

# MELISSA E. GRIM

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## EDUCATION

**Addiction Counseling**, Anne Arundel Community College (AACC), 2024-2025  
**Juris Doctor**, DePaul University, School of Law, Chicago, 2015  
**Master of Theological Studies** (focus on Philosophy), Boston University, 2010  
**B.A., Philosophy**, Pennsylvania State University, 2007  
**B.A., Ballet Pedagogy**, University of Oklahoma, 2002-2005 (transferred)

## CERTIFICATES AND HONORS

Dean's List AACC, Spring 2024  
Scholarship at DePaul University College of Law, 2012  
Scholarship of Merit at Boston University, 2008-2010  
Dean's List at Penn State University, 2007  
Honors College, University of Oklahoma, 2002-2005  
Royal Academy of Dance, London, Certificate for Teaching Classical Ballet, 2002

## PROFESSIONAL EXPERIENCE

### **Religious Freedom & Business Foundation**

2014 – Present

*Senior Research Fellow & Project Director*

- Project Director assisting with global research, case studies, media production and press relations.
- Co-authored study Faith and Recovery published in the Journal of Religion and Health, looking at the role of religious and spiritual faith in prevention of and/or recovery from substance use disorder (SUD).
- Coordinated the research on the first-of-its-kind Corporate Religious Equity, Diversity & Inclusion (REDI) Index. This establishes a benchmark for annual assessments of the state of Corporate America's inclusion of religion as an integral part of its diversity, equity and inclusion initiatives.
- Under the EEOC employees have the right: Not be harassed or discriminated against (treated less favorably) because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, disability, age (40 or older) or genetic information (including family medical history).

### **Newseum - Research Fellow**

2015

- Interacted in a public forum with top level politicians and journalists.
- Conducted original academic research, reaching out to sources by phone and email for publication in a specialized academic journal.

### **Walters O'Brian Law Firm - Internship**

2014

- Provided help as needed to lawyers and staff at legal law firm.

- Researched court cases, offered professional critique, helped draft briefs, filed documents, and performed other managerial tasks.

**The Federal Cook County Courthouse - Internship**

2013

- Responsible for taking affidavits of walk-in clients.
- Responsible for walking clients up to the courthouse to present their case to the judge.

**The Catholic University of America - Administrative Assistant to the Dean, 2010 - 2012**  
*School of Philosophy*

- Provided administrative support to the Dean, and Assistant Dean, of the School of Philosophy undergraduate and graduate programs.
- Organized the Philosophy Fall Lecture series, which included arranging travel and accommodations for visiting professors, organizing venue details, and running web-interface for live lectures.

**The Becket Fund Law Firm - International Associate**

2007 - 2010

- Assist lawyers in the international department as needed, research and draft memos and academic speeches.
- Work with parties drafting new constitution for Kosovo.
- Perform fundraising research and outreach.

**Penn State University, Sociology Department - Research Assistant**

2003 - 2007

- Worked with professors in the Social Sciences performing case studies, data entry, and data analysis.

## TECHNICAL SKILLS

Microsoft Suite including Word, Excel, and Power Point

## Publications

- Grim, B.J. and M.E. Grim. (2020). "Religious Freedom in the World." In *World Christian Encyclopedia, Third Edition*. Edinburgh University Press.
- Grim, B.J. and M.E. Grim. (2019). "Belief, Behavior, and Belonging: How Faith is Indispensable in Preventing and Recovering from Substance Abuse." *Journal of Religion and Health* (Volume 58, pp. 1713–1750). <https://link.springer.com/article/10.1007/s10943-019-00876-w>.
- Grim, B.J. and M.E. Grim. (2016). "The Socio-Economic Contributions of Religion to American Society: An Empirical Analysis," *Interdisciplinary Journal of Research on Religion* (Volume 12: Article 3). <http://www.religjournal.com/pdf/ijrr12003.pdf>

- Grim, M.E. (2014). *Business: A powerful force for supporting interfaith understanding and peace*. United Nations Global Compact. <https://www.unglobalcompact.org/library/1191>

#### Case Studies

- Coke Serves up Love and Peace with Small World Machines
- World Cup Highlights Struggles & Contributions of Afro-Brazilians
- BMW AWARD, Driving Global Peace and Success
- Nigerian Conflict: Is Business the Answer?
- Indonesian Businesses Open Their Doors to Faith and Action

#### Book Review

- Review of Practical Wisdom in Management

#### Interviews

- Faith, Mental Wellness, and Sobriety in the Digital Age <https://vimeo.com/943381390>