senior Research Analyst**, Hoover Institution, Stanford University, Stanford, CA

- Worked on the Education team under the same leadership as in my previous role and continued my research focused on improving K-12 education.
- Led a national mixed method study on community involvement that included a survey and multiple focus groups with diverse communities across the United States.

- Carried out core research activities, including study design, data collection, analysis, and reporting.
- Acquired local partners and maintained relationships with stakeholders in communities of interest.
- Created space for parents, community members, and local officials to share their lived experiences with education systems and identify challenges that hinder school improvement.
- Explored community-driven strategies to strengthen student outcomes.
- Contributed evidence to ongoing discussions about K–12 education reform efforts and policy decisions.

05/2023-10/2025**Senior Research Analyst**, Center for Research on Education Outcomes (CREDO) and Hoover Institution, Stanford University, Stanford, CA

- Supported leading education scholars with qualitative and mixed methods expertise.
- Led two major research projects from concept to dissemination, focusing on K–12 education, parent and community engagement, education policy and reform, and market research.
- Managed IRB protocols and built and maintained relationships with sponsors and community partners.
- Presented findings to scholars, stakeholders, policymakers, decision makers, and broader public audiences.
- Engaged directly with parents, community members, and officials to understand their needs and experiences with local schools.
- Contributed evidence that informed discussions on program design and policy decisions.

01/2020-05/2023**Research Analyst**, Stanford Surgery Policy Improvement Research and Education Center (S-SPIRE), Stanford University, Stanford, CA

- Designed, conducted, and analyzed qualitative and mixed-methods education and public health research projects, overseeing five complex initiatives and mentoring junior staff.
- Co-authored over 15 peer-reviewed articles.
- Presented work at work-in-progress sessions, professional meetings, and academic conferences.
- Provided expert consultations and mentorship on research methods to faculty and trainees.
- Assisted in preparing internal and federal grant applications, resulting in successful funding.

10/2010-09/2019**Researcher (PhD Candidate)**, Department of Social Sciences, University of Wroclaw, Wroclaw, Poland

- Led an independent study on skilled migration in Silicon Valley, including literature reviews, grant management, interview tool development, data collection, and analysis. Presented findings to academic and public audiences and published results, authoring eight peer-reviewed articles and a book.
- Supported faculty with their research projects across multiple areas of inquiry.

Teaching Experience

- 04/2023** **Faculty**, 3-day workshop: “Designing Your Mixed Methods Research Project”, Stanford University, Palo Alto, CA
Co-facilitated a 3-day mixed methods research workshop alongside renowned scholars.
- 10/2010-02/2011** **Lecturer**, undergraduate course: Introduction to Sociology, University of Wroclaw, Poland
Taught Introduction to Sociology to 60 students; developed course curriculum, conducted weekly lectures, and graded assignments.

Other Work Experience

- 01/2019-01/2020** **Administrator**, Hoover Institution & OHNS Department at School of Medicine, Stanford University, Stanford, CA
I worked at the Hoover Institution as an Administrative Associate between January and April 2018, and later at the OHNS Department in the School of Medicine as a Senior Administrative Associate and Postdoctoral Administrator.
- *Supported multiple faculty members and labs by managing calendars, coordinating travel, and processing reimbursements, honoraria, and payments.*
 - *Provided operational guidance to postdoctoral fellows, including appointments, visas, training, stipends, salaries, and leaves.*
 - *Maintained accurate financial and administrative records and ensured compliance with university policies.*
 - *Streamlined office procedures to improve efficiency and consistency across administrative processes.*
- 02/2014-12/2018** **Office Administrator**, Messick Company LLC, Campbell, CA
Messick Company is a horticulture brokerage that offers products and services to professional growers throughout North America.
- *Created a portfolio of the company’s products and services for various catalogs provided to suppliers.*
 - *Performed bookkeeping tasks, including billing, invoicing, reconciling payments, and the creation of financial records using File Maker Pro.*
 - *Provided excellent customer service to suppliers nationwide, ensuring their questions were addressed.*

Reviewer for Peer-Reviewed Journals

2022, 2004, 2025 JAMA Network Open

RESEARCH PROJECTS

Unheard Voices Community Conversations

Hoover Institution at Stanford University

11/2024-12/2025

Goal: Mixed methods survey and focus group study with community members across the United States to assess the feasibility of a novice community-based model of accountability for improving low-performing schools and evaluate the community's readiness to take part in school improvement

efforts.

Role: Lead Analyst & Project Manager

Rhode Island Charter School Authorizer

CREDO at Stanford in collaboration with the Rhode Island Education Department 05/2024-12/2024

Goal: Qualitative interview study with key stakeholders to evaluate the development, adoption, and impact of the Rhode Island Charter School Performance Review System.

Role: Lead Analyst & Project Manager

Parent Assessment Discovery

CREDO at Stanford in collaboration with the Walton Family Foundation 05/2023-11/2024

Goal: Mixed methods survey and focus group study among parents to assess the feasibility of and market demand for a novelty assessment and resources tool.

Role: Lead Analyst & Project Manager

Patient-Centered Multidisciplinary Care for Veterans Undergoing Surgery (PAUSE) Clinical Trial

Department of Veteran Affairs, Palo Alto, CA 05/2021-05/2023

Goal: Mixed methods formative evaluation of an innovative hybrid 1 clinical effectiveness-implementation clinical trial to evaluate provider and system factors that impact the uptake of the intervention.

Role: Lead Qualitative Analyst

Palliative Care in the Peri-Operative Period

The VA Palliative Care Quality Improvement Center, Palo Alto, CA 07/2020-05/2023

Goal: Qualitative interview study to (1) collect palliative care providers' and surgeons' perspectives on how to improve quality of care and quality of death in the peri-operative period; (2) identify mechanisms for relationship building and maintaining between palliative and surgical care teams.

Role: Lead Qualitative Analyst

The Stanford General Surgery & Neurology Communication Coaching Pilot Program Evaluation

Stanford School of Medicine, Stanford, CA 02/2020-05/2023

Goal: Mixed methods survey and interview study (1) identify the barriers and facilitators of implementation and sustainment of a communication-based coaching program for residents; (2) evaluate the impact of a communication coaching program on perceived feedback, support, and skills of residents.

Role: Lead Analyst & Project Manager

Home-Time: A Novel Patient-Oriented Outcome in Older Veterans Undergoing Surgery

Department of Veteran Affairs, Palo Alto, CA 10/2020-08/2022

Goal: Qualitative interview study to understand the importance of home-time to veterans after surgery using qualitative interviews.

Role: Lead Qualitative Analyst

Polish High-Tech Specialists in Silicon Valley

Ministry of Science and Higher Education & University of Wroclaw, Poland 11/2014-09/2015

Goal: Qualitative interview study to identify sociocultural and psychological adaptation mechanisms among highly skilled Polish immigrants in Silicon Valley using a qualitative approach.

Role: Lead Analyst and PI in self-directed research

REPORTS & POLICY BRIEFS

1. Raymond ME, **Sasnal M**. Parent Assessment Discovery: A Mixed Methods Market Feasibility Study with K-12 Parents. Report prepared for the Walton Family Foundation. November 2024.
2. Raymond ME, **Sasnal M**. The Impact of Rhode Island's Charter School Performance Review System on the Education Landscape: Policy Review. Report prepared for the Rhode Island Department of Education. December 2024: <https://credo.stanford.edu/reports/item/rhode-island-2025/>
3. **Sasnal M** & Raymond ME. Unheard Voices: Community Conversations. Nine independent reports, each documenting the results of a separate focus group discussion. January 2026.
4. **Sasnal M** & Raymond ME. Community Conversations: Cross-Group Synthesis & Key Findings. The Unheard Voices Project. Hoover Institution, Stanford University. (In press).

PEER-REVIEWED WORK

Books

1. **Sasnal, M**. Polscy ekspaci w Dolinie Krzemowej. Badania wśród specjalistów wysokich technologii. Warszawa: Wydawnictwo Naukowe Scholar; 2021 (title in English: Polish Expats in Silicon Valley: A Study of High-Tech Professionals).

Journal Articles

1. Cosby ZN, Langston AH, Doruk RN, **Sasnal M**, et al. Preimplementation expectations and perceptions of a preoperative frailty screening and optimization intervention: A qualitative analysis. *Surgery*. 2025 Dec;188:109676.
2. Jensen RM, **Sasnal M**, Mai UT, Korndorffer JR, et al. Implementation and evaluation of a communication coaching program: a CFIR-Informed qualitative analysis mapped onto a logic model. *BMC Medical Education*. 2025 Apr 25;25(1):613.
3. **Sasnal M**, Jensen RM, Mai UT, Gold CA, et al. Strategies to foster stakeholder engagement in residency coaching: a CFIR-Informed qualitative study across diverse stakeholder groups. *Medical Education Online*. 2024 Dec 31;29(1):2407656.
4. Gold CA, Jensen R, **Sasnal M**, Day HS, et al. Impact of a coaching program on resident perceptions of communication confidence and feedback quality. *BMC Medical Education*. 2024 Apr 22;24(1):435.
5. Boncompagni AC, Handley TJ, **Sasnal M**, Morris AM, et al. A Qualitative Study of Emergency Medicaid Programs From the Perspective of Hospital Stakeholders. *Journal of Surgical Research*. 2024 Mar 1;295:530-9.
6. Miller-Kuhlmann R, **Sasnal M**, Gold CA, Nassar AK, et al. Tips for developing a coaching program in medical education. *Medical Education Online*. 2024 Dec 31;29(1):2289262.
7. Giannitrapani KF, **Sasnal M**, McCaa M, Wu A, et al. Strategies to Improve Perioperative Palliative Care Integration for Seriously Ill Veterans. *Journal of Pain and Symptom Management*. 2023 Dec 1;66(6):621-629.e5.
8. Nassar AK, **Sasnal M**, Miller-Kuhlmann RK, Jensen RM, et al. Developing a Multi-departmental Residency Communication Coaching Program. *Education for Health*. 2022 Dec;35(3):98.

9. Handley TJ, Boncompagni AC, Arnow K, **Sasnal M**, et al. Evaluating Emergency Medicaid Program Policy Changes During the COVID-19 Pandemic. *Journal of Surgical Research*. 2023 Sep 1;289:97-105.
10. **Sasnal M**, 'Mixing Different Traditions and Picking What's Best': Characteristics and Migration Experiences of Polish High-Tech Professionals in Silicon Valley. *Central and Eastern European Migration Review*. 2023 Feb; 12(1): 201-224.
11. **Sasnal M**, Lorenz KA, McCaa M, Wu A, et al. "It's Not Us Versus Them": Building Cross-Disciplinary Relationships in the Perioperative Period. *Journal of Pain and Symptom Management*. 2023 Jan;S0885392423000015.
12. Nassar A, **Sasnal M**, Tung J, Ko A, et al. Faculty Lead Coaching as a Method to Enhance Feedback Culture and Communication Skills Development in Surgical Education-Needs Assessment (Study in Progress). Published Abstract. *Journal of the American College of Surgeons*. 2022 Nov;235(5):S74.
13. Handley TJ, Boncompagni AC, Arnow KD, **Sasnal M**, et al. Evaluating the Impact of the Covid-19 Pandemic on Emergency Medicaid Programs: Have Insurance Rates Improved among Trauma Patients? Published Abstract. *Journal of the American College of Surgeons*. 2022 Nov;235(5):S88.
14. **Sasnal M**, Langston AH, Morris AM, Harris AHS, et al. Patient Perspectives on Recovery and Information Needs After Surgery: A Qualitative Study of Veterans. *Journal of Surgical Research*. 2022 Nov 1;279:765-73.
15. Giannitrapani K, Mccaa M, **Sasnal M**, Morris AM, et al. (2022). Building Interdisciplinary Collaboration among Providers Helping Seriously Ill Patients Prepare for Surgery. Published Abstract. *Journal of General Internal Medicine*. 37(SUPPL 2), 176-177. 2022
16. Giannitrapani K, **Sasnal M**, McCaa M, Morris AM, et al. "They Don't Have to Love Us or Even Like Us, but They Have to See that We Benefit the Patient and Family Dynamic": Palliative Care Teams on Relationships with Surgeons (GP703). Published Abstract. *Journal of Pain and Symptom Management*. 2022 Jun 1;63(6):1113.
17. Giannitrapani K, McCaa M, **Sasnal M**, Morris AM, et al. Strategies to Improve Perioperative Quality of Care Through Palliative Care (S525). Published Abstract. *Journal of Pain and Symptom Management*. 2022 May 1;63(5):918-9.
18. Arya S, Langston AH, Chen R, **Sasnal M**, et al. Perspectives on Home Time and Its Association With Quality of Life After Inpatient Surgery Among US Veterans. *JAMA Network Open*. 2022 Jan 11;5(1):e2140196.
19. **Sasnal M**, Miller-Kuhlmann R, Merrell SB, Beres S, et al. Feasibility and acceptability of virtually coaching residents on communication skills: a pilot study. *BMC Medical Education* 21(1): 1-9. 2021.
20. Wise CE, Bereknyei Merrell S, **Sasnal M**, Forrester JD, et al. COVID-19 Impact on Surgical Resident Education and Coping. *Journal of Surgical Research*. (264): 534-43. 2021
21. **Sasnal M**. Ein uneinheitliches Bild deutsch-polnischer Nachbarschaft. *Forschungen zu den Ansichten von Einwohnern der Grenzstadt Zgorzelec*. *Inter Finitimos: Jahrbuch zur Deutsch-Polnischen Beziehungsgeschichte*. (8): 148-67. 2011 (in German, title in English: Polish-German neighborhood. Opinions of inhabitants of Zgorzelec).

Book Chapters or Articles

1. **Sasnal M**. Transnarodowość współczesnych migrantów na przykładzie polskich specjalistów wysokich technologii w Dolinie Krzemowej. In: Dębicki M, Dolińska K, Kajta J, et. al., editors. *Granice, pogranicza i dalej*. Warszawa: Wydawnictwo Naukowe Scholar; 2021. p.329-39; in print

(title in English: Transnationality of Contemporary Migrants: A Qualitative Study Among Polish High-Tech Professionals in Silicon Valley).

2. **Sasnal M.** Bezpieczeństwo w Görlitz i Zgorzelcu w opiniach mieszkańców. In: Dolińska K, Niedźwiecka-Iwańczak N, editors. Zgorzelec jako miasto pograniczne w opiniach jego mieszkańców. Wrocław: Wydawnictwo GAJT; 2011. p. 147–65 (title in English: Safety in Görlitz and Zgorzelec in Opinions of Inhabitants).
3. **Sasnal M.** Polsko-niemieckie sąsiedztwo. Opinie mieszkańców Zgorzelca. In: Kurcz Z, Opilowska E, editors. Polsko-niemieckie transgraniczna - rozmyte konfiguracje tożsamości. Wrocław: Wydawnictwo GAJT; 2011. p. 55–72 (title in English: Polish-German Neighborhood: Opinions of Inhabitants of Zgorzelec).
4. **Sasnal M.** Tożsamość narodowa czy tożsamość europejska? Polska emigracja w Wielkiej Brytanii. In: Mikucka-Wójtowicz D, Kopeć R, editors. Kwestie narodowościowe w świetle procesów integracyjnych w Europie. Kraków: Wydawnictwo Naukowe Akademii Pedagogicznej im. Komisji Edukacji Narodowej; 2009. p. 147–54 (title in English: Either National or European Identity? Polish Emigration in Great Britain).
5. **Zajac M, Sasnal, PM.** Bezpieczeństwo danych. Czynniki ludzki najsłabszym ogniwem zabezpieczeń. In: Rola informatyki w naukach ekonomicznych i społecznych Zeszyty naukowe. 2008. p. 227–36 (title in English: Safety of Data. Human Factor as the Weakest Link of Security).

Abstracts

1. **Sasnal M, Lorenz KA, McCaa M, Wu A, Morris AM, Schenker Y, Shreve ST, Giannitrapani KF.** Developing Collaborative Relationships between Palliative Care Providers and Surgeons. The abstract accepted for presentation during the Surgical and Perioperative Care Interest Group Session at the AcademyHealth Annual Research Meeting. June 26, 2023. Seattle, WA.
2. **Sasnal M, Langston AH, Doruk RN, Giannitrapani KF, Morris AM, Harris AHS, Arya S.** Rapid Analysis Using the Consolidated Framework for Implementation Research in Formative Evaluation Delivers Timely and Actionable Findings Informing a Trial for Frail Surgical Candidates. The abstract accepted for presentation at the 19th International Congress of Qualitative Inquiry. May 2023.
3. **Sasnal M, Jensen R, Nassar AK, Korndorffer JR, Miller-Kuhlmann RK, Gold CA.** Factors Impacting Implementation, Sustainability, and Adaptability of a Multi-Departmental Residency Coaching Program from the Perspective of Key Stakeholders: an Evaluation Study. The abstract accepted for presentation at the 19th International Congress of Qualitative Inquiry. May 2023.
4. **Sasnal M, Doruk RN, Langston AH, Giannitrapani KF, Morris AM, Harris AHS, Arya S.** Rapid Cycle Evaluation Using the CFIR Framework Delivers Actionable Findings to Inform and Adapt the Implementation of the PAUSE Pragmatic Clinical Trial. The abstract accepted for poster presentation at the 2023 Holman Research Day, Stanford University, Stanford, CA. April 2023.
5. **Nassar AK, Sasnal M, Ko A, Tung J, Esquivel M, Knowlton LM, Gold CA.** Faculty Lead Coaching as A Method to Enhance Feedback Culture and Communication Skills Development in Surgical Education-Needs Assessment (Study in Progress). The abstract accepted for an oral podium presentation at the 2022 American College of Surgeons Clinical Congress. October 2022.
6. **Handley T, Boncompagni AC, Arnow KD, Sasnal M, Trickey AW, Morris AM, Knowlton LM.** Evaluating the Impact of the Covid-19 Pandemic on Emergency Medicaid Programs: Have Insurance Rates Improved Among Trauma Patients? The abstract accepted for an oral podium presentation at the 2022 American College of Surgeons Clinical Congress. October 2022.
7. **Sasnal M, Nassar AK, Gold KA, Korndorffer JR, Miller-Kuhlmann RK.** Medical Education Program Evaluation: A Multi-Phase Mixed Methods Study. The abstract accepted for presentation

- at the 2022 Mixed Methods International Research Association Global Virtual Conference. August 2022.
8. **Sasnal M**, Characteristics and Migration Experiences of Highly Skilled Migrants: A Qualitative Study of Polish High-Tech Professionals in Silicon Valley. The abstract accepted for presentation at the 18th International Congress of Qualitative Inquiry. May 2022.
 9. **Sasnal M**, Nassar AK, Gold KA, Korndorffer JR, Miller-Kuhlmann RK. Stakeholders' Perspectives on Medical Education Program Implementation: A Qualitative Interview Evaluation Study. The abstract accepted for presentation at the 18th International Congress of Qualitative Inquiry. May 2022.
 10. Giannitrapani K, Mccaa M, **Sasnal M**, Morris AM, Aslakson R, Shreve ST, et al. Building Interdisciplinary Collaboration among Providers Helping Seriously Ill Patients Prepare for Surgery. The abstract accepted for presentation at the 2022 Society of General Internal Medicine Annual Meeting. April 2022.
 11. Giannitrapani K, McCaa M, **Sasnal M**, Morris AM, Aslakson R, Shreve S, Lorenz K. Strategies to Improve Use of Palliative Care Approaches for Seriously Ill Patients in the Perioperative Period. The abstract accepted for presentation at the Association of VA Surgeons Annual Meeting. April 2022.
 12. **Sasnal M**, Langston AH, Morris AM, Harris AHS, Arya S. Understanding Patient Perspectives on Postoperative Recovery: A Qualitative Study of Older Veterans. The abstract accepted for presentation at the 17th Annual Academic Surgical Congress. February 2022.
 13. Giannitrapani K, **Sasnal M**, McCaa M, Morris AM, Lorenz K. "They Don't Have to Love Us or Even Like Us, but They Have to See that We Benefit the Patient and Family Dynamic": Palliative Care Teams on Relationships with Surgeons. The abstract accepted for the presentation at the American Academy of Hospice and Palliative Medicine: 2022 State of the Science of Hospice and Palliative Care of the American Academy of Hospice and Palliative Medicine. February 2022.
 14. Giannitrapani K, McCaa M, **Sasnal M**, Connell N, Morris AM, Shreve S, Schenker Y, Lorenz K. Strategies to Improve Perioperative Quality of Care Through Palliative Care. The abstract accepted for the presentation at the 2022 Annual Assembly of Hospice and Palliative Care of the American Academy of Hospice and Palliative Medicine. February 2022.
 15. Langston AH, Chen R, **Sasnal M**, George EL, Kashikar A, Barreto NB, Trickey AW, Morris AM, Arya S. Home-Time and Health-Related Quality of Life: A Mixed Methods Study of Veterans after Surgery. The abstract accepted for the poster presentation at the 2021 Holman Research Day. Stanford University, Stanford, CA. May 2021.
 16. Arya S, Langston AH, Chen R, **Sasnal M**, George EL, Kashikar A, Barreto NB, Trickey AW, Morris AM. Home-Time and Health-Related Quality of Life: A Mixed Methods Study of Veterans after Surgery. The abstract accepted for the presentation at the 2021 Association of VA Surgeons Meeting. April 2021.

Academic Research Projects

1. Doctoral Dissertation: Polscy specjaliści wysokich technologii w Dolinie Krzemowej. Portret socjologiczny (title in English: Polish High-Tech Specialists in Silicon Valley: A Sociological Portrayal). Advisor: Prof. Z. Kurcz. University of Wroclaw, Poland. Completed September 2019.
2. Master's Thesis: Polsko-niemieckie sąsiedztwo. Opinie mieszkańców Zgorzelca (title in English: Polish-German Neighborhood. Opinions of the inhabitant of Zgorzelec). Advisor: Prof. Z. Kurcz, University of Wroclaw, Poland. Completed July 2010.

3. Undergraduate Thesis: Wybrane elementy aktywności społecznej młodzieży. Portret socjologiczny młodego społecznika (title in English: Sociological Portrayal of Young Activists: Selected Elements). Advisor: E. Baczyńska, PhD. Completed July 2008.

CONFERENCES

Oral Presentations

Only selected presentations are shown.

1. Osborn S, **Sasnal M**, Deltito-Sharrott C. How Rhode Island's Charter School Performance Framework led to the Nation's Top Performing Charter Schools, NACSA Leadership Conference, Houston, TX. October 21, 2025.
2. **Sasnal M**, Jensen R, Nassar AK, Korndorffer JR, Miller-Kuhlmann RK, Gold CA. Factors Impacting Implementation, Sustainability, and Adaptability of a Multi-Departmental Residency Coaching Program from the Perspective of Key Stakeholders: An Evaluation Study. Presented at the 19th International Congress of Qualitative Inquiry. University of Illinois Urbana-Champaign, May 17, 2023.
3. **Sasnal M**, Langston AH, Doruk RN, Giannitrapani KF, Morris AM, Harris AHS, Arya S. Rapid Analysis Using the Consolidated Framework for Implementation Research in Formative Evaluation Delivers Timely and Actionable Findings Informing a Trial for Frail Surgical Candidates. Presented at the 19th International Congress of Qualitative Inquiry. University of Illinois Urbana-Champaign, May 17, 2023.
4. **Sasnal M**, Nassar AK, Gold KA, Korndorffer JR, Miller-Kuhlmann RK. Medical Education Program Evaluation: A Multi-Phase Mixed Methods Study. 2022 Mixed Methods International Research Association Global Virtual Conference. August 2022.
5. **Sasnal M**. Characteristics and Migration Experiences of Highly-Skilled Migrants: A Qualitative Study of Polish High-Tech Professionals in Silicon Valley. 18th International Congress of Qualitative Inquiry. May 2022.
6. **Sasnal M**, Langston AH, Morris AM, Harris AHS, Arya S. Understanding Patient Perspectives on Postoperative Recovery: A Qualitative Study of Older Veterans. 17th Annual Academic Surgical Congress, Orlando, FL. February 2022.
7. **Sasnal M**. Polsko-niemiecka integracja w opiniach Polaków. Mit czy rzeczywistość? (title in English: Polish-German Integration In the Opinions of Poles. Myth or Reality?) Conference: What are the Europeans Afraid of? Modern Threats and Challenges for Europe in the Humanities. University of Wroclaw, Wroclaw, Poland. May 2011.
8. **Sasnal M**, Obalska A. Unia pozornych przeciwieństw. Socjologiczna refleksja nad zderzeniem nowoczesności z tradycją w polskich mediach (title in English: Union of Apparent Opposites. Sociological Reflection on the Modern and Tradition Values Presented in Polish Media) Conference: Media in Poland - Who Is Manipulating Here? Jagiellonian University, Krakow, Poland. June 2010.
9. **Sasnal M**, Zalewska A. Polish-Ukrainian Strategic Partnership: Relations Between Poles and Ukrainians. Presented during visit at Ivan Franco University, Lvov, Ukraine. May 2010.
10. **Sasnal M**, Tryszpiotr K. Euro 2012 and the Attitudes of Poles towards Ukrainians. Conference: Euro 2012. Opportunities and Challenges. University of Wroclaw, Wroclaw, Poland. April 2010.
11. **Zajac M**, Chamczyński M. Corporation Values of East European Countries (Gazprom case). Annual Polish-American Sociological Conference "Communication & Culture". University of Wroclaw, Wroclaw, Poland. May 2009.

12. **Zajac M.** Jedno państwo – trzy religie? Wielokulturowość Bośni i Hercegowiny (title in English: One Nation – Three Religions. Multiculturalism in Bosnia and Herzegovina) III Annual Students National Conference “Talents”. University of Wroclaw, Wroclaw, Poland. November 2008.
13. **Zajac, M.** Tożsamość narodowa czy tożsamość europejska? Polska emigracja w Wielkiej Brytanii (title in English: National or European Identity? Polish Migrants in the UK) I Young Political Researchers Meeting. Jagiellonian University, Krakow, Poland. October 2008.
14. **Zajac M, Sasnal PM.** Bezpieczeństwo danych. Czynniki ludzki najsłabszym ogniwem zabezpieczeń (title in English: Security of Data. Human Factor as the Weakest Link in Security) Conference: The Role of Computer Sciences in Social Sciences and Economics. Kielce, Poland. September 2008.
15. **Zajac M.** Media masowe a kształtowanie postaw obywatelskich. Analiza zagadnienia na przykładzie kampanii społecznej “Zmień kraj. Idź na wybory” (title in English: Impact of Mass Media on Social Attitudes. Analysis of the Social Campaign "Change the Country. Participate in the Elections") Conference: Participation in Election Campaigns – Continuity and Changes (1989-2007). University of Wroclaw, Wroclaw, Poland. June 2008.
16. **Zajac M.** Aktywność młodzieży w organizacjach politycznych oznaką patriotyzmu. Portret młodego aktywisty na podstawie badań własnych (title in English: Social Activity as an Indicator of Patriotism. Sociological Portrayal of Young Activists: a Survey Study) Conference: Identity References of Poles: Patriotism of Many Faces, Jagiellonian University, Krakow, Poland. May 2008.
17. **Zajac M, Wiśniewska D.** Zmienność świata – próba odnalezienia się we współczesnej rzeczywistości poprzez działalność wolontariacką (title in English: Voluntarily Activity: a Way to Find Identity in Today’s Complex World) III National Student Conference „The Complexity of the World: Human Fears and Hopes. Bydgoszcz, Poland. April 2008.
18. **Zajac M, Tryszpiotr K.** Political Hegemony of the World – Germany. Polish-Ukrainian Conference: Political Hegemonies of Today. Ivan Franco University, Lvov, Ukraine. November 2007.

Poster Presentations

1. **Sasnal M, Doruk RN, Langston AH, Giannitrapani KF, Morris AM, Harris AHS, Arya S.** Rapid Cycle Evaluation Using the CFIR Framework Delivers Actionable Findings to Inform and Adapt the Implementation of the PAUSE Pragmatic Clinical Trial. 2023 Holman Research Day, Stanford University, Stanford, CA. April 2023.
2. Langston AH, Chen R, **Sasnal M**, George EL, Kashikar A, Barreto NB, Trickey AW, Morris AM, Arya S. Home-Time and Health-Related Quality of Life: A Mixed Methods Study of Veterans after Surgery. Holman Research Day. Stanford University, Stanford, CA. May 2021.

CERTIFICATIONS & COURSES

Only selected certifications, courses, and workshops are shown.

1. **Certificate in Monitoring and Evaluation in Global Health** (10-week professional development course). University of Washington Global Health, E-Learning Program. April 2023.
2. **Certificate in Fundamentals of Implementation Science** (10-week professional development course). University of Washington Global Health, E-Learning Program. December 2022.
3. **Using Dedoose to Enhance Collaborative Research** (2-day workshop). Institute for Mixed Methods Research. December 2022.

4. **NVivo Training** (2-day workshop). S-SPIRE Center, Stanford University. November 2022.
5. **Leveraging Joint Displays to Advance the Process of Discovery** (workshop). 2022 Mixed Methods International Research Association Global Virtual Conference. August 2022.
6. **Mixed Methods Data Analysis using a Web-Based Application** (workshop). 2022 Mixed Methods International Research Association Global Virtual Conference. August 2022.
7. **Teaching Learning Qualitative Research Methods Principles through Popular Film Clips** (workshop). 18th International Congress of Qualitative Inquiry. May 2022
8. **Formatting and Framing Qualitative Research for Presentation and Publication Principles and Practical Steps** (workshop). 18th International Congress of Qualitative Inquiry. May 2022
9. **Write Winning NIH Grant Proposals** (seminar). Stanford School of Medicine & Grant Writer's Seminars and Workshops. February 2022.
10. **Rapid Turn-Around Qualitative Research** (workshop). Research Talk & University of North Carolina, NC. August 2021
11. **Implementation Research: Using Qualitative Research Methods to Improve Policy and Practice** (2-day workshop). Research Talk & University of North Carolina, NC. July 2021.
12. **Designing Your Mixed Methods Research Project: An Interactive Workshop** (3-day workshop). Stanford University, CA. March, 2021
13. **Certificate in Clinical Research Operations**, Stanford Center for Clinical and Translational Research. Stanford University, CA. October 2020
14. **Certificate in Mixed Methods Research**. University of Michigan. July 2020
15. **Certificate in Research Administration** (Cardinal Curriculum Level 1). Stanford University, CA. March 2020

PROFESSIONAL MEMBERSHIPS

- 2020-present** Member, Mixed Methods International Research Association
- 2021-2024** Member, Surgical Outcomes Club
- 2008-2011** Member, Student Association "Movement for Supporting Initiatives for International Education"

AWARDS & HONORS

- 2022** First Author, 2022 award for Best Association for Academic Surgery Overall Manuscript Submission for manuscript entitled "Patient Perspectives on Recovery & Information Needs Post-Surgery: A Qualitative Study of Veterans"
- 2020** Nominee, The Outstanding Doctoral Dissertation Award of the Prime Minister of Poland
- 2019** Defended PhD dissertation with the highest distinction (summa cum laude), University of Wroclaw, Poland
- 2014-2015** Grantee, Individual Research Grant "Polish High-Tech Specialists in Silicon Valley", Department of Social Sciences, University of Wroclaw, Poland
- 2013-2014** Grantee (2 times), Research Scholarship for Doctoral Students, University of Wroclaw, Poland

- 2009-2011** Grantee (3 times), Scholarship of the Polish Minister of Science and Higher Education for outstanding academic achievements
- 2010** Graduated with MA in Sociology with the highest distinction (summa cum laude), University of Wroclaw, Poland
- 2008** Grantee, Scholarship „Citi helps students. Students help locally”, Academy for the Development of Philanthropy, Poland

LANGUAGES & SKILLS

Polish (native proficiency)	English (full professional proficiency)	SPSS	Dedoose		
NVivo	Atlas.ti	MAXQDA	Qualtrics	REDCap	Zotero
FileMaker Pro	Windows and Mac OS X	Microsoft Office, iWork, and Google office suites			