



Elizabeth A.M. Searing

800 W. Campbell Road, GR 3.130

Richardson, Texas 75080-3021

Ph: 1.972.883.6469

Elizabeth.Searing@UTDallas.edu

www.elizabethamsearing.info

ORCID ID: 0000-0003-2489-0469

Academic Appointments

Assistant Professor	August 2020 - Current
Public and Nonprofit Management Program School of Economic, Political & Policy Sciences University of Texas at Dallas	
Assistant Professor	August 2015 – July 2020
Department of Public Administration and Policy Rockefeller College of Public Affairs and Policy University at Albany (SUNY)	
Director	January 2017 – July 2018
Institute of Nonprofit Leadership and Community Development (INLCD) University at Albany (SUNY)	
Fellow	June 2016 – June 2018
Rockefeller Institute of Government University at Albany (SUNY)	

Education

Georgia State University	Ph. D. in Public Policy, 2015 Major Field: Public and Nonprofit Management Minor Field: Policy Design, Analysis, and Evaluation
Georgia State University	Master of Arts in Economics, 2011
Texas A&M University	Bachelor of Arts in Economics, Cum Laude, 1999 University and Foundation Honors Minor in Business Administration

Research and Publications

Peer-reviewed Publications

Grasse, N., Searing, E., and Neely, D. (2021). "Finding Your Crowd: The Role of Government Level and Charity Type in Revenue Crowd-Out." *Journal of Public Administration Research and Theory*. <https://doi.org/10.1093/jopart/muab019>

- Searing, E., Wiley, K., and Young, S. (2021). "Resiliency Tactics during Financial Crisis: The Nonprofit Resiliency Framework." *Nonprofit Management and Leadership*.
<https://doi.org/10.1002/nml.21478>
- *Berkovich, Z., and Searing, E. (2021). "The Elephant in the Dark: the Social Origins of Research in Nonprofit Financial Management." *Journal of Public Budgeting, Accounting & Financial Management*. <https://doi.org/10.1108/JPBAFM-04-2020-0048>
- Searing, E., and Lecy, J. (2021). "Growing Up Nonprofit: Predictors of Early-Stage Nonprofit Formalization." *Nonprofit and Voluntary Sector Quarterly*.
<https://doi.org/10.1177/08997640211014280>
- Searing, E. (2020). "Life, Death, and Zombies: Revisiting Traditional Concepts of Nonprofit Demise." *Journal of Public and Nonprofit Affairs*, 6(3), 354-376.
<https://doi.org/10.20899/jpna.6.3.354-376>
- Searing, E., and Tinkelman, D. (2020). "Accounting for Combinations of Non-Profit Hospitals After SFAS 164: Has the FASB Achieved Its Objectives?" *Advances in Public Interest Accounting*, 22, 59-79. <https://doi.org/10.1108/S1041-706020200000022004>
- Montrone, A., Poledrini, S., and Searing, E. (2020). "La Previsione delle Crisi Aziendali nelle Cooperative Sociali Italiane." (In Italian.) *Rivista Impresa Sociale*, March 2020, 20-36.
- Young, S., Wiley, K., and Searing, E. (2020). "'Squandered in Real Time': How Public Management Theory Underestimated the Public Administration-Politics Dichotomy." *American Review of Public Administration*, 50(6-7), 480-88.
<https://doi.org/10.1177/00275074020941669>
- Saidel, J., and Searing, E. (2020). "Pervasive Policy Uncertainty and Public Agency Responses: Managing Medicaid Managed Care Design and Implementation." *Perspectives on Public Management and Governance*, 3(3), 239-255. <https://doi.org/10.1093/ppmgov/gvaa011>
- Wiley, K., Searing, E., and Young, S. (2020). "The Utility of the Advocacy Coalition Framework in a Regional Budget Crisis." *Public Policy and Administration*.
<https://doi.org/10.1177/0952076720905007>
- Young, S., Wiley, K., and Searing, E. (2019). "When Politics and Public Administration Collide: The Impact on Social Service Delivery." *Illinois Municipal Policy Journal*, 4(1), 103-120.
- Calabrese, T.D., and Searing, E.A.M. (2019). "The Strategic Use of Pensions by Not-for-Profit Organizations." *Journal of Pension Economics & Finance*, 18(3), 388-414.
<https://doi.org/10.1017/S1474747218000021>
- Searing, E.A.M. (2018). "Determinants of the Recovery of Financially Distressed Nonprofits." *Nonprofit Management and Leadership*, 28(3), 313-328. <https://doi.org/10.1002/nml.21296>
- Lecy, J., and Searing, E.A.M. (2015). "Anatomy of the Nonprofit Starvation Cycle: An Analysis of Falling Overhead Ratios in the Nonprofit Sector." *Nonprofit and Voluntary Sector Quarterly*, 44(3), 539-563. <https://doi.org/10.1177/0899764014527175>
- Lugo, K., and Searing, E. (2014). "The Impact of Situational Factors on Forum Choice and Criminal Justice System Development in Bangladesh." *Emory International Law Review*, 29, 327-451.

Searing, E.A.M. (2014). "Charitable (Anti)Trust: The Role of Antitrust Regulation in the Nonprofit Sector." *Nonprofit Policy Forum*, 5(2), 261–288. <http://dx.doi.org/10.1515/npf-2014-0006>

Searing, E.A.M. (2013). "Love thy neighbor? Recessions and interpersonal trust in Latin America." *Journal of Economic Behavior & Organization*, 94(0), 68-79. doi: <http://dx.doi.org/10.1016/j.jebo.2013.07.010>
- Reprinted in Estrella, A. (ed.) (2017). *The Economics of Recession*, Vol. 2. Chapter 7. Cheltenham: Edward Elgar.

Searing, E. (2013). "Feeding the Social Enterprise Zoo: Variants Between Corporate Forms", *EMES-SOCENT Conference Selected Papers*, no. ECSP-LG13-48. <http://www.emes.net/what-we-do/publications/conference-papers/4th-emes-conference-emes-socent-selected-conference-papers/feeding-the-social-enterprise-zoo-variants-between-corporate-forms/>

Searing, E.A.M., Rios-Avila, F., and Lecy, J. D. (2013). "The impact of psychological trauma on wages in post-conflict Bosnia and Herzegovina." *Social Science & Medicine*, 96(0), 165-173. doi: <http://dx.doi.org/10.1016/j.socscimed.2013.07.020>

Dissertation: "Beyond Liabilities: Survival Skills for the Young, Small, and Not-for-Profit"
Committee: Dennis R. Young, Ph.D. (Chair); Thad D. Calabrese, Ph.D.; Jesse D. Lecy, Ph.D.; Gregory B. Lewis, Ph.D.; and Bruce A. Seaman, Ph.D.

Books

Young, D., Searing, E.A.M., and Brewer, C. (eds.). (2016). *The Social Enterprise Zoo: A Guide to Perplexed Scholars, Entrepreneurs, Philanthropists, Leaders, Investors and Policymakers*. Cheltenham: Edward Elgar.
- Paperback version published in March of 2018.

Searing, E.A.M., and Searing, D.R., (eds.). (2016). *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.

Book Chapters

Stull, J., Young, S., Wiley, K., and Searing, E. (Accepted.) "The Public Administration-Politics Dichotomy." In Schedler, K. (ed.), *Encyclopedia of Public Management*. Cheltenham: Edward Elgar.

Young, D., and Searing, E. (Forthcoming). "Benefits Theory of Nonprofit Finance." In List, R., Anheier, H., and Toepler, S. (eds.), *International Encyclopedia of Civil Society, Second Edition*. Dordrecht: Springer.

Young, D., and Searing, E. (Forthcoming). "Social Enterprise Zoo Paradigm." In List, R., Anheier, H., and Toepler, S. (eds.), *International Encyclopedia of Civil Society, Second Edition*. Dordrecht: Springer.

Lam, M., Searing, E., Prentice, C., and Grasse, N. (2020). "Nonprofit Debt and Vulnerability." In Merino, E. and Rodriguez, I. (eds.), *Financing Nonprofit Organizations*. Chapter 11. London: Routledge.

Bowman, W., Calabrese, T., and Searing, E. (2018). "Asset Composition." In Seaman, B. and

- Young, D. (eds.), in *The Handbook of Research in Nonprofit Economics and Management, Second Edition*. Chapter 5. Cheltenham: Edward Elgar.
- Searing, E.A.M. (2017). "The Organizational Design Form Studio: An Experiential Exercise." In Miesing, P., and Aggestam, M. (eds.), *Educating Social Entrepreneurs, Volume 1*. Section 7.1. New York City: Business Expert Press.
- Searing, E.A.M. (2017). "What's on the Menu? Feeding Your Social Enterprise: An Experiential Exercise." In Miesing, P., and Aggestam, M. (eds.), *Educating Social Entrepreneurs, Volume 2*. Section 8.2. New York City: Business Expert Press.
- Lecy, J., and Searing, E. (2016). "Changes over the Life Cycles of Social Enterprise Animals." In Young, D., Searing, E.A.M., and Brewer, C. (eds.), *The Social Enterprise Zoo: A Guide to Perplexed Entrepreneurs, Philanthropists, Investors and Policymakers*. Chapter 6. Cheltenham: Edward Elgar.
- Searing, E., Lecy, J., and Andersson, F. (2016). "Ecologies within the Social Enterprise Zoo." In Young, D., Searing, E.A.M., and Brewer, C. (eds.), *The Social Enterprise Zoo: A Guide to Perplexed Entrepreneurs, Philanthropists, Investors and Policymakers*. Chapter 5. Cheltenham: Edward Elgar.
- Searing, E., and Young, D. (2016). "Feeding the Animals." In Young, D., Searing, E.A.M., and Brewer, C. (eds.), *The Social Enterprise Zoo: A Guide to Perplexed Entrepreneurs, Philanthropists, Investors and Policymakers*. Chapter 8. Cheltenham: Edward Elgar.
- Searing, E., Young, D., and Brewer, C. (2016). "Implications for Research, Policy, and Practice." In Young, D., Searing, E.A.M., and Brewer, C. (eds.), *The Social Enterprise Zoo: A Guide to Perplexed Entrepreneurs, Philanthropists, Investors and Policymakers*. Chapter 13. Cheltenham: Edward Elgar.
- Soh, J., Searing, E., and Young, D. (2016). "Stability and Evolution of the Zoo Animals." In Young, D., Searing, E.A.M., and Brewer, C. (eds.), *The Social Enterprise Zoo: A Guide to Perplexed Entrepreneurs, Philanthropists, Investors and Policymakers*. Chapter 11. Cheltenham: Edward Elgar.
- Searing, D.R., and Searing, E.A.M. (2016). "Hypothesis Testing." Chapter 4. In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.
- Searing, D.R., and Searing, E.A.M. (2016). "Drawing Conclusions." Chapter 5. In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.
- Searing, D.R., and Searing, E.A.M. (2016). "Case Studies." Chapter 6. In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.
- Searing, D.R., and Searing, E.A.M. (2016). "Ethical Analysis Workbook" Appendix A. In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.
- Searing, E.A.M., and Searing, D.R. (2016). "Preface." In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.

Searing, E.A.M., and Searing, D.R. (2016). "Why Am I Reading This?" Chapter 1. In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.

Searing, E.A.M., and Searing, D.R. (2016). "A Basic Primer: People to Know." Chapter 2. In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.

Searing, E.A.M., and Searing, D.R. (2016). "Framing the Problem." Chapter 3. In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.

Searing, E.A.M., and Searing, D.R. (2016). "Where Ethics Was, Is, and Should Be." Chapter 17. In Searing, E.A.M., and Searing, D.R. (eds), *Practicing Professional Ethics in Economics and Public Policy*. Dordrecht: Springer.

Searing, D.R., & Searing, E.A.M. (2013). "Three Case Studies." In K. Pimple (Ed.), *Emerging Pervasive Information and Communication Technologies (PICT): Ethical Challenges, Opportunities and Safeguards* (pp. 13-38). Dordrecht: Springer.

Book Reviews

Searing, E. (2017). *Civil Society, the Third Sector and Social Enterprise: Governance and Democracy* (Routledge Frontiers of Political Economy) edited by Jean-Louis Laville, Dennis R. Young, and Philippe Eynaud. *Nonprofit and Voluntary Sector Quarterly*, 46(1), 231-233.

Other Publications and Reports

Grasse, N., and Searing, E. (2021). "Foundations and the Disbursement Quota: An Initial Study of Canadian Foundation Grants to Qualified Donees from 2010 to 2017." Report for the Philanthropic Foundations of Canada.

Young, S., Searing, E., and Wiley, K. (2020). "Voices from the Field: Tangible, Timely Tactics for Nonprofits during Crises." Online version of *Nonprofit Quarterly* daily newswire. April 6, 2020. <https://nonprofitquarterly.org/voices-from-the-field-tangible-timely-tactics-for-nonprofits-during-crises/>

Searing, E., Matkin, D., DeWan, J., and Gais, T. (2018). "Applying OMB Guidance to State Funds going to Nonprofits: A Study of Current Policies in New York State." Albany, NY: The Heron Foundation.

Searing, E. (2018). "2015 Financial Analysis of New York State's Child Welfare Organizations." Industry and organization-level reports for the Council of Family and Child Caring Agencies (COFCCA).

Calabrese, T., and Searing, E. (2016). "2013 & 2014 Financial Analysis of New York State's Child Welfare Organizations." Industry and organization-level reports for the Council of Family and Child Caring Agencies (COFCCA).

Hager, M., and Searing, E. (2015). "The Top Ten Ways to Kill Your Nonprofit." Online version for *Nonprofit Quarterly* daily newswire. January 6, 2015. <https://nonprofitquarterly.org/10-ways-to-kill-your-nonprofit/> *Viewed over 10,000 times since publication.

- (2014). "The Top Ten Ways to Kill Your Nonprofit." Print version. Invited article for *Nonprofit Quarterly*, Winter, 2014.
- Calabrese, T., and Searing, E. (2014). "2012 Financial Analysis of New York State's Child Welfare Organizations."
- Searing, E. (2014). "'A Triple-Braided Cord': Empirical Analysis of Three Theories of Nonprofit Sector Density." Available at http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2534754
- Searing, E. (2014). "Judging a Book by Its Cover: The Role of Corporate Form in Social Enterprise Start-ups." Available at http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2534782
- Searing, E., and Lugo, K. (2013). "Determinants of Institutional Confidence Following Judicial Reform: Evidence from Bangladesh." Available at SSRN. http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2293209.

Invited Lectures and Speaking Events

- "Financial Resiliency: What It Means and How Your Nonprofit Can Achieve It." Invited presenter for the 2021 Virtual Speaker Series for the Executive Leadership Program for Nonprofit Organizations hosted by the J.W. Fanning Institute for Leadership Development on April 23, 2021.
- "How Predictable is Predictable Giving? Why donors give monthly." Invited presenter for the Association of Fundraising Professionals (AFP) Research Council Forum. Paper co-authored with L. Duell and T. Sarrantonio. Co-presented with *L. Duell on March 24, 2021.
- "Nonprofit Financial Health." Invited speaker for the "Real Talk and Big Ideas" series hosted by the Center for Nonprofit and NGO Studies at Northern Illinois University. Presented virtually on Tuesday, February 16, 2021.
- "A Framework for Nonprofit Resiliency: Lessons from Illinois." Invited seminar for The Gupta Governance Institute's Center for Nonprofit Governance at Drexel's LeBow College of Business in collaboration with the National Center on Nonprofit Enterprise (NCNE). Paper Coauthors are Wiley, K., and Young, S. Presented virtually on January 29th, 2021. Recording available [here](#), passcode is R=di3pzm .
- "Financing Your Social Enterprise." Invited presenter for the National Center on Nonprofit Enterprise, The Mandel School for Applied Social Sciences and the Veale Center for Entrepreneurship at Case Western Reserve University in Cleveland, OH, on June 4, 2020. Postponed.
- "The Top Ten Ways to Kill Your Library." Invited speaker for the "Other Duties as Assigned" event hosted by Upper Hudson Library System in Troy, NY, on March 7, 2020.
- "Nonprofit Financial Management and Leadership." Presenter and trainer for the Emerging Nonprofit Leadership Accelerator hosted by the Institute of Nonprofit Leadership and Community Development, in Albany, New York, on March 6, 2020.
- "The Nonprofit Starvation Cycle & the Fixation on Overhead Cost Reduction." Invited keynote

- presenter for the La Crosse Community Foundation in La Crosse, Wisconsin, on February 4, 2020.
- “Nonprofit Revenue Portfolios: What Should My Revenues Be?” Invited presenter at Bader Philanthropies headquarters at UW-Milwaukee in Milwaukee, Wisconsin, on February 3, 2020.
- “Nonprofit Revenue Portfolios: What Should My Revenues Be?” Invited presenter and trainer for Nonprofit University, hosted by the Institute of Nonprofit Leadership and Community Development’s Nonprofit University in Albany, NY, on January 30, 2020.
- “Nonprofit Financial Leadership.” Invited presenter and trainer for the 2020 Executive Leadership Program for Nonprofit Organizations hosted by the J.W. Fanning Institute for Leadership Development in Athens, GA, on January 14, 2020.
- “Surviving the Dissertation (and Graduate School).” Doctoral student seminar at Georgia State University in Atlanta, GA, on January 13, 2020.
- “‘Held Hostage’: How Illinois Human Services Nonprofits Survived a Multi-Year Budget Crisis.” With Kim Wiley and Sarah Young. Presented at the Rockefeller Research Brown Bag in Albany, New York, on December 5, 2019.
- “Organizational Information in The Common Approach to Impact Measurement.” Invited presenter for the Ontario social enterprise community. Delivered via web conference on December 3, 2019.
- “Finding Your Crowd: The Role of Government Level and Charity Type in Revenue Crowd-Out.” Research presentation for the Seminar on PhD Research and Professional Development (PAD 881/883) in November, 2019.
- “The Promise and Perils of Comparing Nonprofit Data Across Borders.” Invited presenter for the Nonprofit Data Seminar Series hosted by Think Data, a project of the Scottish Civil Society Data Partnership. Presentation in May of 2019. Webinar available at <https://www.youtube.com/watch?v=i9ezrjlo1Xk>.
- “Nonprofit Financial Management and Leadership.” Presenter and trainer for the Emerging Nonprofit Leadership Accelerator hosted by the Institute of Nonprofit Leadership and Community Development, in Albany, New York, on April 12, 2019.
- “Nonprofit Overhead.” Invited mini-lecture for the National Center for Nonprofit Excellence. Recorded in May of 2019. Available at http://ncne.wpengine.com/ncne_content/understanding-nonprofit-overhead-expense/
- “Nonprofit Financial Leadership.” Presenter and trainer at the 2019 Executive Leadership Program for Nonprofit Organizations hosted by the J.W. Fanning Institute for Leadership Development in Athens, GA, in January, 2019. Also presenter/trainer for 2018, 2017, and 2016.
- “International Intrigue and *The Social Enterprise Zoo*.” Invited panel member for “Devoting my Scholarly Book to That Special Someone” hosted by The Honors College at University at Albany, SUNY, on September 20, 2018.

- “Ecologies in the Social Enterprise Zoo.” Invited interview for “Nonprofit Sector and Society” course by Dr. Kim Wiley, University of Illinois (Springfield) on September 19, 2018.
- “Academic Insight: Nonprofit Finance Theory.” Invited interview for “Entrepreneurship in Nonprofits” course by Prof. Dr. Georg von Schnurbein, Director of the Center for Philanthropy Studies (CEPS), Universität Basel, Switzerland on May 10, 2018.
- “Social Enterprise: One Size Fits All?” Invited talk for the Alliance Management Institute of the Nonprofit Leadership Alliance in Kansas City, MO, on January 4, 2018.
- “Asset Composition in Nonprofits.” With Thad Calabrese. Invited as a part of the Wise Economic Decision Making: Implications from Nonprofit Research conference at Cleveland State University in Cleveland, OH, on March 17, 2017.
- “The Cost of Doing Business: The Nonprofit Starvation Cycle & the Fixation on Overhead Cost Reduction.” Keynote presented at the Forum of The Helen Bader Institute for Nonprofit Management at UW-Milwaukee in Milwaukee, Wisconsin, on June 6, 2016.
- “Beyond Overhead Costs.” Presented at the Research Team Colloquium of The Helen Bader Institute for Nonprofit Management at UW-Milwaukee in Milwaukee, Wisconsin, on June 6, 2016.
- “Practicing Professional Ethics in Everyday Life.” With Jeff Straussman. Presented at the Corporate Social Responsibility Conference on Government Ethics in Albany, New York, on April 20, 2016.
- “The Role of Revenue Type in the Growth of Young Not-for-Profits: A Dynamic Analysis.” Presented at the Workshop in Multidisciplinary Philanthropic Studies, The Lilly Family School of Philanthropy, Indiana University-Perdue University Indianapolis, on December 9, 2014.
- “The Care and Feeding of the Social Enterprise Zoo.” Presented at the CIES/University of Barcelona 7th and 8th International Seminars on Corporate Social Responsibility and Social Enterprise, Atlanta, Georgia, on May 22, 2014 and May 10, 2013.
- “Playing the Market Good or Well?: The Ethical Implications of the ‘Flash Crash.’” Presented at the Midtown, Atlanta Rotary Club on March 20, 2012.

Working Papers

- Searing, E. “Predicting Financial Recovery in Vulnerable Small and New Not-for-Profit Organizations.” Under review.
- Searing, E. “You Are What You Eat: The Relationship Between Subsector and Revenue Type.” Under review.
- Searing, E., and *Berkovich, Z. “The Importance of Methodological Pluralism in Nonprofit Finance.” Revise and resubmit at *Voluntas*.
- Searing, E., and Grasse, N. “The Canadian T3010: A Form 990 User’s Guide.” Revise and resubmit at *Nonprofit and Voluntary Sector Quarterly*.

Searing, E., Poledrini, S., Nyssens, M., Young, D., and Defourny, J. "The Hybrid Nature of Social Enterprises: How Does It Affect Their Financial Resource Mix?" Revise and resubmit at *Social Enterprise Journal*.

Searing, E., Rutherford, A., and Grasse, N. "The Promise and Perils of Comparing Nonprofit Data Across Borders." Revise and resubmit at *Nonprofit and Voluntary Sector Quarterly* anniversary issue. Manuscript submitted and under review.

Wesley, C., Searing, E., Miller, T., and Lubojacky, C. "Perceptions of Mission-Market Paradox in Social Entrepreneurs." Revise and resubmit at *Nonprofit and Voluntary Sector Quarterly*.

Conference Presentations

"Weathering the Storm: Lessons from Canadian Charities on Surviving Crises." With Nathan Grasse and Susan Phillips. Presented at the online 2021 American Society for Public Administration (ASPA) conference in April 2021.

"Leadership Strategies for Nonprofit Resilience." Leading Change 2021 virtual conference, hosted by the School of Strategic Leadership Studies at James Madison University on February 18-19, 2021.

"Weathering the Storm: Lessons from Canadian Charities on Surviving Crises." With Nathan Grasse and Susan Phillips. Presented at the online 2020 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in November 2020.

"How Predictable is Predictable Giving? Why Donors Give Monthly." With Liam Duell and Tim Sarrantonio. Presented at the online 2020 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in November 2020.

"Fundraising Efforts, Crowding, and Efficiency in Canadian Donor Markets." With Nathan Grasse, Christopher Dougherty, and Marcus Lam. Presented by coauthors at the online 2020 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in November 2020.

"Nonprofit Financial Decision Making in Hard Times." Colloquium sponsored by the ARNOVA section on Nonprofit Finance and Financial Management. Presented at the online 2020 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in November 2020.

"Resilience in Canadian Charities." With Nathan Grasse. Presented at the virtual University of Missouri Kansas City Nonprofit Research Round Robin on September 18, 2020.

"Choosing When and How: Exploring Nonprofit Closure in Canada." With Nathan Grasse. Presented at the 2019 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in San Diego, CA, November 2019.

"'Held Hostage': How Illinois Human Services Nonprofits Survived a Multi-Year Budget Crisis." With Kim Wiley and Sarah Young. Presented by coauthor at the 2019 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in San Diego, CA, November 2019.

- “Nonprofit Dissolution and Demise: What Has Been Studied and Where Do We Go from Here?” Colloquium presenter. Presented at the 2019 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in San Diego, CA, November 2019.
- “The Nonprofit Starvation Cycle: A Comparative Analysis.” With Nathan Grasse, Diarmuid McDonnell, and Alasdair Rutherford. Presented at the 2019 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in San Diego, CA, November 2019.
- “Redefining Resilience: A Comparison of Financial Capacity in U.S. and Canadian Charities.” With Nathan Grasse. Presented at the Association of Budgeting and Financial Management (ABFM) conference in Washington, DC, in October 2019.
- “The Hybrid Nature of Social Enterprises: How Does It Affect Their Financial Resource Mix?” Presented at the 7th EMES International Research Conference on Social Enterprise in Sheffield, England, in June 2019.
- “How Social is Social Enterprise in Puerto Rico?” With Zakhar Berkovich* and Félix Quiñones-Nieves*. Presented at the 5th Annual Research Colloquium on Social Entrepreneurship in Charlotte, NC, in May of 2019.
- “Accounting for Combinations of Non-Profit Hospitals After SFAS 164: Has the FASB Achieved Its Objectives?” With Daniel Tinkelman. Presented at the American Accounting Association midyear meeting for the Government and Nonprofit Section in Norwalk, CT, in March 2019.
- “How Social is Social Enterprise in Puerto Rico: A View through the Lens of Resource Dependency Theory.” With Zakhar Berkovich* and Félix Quiñones-Nieves*. Presented by coauthors at the 2018 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Austin, TX, November 2018.
- “The Nonprofit Starvation Cycle: Empirical Evidence and Avenues for Future Research on Nonprofit Overhead.” Colloquium presenter. Presented at the 2018 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Austin, TX, November 2018.
- “Out of Balance: Accruals Manipulation and Earnings Management in Nonprofits.” With Zakhar Berkovich*. Presented at the 2018 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Austin, TX, November 2018.
- “The Wisdom of the Crowd(out): The Importance of Model and Context in the Relationship between Government Support and Charitable Donations.” With Nathan Grasse and Daniel Neely. Presented at the 2018 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Austin, TX, November 2018.
- “Accounting for Combinations of Non-Profit Hospitals After SFAS 164: Has the FASB Achieved Its Objectives?” With Daniel Tinkelman. Presented at the Association of Budgeting and Financial Management (ABFM) conference in Denver, CO, in October 2018.

- “Feeding the Flock: Revenue Portfolio and the Etiology of Growth in Congregations and Religious Organizations.” With Nathan Grasse. Presented at the Association of Budgeting and Financial Management (ABFM) conference in Denver, CO, in October 2018.
- “The Elephant in the Dark: A Review and Agenda for Research in Nonprofit Finance and Financial Management.” With Zakhar Berkovich*. Presented by coauthor at the Western Social Sciences Association conference in San Antonio, TX, April 2018.
- “The Application of Benefits Theory Across Boundaries.” With Dennis Young. Presented at the 2017 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Grand Rapids, MI, November 2017.
- “Hitting a Moving Target: Income Benchmarks and Earnings Management in Nonprofits.” With Thad Calabrese. Presented at the 2017 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Grand Rapids, MI, November 2017.
- “The Role of Online Education in Lifelong Learning.” Presenter and panelist at the inaugural HRCon and Career Fair hosted by City and State New York in New York City, August 3 of 2017.
- “The Application of Benefits Theory to Social Enterprise in Different National Contexts.” With Dennis Young. Presented at the 6th EMES International Research Conference on Social Enterprise in Louvain-la-Neuve, Belgium, July 2017.
- “Repossessing the Cadillac Plan: The Role of Institutional Isomorphism in Nonprofit Retirement Benefits.” With Thad Calabrese. Presented at the Western Social Science Association conference in San Francisco, CA, April 2017.
- “Using Pensions to Pay the Bills: The Subsidization of Public Goods by Nonprofit Employees.” With Thad Calabrese. Paper presented at the 2016 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Washington, D.C., November 2016.
- “An International View on the State of Social Enterprise in the U.S.: Findings from the ICSEM U.S. Project.” With Fredrik Andersson, Janelle Kerlin, John Ronquillo, and Gordon Shockley. Presented at the 2016 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Washington, D.C., November 2016.
- “Using Pensions to Pay the Bills: The Subsidization of Public Goods by Nonprofit Employees.” With Thad Calabrese. Paper presented at the 2016 Conference for the Association for Public Policy Analysis and Management in Washington, DC, November 2016.
- “Growth Drivers of Nonprofit Startups: Testing Five Theories.” With Jesse Lecy and David van Slyke. Paper presented at the 12th International Conference of the International Society for Third Sector Research (ISTR) in Stockholm, Sweden, June 2016.
- “Growth Drivers of Nonprofit Startups: Testing Five Theories.” With Jesse Lecy and David van Slyke. Paper presented at the 4th International Conference of the Public Management Research Association in Aarhus, Denmark, June 2016.

- “Taking the First Step: Determinants of Professionalization in Small Not-for-Profits.” With Jesse Lecy. Paper presented at the Western Social Science Association conference in Reno, NV, April 2016.
- “Zombies, Resurrections, and Dissolutions: Exploring Not-for-Profit Organizational Demise.” Moderator and presenter. Paper presented at the 2016 American Society for Public Administration conference in Seattle, WA, March 2016.
- “The Process of Nonprofit Organizational Birth: What We Know, What We Need, and How to Get There.” Organizer and presenter. With Fredrik Andersson and Jesse Lecy. Panel presented at the 2015 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL, November 2015.
- “The Elusive Quest for (Social Enterprise) Growth: Learning from the Mistakes of the International Development Sector.” With Fredrik Andersson. Paper presented at the 2015 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL, November 2015.
- “The Skeptic’s Guide to Social Enterprise and Entrepreneurship.” Organizer and chair. Panel presented at the 2015 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL, November 2015.
- “The Uniqueness of Financial Crisis Management for Young and Small Not-for-Profits.” Paper presented at the 2015 Conference for the Association for Public Policy Analysis and Management (APPAM) in Miami, FL, November 2015.
- “Integrating Behavioral Economics into the MPA and MPP and Nonprofit Management Curriculum: Practices, Promise and Pitfalls.” With Joseph Cordes and Kenneth Kriz. Panel presented at the 2015 Network of Schools of Public Policy, Affairs, and Administration (NASPAA) conference in Brooklyn, NY, October 2015.
- “The Uniqueness of Financial Crisis Management for Young and Small Not-for-Profits.” Paper presented at the 2015 Conference for the Association of Budgeting and Financial Management (ABFM) in Washington, DC, October 2015.
- “Understanding the Social Enterprise Ecosystem.” With Jesse Lecy and Fredrik Andersson. Paper presented at the 2015 Midwest Public Affairs Conference in Milwaukee, IL, July 2015.
- “Towards a Theory of the Nonprofit Professionalization and Growth Process.” With Jesse Lecy. Paper presented at the 2015 Public Management Research Association (PMRA) conference in Minneapolis, MN, June 2015.
- “The Role of Revenue Type in the Growth of Young Not-for-Profits.” Paper presented at the 2015 Western Social Science Association conference in Portland, Oregon, April 2015.
- “Determinants of Demise in Small and New Not-for-Profit Organizations.” Paper presented at the 2015 American Society for Public Administration conference in Chicago, Illinois, in March 2015.
- “The Intersection of Social Entrepreneurship and Social Justice: An International Perspective.” Presenter, panel chair and co-organizer for the 2015 American Society for Public Administration conference in Chicago, Illinois, in March 2015.

- “Surviving the Government Shutdown: Insights from Nonprofit Benefits Theory.” With Jung-In Soh. Paper presented at the 2014 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Denver, CO, November 2014.
- “The Role of Revenue Type in the Growth of Young Not-for-Profits: A Dynamic Analysis.” Paper presented at the 2014 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Denver, CO, November 2014. *Nominated in Best Conference Paper Competition.*
- “Understanding Births and Deaths for the Nonprofit Sector.” Colloquium participant at the 2014 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Denver, CO, November, 2014.
- “The Role of Revenue Type in the Growth of Young Not-for-Profits: A Dynamic Analysis.” Paper presented at the 2014 Association for Public Policy Analysis and Management conference, Albuquerque, NM, November 2014. Panel Chair and Organizer.
- “Judging a Book by Its Cover: The Role of Corporate Form in Social Enterprise Start-ups.” Paper presented at the 2014 Eastern Conference for the International Comparative Social Enterprise Models (ICSEM) in La-Roche-en-Ardenne, Belgium, October 2014.
- “Surviving the Government Shutdown: Insights from Nonprofit Benefits Theory.” With Jung-In Soh (presenting). Poster presented at the 2014 Conference for the Association of Budgeting and Financial Management in Grand Rapids, MI, October 2014.
- “Judging a Book by Its Cover: The Role of Corporate Form in Social Enterprise Start-ups.” Paper presented at the 2014 Research Colloquium on Social Entrepreneurship in Kansas City, MO, May 2014.
- “Charitable (Anti)Trust: The Role of Antitrust Regulation in the Nonprofit Sector.” Paper presented at the 2013 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Hartford, CT, November 2013.
- “Doing Well, Differently? A Comparison of Corporate Forms in Social Enterprise Start-ups.” Paper presented at the 2013 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Hartford, CT, November 2013.
- “Growing Up Nonprofit: A Coming of Age Story.” With Lecy, J. Paper presented at the 2013 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Hartford, CT, November 2013.
- “Charitable (Anti)Trust: The Defensibility of Nonprofit Monopoly.” Paper presented at the 2013 Nonprofit Competition and Public Policy Conference in Washington, DC, October 2013.
- “The Care and Feeding of the Social Enterprise Zoo.” Paper presented at the 4th EMES International Research Conference on Social Enterprise in Liege, Belgium, July 2013.
- “Practicing Professional Ethics in Economics and Public Administration.” Ask-the-Expert Roundtable Leader at the 2013 American Society for Public Administration (ASPA) conference in New Orleans, LA, March 2013.

- “Determinants of the Recovery of Distressed Nonprofits.” Paper presented at the 2012 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Indianapolis, IN, November 2012.
- “Anatomy of the Nonprofit Starvation Cycle.” With Lecy, J. Paper presented at the 2012 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Indianapolis, IN, November 2012. *Nominated for Best Conference Paper.*
- “Mental Health and Labor Market Outcomes in Bosnia-Herzegovina.” With Lecy, J., and Rios-Avila, F. Paper presented at the 2012 Western Economic Association International (WEAI) conference in San Francisco, CA, July, 2012.
- “Determinants of Institutional Confidence Following Judicial Reform: Evidence from Bangladesh.” Paper presented at the 2012 Western Economic Association International (WEAI) conference in San Francisco, CA, June-July, 2012.
- “Our Father or Big Brother? Institutional Confidence Following Macroeconomic Crises.” Paper presented at the 2012 Midwest Political Science Association (MPSA) conference in Chicago, IL, April 2012.
- “Love Thy Neighbor? Recessions and Interpersonal Trust in Latin America.” Paper presented at the International Confederation for the Advancement of Behavioral Economics and Economic Psychology conference, Exeter, UK, July 2011. *1st Place, Best Student Paper.*
- “Love Thy Neighbor? Recessions and Interpersonal Trust in Latin America.” Paper presented at the 2011 Western Economic Association International (WEAI) conference in San Diego, CA, June - July, 2011.
- “Playing the Market Good or Well?: The Ethical Implications of the ‘Flash Crash.’” Case study presented with co-author, D. Searing, at the 2011 Association for Practical and Professional Ethics (APPE) conference in Cincinnati, OH, March 2011. *Winner, Best Graduate Student Paper Competition.*
- “Infrastructure.” Roundtable leader at the 2010 Health and Humanitarian Logistics Conference, Atlanta, GA, March 2010.
- “Of Lines and Bounds: The Role of Casuistry and Case-Based Reasoning in Optimizing and Non-Optimizing Decision Frameworks.” Poster presented at the 2009 Society for Judgment and Decision-Making (SJD) conference in Boston, MA, November 2009.
- “Casuistry: The Tape Measure in the Cognitive Toolbox” Paper presented at the 2009 International Association for Research in Economic Psychology (IAREP)/Society for the Advancement of Behavioral Economics (SABE) joint conference in Halifax, Nova Scotia, July 2009. *3rd Place, Best Student Paper Competition.*

Media Coverage and Article Reviews

Interviews and Quotations

- Ford, Lindsey. (February 4, 2020). “Nonprofits learn how to become better philanthropists.” WXOW Television. <https://wxow.com/2020/02/04/nonprofits-learn-overhead-expenses-are-ok/>

- White, Greg. (February 4, 2020). "Impact of overhead on non-profit organizations discussed in La Crosse." WKBT/News8000.com. <https://www.news8000.com/impact-of-overhead-on-non-profit-organizations-discussed-in-la-crosse/>
- Rulison, Larry. (November 13, 2019). "Less nonprofit funding? Creative yet smart collaboration is key." *Times-Union*. <https://www.timesunion.com/capitalregiongives/article/Capital-Region-Gives-story-by-Rulison-14544563.php>
- Godfrey, Elaine. (October 18, 2017). "How Will the Boy Scouts' Decision Affect the Girl Scouts?" *The Atlantic*. <https://www.theatlantic.com/politics/archive/2017/10/how-will-the-boy-scouts-decision-affect-the-girl-scouts/543204/>
- Fredrickson, Samantha. (June 8, 2017). "New York's New Tuition Free Program and What it Means for Social Impact Jobs." *Idealist Careers*. <http://idealistcareers.org/new-york-free-tuition/>
- Nimishakavi, N, and McCambridge, R.. (June 2, 2016.) "Is Charity Navigator's Revised Rating System an Improvement?" *Nonprofit Quarterly*. https://nonprofitquarterly.org/2016/06/02/is-charity-navigators-revised-rating-system-an-improvement/?utm_source=Daily+Newswire&utm_campaign=385ee4e9cf-Daily_Digest_23206_2_2016&utm_medium=email&utm_term=0_94063a1d17-385ee4e9cf-12331785
- Nimishakavi, N, and McCambridge, R.. (June 2, 2016.) "Is Charity Navigator's Revised Rating System and Improvement?" *New York Council of Nonprofits*. <http://nycon.org/latest-news/news/charity-navigators-revised-rating-system-improvement/#.V1ZXy75tVyU>
- Norris, S. (June 1, 2016.) "Charity Navigator Updates Rating System, 27 Percent of Charities Get New Star Rating." *NonProfitPRO*. <http://www.nonprofitpro.com/article/charity-navigator-updates-rating-system-27-percent-of-charities-get-new-rating/>
- Bray, I. (May 31, 2016). "Charity Navigator Eases Pressure on Nonprofits to Show Minimal Overhead." *NOLO Nonprofit Law Blog*. <http://blog.nolo.com/blog/2016/05/31/charity-navigator-eases-pressure-on-nonprofits-to-show-minimal-overhead/>
- Bray, I. (May 31, 2016). "Charity Navigator Eases Pressure on Nonprofits to Show Minimal Overhead." *LawDeluxe*. <http://lawdeluxe.com/charity-navigator-eases-pressure-on-nonprofits-to-show-minimal-overhead/>
- Carrns, A. (May 27, 2016.) "Charity Navigator Tweaks Its Rating System." *New York Times*. http://www.nytimes.com/2016/05/28/your-money/charity-navigator-tweaks-its-rating-system.html?_r=3 Additional direct link provided through Questia at www.questia.com/newspaper/1P2-39691614/chairty-navigator-tweaks-rating-system-change-will
- Anonymous. (May 27, 2016.) "Introducing CN 2.1: Enhanced Financial Rating Metrics." *Charity Navigator*. <http://www.charitynavigator.org/index.cfm?bay=content.view&cpid=2199&rom=slideshow> Also promoted on Charity Navigator's Twitter account.
- Bernardo, R. (December 4, 2015). "2015 Most and Least Charitable States: Ask the Expert." *WalletHub*. <https://wallethub.com/edu/most-and-least-charitable-states/8555/#elizabeth-a-m-searing>
- Wallace, M. (November 22, 2014). "Stop the Starvation Cycle." *Dining for Women*. <https://diningforwomen.org/stop-the-starvation-cycle>

Selected Discussion and Attributions to Scholarship

Sarrantonio, T. (January 7, 2021). "New Industry Research Validates Importance of Recurring Giving." *NonprofitPro*. https://www.nonprofitpro.com/post/new-industry-research-validates-importance-of-recurring-giving/#ne=d356adcb752b5f708bc4be99ff529420&utm_source=nonprofit-pro-today&utm_medium=newsletter&utm_campaign=2021-01-18

Research blog for EMES: <https://emes.net/news/collaboration-among-emes-members-continues/>

International Society for Third Sector Research Newsletter (2016). *Practicing Professional Ethics in Economics and Public Policy*. Book Notes section, June.
www.istr.org/link.asp?e=esearing@albany.edu&job=2488568&ymlink=20208152&finalurl=http%3A%2F%2Fwww%2Eistr%2Eorg%2Fresource%2Fresmgr%2Finside%5FISTR%2FInside%5FISTR24%5F2%2Epdf

Editorial in *Impresa Sociale* (2016). Interview with co-editor regarding *The Social Enterprise Zoo*. December 8. In Italian. <http://www.rivistaimpresasociale.it/rivista/item/165-social-enterprise-zoo-interview.html>

<http://associationsnow.com/2015/01/time-fresh-look-sense-purpose/>

<https://nonprofitquarterly.org/2016/09/28/20-npq-articles-read-10000-times-last-year/>

<https://www.linkedin.com/pulse/weeks-read-10-ways-kill-your-nonprofit-mark-hager-elizabeth-medlin>

<http://blog.lawlatte.com/index.php/2016/01/10-ways-to-kill-your-nonprofit/>

<http://lawprofessors.typepad.com/nonprofit/2012/12/lecy-searing-anatomy-of-the-nonprofit-starvation-cycle.html>

Research Funding

Title: *The Role of Grantmakers in the Resilience of Charities: Funding Decisions and Potential for Impact in COVID-19 Crisis*

Agency: Partnership Engage Grant- Social Science and Humanities Research Council (Canada)

Role: Co-Investigator

Amount: \$24,733.

Date: 5/1/2021- 5/1/2022

Working in close collaboration with our partner organization, Ajah, this project aims to understand the choices of 'public' funders – those with an accountability to citizens and communities – by examining how their priorities changed in past periods of crisis, how their grants impact recipient organizations, and assessing the potential for revenue substitution among different types of funders. This will inform our understanding of the present, including: 1) what makes some charities more vulnerable than others to the impact of the COVID-19 crisis; 2) the way funders' priorities change during crisis; and 3) how patterns of funding are likely to impact grant recipients. We rely on data from the three primary types of public funders which are expected to be continuing sources of support during the crisis: a major quasi-government funder in Ontario, the Trillium Foundation; the federal government through grants and contributions; and selected community foundations. We assess the impacts of crises on the decision-making of

fundings and impacts of these funds on charitable recipients, including the potential for substitution of revenues from different funders.

Status: Awarded

Title: *In-Kind Giving: Motives, Beliefs, and Behaviors*

Agency: NSF

Role: Co-PI

Amount: \$205,071

Date: 9/1/2020 – 6/30/2022

While in-kind donations can often be used toward the charity's mission, cash donations are almost always more efficient. Why, then, do donors often give, and charities accept or even encourage, in-kind gifts? We propose a three-part study to examine both charity experience with and donor motives behind in-kind donations.

Status: Awarded

Title: *Risk, Resilience, and Recovery: A Path Forward to Canadian Charities in a Post_COVID-19 World*

Agency: Carleton University

Role: Researcher

Amount: \$23,280

Date: 6/1/2020 – 7/1/2021

The charitable sector is as important to Canada's economy as the extractive or manufacturing industries, and Canadians rely on charities to provide essential services during the COVID-19 crisis. The loss of events, fundraising revenues and volunteers has already put many charities near collapse, although a lack of data has prevented us from knowing what makes some charities vulnerable and others resilient. This project analyzes vulnerability and resilience across the charitable sector in two stages. First, it forms a base by studying recovery from previous crises using financial data. Second, through online discussions with charity and foundation leaders, it provides a deeper understanding of the emerging challenges they are facing, how they are adapting, and how philanthropic foundations can provide more effective supports. By widely communicating the findings promptly, the project will assist charities and foundations to be optimally adaptive in managing through and recovering from the crisis.

Status: Awarded.

Title: *Common Approach to Impact Measurement for Ontario Social Enterprises – Year 1 Action Plan*

Agency: Employment and Social Development Canada (national) and Ministry of Economic Development, Job Creation, and Trade (Ontario)

Role: Researcher (Ruff, K. PI); Co-developer (with Nathan Grasse of Carleton University) of organizational health and capacity metrics portion of the project.

Amount: \$799,250 by government funders (with partner and in-kind leverage, \$1,952,250 from 2018 to 2023)

Date: 5/1/2018 - 4/3/2020

This project will put in place a coalition that will launch a movement of social impact measurement in Canada. We will do this by building on great work already done, connecting it to cutting-edge globally-recognized research, and launching early pilots with iteration based on frequent testing and validation with the social enterprise community.

Status: Awarded and concluded.

Title: *Applying OMB Guidance to State Funds going to Nonprofits: A Study of Current Policies and a Pilot in New York State*

Agency: F.B. Heron Foundation

Role: Co-Investigator (Gais, T. PI)

Amount: \$170,000

Date: 4/1/2016 - 3/31/2017

We worked with three state agencies to collect and analyze service contracts between the State of New York and nonprofit organizations. We conducted interviews with state employees and nonprofit administrators. We then examined the effect of changing indirect rate policies.
Status: Awarded and concluded.

Teaching and Mentoring Experience

Courses Taught

University of Texas at Dallas

Nonprofit Management (PA 6382/SOC 6381, Master's, Hybrid)	Fall 2020
(PA 6382/SOC 6381, Master's, Online)	Fall 2021
Nonprofit Organizations: Theory & Practice (PA 7375, Doctoral, F2F)	Fall 2021
Strategic Planning for Nonprofits (PA 6387, Master's, Online)	Spring 2021
Independent Study:	
Surveys in Nonprofit Studies (Doctoral, Hybrid)	Fall 2020
Strategic Management in Nonprofits (Doctoral, Hybrid)	Sum 2021

University at Albany (SUNY)

Nonprofit Financial Management (PAD 640, Master's, Online)	Spring 2018, 2020
Issues in Nonprofit Management (PAD 613, Master's, Online)	Fall 2017, 2018, 2019
(PAD 613, Master's, Classroom)	Fall 2016, 2015
Professional Applications I (PAD 507, Master's)	Fall 2017, 2018, 2019
Public and Nonprofit Financial Management (PAD 501, Master's)	Fall 2016, 2015 Spring 2016
Directed Readings	
Nonprofit Mergers (PAD 697, Master's)	Spring 2018
Nonprofit Finance and Financial Management (PAD 697, Doctoral)	Summer 2017
The Science of Philanthropy (PAD 499, Undergraduate)	Spring 2020
Career Capstone Experience (PAD 509, Master's)	Fall 2018, 2019 Spring 2017, 2018, 2019, 2020 Summer 2016, 2017, 2018

Georgia State University

Nonprofit Financial Management (PMAP 8261, Master's)	Fall 2014
Evaluation Research (PMAP 8521, Master's)	Fall 2013
Honors Principles of Microeconomics (ECON 2106H, Undergraduate)	Fall 2011
Principles of Microeconomics (ECON 2106, Undergraduate)	Spring 2011
Introduction to Nonprofits (PMAP 3210, Undergraduate) (Co-Instructor)	Fall 2011

Guest Lectures

"Building Relationships in International Development." RINT 520: International Development Project Management.	Spring 2020
"Behavioral Economics and Nonprofits." RPAD 645: Psychological Economics and Policy.	Spring 2017

Student Mentoring and Engagement

Faculty Advisor, Association of Fundraising Professionals Chapter	2021 - Present
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Organizer, ABFM Doctoral Student Showcase	2020
Mentor, Academy of Management 2020 PNP Doctoral Consortium	2020
Faculty Advisor, Campus Wish Makers	2018 - 2020
Co-organizer, Financial Management Reading Group (Doctoral)	2018 - 2020
Mentor, Blackstone LaunchPad	2017 - 2020
Co-organizer, Nonprofit Reading Group (Doctoral)	2016 - 2018
Formal Advisement: MPA, Nonprofit Management Certificate, Public Management Certificate, Joint BA/MPA Program	2016 - 2020

Dissertation/Candidacy Committees

Student (co-chair; working towards candidacy, UT-Dallas)	2021 - Present
Student (member; working towards candidacy, UN-Omaha)	2020 - Present
Student (co-chair; UT-Dallas)	2020 - 2021
Student (member; UT-Dallas)	2020 - 2021
Student (outside member; working towards candidacy, ASU)	2019 - Present
Student (chair, UAlbany)	2018 - 2019
Student (working towards candidacy, UAlbany)	
Chair	2017 - 2020
Outside member	2020 - Present
Student (member, UAlbany)	2017 - 2018
Student (member of candidacy committee, UAlbany)	2017 - 2018
Student (member of candidacy committee, UAlbany)	2016 - 2018

Academic Awards and Distinctions

- UTD Hanover Grant Academy Nominee and Participant, 2020-21
- Best Dissertation Award, Public and Nonprofit Section, Academy of Management, 2016
- Early Career Institute of the University at Albany Institute for Teaching, Learning and Academic Leadership, 2015
- ARNOVA Doctoral Fellow, 2014
- Best Paper Nominee, ARNOVA 2014
- Best Doctoral Student, Dept. of Public Management and Policy, Andrew Young School of Policy Studies, 2013-14
- Academy of Management Public and Nonprofit Doctoral Student Consortium, 2014
- Certified Nonprofit Professional Accreditation (CNP), 2013
- ARNOVA Emerging Scholar Award, 2013
- Second Century Initiative (2CI) Fellow, 2012-14
- Best Paper Nominee, ARNOVA 2012
- Theodore C. Boyden Excellence in Teaching Economics Award, 2012
- University Fellow 2011-2012
- 1st Place, Best Student Paper, 2011 ICABEEP/IAREP/SABE Conference
- 2011 Service Award, Andrew Young School of Policy Studies
- Runner-Up, Best Contribution to Public Service Award, Spring Public Service Event 2011
- Pi Alpha Alpha Honor Society for Public Affairs & Administration
- Graduate Student Prize in Practical and Professional Ethics, 2011 APPE Conference
- 3rd Place, Best Student Paper, 2009 IAREP/SABE Conference
- Graduation with University and Foundation Honors, Texas A&M University
- Certificate of Merit in Undergraduate Economics, Texas A&M University
- President's Honor Roll, Texas A&M University
- Eisenhower Leadership Program, Texas A&M University

- Mays Business College Distinguished Student
- Golden Key, Phi Eta Sigma, and Phi Kappa Phi Honors Societies

Workshops and Trainings

2020

Consultation of the T3010 Data Users Research Group, Advisory Committee on the Charitable Sector (ACCS), and Charitable Sector Data Working Group (CSDWG). November 19, 2020.

Nonprofit and Voluntary Sector Quarterly's Author Workshop for the 50th Anniversary Issue. November 17, 2020.

Generosity Exchange Virtual Conference. Hosted by NeonONE. August 3-4, 2020.

"What Does the Internet Say About You? Digital Identities for Academics." Hosted by the International Society for Third-Sector Research. July 16, 2020.

"From the Editors: Strategies for Journal Publishing." Hosted by the International Society for Third-Sector Research. June 22, 2020.

NYC Indirect Cost Rate Training Series (Parts 1, 2, and 3.) Hosted by Fiscal Management Associates (FMA). June 10-12, 2020.

"Financial Leadership: Making Good Decisions in Unprecedented Times." *Nonprofit Quarterly* webinar. May 7, 2020.

"Human Resources: Balancing Urgency & Equity." *Nonprofit Quarterly* webinar. April 23, 2020.

"Managing Through Uncertainty (Parts 1 & 2)." Nonprofit Finance Fund webinar. April 16-17, 2020.

"Understanding Nonprofit Debt." Nonprofit Finance Fund webinar. April 10, 2020.

"Taxes and the Future of Philanthropy." Urban-Brookings Tax Policy Center and the American Tax Policy Institute. Live broadcast of in-person seminar. February 18, 2020.

2019

Education Technology Expo. Hosted by the University at Albany. August 20, 2019.

SUNY NSF CAREER Proposal Writing Workshop. Hosted by University at Albany, NY. March 20-21, 2019.

American Accounting Association Government and Nonprofit Section Midyear Meeting. Hosted by the Governmental Accounting Standards Board in Norwalk, CT, on March 8-9.

Received training equivalent to 12.6 CPE credits for accountants.

"Giving Wisely - How to Apply a Proactive Approach to Finding & Evaluating Charities." *Stanford Social Innovation Review* Live webinar. July 24, 2019.

2018

International NGO Data Development Workshop hosted by Concordia University, Montreal, Canada. October 18-20, 2018.

"Working with Diverse Student Perspectives." Hosted by the Institute for Teaching, Learning and Academic Leadership at University at Albany (SUNY). November 28, 2018.

Capital Region Not-for-Profit and Higher Education Seminar hosted by Grant Thornton and Albany Law School. CPE credits available. June 15, 2018.

2017

Symposium on Food Desert/Security hosted by the Center for the Advancement and Understanding of Social Enterprise (CAUSE), June 6, 2017. Pre-Board membership.

"Teach Online Workshop." Online Course Development Flex (OCD-Flex) program offered by University at Albany Online Teaching and Learning, Albany, NY.

"Increasing the Impact of Your Scholarly Research." Institute for Teaching, Learning and Academic Leadership, University at Albany, NY

2016

Nonprofit Academic Centers Council Accreditation Summit, College Station, TX.

"How to Comply with the NYS Not-For-Profit Revitalization Act." The Stakeholders Group, Albany, NY.

2016 Meeting of the International Comparative Social Enterprise Models (ICSEM) Project, Huddinge, Sweden.

Third Forum on Social and Economic Development, University at Albany, NY

Active Shooter Response Training. University at Albany, NY.

"Instructional Leadership Academy: Turn Your Students into Independent, Self-Motivated Thinkers with Team-Based Learning." Institute for Teaching, Learning and Academic Leadership, University at Albany, NY

"Facilitating Group Work Online Workshop." Institute for Teaching, Learning and Academic Leadership, University at Albany, NY.

Make It Stick: Designing Experiences for Learning that Lasts, Institute for Teaching, Learning and Academic Leadership, University at Albany, NY.

"Religion and Real Estate: Sales, Mortgages, Leases of New York." Continuing legal education (CLE) webcast presented by the Attorney General of NYS.

2015

"Taking your Nonprofit Board Fiduciary Duties Seriously: Why you need to and what happens if you don't," The Stakeholders Group, Albany, NY.

Early Career Institute of University at Albany, Institute for Teaching, Learning and Academic Leadership, Albany, NY.

American University-Urban Institute Nonprofit Panel Data Symposium, American University, Washington, DC.

First and Second Fora on Social and Economic Development, University at Albany, Albany, New York.

Public Financial Management Northeastern Workshop, SUNY Global Center, New York City, New York.

Educating Social Entrepreneurs Pedagogy Development Workshop, University at Albany, Albany, New York.

Memberships and Affiliations

- Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA), including the Social Entrepreneurship/Enterprise Section and co-founder of both the Nonprofit Finance and Financial Management (NPFFM) Common Interest Group and Section; Chair of NPFFM, 2020-Present
- International Comparative Social Enterprise Models (ICSEM) Project Founding Partner; EMES Social Enterprise Network
- American Society for Public Administration (ASPA), including the Ethics section and Nonprofit Policy, Practice, & Partnerships (NP3) section. Executive Committee for NP3 section, 2013-2018; NP3 ASPA Conference Committee 2015.
- International Society for Third-Sector Research (ISTR), including the Law and Regulation Affinity Group
- Research Advisory Network (RAN) of the National Center on Nonprofit Enterprise (NCNE)
- European Cooperation in Science and Technology (COST)
- Academy of Management (AoM), including the Public and Nonprofit Division and the Entrepreneurship Division
- Association of Budgeting and Financial Management (ABFM)
- Association for Public Policy Analysis and Management (APPAM)
- Association for Practical and Professional Ethics (APPE) (former member)

- Nonprofit Leadership Alliance (NLA)
- Association of Certified Nonprofit Professionals
- Texas A&M Century Club

Academic and Volunteer Service

Professional Volunteer Service

Editorial Board:

<i>Nonprofit Management and Leadership</i>	2020 - Current
<i>Ciencia, Economía y Negocios (in English, Science, Economics & Business)</i>	2015 - Current

Reviewer for: *Journal of Public Administration Research and Theory; Nonprofit and Voluntary Sector Quarterly; Nonprofit Management and Leadership; Journal of Public and Nonprofit Affairs; Nonprofit Education and Leadership; Journal of Civil Society; Public Performance & Management Review; Journal of Economic Behavior and Organization; Law and Society; Nonprofit Policy Forum; Social Science and Medicine; Academy of Management; Journal of Cleaner Production; Journal of Economic Policy Reform; Social Enterprise Journal; Public Administration Quarterly; Public Budgeting & Finance; Journal of Entrepreneurial and Organizational Diversity*

- Chair, Best Paper Committee, Academy of Management conference (2021)
- Associate Editor for the Public and Nonprofit Management track, Academy of Management conference (2021)
- Mentor, Academy of Management 2020 PNP Virtual Doctoral Consortium (2020)
- Organizer, Association of Budgeting and Financial Management Doctoral Student Showcase (2020)
- Chair and Co-founder, Section of Nonprofit Finance and Financial Management of the Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA) (2020-Current)
- Advisory Committee for Editor Search, *Nonprofit Management and Leadership* (2020)
- Nominating Committee (2019), Nonprofit Leadership Alliance
- Co-founder of the Section of Nonprofit Finance and Financial Management (2019), Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)
- Scholarships and Travel Grants Committee (2018), Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)
- Best Poster Award Judge (2018), Alliance Management Institute of the Nonprofit Leadership Alliance
- Conference Committee and Primary Track Chair for Management, Leadership, and Strategy (2017), Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)
- Conference Committee, 2017 Social Enterprise and Entrepreneurship Colloquium in Birmingham, AL
- Best Dissertation Award Committee (2017), Public and Nonprofit Division of the Academy of Management
- Program Committee, Nonprofit Leadership Alliance (2017-Current)
- Co-founder of the Netsquared Tech Valley Meetup Group with Tim Sarrantonio (2017-2020)
- Co-founder of the Common Interest Group for Nonprofit Finance and Financial Management (2016-Current), Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)
- Track Chair for the Management, Leadership & Strategy Conference Track (2016), Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)
- Charity Navigator Financial Measures Task Force Member (2015-2016, 2019)

- Nonprofit Panel Data Project, Additional Survey Modules Working Group (2015-2018)
- Section Executive Board, Social Entrepreneurship and Enterprise Section (2014-2018), Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)
- International Comparative Social Enterprise Models (ICSEM) Project Founding Partner and Member of U.S.A. Research Team (2013-Current)
- Executive Committee, Section on Nonprofit Policy, Practice and Partnerships (NP3) (2013-2017); NP3 ASPA Conference Committee 2015, American Society of Public Administration
- Member of the Graduate Student Workshop Organizing Committee (2011-2013); Publication Workshop Organizer for the 2013 IAREP/SABE conference in Atlanta, GA, July 2013, Society for the Advancement of Behavioral Economics

- Conference Panel Chair
 - “The Nonprofit Panel.” 2021 Public and Nonprofit Management Annual Conference at University of Texas at Dallas on May 7, 2021.
 - “Organizational Leadership and Sustainability in the Time of Crisis.” 2020 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) virtual conference in November 2020.
 - “Nonprofit Financial Decision-Making in Hard Times.” Presented at the online 2020 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in November 2020.
 - “One Size Doesn't Fit All: Developing Nonprofit Capacity for Accountability and Measurement.” 2019 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in San Diego, CA, November 2019.
 - “‘Stayin’ Alive’: Understanding Nonprofit Dissolutions, Demise, and Mergers Around the World.” 2019 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in San Diego, CA, November 2019.
 - “Reserves and Slack Management.” 2019 Association of Budgeting and Financial Management (ABFM) conference in Washington, DC, in October 2019.
 - “A Code of Ethics for the Nonprofit Sector?” Colloquium at the 2017 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Grand Rapids, MI, November 2017.
 - “Politics and Nonprofits.” 2016 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Washington, DC, November 2016.
 - “Social Enterprises in Central and Eastern European Countries.” International Society for Third-Sector Research (ISTR) conference in Stockholm, Sweden, June/July 2016.
 - “Nonprofits Growing Up: Resources, Diversification, and Development.” International Society for Third-Sector Research (ISTR) conference in Stockholm, Sweden, June/July 2016.
 - “Thriving or Just Surviving? Reflecting on Challenges in Nonprofit Finance.” Moderator and presenter. 2016 American Society for Public Administration (ASPA) conference in Seattle, WA, March 2016.
 - “The Process of Nonprofit Organizational Birth: What We Know, What We Need, and How to Get There.” Organizer, chair, and presenter. 2015 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL, November 2015.
 - “The Skeptic’s Guide to Social Enterprise and Entrepreneurship.” Organizer and chair. 2015 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL, November 2015.
 - “Global NGOs.” 2015 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL, November 2015.

- “Topics in Social Enterprise and Nonprofit Innovation.” 2014 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Boulder, CO, November 2014.
- “Nonprofit Financial Management: Insights from the Public and Private Sectors.” 2014 Association for Public Policy Analysis and Management (APPAM) conference, Albuquerque, NM, November 2014.
- “Leadership and its Consequences: Succession, Strategy, and Support.” 2013 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Hartford, CT, November 2013.
- “Network Management/Strategies.” 2012 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Indianapolis, IN, November 2012.
- Conference Panel Organizer
 - ““Stayin’ Alive”: Understanding Nonprofit Dissolutions, Demise, and Mergers Around the World.” Organizer, chair, and presenter. 2019 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in San Diego, CA, November 2019.
 - “A Code of Ethics for the Nonprofit Sector?” Colloquium at the 2017 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Grand Rapids, MI, November 2017.
 - “The Process of Nonprofit Organizational Birth: What We Know, What We Need, and How to Get There.” Organizer, chair, and presenter. 2015 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL, November 2015.
 - “The Skeptic’s Guide to Social Enterprise and Entrepreneurship.” Organizer and chair. 2015 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL, November 2015.
 - “Nonprofits and Resilience.” Panel co-organizer. 2015 American Society for Public Administration conference in Chicago, Illinois, in March 2015.
 - “Nonprofit Financial Management: Insights from the Public and Private Sectors.” 2014 Association for Public Policy Analysis and Management conference, Albuquerque, NM, November 2014.
- Conference Panel or Paper Discussant
 - Representative for *Nonprofit Management & Leadership* on the Academy of Management PNP Editor’s Panel for the 2020 annual conference (virtual)
 - Invited commenter for “Nonprofit Overhead: New Research from California” by Jan Masaoka at the 2016 Symposium on Nonprofits in Public Policy: Challenges and Opportunities in Washington, DC, November 2016.
 - “Nonprofit Governance and Partnerships.” 2015 Conference for the Association for Public Policy Analysis and Management (APPAM) in Miami, FL, November 2015.
 - “Social Preferences, Institutions, and Happiness.” 2012 Western Economic Association International (WEAI) conference in San Francisco, CA, July, 2012.
 - “Altruism, Trust, and Public Goods.” 2011 Western Economic Association International (WEAI) conference in San Diego, CA, June - July, 2011.

Academic and Administrative Service

School of Economic, Political, and Policy Sciences, University of Texas at Dallas

- Member, Hiring Committee in Public and Nonprofit Management (2020-21)
- Moderator, Comet Corner featuring Patricia Evridge Hill, October 21 (2020)

- Outside Chair, Dissertation Defense Committee in EPPS (2020)

Dept. of Public Administration and Policy, University at Albany (SUNY)

- Member, Nominating Committee, Institute of Nonprofit Leadership and Community Development (2020)
- Member (Junior Faculty Representative), Department Executive Committee (2019-2020)
- Member, NASPAA Accreditation Process Committee (2018-2020)
- Member, Public Finance Faculty Candidate Hiring Committee (2018-2019)
- Member, Nonprofit Faculty Candidate Hiring Committee (2017)
- Member, Public Management PhD Admissions Committee (2017-2019)
- Chair, NASPAA Accreditation Committee for NASPAA Competency Five (2017)
- Member, MPA Welcome Week Case Study Team (2017-2020)
- Member, Nonprofit Curriculum Development Committee (2016-2020)
- Member, Public Finance PhD Admissions Committee (2016-2020)
- Member, MPA Welcome Week Math Team (2015-16)
- Member, Promotion Review Committee for Theresa Pardo (2015-16)
- Member, Standing Committee to Redesign Doctoral Student Recruitment for Dept. of Public Administration (2015)

Rockefeller College, University at Albany (SUNY)

- Reviewer, Professional Development Program of Rockefeller College (2019)
- Member, Standing Subcommittee to Evaluate Participation of Staff in Rockefeller College Voting Process (2015-16)

University at Albany (SUNY)

- Community Service Leadership Award selection committee for the President's Award for Leadership (2018, 2019)
- Member, Hiring Committee for the Director, Institute of Nonprofit Leadership and Community Development (2018)
- Site Manager, Engage UAlbany (Galaxy Learning Management System) (2018-2019)
- Director, Institute of Nonprofit Leadership and Community Development (2017-2018)
- Member, Steering Committee, Institute of Nonprofit Leadership and Community Development (2017-2020)

Georgia State University

- AYS student representative for the Student Tech Fee Subcommittee of the Faculty Senate Committee, a parliamentary democracy of 38 members allocating approximately 4M in student technology fees (FY2010, FY2011 and FY2013.)
- Student Member of the GSU Tech Fee Process Redesign Subcommittee, 2011-12.
- President of the Graduate Student Association for the Economics Department, 2010-11.

Community Volunteer Service

Board Member:

- Living Resources, Inc. (2019-2020; Program Committee: 2019-2020)
- Center for the Advancement and Understanding of Social Enterprise (2017-current)
- Altamont Free Library (2016-2020; Long-Range Planning: 2018-2020; Nominating Committee: 2018, 2019; Treasurer: 2017-2020; Finance committee: 2016-2020; Personnel committee: 2016-2020; and Policy committee: 2016-2017)
- Zetu Micro-franchises (advisory board: 2012; full board member: 2013)

Tubepoka Development Initiative

8/2011 - 8/2013

Original project scope was to develop a baseline survey and conduct process and impact evaluations for a nonprofit organization located in Chitipa, Malawi seeking to diversify revenue sources. The scope shifted to include the development and on-site instruction of data analysis and computer usage for NGO operational staff, in addition to the deployment and perpetual monitoring of impact evaluation tools and procedures.

Rock Springs Elementary School

8/2005 – 8/2015

Elected member of School Council, 2012-15, serving as Secretary 2013-15. As member and Co-Chair of the PTA Parent and Family Life Committee, planned and administered monthly themed events both for community entertainment and fundraising purposes; this included vendor relations, budgeting, volunteer coordination, and project management using Excel. As PTA Secretary, organized and documented monthly meetings (general and executive) and maintained records; as a member of the executive team, restructured a \$25K budget shortfall and subsequent reinvention of yearly fundraising efforts. As PTA Treasurer, administered accounts and documentation for \$65K budget. PTA State Conference Representative for 2008 and 2010.

Brook Forest Homeowner's Association

3/2004 – 4/2009

Elected member and Secretary of the Board of Directors. Responsibilities included meeting administration, vendor relations, and customer service. Founded the C.O.P.S. Program (Neighborhood Watch), a grassroots effort which required marketing, volunteer coordination, a door-to-door signature campaign, and yearly administration.

MOMS Club of Lawrenceville, North/Northeast Chapters

2/2003 – 8/2008

As Associate Vice President, maintained membership, coordinated service projects, and increased community visibility. Founded new chapter, and as President grew membership, created print and online promotional materials, and served as liaison between chapter and national organization.

Professional Experience

Georgia State University

Graduate Research Assistant

Dennis Young, Ph.D.

July 2014 – August 2015

Continued several existing lines of research, including researching and drafting chapters for the book on the "zoo school" of social enterprise; universalizing the concept of social business using marginal analysis; and exploring the determinants of resiliency and demise in nonprofit organizations, with special attention to the role of resources.

Jesse Lecy, Ph.D.

Jan. 2012 – July 2014

Conducted research in the life cycles of nonprofits and social enterprises, including founding, growth and demise; the financial and social determinants of nonprofit density; and market dynamics and financing models in the third and fourth sectors.

Neven Valev, Ph.D.

Aug 2010 – Aug 2011

Assisted in the administration of the MA in Economics program, including the development and implementation of new career initiatives for MA students and the creation and maintenance of web content using the RedDot content management system.

Mark Rider, Ph.D.

May 2010 – Aug 2010

Responsible for the tutelage of economics students in a variety of courses as a tutor in the Departmental Tutoring Lab, including introductory and intermediate micro- and macro-economics, international trade, money and banking, and others.

Grace O, Ph.D.

Jan – May 2010,
May - Aug 2011

Responsible for the grading and tutelage of 277 students in Introductory Macroeconomics, Introductory Macroeconomics Honors, Intermediate Macroeconomics with Critical Writing, and International Trade.

Rusty Tchernis, Ph.D.

Aug 2009 – Dec 2009

Conducted literature surveys and summaries on economic correlations of tobacco use, obesity, and economic implications stemming from the mental health status of children.

Village of Blue Mounds

Chair, Village Recreation Dept.

2002

Administered all parks, public spaces, and recreational activities for the Village. Duties included development of budget, capital expenditures and maintenance, cost/benefit analysis, project implementation, and community polling. Elected to Village Council for 2003, but could not assume office due to relocation.

Taknosys Software Corporation

Jan 1999 – Jul 2001

Vice President, Operations

Managed daily operations of boutique software consulting firm, including accounting, receivables, marketing and promotional materials, business development, and human resources. Shared responsibility for product design and process management on the core product division (ethical decision-support software) and custom consulting (CRM development). Directed the executive team on corporate vision and business strategy.

Texas A&M Political Science Dept.

Research Assistant for Frank Baumgartner, Ph.D.

Jul 1998 – Nov 1998

Initial data collection from filings of the Lobbying Disclosure Act of 1995 using MS Excel. Acknowledged Elizabeth Murdock (maiden name) in Baumgartner and Leech, "Issue Niches and Policy Bandwagons: Patterns of Interest Group Involvement in National Politics," *Journal of Politics* 63, 4 (November): 1191-1213.

Relevant Skills and Training

Certified Nonprofit Professional (CNP) accreditation from the Nonprofit Leadership Alliance.

Computer Skills: Stata, LaTeX, RedDot, MS Office (Word, Excel, PowerPoint, Publisher), Camtasia, Quicken, QuickBooks, Raiser's Edge, Blackboard, Adobe, Maple; Neighborhood Regional Civic Academy; UNCDF Microfinance Distance Learning Course; International Experience: Program evaluation and training on-site in Chitipa, Malawi, HOPE microfinance in the Dominican Republic; Language Skills: English (native), German (intermediate-college); Latin (intermediate-college).