

CIRRICULUM VITAE

NICOLE M. RISHEL ELIAS, PH.D.

DEPARTMENT OF PUBLIC MANAGEMENT
JOHN JAY COLLEGE OF CRIMINAL JUSTICE • CITY UNIVERSITY OF NEW YORK

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EDUCATION

- Doctor of Philosophy in Public Administration and Affairs** 2013
Virginia Polytechnic Institute and State University, Blacksburg, Virginia
Dissertation: “Promoting Diversity and Inclusion in the U.S. Federal Workforce: Representative Bureaucracy and the Challenge of Multiculturalism”
Dissertation Chair: Karen M. Hult
- Master of Public Administration** 2010
Virginia Polytechnic Institute and State University, Blacksburg, Virginia
Master’s Thesis: “Retooling Deliberative Democracy: Implications of New Technologies for Citizen Participation”
- Women’s and Gender Studies Graduate Certificate** 2010
Virginia Polytechnic Institute and State University, Blacksburg, Virginia
- Bachelor of Arts** 2006
John Carroll University, University Heights, Ohio
Major: Philosophy and Political Science
Magna cum laude; Alpha Sigma Nu, National Jesuit Honor Society
Honors Thesis: “Moral Luck and Just Desert,” high honors distinction
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APPOINTMENTS

- John Jay College of Criminal Justice, Assistant Professor** 2013 – Present
City University of New York
Department of Public Management
New York, New York
- Women in the Public Sector, Co-founder** 2014 – Present
John Jay College of Criminal Justice
City University of New York
New York, New York

U.S. Department of Defense , Research Fellow Defense Equal Opportunity Management Institute (DEOMI) Patrick Air Force Base, Florida	2017 – Present
U.S. Equal Employment Opportunity Commission Office , Research Fellow Distinguished Fellows Program Washington, D.C.	2014 – 2016
John Carroll University , Adjunct Professor Political Science Department University Heights, Ohio	2012
Virginia Polytechnic Institute and State University , Adjunct Professor Department of Sociology Blacksburg, Virginia	2010 – 2011

AREAS OF SPECIALIZATION

U.S. Governance and National Institutions
Public Administration Theory and Context
Organizational Theory
Human Resources Management
Public Representation and Participation
Diversity and Difference
Sex and Gender in the Public Sector
Technology and Governance

PUBLICATIONS

Refereed Journal Articles

Elias, Nicole M., Rana Johnson, Daniel Ovando, and Julia Ramirez. Promoting Equity in the Workplace through Federal Transgender Policy. *The Journal of Public Management & Social Policy* (forthcoming).

Elias, Nicole Rishel. (2017). Constructing and Implementing Transgender Policy for Public Administration. *Administration & Society*, 49 (1), 20-47.
<https://doi.org/10.1177/0095399716684888>

Federman, Peter and Nicole Rishel Elias. (2017). Beyond the Lavender Scare: LGBT and Heterosexual Employees in the Federal Workplace. *Public Integrity*, 19 (1), 22-40. (Selected for Special Issue, "Editor's Pick: Best of 2016")
<https://doi.org/10.1080/10999922.2016.1200410>

Elias, Nicole Rishel and Courtney Jensen. (2014) Merit, Luck, and Historical Recognition: A More Comprehensive Treatment of Justice in Public Administration. *Public Administration Quarterly*, 38 (4), 466-487.

<http://www.jstor.org/stable/24372061>

Elias, Nicole Rishel. (2013). Shifting Diversity Perspectives and New Avenues for Representative Bureaucracy. *Public Administration Quarterly*, 37 (3), 331-373.

<http://www.jstor.org/stable/24372111>

Rishel, Nicole. (2012). Challenging Technicism: Space for the Individual Bureaucrat in Public Administration Theory and Practice. *Administrative Theory & Praxis*, 34 (2), 279-286.

<https://doi.org/10.2753/atp1084-1806340208>

Rishel, Nicole. (2011). Digitizing Deliberation: Normative Concerns for the Use of Social Media in Deliberative Democracy. *Administrative Theory & Praxis*. 33 (3), 411-432.

<https://doi.org/10.2753/atp1084-1806330305>

Rishel, Nicole. (2011). Rethinking Difference in Public Administration. *Administrative Theory & Praxis*. 33 (1), 112-116.

<https://doi.org/10.2753/atp1084-1806330108>

Peden, Mindy & Rishel, Nicole. (2006). Gambling for Certainty: Luck, Chance, and Uncertainty in Politics. *Political Concepts: A Critical Lexicon*, 9, 1-33.

Nominated for the 2009 International Political Science Association's World Congress of Political Science, III Award for Conceptual Innovation

Published by the International Political Science Association Committee on Concepts and Methods in the *Political Concepts* working paper series

Refereed Book Chapters

Elias, Nicole Rishel and Maria J. D'Agostino. (2017). Women in the Public Sector: Getting Creative with Networking and Mentoring. In Zavattaro, Staci and Shannon Orr (Eds.), *Reflections on Academic Lives: Identities, Struggles, and Triumphs in Graduate School and Beyond*. New York, New York: Palgrave Macmillan.

https://doi.org/10.1057/978-1-137-60009-7_3

Elias, Nicole Rishel and Peter Federman. (2016). Digital Dashboards as Social Media: Using Data to Increase Transparency and Accountability. In Zavattaro, Staci and Thomas Bryer (Eds.), *Social Media for Government: Theory and Practice*. Boca Raton, FL: CRC Press.

<https://doi.org/10.4324/9781315643564>

Refereed Book Reviews

Elias, N. M. (2017). Transgender Rights and Politics: Groups, Issue Framing, and Policy Adoption. Published online Dec. 5, 2017. *Public Integrity*.

<https://doi.org/10.1080/10999922.2017.1399766>

Rishel, Nicole. (2011). Advancing a Rationalist Approach to Advocacy Research. *Public Administration Review*. November/December, 71.6, 963-965.
<https://doi.org/10.1111/j.1540-6210.2011.02450.x>

Rishel, Nicole. (2010). Book Review: Donald C. Menzel's *Ethics Moments in Government: Cases and Controversies*. *Public Knowledge Journal*. Spring, 2(1).

Government Reports

Elias, Nicole Rishel (EEOC Distinguished Fellow). (2016) Evolving Lesbian, Gay, Bisexual, Transgender Civil Rights. U.S. Equal Employment Opportunity Commission Report (internal report).

Rishel, Nicole (contributor). (2009). Energy-Water Nexus: Many Uncertainties Remain about National and Regional Effects of Increased Biofuel Production on Water Resources. (GAO Publication No. GAO-10-116.).

News Articles and Blog Activity

Elias, Nicole M., Melissa S. Brand, and Peter S. Federman. (2017, August 16). LGBT Policy in the Public Sector: Implications of the President's Transgender Military Tweets. *Fierce Advocate: Voices of John Jay*: <http://fierceedvocate.jjay.cuny.edu/index.php/2017/08/16/governing-by-twitter-implications-of-the-presidents-transgender-military-tweets/>.

D'Agostino, Maria J. and Nicole Rishel Elias. (2017, September 1). Ideas and Conversation about Gender in the Public Sector [Blog post]. *Gender Dialogues: A Space for Community and Conversation*: <http://wpsjjay.blogspot.com>.

Elias, Nicole M., Melissa S. Brand, and Peter S. Federman. (2017, September). Governing by Twitter: Implications of the President's Transgender Military Tweets. *Social Justice Bulletin: ASPA Section on Democracy and Social Justice*, 1 (3).

Rishel, Nicole. (2012). Accountability Challenges in 21st Century Governance: The Need for Expansive Understandings of Leadership. *PA Times*, 35 (2).

Rishel, Nicole. (2008). Tree Inventory and Assessment Program. *City of Youngstown, Ohio Community Development Agency Newsletter*, 1 (3).

Other Publications

D'Agostino, Maria J. and Nicole Rishel Elias (Symposium Co-Editors). (2017). The Future of Women in Public Administration. *Administration & Society*, 49 (1), 4-8.
<https://doi.org/10.1177/0095399716685794>

Elias, Nicole Rishel (Lead Faculty Advisor). (2016). The U.S. Office of Personnel Management 2016 Governmentwide Inclusive Diversity Strategic Plan.

Under Review

Law, Charlie, Nicole Elias, and Benjamin Farmer. What's Sex Got to Do with It?: The role of Sexism in Predicting Reactions to Sexual Harassment. *Journal Public Administration Research and Theory* (initial review).

AWARDS AND HONORS

Career Engagement Faculty Fellow with the CUNY Edge Program, John Jay College, 2017-2018

Selected for Special Issue, "*Editor's Pick: Best of 2016*": Federman, Peter and Nicole Rishel Elias. (2017). Beyond the Lavender Scare: LGBT and Heterosexual Employees in the Federal Workplace. *Public Integrity*, 19 (1), 22-40.

Advisor of the Year, Center for Student Involvement & Leadership, John Jay College of Criminal Justice, 2014-2015

Faculty Fellowship Publication Program, CUNY, 2014 – 2015

Diversity Spotlight, The Graduate School, Virginia Tech, 2012

Founders' Forum Fellowship, American Society for Public Administration, 2009, 2012

Prestage-Cook Award, Southern Political Science Association, 2012

Diversity Recognition Award, College of Architecture & Urban Studies, Virginia Tech, 2010
Alpha Epsilon Lambda (National Graduate Academic Excellence and Leadership Honor Society),
Virginia Tech, 2009 – 2013

Phi Kappa Phi (National Graduate Academic Honor Society), Virginia Tech, 2009 – 2013

Citizen Scholar Engagement Award, Virginia Tech, Fall 2008

Larry Terry Distinguished Doctoral Paper Award, Virginia Tech, 2008

Casey Bukala Award of Academic Excellence for Philosophy, John Carroll University, 2006

Kathleen Barber Academic Achievement Award for Political Science, John Carroll University, 2006

Ohio Association of Economists and Political Scientists Best Paper in Political Science Award, 2005

Alpha Sigma Nu (National Jesuit Honor Society), John Carroll University, 2005

GRANT ACTIVITY AND FUNDING AWARDS

ASPA Conference Reception Funding, John Jay College of Criminal Justice, (\$500.00), 2018

Women in the Public Sector Series Funding, John Jay College of Criminal Justice, (\$9,575.00), 2017 – 2018

Understanding and Developing Gender Competency in Public Administration Education, PSC-CUNY Award, (\$5,985.79 with Course Release), 2016 – 2017

Women in the Public Sector Series Funding, John Jay College of Criminal Justice, (\$9,575.00), 2016 – 2017

Conference Reception Funding, John Jay College of Criminal Justice, (\$4,000.00), 2015 – 2016

Community Event Funding, John Jay College of Criminal Justice, (\$1,350.00), 2015 – 2016

Faculty-Student Engagement Funding, John Jay College of Criminal Justice, (\$250.00), 2015 – 2016

Seed Money Grant, John Jay College of Criminal Justice, (\$1,977.12), 2014 – 2015

Diversity in the U.S. Federal Government, PSC-CUNY Award, (\$5,998.16 with Course Release), 2014 – 2015

Women in the Public Sector Series Funding, John Jay College of Criminal Justice, (\$6,875.00), 2014 – 2015

Women in the Public Sector Series Funding, John Jay College of Criminal Justice, (\$4,100.00), 2014

Academy for Critical Incident Analysis, John Jay College of Criminal Justice, (\$3,000.00 Summer Stipend and Course Release), 2013, 2014

Emergency Funding Grant, John Jay College of Criminal Justice, (\$1,000.00), 2013-2014

Office of the Provost Research Support, John Jay College of Criminal Justice, (\$3,000.00), 2013 – 2014

Conference Travel Award, American Political Science Association, (conference canceled due to hurricane), 2012

Section for Women in Public Administration Scholarship (\$500.00), American Society for Public Administration, 2012

Bob Ward Scholarship, Public Administration Theory Network, (\$200), 2011

Conference Scholarship Award, Public Administration Theory Network, (\$500), 2010, 2011

Full Graduate Assistantship, Virginia Tech, 2007 – 2013

CONFERENCE PARTICIPATION

Elias, Nicole. "Advancing Social Change in Uncertain Times." Panel convener and moderator at the Public Administration Theory Network Annual Conference. Cleveland, Ohio: May 31-June 3, 2018.

Elias, Nicole. "Situating Non-binary Gender Identity Markers in Public Administration and Policy." Presenter at the Public Administration Theory Network Annual Conference. Cleveland, Ohio: May 31-June 3, 2018.

Elias, Nicole, and Peter Federman. "Toward Equality for All: Transgender Federal Employees and the Implications of Macy for Public Administration." Presented at the annual conference of the American Society for Public Administration. Denver, Colorado: March 9-13, 2017.

Elias, Nicole. "Bridging Theory and Practices to Address Social Equity in the Workplace, Academia and Beyond." Discussant at the annual conference of the American Society for Public Administration. Denver, Colorado: March 9-13, 2017.

Elias, Nicole, and Maria D'Agostino. "Gender Competency for a More Equitable Administrative Practice." Presented at the annual conference of the American Society for Public Administration. Denver, Colorado: March 9-13, 2017.

Elias, Nicole, Yelena Meytes, and Madeleine Marrin. "Promoting Meaningful Engagement with CUNY EDGE Students." Presented at the annual John Jay College Faculty Development Day. New York, New York: January 25, 2018.

Elias, Nicole and Maria D'Agostino. "Gender Competency in the MPA Curriculum." Presented at the annual Northeast Conference on Public Administration. Burlington, Vermont: November 3-5, 2017.

Elias, Nicole and Maria D'Agostino. "Relevance of Gender Competencies." Presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Washington, D.C.: October 11-14, 2017.

Elias, Nicole, Rana Johnson, Danny Ovando, and Julia Ramirez. "Improving Transgender Policy for a More Inclusive Workplace." Presented at the annual conference of the American Society for Public Administration. Atlanta, Georgia: March 17-21, 2017.

Elias, Nicole. "Human Resource Management: Family, Gender, STEM, and Salaries." Discussant at the annual conference of the American Society for Public Administration. Atlanta, Georgia: March 17-21, 2017.

Elias, Nicole Rishel. "Transgender Policy in Public Administration." Presented at the annual conference of the American Society for Public Administration. Seattle, Washington: March 18-22, 2016.

Elias, Nicole Rishel. "The 21st Century: Women in Public Administration." Discussant at the annual

conference of the American Society for Public Administration. Seattle, Washington: March 18-22, 2016.
D'Agostino, Maria and Nicole Rishel Elias. "Women in the Public Sector at John Jay College: Developing Diverse Perspectives in MPA Education." Presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Brooklyn, New York: October 14-16, 2015.

Elias, Nicole Rishel. "Rethinking #myNYPD: Social Media Strategy for Engaging Citizens." Presented at the annual conference of the American Society for Public Administration. Chicago, Illinois: March 6-10, 2015.

Federman, Peter and Nicole Rishel Elias. "Representation of LGBT Employees in Federal Security Agencies." Presented at the annual conference of the American Society for Public Administration. Chicago, Illinois: March 6-10, 2015.

Elias, Nicole Rishel. "Cultural Competence and Representation in Public Organizations." Discussant at the annual conference of the American Society for Public Administration. Chicago, Illinois: March 6-10, 2015.

Elias, Nicole Rishel. "Diversity and Inclusion Measures in Practice." Presented and moderated at the annual National Conference of Minority Public Administrators. Philadelphia, Pennsylvania: February 18-20, 2015.

Elias, Nicole Rishel. "Management by Dashboard: The Challenge of Representing Diversity Data." Presented at the annual Northeast Conference on Public Administration (panel organizer and chair). Portsmouth, New Hampshire: November 6-8, 2014.

Elias, Nicole Rishel and Ray Parr. "Digitizing Diversity: The Future of Data Assessment, Accountability, and Transparency." Presented at the annual conference of the American Political Science Association (panel organizer and chair). Washington, D.C.: August 28-31, 2014.

Elias, Nicole Rishel and Courtney Jensen. "Social Justice and Public Administration in a Neoliberal Era of Post-Racial Politics." Presented at the annual conference of the Public Administration Theory Network. Miami, Florida: May 15-19, 2014.

Elias, Nicole Rishel. "The Future of Representative Bureaucracy in Public Administration." Presented at the annual conference of the American Society for Public Administration. Washington, D.C.: March 14-18, 2014.

Elias, Nicole Rishel. "Building the Future Workplace in Public Management." Moderator and discussant at the annual Northeast Conference on Public Administration. Newark, Delaware: November 1-2, 2013.

Rishel, Nicole. "Changing Diversity Values and Challenges for Representative Bureaucracy." Presented at the annual Northeast Conference on Public Administration. Amherst, Massachusetts: November 2-3, 2012.

Rishel, Nicole and Courtney Jensen. "Just Des(s)ert: The Politics of the Berkeley Bake Sale and Implications for Administration." Accepted for presentation at the annual conference of the American Political Science Association (conference canceled due to hurricane). New Orleans, Louisiana: August 30-September 2, 2012.

Rishel, Nicole. "Accountability Challenges in 21st Century Governance: The Need for Expansive Understandings of Leadership." Presented at the annual conference of the American Society for Public Administration. Las Vegas, Nevada: March 2-6, 2012.

Rishel, Nicole. "Representation Redux: A Meta-synthesis of Representative Bureaucracy." Presented at the annual conference of the American Society for Public Administration (panel organizer). Las Vegas, Nevada: March 2-6, 2012.

Rishel, Nicole. "Social Media in Professional Life and Public Service: Findings from the ASPA Technology Advisory Committee." Discussant at the annual conference of the American Society for Public Administration. Las Vegas, Nevada: March 2-6, 2012.

Rishel, Nicole. "Normative Foundations of Representative Bureaucracy." Presented at the annual conference of the Southern Political Science Association. New Orleans, Louisiana: January 12-14, 2012.

Rishel, Nicole. "Public Policy Inquiries Panel." Chair and discussant at the annual conference of the Public Administration Theory Network. Norfolk, Virginia: May 19-22, 2011.

Rishel, Nicole. "Bureaucratic Symbolism: Representation in the Theory of Representative Bureaucracy." Presented at the annual conference of the Public Administration Theory Network. Norfolk, Virginia: May 19-22, 2011.

Rishel, Nicole. "Representation on the Rocks: A Meta-synthesis of Representative Bureaucracy." Presented at the annual High Table Conference, Center for Public Administration & Policy. Blacksburg, Virginia: March 25-26, 2011.

Rishel, Nicole. "Ethical Questions Surrounding Discursive Practices in Local Level Citizen Participation." Presented at the annual conference of the American Society for Public Administration. Baltimore, Maryland: March 11-15, 2011.

Rishel, Nicole. "Constructing through Soliciting: Discourses of Local Level Citizen Participation." Presented at the annual conference of the Southern Political Science Association. New Orleans, Louisiana, January 5-8, 2011.

Rishel, Nicole. "Defining the Problem of Poverty: A Critical Discourse Analysis of TANF Reauthorization." Presented at the annual Northeast Conference on Public Administration. Newark, New Jersey: October 22-23, 2010.

Rishel, Nicole. "Techno-citizens and Deliberative Democracy." Presented at the annual conference of the Public Administration Theory Network. Omaha, Nebraska: May 20-23, 2010.

Rishel, Nicole. "Workforce Diversity and Representative Bureaucracy: The Influence of Multicultural Models on Active Representation." Presented at the annual conference of the Midwest Political Science Association. Chicago, Illinois: April 22-25, 2010.

Rishel, Nicole. "From Universal to Gendered Citizenship in Social Policy." Presented at the annual Virginia Tech Women's and Gender Studies Conference. Roanoke, Virginia: April 22-24, 2010.

Rishel, Nicole. "Defining and Promoting Diversity in Public Institutions." Presented at the Advancing Diversity at Virginia Tech 2010 Conference and Workshop (AdvanceVT). Blacksburg, Virginia: January 11, 2010.

Rishel, Nicole and Mike Jackson. "Private Giving to Public Institutions: Changing Budget Priorities and Emerging Debates Amidst Economic Crisis." Presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Cleveland, Ohio: November 19-21, 2009.

Rishel, Nicole and Scott Weimer. "Responding to Fluctuating Resource Environments: Funding Diversification in Public Institutions." Presented at the annual Southeastern Conference on Public Administration. Louisville, Kentucky: October 1-3, 2009.

Jensen, Courtney and Nicole Rishel. "The Role of Matriarchal Values in Public Administration Through the Lens of Environmental Policy." Presented at the annual conference of the American Society for Public Administration. Miami, Florida: March 20-24, 2009.

Rishel, Nicole. "Redemptive Resilience: Recovery from Trauma and Disaster Panel." Discussant at the Virginia Tech Symposium on Enhancing Resilience to Catastrophic Events through Communicative Planning. Blacksburg, Virginia: November 16-18, 2008.

Jensen, Courtney and Nicole Rishel. "Nurturing Citizens and Fostering Participation: Incorporating Matriarchal Principles into Public Administration." Presented at the annual conference of the Public Administration Theory Network. Richmond, Virginia: May 29-30, 2008.

Rishel, Nicole. "Welfare Queen Myths: The Influence of Socially Constructed Identity on Public Policy." Presented at the annual Southeastern Women's Studies Association Conference, Charlotte, North Carolina: April 3-5, 2008.

Peden, Mindy and Nicole Rishel. "Gambling for Certainty: Luck, Chance, and Uncertainty in Politics." Presented at the annual conference of the Midwest Political Science Association. Chicago, Illinois: April 7-10, 2006.

Peden, Mindy and Nicole Rishel. "Gambling for Certainty: Luck, Chance, and Uncertainty in Politics." Presented at the annual Ohio Association of Economists and Political Scientists Conference. Columbus, Ohio: October 21-22, 2005.

Rishel, Nicole. "Moral Luck and Just Desert." Presented at the annual Ohio Association of Economists and Political Scientists Conference; winner of the Best Paper in Political Science Award. Columbus, Ohio: October 21-22, 2005.

INVITED TALKS

“Addressing Uncertainties and Challenges in the Workplace” U.S. Department of Energy, National Nuclear Security Administration, Washington, D.C., February 24, 2017.

“Progress, Existing Challenges, and Solutions for LGBT Service Members and the U.S. Military” and “LGBT in EEO Training Session.” U.S. Department of Defense, Defense Equal Opportunity Management Institute (DEOMI) Conference. Patrick Air Force Base, Florida, December 7-9, 2016.

“LGBT Employees: Practical Guidance and Advice for the Workplace,” U.S. Equal Employment Opportunity Commission annual conference Examining Conflicts in Employment Law (EXCEL), Washington, DC, August 13, 2015 (unable to present due to maternity leave).

“Identity and Representation in Public Administration,” Florida International University, Department of Public Administration, Miami, Florida, October 16, 2014.

“On the Horizon: Collaborating Toward the Next Government-wide Strategic Plan,” U.S. Office of Personnel Management, Office of Diversity & Inclusion, Washington, D.C., May 29, 2014.

TEACHING EXPERIENCE

Independently Taught Courses

PAD 389: Navigating the Nonprofit Sector (Undergraduate Independent Study), Department of Public Management, John Jay College of Criminal Justice, Spring 2017, Fall 2017, Spring 2018

PAD 702: Human Resources Management (In-person and Hybrid Master’s), Department of Public Management, John Jay College of Criminal Justice, Spring 2014, Fall 2014, Spring 2016

PAD 346: Human Resources Administration (Online Undergraduate), Department of Public management, John Jay College of Criminal Justice, Spring 2015

PAD 794: LGBT Employment Policy and Practice in the United States Federal Government (In-person Master’s Independent Study), Department of Public Management, John Jay College of Criminal Justice, Fall 2014

PAD 140: Introduction to Public Administration (Hybrid Undergraduate), Department of Public Management, John Jay College of Criminal Justice, Fall 2014

PAD 700: Introduction to Public Administration (In-person Master’s), Department of Public Management, John Jay College of Criminal Justice, Fall 2013, Spring 2014

PO 101: Introduction to U.S. Politics (In-person Undergraduate), Political Science Department, John Carroll University, Spring 2012

PO 319: U.S. Elections, Political Science Department (In-person Undergraduate), John Carroll University, Spring 2012

WS 1824: Introduction to Women's and Gender Studies (Online Undergraduate), Sociology Department, Virginia Tech, Spring 2011, Summer 2010

Team Taught and Assisted Courses

GRAD 5004: Graduate Teaching Assistant Workshop (In-person Master's and Doctoral), The Graduate School, Virginia Tech, Teaching Assistant, Fall 2012

GRAD 5204: Citizen Scholar Seminar (In-person Master's and Doctoral), The Graduate School, Virginia Tech, Teaching Assistant, Fall 2012

SOC 2984: Human Diversity and Community (In-person Undergraduate), Sociology Department, Virginia Tech, Teaching Assistant, Fall 2011

UH 3004H: Citizenship Skills (In-person Undergraduate), The Honors Program, Virginia Tech, Team Instructor, Spring 2010

RESEARCH EXPERIENCE

Research Fellow, Defense Equal Opportunity Management Institute (DEOMI) January 2017 – Present
U.S. Department of Defense, Patrick Air Force Base, Florida

Distinguished Research Fellow, LGBT Working Group January 2014 – 2016
U.S. Equal Employment Opportunity Commission, Washington, D.C.

Lead Faculty Advisor, 2015 Diversity and Inclusion Planning Process May 2014 – 2015
U.S. Office of Personnel Management, Office of Diversity and Inclusion, Washington, D.C.

Diversity Scholar, The Graduate School January 2013 – May 2013
Virginia Tech, Blacksburg, Virginia

Graduate Research Assistant to Dr. Brian J. Cook January 2013 – May 2013
Virginia Tech, Blacksburg, Virginia

Graduate Research Assistant, Senior Fellow for Resource Development August 2011 – December 2011
Virginia Tech, Blacksburg, Virginia

Graduate Teaching and Research Assistant to Dr. Brian J. Cook August 2008 – May 2009
Virginia Tech, Blacksburg, Virginia

Graduate Teaching and Research Assistant to Dr. Karen M. Hult August 2007 – May 2008
Virginia Tech, Blacksburg, Virginia

PRACTITIONER EXPERIENCE

Intern Analyst, Government Accountability Office Washington, D.C.	June 2009 – August 2009
City Planning Department Intern, City of Youngstown, Ohio Youngstown, Ohio	May 2008 – August 2008
Attendant Counselor, Trumbull County Juvenile Detention Center Warren, Ohio	June 2004 – August 2004

SERVICE TO THE PROFESSION, COLLEGE, AND DEPARTMENT

Profession

American Society for Public Administration Section on Women in Public Administration, Board Member, 2017 – 2020

American Society for Public Administration Ally Training for Social Equity, Diversity, and Inclusion (SEDI), Planning Committee, 2017 – 2018

American Society for Public Administration Ally Training for Social Equity, Diversity, and Inclusion (SEDI), SWPA Section Leader, March 10, 2018

American Society for Public Administration Webinar Presenter, “Cultivating Connections: Faculty-Student Engagement in Research” with Peter Federman, January 18, 2018.

American Society for Public Administration Section on Women in Public Administration, Scholarship Committee Chair, 2016 – 2017, 2015 – 2016

American Society for Public Administration Section on Democracy and Social Justice, Elections Committee, 2017

Public Integrity, Manuscript Reviewer, 2017 – present

Administration & Society, Manuscript Reviewer, 2016 – present

The American Review of Public Administration, Manuscript Reviewer, 2014 – present

Administrative Theory & Praxis, Manuscript Reviewer, 2014 – present

Larry Terry Distinguished Doctoral Student Paper Award, Virginia Tech, Judge, 2014

American Society for Public Administration Founders’ Forum Fellowship, Mentor, 2014 – 2015

Administration & Society, Managing Editor, 2009 – 2012

American Society for Public Administration Technology Advisory Committee, Inaugural Committee Member, 2011 – 2012

American Society for Public Administration Strategic Imperative (Group Three and Group Five), Member, 2011 – 2012

Public Administration Theory Network, 2011 Conference Program Committee Member, 2010 – 2011

College

Women in the Public Sector, John Jay College of Criminal Justice, Co-founder, 2014 – Present

Prisoner Reentry Institute, John Jay College of Criminal Justice, Faculty Partner, 2017 – Present

Student Election Review Committee, John Jay College of Criminal Justice, Member, 2015 – Present

Committee on Student Interests, John Jay College of Criminal Justice, Member, 2014 – Present

LGBTQ Task Force, John Jay College of Criminal Justice, Member, 2015 – Present

Student Workshop Presenter, “Cultivating Connections: Faculty-Student Engagement in Research” with Peter Federman, November 15, 2017.

Academic Integrity Software in Higher Education Debate, CUNY TECHA+, Panelist, 2013

Advancing Diversity at Virginia Tech Conference and Workshop, Selected Representative for the College of Architecture & Urban Studies, 2010

25th Annual Virginia Tech Graduate Student Association Research Symposium, Judge of Multidiscipline Oral Presentations, 2009

Department

Department of Public Management Search Committee, John Jay College of Criminal Justice, Fall 2017

Department of Public Management Grade Appeals Committee, John Jay College of Criminal Justice, Chair 2015 – 2017, Member 2015 – 2017

PAD 140: Introduction to Public Administration, John Jay College of Criminal Justice, Lead Faculty, 2013 – Present

Master of Public Administration Student Association, John Jay College of Criminal Justice, Faculty Advisor, 2013 – 2016

Department of Public Management, Public Administration and Criminal Justice Undergraduate Majors, John Jay College of Criminal Justice, Assessment Coordinator, Spring 2016

Department of Public Management, New Space Design Committee, John Jay College of Criminal Justice, Member, Spring 2016

PROFESSIONAL DEVELOPMENT

Virginia Tech Doctoral Mentoring Program Webinar, Panelist, “Good and Done: Advice from Recent Graduates” November 1, 2017

John Jay College Student Workshop, Organizer and Presenter, “Cultivating Connections: Faculty-Student Engagement in Research” with Peter Federman, November 15, 2017

Faculty Development Day, John Jay College of Criminal Justice, Fall 2013, Spring 2014, Fall 2014, Spring 2017, Spring 2018

Preparation for Teaching Online: A Foundational Workshop for CUNY Faculty, Summer 2014

Association for Public Policy Analysis and Management, “Diversity, Equity, & Public Policy” Spring Conference, Participant, 2013

Safe-Zone Certified for the LGBTQ Community, Virginia Tech, 2012

CityWorks (X)po, Small Cities and Collaborative Urban Renewal Conference, Roanoke, Virginia, Fall 2011

Office for Diversity and Inclusion Workshop, “The Diverse Classroom,” Virginia Tech, Fall 2011

Public Administration Theory Network Ph.D. Student Workshop on the Field of Public Administration, PAT-Net Conference, Spring 2011

American Society for Public Administration Doctoral Student Summit, ASPA Conference, Spring 2011

Center for Instructional Development and Educational Research (CIDER), “Conference on Higher Education Pedagogy,” Virginia Tech, 2010, 2011

Public Administration Theory Network Ph.D. Student Workshop on Intellectual Identity, PAT-Net Conference, Spring 2010

Teacher Responses to Expressions Of Violence, Virginia Tech, 2010

Alpha Epsilon Lambda, “Leadership for a New Era: Unlocking Your Leadership Strengths” Conference and Workshop, Virginia Tech, 2010

Dr. John Rohr's Publication and Dissertation Writing Workshop, Virginia Tech, Fall 2008

Preparing the Future Professoriate, Graduate Teaching Assistant Workshop, Virginia Tech, Fall 2007

Praxis Shadowing Program in the Office of the Speaker, Nancy Pelosi, November 2007

High Table, Center for Public Administration and Policy, Virginia Tech, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014

MEMBERSHIPS IN PROFESSIONAL ASSOCIATIONS

American Association of University Women

American Political Science Association

American Society for Public Administration
LGBT Advocacy Alliance Section
New York Metro Chapter
Section for Women in Public Administration
Section on Democracy and Social Justice

Association for Public Policy Analysis and Management

Midwest Political Science Association

National Women's Studies Association

Northeast Conference on Public Administration

Ohio Association of Economists and Political Scientists Conference

Public Administration Theory Network

Scholars Strategy Network

Southern Political Science Association