

CURRICULUM VITAE

Ralph S. Brower

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Education:

Ph.D. -- Public Administration (1995)
Department of Public Administration and Policy; Rockefeller College of Public
Affairs and Policy; University at Albany; State University of New York
Major: Organization Behavior and Theory;
Minor: Comparative and Development Administration
Dissertation: *Everyday Forms of Bureaucratic Resistance: An Ethnographic
Investigation*

Master of Public Administration (1989)
University of Alaska Anchorage

Bachelor of Arts, Sociology (1973)
College at Potsdam; State University of New York

Academic Experience:

Visiting Professor, National College of Public Administration and Governance,
University of the Philippines, Diliman. Quezon City, Republic of the Philippines,
(November 2006 to April 2007).

Director, MPA Program (August 2003 to August 2006). Askew School of Public
Administration and Policy, Florida State University.

Associate Professor – Public Administration and Policy (August 2001 to present).
Askew School of Public Administration and Policy, Florida State University.

Founding Director, Center for Civic and Nonprofit Leadership (May 2001 to
present). College of Social Sciences, Florida State University.

Assistant Professor -- Public Administration and Policy (August 1995 – July, 2001).
Askew School of Public Administration and Policy, Florida State University.

Adjunct Professor -- Organization Behavior and Theory (graduate) (Fall 1994).
Professional Service Training Program; SUNY, Albany.

Examination Evaluator -- Organization Behavior (undergrad) (Summer 1994).
Regents College, SUNY; evaluation of examination-for-credit.

Co-Instructor -- Research Methods and Statistics (graduate) (Spring 1994).
Department of Public Administration and Policy; SUNY, Albany.

Lecturer -- Public Administration and Management (undergrad) (Summer 1993)
Department of Public Administration and Policy; SUNY, Albany.

Graduate Assistant (1990-1994). Department of Public Administration & Policy, University at Albany, SUNY; activities included theoretical development and empirical design, data collection with human subjects, data analysis, and publication; library research; teaching assistance; administration.

Instructor -- Academic Writing Workshop (Fall 91; Fall 92; Spring, Fall 93; Spring, Fall 1994). Graduate School of Public Affairs, University at Albany, SUNY; developmental writing course for entering MPA students who failed competency exam; prepared and graded writing competency exams.

Adjunct Professor -- Public Administration in Contemporary Society (graduate) (Fall 1989). Kodiak College, University of Alaska Anchorage.

Courses taught: Public Administration in Contemporary Society, Public Administration and Management, Organization Behavior and Theory, Public Organizations, Seminar in Administrative Behavior, Cultural Analysis and Organizations, Organizational Learning and Change, Research Design, Research Design Laboratory, Quantitative Analysis, The Independent Sector, Managing the Nonprofit Organization, International and Comparative Administration.

Honors:

Fulbright Senior Scholar Fellowship, Republic of the Philippines, November 2006-April 2007.

Volunteer Florida Partnership Award, Co-recipient with Professor Frances Berry; Presented by Volunteer Florida at their Ten-Year Anniversary Celebration, Tallahassee, FL, November 2003.

1998-1999 Teaching Incentive Program Award, Florida State University, "For Excellence in College Teaching."

1995-1996 National Best Dissertation Award, National Association of Schools of Public Affairs and Administration.

1996 Charles H. Levine Best Paper Award, Public and Nonprofit Sector Division, Academy of Management.

1996 Presidential Distinguished Doctoral Dissertation Award, University at Albany.

Pi Alpha Alpha, National Public Administration Honor Society, inducted 5/94.

Contracts and Grants:

Big Bend Capacity Capital Grant, Project Evaluation: Principal Evaluator. (\$50,000) Sept. 2006 – Sept. 2009.

Volunteer Florida Operation Step-Up. Principal Investigator for evaluation of three-year statewide capacity-building program for Florida county volunteer centers to strengthen disaster volunteer management for their counties' emergency management officials and other partner nonprofit organizations. Funded by the Corporation for National and Community Service. December 2005 – April 2006.

Sales of Homes in Gulf County, Florida: 2003-2004. Sub-contract with Department of Urban and Regional Planning, Florida State University. February 2005 – May 2005.

Housing Affordability in Gulf County: An Analysis of County-wide Trends and Regional Differences with Potential Policy Implications. Research funded by the Jessie Ball duPont Fund. June 2004-October 2004.

A Study of Information Technology Needs and Capabilities in Nonprofit Organizations in 19 North Florida Counties. Co-Principal Investigator with Professor Frances Stokes Berry. Research funded by the Jessie Ball duPont Fund. October 2002 - March 2005.

Florida Department of Health, Bureau of HIV/AIDS, Community Based Organization Technical Assistance Consulting Project. Co-Principal with Janet Dilling, FPAC. December 2001 – June 2002.

Evaluation of Florida state-based AmeriCorps Programs. Co-Principal Investigator with Professor Frances Stokes Berry. Research funded by the Florida Commission on Community Service. April – December 2001.

Duval County Florida Nonprofit Infrastructure: A Study of Fiscal and Organizational Stability. Funded research for Jacksonville Community Foundation, underwritten by the Jessie Ball DuPont Fund. May 2000 - January, 2001.

Refereed Journal Publications:

Knutsen, W.L. & R.S. Brower (Forthcoming). “Managing Expressive and Instrumental Accountabilities in Nonprofit and Voluntary Organizations.” *Nonprofit and Voluntary Sector Quarterly*, Special Issue on Accountability and Performance Measurement.

Brower, R. S., Choi, S. O.; Jeong, H-S., & Dilling, J. (2009) "Forms of Inter-Organizational Learning in Emergency Management Networks." *Journal of Homeland Security and Emergency Management*, 6(1), Article 66.

Jeong, H-S. & R.S. Brower (2008). “Extending the Present Understanding of Organizational Sensemaking: Three Stages and Three Contexts.” *Administration & Society*, 40, 223-252.

Lee, D.R. & R.S. Brower (2006). “Pushing the Envelope on Organizational Effectiveness: Combining an Old Framework and a Sharp Tool.” *Public Performance and Management Review*, 30, pp. 158-178..

Thatcher, J.B., R.S. Brower & R.M. Mason (2006). “Organizational Fields and the Diffusion of Information Technologies Within and Across the Nonprofit and Public Sectors: A Preliminary Theory.” *American Review of Public Administration*, 36, pp. 437-454. .

Brower, R.S. & F. S. Berry (2006). “On the Success of AmeriCorps Programs in Strengthening Communities: Evidence from Florida.” *International Journal of Public Administration*, 29, pp. 849-871.

Choi, S.O. & R.S. Brower (2006). “When Practice Matters More Than Government Plans: A Network Analysis of Local Emergency Management.” *Administration & Society*, 37, pp. 651-678.

Berry, F.S. & R.S. Brower (2005). “Intergovernmental and Intersectoral Management: Weaving Networking, Contracting-out and Management Roles into Third Party Government.” *Public Performance and Management Review*. 29, pp. 7-17.

- Berry, F.S., R.S. Brower, S.O. Choi, W.X. Gao, H. Jang, M. Kwon & J. Word. (2004). "Three Traditions of Network Research: What the Public Management Research Agenda Can Learn from Other Research Communities." Public Administration Review, 64, pp. 539-552.
- Klay, W.E. & R.S. Brower. (2003). "Information and the Shaping of Public Administration Education." Journal of Public Administration (South Africa), 38, (pp. to be determined).
- Klay, W.E., R.S. Brower & B.N. Williams. (2001) "A Community Oriented Model of Academic Professionalism." Metropolitan Universities, 12, pp. 41-50.
- Brower, R.S., M.Y. Abolafia & J.B. Carr (2000). "On Improving Qualitative Methods in Public Administration Research." Administration & Society, 23, pp. 363-397.
- Brower, R.S. & W.E. Klay (2000). "Distance Learning: Some Fundamental Questions for Public Affairs Education." Journal of Public Affairs Education, 6, pp. 215-232.
- Carr, J.B. & R.S. Brower (2000). "Principled Opportunism: Evidence from the Organizational Middle." Public Administration Quarterly, 24, pp. 109-138.
- Berry, F.S., R.S. Brower & G. Flowers (2000). "Implementing Performance Accountability in Florida: What Changed, What Mattered, and What Resulted?" Public Productivity & Management Review, 23, pp. 338-358.
- Flowers, G.F., D.M. Kundin & R.S. Brower (1999). "How Agency Conditions Facilitate and Constrain Performance-Based Program Systems: A Qualitative Inquiry." Journal of Public Budgeting, Accounting and Financial Management, 11, pp. 618-648.
- Brower, R.S. (1999). "'All the World's a Stage': A Theatrical Bridge Between Theory and Ethical Practice." Public Integrity, 1, pp. 221-238.
- Brower, R.S. & M.Y. Abolafia (1997). "Bureaucratic Politics: The View from Below." Journal of Public Administration Research and Theory, 7, pp. 305-331.
- Brower, R.S. & M.Y. Abolafia (1996). "Procedural Entrepreneurship: Enacting Alternative Channels to Administrative Effectiveness." American Review of Public Administration, 26, pp. 287-308.
- Brower, R.S. & M.Y. Abolafia (1995). "The Structural Embeddedness of Resistance Among Public Managers." Group and Organization Management, 20, pp. 149-166.
- DiPadova, L.N. & R.S. Brower (1992). "A Piece of Lost History: Max Weber and Lowell L. Bennion." The American Sociologist, 23, pp. 37-56.

Book Chapters

- Brower, R.S. & H-S. Jeong (2008). "Grounded Analysis: Going Beyond Description to Drive Theory from Qualitative Data." In K. Yang and G. J. Miller, eds., Handbook of Research Methods in Public Administration, 2nd Ed. Boca Raton, FL: CRC Press.

Articles in Refereed Conference Proceedings (Published):

Carr, J.B. & R. S. Brower (1996). "Principal-Agent as an Explanation of Nonsanctioned Organizational Behaviors: Is the Theory Useful?" Academy of Management Best Paper Proceedings: Annual meeting Academy of Management, Cincinnati, Ohio, August 11-14, 1996. (Charles H. Levine Best Paper Award).

Book Reviews:

Onder, M., and R. S. Brower (2004). Review of Stevens, S. K., Nonprofit Lifecycles: Stage-Based Wisdom for Nonprofit Capacity. In Nonprofit and Voluntary Sector Quarterly, Spring, 2004.

Brower, R.S. (1996). "Management Comes to Policy Studies" [Review of Lynn, L.E., Jr., Public Management as Art, Science and Profession]. Journal of Public Administration Research and Theory, 6, pp. 479-486.

Other Non-Refereed Publications:

Brower, R.S. & J. Word (2006). Evaluation of Volunteer Florida's Operation Step-Up. Final Report of evaluation for three-year statewide capacity-building program for Florida county volunteer centers to strengthen disaster volunteer management for their counties' emergency management officials and other partner nonprofit organizations. April, 2006.

Brower, R.S. & E. Ramirez (2005). Report on Housing Sales in Gulf County, Florida in 2003 and 2004. Study prepared in conjunction with Department of Urban and Regional Planning, Florida State University, for the Jessie Ball duPont Fund. April 24, 2005.

Brower, R.S., F.S. Berry, & S. Andrew (2004). Information Technology in Northeast Florida's Nonprofits: A Comprehensive Study with Ten Major Findings and Policy Recommendations. Final study report prepared for the Jessie Ball duPont Fund. December 17, 2004.

Brower, R.S. & J. Dilling (2004). "Housing Affordability in Gulf County: An Analysis of County-wide Trends and Regional Differences With Potential Policy Implications." Final study report prepared for the Jessie Ball duPont Fund. September 17, 2004.

Berry, F.S. & R.S. Brower (2002). "Conducting an In-depth State Evaluation of Florida's AmeriCorps Programs' Capability for Strengthening Communities, and Developing an Evaluation Model to Assess the Impact of National Service and Volunteerism on the Capacity of Communities to Respond to Community Needs." Final study report to the Florida Commission on Community Service, March 15.

Brower, R.S. (2001). "North Florida Chapter Honors Supervisor of Elections." PA Times, (July), p. 19.

Brower, R.S. (2001). "Duval County's Service Nonprofits: Summary of Findings and Recommendations to the Community Building Fund." Final research report for Jacksonville Community Building Fund. January 23, 2001.

Brower, R.S. (2000). "Duval County Nonprofit Infrastructure: A Study of Fiscal and Organizational Capacity." Interim report to Jacksonville Community Building Fund illustrating fiscal and organizational capacity of Duval County's nonprofit

sector by comparison to their counterparts within Florida, the Southeastern States, and the entire United States. October 12, 2000.

Brower, R.S. (2000). "A Preliminary Analysis of Human Service Nonprofits in Duval County Florida." Funded research report prepared for Jacksonville Community Foundation. Research funding provided by the Jessie Ball DuPont Fund. July 11, 2000, Jacksonville, Florida.

Brower, R.S. (2000). "Service-Providing Nonprofits in Florida and the Nation: An Overview of Government-Nonprofit Interdependency and Nonprofit Capacity." In Governor's Forum: Engaging in a Civil Society, Resource Portfolio, June 6, 2000, Miami, Florida.

Brower, R.S. (2000). "Analysis of Findings: Focus Group of Nonprofit Executives." Report of focus group conducted March 10, 2000, Orlando, Florida. Focus group funding provided by the Collins Eminent Scholar Fund, Florida State University.

Work in Progress:

Brower, R.S. & L. S. Johnson. "How Does a Network Mean? A study of two Resource Conservation and Development Councils in West Florida."

Brower, R.S. & M.Y. Abolafia. "The Active Manager: New Model For New Conditions or Ignored Old Hand"?

Brower, R.S. & J.A. Word. "Integrating Network Theories and Concepts into Doctoral Seminars."

Choi, S.O. & R.S. Brower. "Network Conceptualization and an Integrated Model of Network Performance."

Brower, R.S., F.S. Berry, & S. Andrew. "Lessons from the Field: Entrepreneuring Nonprofit Information Technologies."

R.S. Brower, K. Yang, & M. Kopp "Building a Grounded, Contextually Rich Theory of Whistleblowing as Dynamic Process."

Andrew, S., R.S. Brower & F.S. Berry. "'Digital Divide' and Information Technology Capabilities: Opportunities and Challenges for North Florida's Nonprofit Organizations."

Brower, R.S. & A. Robbin. "Critiquing Interpretive Accounts: Common Errors That Reveal Positivist 'Over-Learning.'"

Williams, B.N., W.E. Klay & R.S. Brower. "Community-Centered Police Professionalism: A Template for Reflective Professionals, Learning Organizations, and Self-Governing Communities."

National and International Conference Papers:

Brower, R.S., C.W. Hsieh, & K.J. Fu (2008). Understanding and Impeding the Isomorphic Adoption of Scholarly Models of Civil Society Across National Settings." Paper presented at the conference "The Change and Development of Civil Society in the 21st Century," Taipei, Taiwan, November 27, 2008.

- Brower, R.S. & O.M. Domingo (2008). "Gawad Kalinga: 'Giving Care' and Building a Philippine Nation while Defying Traditional Dependence on Western Donors." Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action." Philadelphia, PA, November 20-22, 2008.
- Knutsen, W.L. & R.S. Brower (2008). "Nonprofit Expressiveness Meets Instrumental Government: The Conflict between Internal Resource Needs and External Resource Supplier." Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action." Philadelphia, PA, November 20-22, 2008.
- R.S. Brower & J.A. Word (2008). "Performance Measurement in Everyday Use in Nonprofit Organizations: Distinguishing Information as Signal from Information as Symbol." Symposium on "Accountability and Performance Measurement: The Evolving Role of Nonprofits in the Hollow State," Cleveland, OH, October 23-24, 2008.
- Knutsen, W.L. & R.S. Brower (2008). "Managing Expressive and Instrumental Accountabilities in Nonprofit and Voluntary Organizations." Symposium on "Accountability and Performance Measurement: The Evolving Role of Nonprofits in the Hollow State," Cleveland, OH, October 23-24, 2008.
- Brower, R.S. & A.Y. Abolafia (2007). "The Active Manager: Finding Network Management Skills in Old Evidence." Paper presented at the Public Management Research Association bi-annual conference, Tucson, AZ, October 26, 2007.
- Word, J.K. & R.S. Brower (2006). "Managing and Employing Volunteers in Disaster Response and Preparedness: Evidence from the Operation Step-Up Program in Florida." Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action." Chicago, IL, November 18, 2006.
- Choi, S.O. & R.S. Brower. "Network Analysis of Florida's Workforce Development Program." Annual conference of the Academy of Management, Atlanta, GA, August 16, 2006.
- Brower, R.S. & M.Y. Abolafia. "The Activist Manager: New Model For New Conditions or Ignored Old Hand"? Annual conference of the American Society for Public Administration, Denver, CO, April 3, 2006.
- Brower R.S. & L.S. Johnson. "How Does a Network Mean"? Annual research conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC, November 18, 2005.
- Brower, R.S. & J.A. Word. "Integrating Network Theories and Concepts into Doctoral Seminars." Annual Public Administration Teaching Conference, Ft. Walton Beach, FL, February 12, 2005.
- Brower, R.S., F.S. Berry, & A. Simon. "Lessons from the Field: Entrepreneurial Nonprofit Information Technologies." Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Los Angeles, CA, November 20, 2004.
- Brower, R.S. & K. Yang. "Context, Process, and Interaction: Missing Elements in Common Conceptions of Whistleblowing." Paper presented at the 2nd Annual Sino-American Conference on Public Administration, Beijing, PR China, May 25, 2004.

- R.S. Brower, K. Yang, & M. Kopp “Building a Grounded, Contextually Rich Theory of Whistleblowing as Dynamic Process.” Annual Conference of the American Society for Public Administration, Portland, OR, March 30, 2004.
- Choi, S.O., R.S. Brower, & J. Dilling, “Dynamic and Nonlinear Relationships Between Network Structures and Network Performance.” Annual research conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Denver, CO, November 21, 2003.
- Andrew, S., F.S. Berry, R.S. Brower, & B. Laster, “‘Digital Divide’ and Information Technology Capabilities: Opportunities and Challenges for North Florida’s Nonprofit Organizations.” Annual research conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Denver, CO, November 21, 2003.
- Berry, F. S., R. S. Brower, S. O. Choi, X. Gao, H. S. Jang, M. J. Kwon, and J. Word “Three Traditions of Network Research: How Can More ‘Weak Ties’ Strengthen the Research Community”? National Public Management Research Conference, Washington, DC, October 10, 2003.
- Brower, R.S. & M.Y. Abolafia, “The Active Manager.” Annual Public Administration Theory Network Conference, Anchorage, AK, June 19, 2003.
- Brower, R.S. & F.S. Berry, “Community Level Measures as Program Goals for Evaluation and Measurement: The Case of AmeriCorps in Florida.” Annual research conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Montreal, Quebec, November 14-16, 2002.
- Brower, R.S., F. Germany-Griggs & M.K. Turner, “Linking Service and Learning in Nonprofit Management Education.” Annual Public Administration Teaching Conference, Knoxville, TN, February 7-9, 2002.
- Brower, R.S., J. Dilling, H.S. Jeong & S.O. Choi, “Extending a “Preliminary” Theory of Network Effectiveness: The Case of Voluntary Emergency Management.” Annual research conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Miami, Florida, November 29-December 1, 2001.
- Dilling, J., R.S. Brower & S.O. Choi, “Social and Natural Environment Predictors of Network Structure in Local Emergency Management.” Annual research conference of the Association for Public Policy, Analysis and Management, Washington, DC, November 1-3, 2001.
- Johnson, L.S. & R.S. Brower. “Partnering in ‘Working that Workload’: How Behavior and Context Matter in Intergovernmental Networks.” Academy of Management Annual Conference, Washington, D.C., August 7, 2001.
- Klay, W.E., R.S. Brower & B.N. Williams. “A Community-Oriented Model of Academic Professionalism.” International Conference on the University as Citizen: Engaging Universities and Communities, February 21-24, 2001, Tampa, Florida.
- Brower, R.S. “When Civic-Mindedness Suppresses Conflict and Debate: The Case of Holladay-Cottonwood, Utah.” Annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action, November 15-19, 2000, New Orleans, LA.

- Thatcher, J.B., R.S. Brower & R.M. Mason. "Do Organizational Fields Influence the Understanding of Information Management and Information Technology in Nonprofits"? Annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action, November 15-19, 2000, New Orleans, LA.
- Williams, B.N., W.E. Klay & R.S. Brower. "How Conflicting Models of Police Professionalism Complicate Efforts to Accomplish Change in Communities." Annual conference, American Criminal Justice Society; St. Orlando, FL, October, 1999.
- Berry, F.S., R.S. Brower & G. Flowers. "Strategic Management and Performance-Based Budgeting in Florida: Central Design and Flexible Implementation." National Conference, American Society for Public Administration, Orlando, FL, April 10-15, 1999.
- Thatcher, J.B. & R.S. Brower. "Modeling the Effects of Information Technology on Public Organizations: Extending the Structuration Model." Annual meeting of the Academy of Management, San Diego, CA, Aug. 7-12, 1998.
- Klay, W.E., & R.S. Brower. "Distance Learning: A Modest Proposal for a Cooperative, Adult Learning Model." National Conference, American Society for Public Administration, Seattle, WA, May 9-13, 1998.
- Brower, R.S., M.Y. Abolafia, & J.B. Carr. "Overcoming Institutional Defensiveness: Breaking the Grip of Non-Rigorous Qualitative Research in Public Administration." Annual meeting of the American Political Science Association, Washington, DC, August 28-31, 1997.
- Brower, R.S. "Finding and Using Generative 'News' from the Hidden Conflicts Known as Resistance." Annual meeting of the Academy of Management, Boston, MA, August 8-13, 1997.
- Brower, R.S. and M.Y. Abolafia. "Subordinates in the Bureaucracy: Expanding Allison's Model." Annual meeting of the Academy of Management, Cincinnati, Ohio, August 11-14, 1996.
- Brower, R.S. and M.Y. Abolafia. "Bureaucratic Politics: The View from Below"; Annual Meeting of the American Political Science Association, September 1-3, 1995, Chicago, IL.
- Abolafia, M.Y. and R.S. Brower. "Profits, Prudence, and the Public Interest: Policy Issues on Wall Street;" Fifteenth Annual Conference, Association for Public Policy Analysis and Management, October 28-30, 1993, Washington, DC.
- Brower, R.S. and M.Y. Abolafia. "Taking Public Managers Seriously: Accounts of Bureaucratic Resistance;" Fifteenth Annual APPAM Research Conference, October 28-30, 1993, Washington, DC.
- Brower, R.S. and M.Y. Abolafia. "Resistance Among Public Managers: A Structural Model;" First Annual Doctoral Student Organization Studies Conference, October 1-3, 1993, Albany, New York.
- Abolafia, M.Y. and R.S. Brower. "Managers as Active Resisters in the Public Sector;" Annual Meeting of the American Sociological Association, August 12, 1993, Miami, Florida.
- Brower, R.S. and M.Y. Abolafia. "Bureaucratic Insurgency: Resistance in Public Sector Organizations;" National Conference, American Society for Public Administration, April 11-14, 1992, Chicago, Illinois.

Brower, R.S. "An Exploration of Unconventional Bureaucratic Opposition: The Enactment of Agency Democracy in Public Sector Organizations;" Proceedings: National Public Management Research Conference, Syracuse, NY, September 20-21, 1991; pp. 299-309.

Regional Conference Papers:

Brower, R.S. & L. deHaven-Smith (2008). "A Primer on Idiographic 'Causation' for the Uninitiated, Unreceptive, and Unknowing." Paper presented at the Southeastern Conference on Public Administration, Orlando, FL, September 26, 2008.

Brower, R.S. (2008). "Nonprofit Performance Accountability vs. Long-Term Viability: One Sword, Two Edges." Paper presented at Florida ASPA Conference, Lakeland, FL, May 2, 2008.

Spice, S.L., & Brower, R.S. (2008). "Giving Voice to Difficult and Important Questions: A Summary of Current Issues in Nonprofit Evaluation and Accountability." Southeast Evaluation Association conference, Tallahassee, FL, February 28, 2008.

Brower, R.S., Berry, F.S., & Andrew, S. (2008). "Evaluating Information Technology in Nonprofit Organizations: Implications for Practice." Southeast Evaluation Association conference, Tallahassee, FL, February 28, 2008.

Brower, R.S. (2007). "Governing by Network: Empowering Citizens and Managers or Undermining Democracy." Paper presented at Florida ASPA conference, Seminole, FL, May 4, 2007.

Brower, R.S., S. Ahn, C-W Hsieh, G. Perchine (2006). "Using Qualitative Analysis Software in Public Administration Research." Paper presented at Southeastern Conference of Public Administration, Athens, GA, September 29, 2006.

Brower, R.S. "The Activist Manager: New Model For New Conditions or Ignored Old Hand"? Florida statewide meeting of the American Society for Public Administration, Orlando, FL, May 5, 2006.

Berry, F.S., R.S. Brower, & S. Andrew. "Is There a Digital Divide within the Nonprofit Sector: Assessing Information Technology Use in Nonprofit Agencies within 19 North Florida Counties. SouthEast Evaluation Association Annual Conference, Tallahassee, Florida, January 30, 2004.

Berry, F.S., & R.S. Brower. "Is There a Digital Divide Among Nonprofit Organizations? A Study of North Florida Nonprofit Agencies, Examining Mission, Organizational Size, and Geographic Location as Predictors. SouthEast Evaluation Association Annual Conference, Tallahassee, Florida; January 23-24, 2003.

Berry, F.S., B. Laster, & R.S. Brower. "Is There a Digital Divide Among Nonprofit Organizations? A Study of North Florida Nonprofit Agencies, Examining Mission, Organizational Size, and Geographic Location as Predictors. Southeastern Conference on Public Administration, Columbia, S.C., October 3-5, 2002.

Berry, F.S. & R.S. Brower. "Evaluating Florida's AmeriCorps Programs' Impact on Strengthening Their Communities: The Use of Logic Models to Expand Program Measurement." SouthEast Evaluation Association Annual Conference, Tallahassee, Florida; January 17, 2002.

- Brower, R.S. "Communities and Collective Action Problems: On the Paradoxes and Limitations of Gemeinschaft." Southeastern Conference on Public Administration, Baton Rouge, LA, October 11-13, 2001.
- Williams, B.N., W.E. Klay & R.S. Brower. "How Conflicting Models of Police Professionalism Complicate Efforts to Accomplish Change in Communities." Southeastern Conference on Public Administration, St. Petersburg, FL, October 7-9, 1999.
- Brower, R.S. & A. Robbin. "Critiquing Interpretive Accounts: Common Errors That Reveal Positivist 'Over-Learning.'" Southeastern Conference on Public Administration, St. Petersburg, FL, October 7-9, 1999.
- Flowers, G., D. Kundin & R.S. Brower. "Implementation of Florida's Government Performance and Accountability Act." Eleventh Annual Conference of the Southeastern Evaluation Association, Tallahassee, FL, February 4-5, 1999.
- Flowers, G., D. Kundin & R.S. Brower. "Implementing Performance-Based Program Budgeting: A Comparative Analysis from Two Florida Agencies." Southeastern Conference for Public Administration, Pensacola Beach, FL, January 21-23, 1999.
- Brower, R.S. "Building a Grounded, Contextually-Rich Theory of Whistleblowing." Southeastern Conference for Public Administration, Knoxville, TN, September 25-27, 1997.
- Brower, R.S., M.Y. Abolafia, & J.B. Carr. "Creating Rigor in Qualitative Research Methods for Public Administration: An Assessment and Recommendations." Annual meeting Southwestern Social Science Association, New Orleans, Louisiana, March 26-29, 1997.
- Brower, R.S. "Public Managers as Entrepreneurs: Resisting the Status Quo;" Northeast Regional Conference of the American Society for Public Administration, October 24-27, 1993, Albany, New York.

Administrative Experience:

Detention Unit Leader (1985-1990) McLaughlin Youth Center; State of Alaska Department of Health & Social Services; Anchorage, AK
Duties: administrative supervisor of 75-bed detention program for pre-adjudicated, juvenile offenders from all urban and rural areas of Alaska.

High School Social Studies Teacher (1983-1985) Anchorage School District;
Duties: taught high school students U.S. and World History, U.S. Government, Psychology. Special emphasis: bilingual and bicultural students.

Men's Education Project Director (1982-1983) Men's Support Network, Anchorage, AK. Duties: community education and counseling in men's consciousness-raising, parenting issues, and support group activities. Emphasis on sexual assault education, counseling for child and adult male victims and victims' partners.

Youth Counselor/Group Leader (1976-1982) McLaughlin Youth Center, State of Alaska Department of Health and Social Services, Anchorage, AK
Duties: individual and group counseling, treatment planning, counselor supervision, and diagnostic interviewing with incarcerated juveniles.

Commanding Officer (1968-1969) 501st Transportation Truck Company, U.S. Army Communications Zone, Europe; Ruesselsheim, West Germany
Duties: command responsibility for 140 men and 96 trucks in transporting military

materiel throughout West Germany and the Benelux countries, including NATO-scheduled "classified" convoys to and from West Berlin.

Professional Service to Community:

Focus Group Facilitator, Statewide meeting of Nonprofit Management Support Organizations' CEOs, Rollins College Center for Philanthropy, Winter Park, Florida, February 12, 2009.

Invited Lecturer, "The Active Manager." Faculty and graduate students, Department of Public Administration, National Taipei University, Taipei, Taiwan, November 27, 2008.

Invited Lecturer, "Governing by Network." Faculty and graduate students, Department of Public Administration, National Taipei University, Taipei, Taiwan, November 26, 2008.

Invited Lecturer, "An Orientation to Grounded Analysis." Faculty and students, Department of Public Administration, National Taipei University, Taipei, Taiwan, November 25, 2008.

Invited Lecturer, "All the Interesting Reasons to do Qualitative Research." Faculty and students, Department of Public Administration, Taipei Municipal University of Education, Taipei, Taiwan, November 25, 2008.

Political Planning Committee, United Partners for Human Service (UPHS), Tallahassee, FL, October-December 2008.

Workshop Trainer, Group Facilitators for "Peer Learning" support groups, Communities Empowering Youth (CEY) Project for UPHS and Boys and Girls Clubs of the Big Bend (BGCB), October 28, 2008.

Invited Speaker, "It's not Enough to be Compassionate: You Must Act." Strategic Alliance Nonprofit Partnership (SNAP), Tallahassee, FL, June 12, 2008.

Plenary Speaker, UPHS annual conference, Tallahassee Community College, May 6, 2008.

Workshop co-facilitator, "Performance Measurement for Capacity Building," UPHS annual conference, Tallahassee Community College, May 6, 2008 (with Sarah Scheutz).

Workshop co-facilitator, "Building a Virtual Community," UPHS annual conference, Tallahassee Community College, May 6, 2008 (with Sarah Scheutz).

Co-Committee Chair, Sister City Project (Tallahassee and Puerto Princesa, Republic of the Philippines) for Big Bend Filipino-American Association. May 2007-Present.

Keynote Lecturer, "Translating Policy into an Organizational Network on Delivery of Public Services"; 9th Foundation Anniversary of the College of Public Affairs, University of the Philippines, Los Banos, College, Laguna, Republic of the Philippines, January 26, 2007.

Brainstorm Facilitator: "Gawad Kalinga: A Research Proposal"; brainstorming and research planning session involving leaders of the Philippines' foremost NGO, Gawad Kalinga, and faculty of the National College of Public Administration and Governance, University of the Philippines, Diliman. February 6, 2007.

Member, Philippine Fulbright Scholar Selection Committee, Philippine-American Educational Foundation, Makati City, Republic of the Philippines. November-December, 2006.

Prepared to Act: Creating a Network for Disaster Preparedness and Recovery. Co-facilitator with Alfredo Cruz of a community planning workshop for nonprofit managers and leaders, annual conference of the United Partners for Human Services, Tallahassee, FL, May 3, 2006.

New Perspectives on Program Performance and Evaluation: The Good, the Bad, and the Unintended. A workshop for nonprofit managers that combines results-based measurement, the “Competing Values Framework” for organizational effectiveness and the stage-based model for nonprofit capacity building. Co-facilitator with Jessica Word and HeeSoun Jang. Annual conference of the United Partners for Human Services, Tallahassee, FL, May 2, 2006.

Community Advisory Committee, Tallahassee Nonprofit Alliance. November 2005 to present.

Citizen Evaluation Team Member, Community Human Services Partnership. Tallahassee, FL, March-May 2005.

“Information Technology in Northeast Florida’s Nonprofits: The Top Ten Things We Learned.” Presentation to the Nonprofit E-commerce Workshop of the Nonprofit Center of Northeast Florida, Jacksonville, FL, October 29, 2004

“Housing Affordability in Gulf County: An Analysis of County-wide Trends and Regional Differences.” Report presented to community forum, Port St. Joe, FL, October 5, 2004.

“Success Strategies for Nonprofits: Innovations in Information Technology.” Invited Presentation for The Nonprofit Forum, Monticello, FL, September 1, 2004.

“Information Technology Use in Nonprofit Organizations in North Florida.” Invited presentation for the Department of Public Administration, Huazhong Institute of Technology, Wuhan, PR China, May 27, 2004.

Citizen Evaluation Team Member, Community Human Services Partnership. Tallahassee, FL, April-May 2004.

Chair, Annual Public Service Awards Committee, North Florida Chapter, American Society for Public Administration, April-May, 2004.

Service-Learning: Tallahassee Nonprofit and FSU Partnerships. Invited presentation for the Tallahassee Chapter, Association of Fundraising Professionals, Tallahassee, FL, April 8, 2004.

Preparation of Guidelines for Request for Proposal. Florida Communities in Schools, for three-year evaluation of their AmeriCorps programs. January, 2004.

Evaluating Service Project Outcomes. Interactive Workshop for Florida AmeriCorps Program Directors. Facilitator with Gabriela Wolfson, Tallahassee, Florida, November 6, 2003.

Measuring the Logic and Performance of AmeriCorps Programs: Showing Better What We Do. Interactive Workshop for Florida AmeriCorps Program Directors and Staff. Co-Facilitator with Frances S. Berry. Valencia Community College, Orlando, Florida. January 10, 2003

Florida Nonprofit Research Steering Committee. Convened by the Florida Philanthropic Network, Rollins College, Winter Park, FL, January 6, 2003

Logic Models and Outcome Measurement. Training and Workshop for Staff of Volunteer Florida. Co-Trainer with Frances S. Berry. Tallahassee Community College, Tallahassee, FL, December 2002.

"The State of Nonprofits and Philanthropic Giving in Jacksonville and Florida." Invited presentation for Jacksonville Donor's Forum, Jacksonville, Florida, April 4, 2002.

"Florida's Nonprofit Sector: What We Know and Bumps in the Road to Knowing." Invited presentation for Tallahassee Chapter, American Society of Fundraising Professionals, Tallahassee, Florida, March 21, 2002.

"Florida's Nonprofit Sector, Civic Leadership, and Philanthropy." Invited presentation for Nonprofit Advisory Council, AmSouth Bank. Tallahassee, Florida, February 12, 2002.

Co-Organizer and Process Facilitator, The Nonprofit Forum. A meeting of Tallahassee and North Florida nonprofit executives, fund-raisers, and funding organizations. Tallahassee, Florida, December 18, 2002.

"Building Sustainability for Florida's AmeriCorps Programs," Florida Commission on Community Service, Process Co-Facilitator. Tallahassee, FL, October 1-2, 2001.

"Florida's Nonprofit Sector, Civic Leadership, and Philanthropy: What we know, what we need to know, and bumps in the road to knowing." Invited Presentation for Florida Funders Group, Orlando, FL, May 29, 2001.

"Special Needs, Special Dangers: Tampa Bay Human Service Nonprofits." Invited Presentation for Tampa Bay Funders Group, Clearwater, Florida, April 24, 2001.

Leon County Juvenile Justice Council. Mission and Goals Process Facilitator. Tallahassee, Florida, April 9, 2001.

"Myths and Realities about Duval County's Human Service Nonprofit Sector." Invited Presentation, Jacksonville Community Building Fund Inaugural Report to the Community and Awards Luncheon, Jacksonville, Florida, March 28, 2001.

Steering Committee Member, Florida Independent Sector Coalition. Planning group for a proposed January 2002 Symposium on Florida's independent sector, hosted by Rollins College, Winter Park, Florida.

Duval County Florida Nonprofit Infrastructure: A Study of Fiscal and Organizational Stability. Funded research for Jacksonville Community Foundation, underwritten by the Jessie Ball DuPont Fund (\$24,750). May 2000 to January 2001.

Inspectors General Institute. Co-presenter for training module on "Performance Management and Accountability: Implications for Practice," Tallahassee, Florida, May 19, 2000.

The Governor's Forum: Engaging in a Civil Society, Workshop Facilitator on "Regulatory Issues: How Government Interacts with Nonprofits." Miami, Florida, June 6, 2000.

Briefing for Governor and Delegation of Mayors from San Luis Province, Argentina. Invited lecture on "Strategic Management and Performance-Based Budgeting." City Hall, Tallahassee, Florida, May 9, 2000.

Florida Correctional Medical Authority. Research design consultant with Florida Public Affairs Center. 2000.

Florida Nonprofit Executive Focus Group. Member of organizing committee, group process facilitator, and data analyst for focus group of leading Florida nonprofit executives. Hosted by Collins Eminent Scholar for purpose of generating information on the training and research needs of Florida's NPOs and creating a baseline for nonprofit management curriculum development for the Askew School. 1999-2000.

Department of Public Safety, Spartanburg, South Carolina. Consulting with Brian N. Williams on implementing community-orientation in the Department personnel evaluation system. 1999-2000.

Federal Emergency Management Agency, Emergency Management Institute. Represented Askew School in national curriculum development project. Emmitsburg, MD, June 1999.

Florida Association of Voluntary Agencies for Caribbean Action. Consulting and assessing capabilities for a cooperative distance learning initiative between the Askew School and University College of Belize. 1998-1999.

Florida Department of Law Enforcement and Department of Children and Families, Applied research and report of findings re: performance outcomes and performance-based budgeting. Tallahassee, Florida, 1998-1999.

Florida Criminal Justice Executive Institute: Senior Leadership Colloquium discussant. Tallahassee, Florida, 1998.

SAIL High School; Leon County School District: Research and report on parent, student, and faculty assessments of "intensives" educational program, Tallahassee, Florida, 1997.

NYS Department of Social Services: Focus group moderator for evaluation research on *Homerebuilders* project for children at risk, New York City, 1994.

Department of Public Administration; SUNY Albany: Prepared successful grant application for department participation in Muskie Foundation program to sponsor graduate students from Eastern Europe and former USSR, 1994.

NYS Department of Social Services: Prepare case materials and readings for managers in conjunction with departmental *TQM* initiative; 1993.

Governor's Traffic Safety Committee, NYS Department of Motor Vehicles: Organizational Development analysis and retreat for departmental *Quality through Participation (QtP)* initiative; 1992.

Albany City Hostel: Organizational Development Intervention; 1991.

Centro Civico of Amsterdam (New York): Management systems/employee empowerment analysis; 1991.

Big Brothers/Big Sisters of Anchorage: Management analysis; 1987.

Professional Association Activities:

Paper Reviewer, Academy of Management, Public and Nonprofit Division, January-February, 2009.

Panel Discussant: “Social Change.” The annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action.” Philadelphia, PA, November 20-22, 2008.

Panel Chair: “Issues in Public Administration Education.” Southeastern Conference of Public Administration, September 26, 2008.

Luncheon Organizer, North Florida Chapter, American Society for Public Administration, Guest Speaker: David Walker, October 7, 2008.

Professional Caucus Organizer, “Comparative Role of Nonprofit Organizations in Western Democracies and Developing Countries in Combating Environmental Degradation.” Annual conference of the Academy of Management, Anaheim, CA, August 12, 2008.

Council Member, North Florida Chapter, American Society for Public Administration, 2008-2010.

Committee Chair, Annual Public Service Awards, North Florida Chapter, American Society for Public Administration, April-May, 2008.

Panel Organizer and Chair: “Evaluation in Nonprofit and Voluntary Sector Organizations.” Southeast Evaluation Association conference, Tallahassee, FL, February 28, 2008.

Paper Reviewer, Academy of Management, Public and Nonprofit Division, January-February, 2008.

Member, Editorial Board: Nonprofit and Voluntary Sector Quarterly, November 2007 to Present.

Committee Member, Annual Public Service Awards, North Florida Chapter, American Society for Public Administration, May-June, 2007.

Council Member, North Florida Chapter, American Society for Public Administration, 2007-Present.

Consortium Panelist, “*Planning the Dissertation Research Agenda and Beyond.*” Doctoral Consortium of the Public and Nonprofit Division, Academy of Management annual conference, Atlanta, GA, August 13, 2006.

Chair, Nominating Committee, North Florida Chapter, American Society for Public Administration, April-July, 2006.

Chair, Annual Public Service Awards Committee, North Florida Chapter, American Society for Public Administration, April-May, 2006.

Immediate Past Chair and Elections Committee Chair, Public and Nonprofit Division, Academy of Management, 2005-2006.

Reviewer, Public Administration Review, March 2006 to present.

Workshop Facilitator, “*Building Bridges to Other Divisions: SIM Research Roundtables,*” Academy of Management annual conference, Honolulu, HI, August 7, 2005.

Workshop Presenter, “*Developing and Using Cases in Teaching and Research: An Experiential Workshop,*” Academy of Management annual conference, Honolulu, HI, August 6, 2005.

Panel Convenor and Chair, “*Teaching Network Theories, Concepts, and Research in the Public Administration Curriculum.*” Annual Public Administration Teaching Conference, Ft. Walton Beach, FL, February 12, 2005.

Reviewer, *Nonprofit Management and Leadership*, February 2005 to present.

Reviewer, *International Journal of Public Administration*, July 2004 to present.

Panel Chair, “*Impacts on Charitable Giving.*” Annual research conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Los Angeles, CA, November 20, 2004.

Theme Session Symposium Organizer, “*Public and Nonprofit Division Workshop.*” Annual Meeting of the Academy of Management, New Orleans, LA, August 9, 2004.

Panel Chair, “*Public Policy and Administration,*” 2nd Bi-Annual Sino-American Conference on Public Administration, Beijing, PR China, May 25, 2004.

Panel Chair, “*Examination of Sources of Nonprofit Data.*” Annual research conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Denver, CO, November 22, 2003.

Chair, Public and Nonprofit Division, Academy of Management, October 2003 to present.

Theme Session Symposium Organizer, “*Globalization, Internationalization, and Democracy: The Seattle Experience.*” Annual meeting of the Academy of Management, Seattle Washington, August 4, 2003.

Panelist, “*Teaching Research Methods in Public and Nonprofit Programs.*” Professional Development Workshop at the annual meeting of the Academy of Management, Seattle, Washington, August 2, 2003.

Panelist, “*The Dissertation and Beyond: Planning and Implementing the Research Agenda.*” Session of the Doctoral Student Colloquium, Public and Nonprofit Division, at the annual meeting of the Academy of Management, Seattle, Washington, August 3, 2003.

Panel Co-Convenor and Discussant, *Founders Forum: “When Public Service Involves Intergovernmental and Intersectoral Relations: A New Uncharted Field, or Merely a Few Interesting Questions?”* Annual Conference of the American Society for Public Administration, Washington, DC, March 13-18, 2003.

Book Proposal Reviewer: Organization culture, qualitative research, organization theory. Sage Publications. 2003 to present.

Program Chair, Public and Nonprofit Division, Academy of Management, 2002-2003.

Panel Chair and Discussant, “*Nonprofit Web and Computer Usage,*” 2002 Annual Research Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Montreal, Quebec, Canada, November 14-16, 2002.

Conference Proposal Program Reviewer: *Accountability and Evaluation Category.* 2002 Annual Research Conference of the Association for Research on Nonprofit Organizations and Voluntary Action. April/May 2002.

Reviewer, *Nonprofit and Voluntary Sector Quarterly*, April 2002 to present.

Panel Convenor and Facilitator, “*Campus and Community Collaboration.*” Annual Public Administration Teaching Conference, Knoxville, TN, Feb. 7-9, 2002.

Panel Convenor and Facilitator, Special “Miami Day” Session: “*Foundations, Researchers, and Policy Makers: Acknowledging Differences, Finding Common Ground, and Collaborating to Transform Civil Society*,” Annual Research Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Miami, Florida, November 29-December 1, 2001.

Reviewer, *Public Performance and Management Review*, September 2001 to present.

Concurrent Caucus Chair and Facilitator, “*Issues Affecting Smaller AoM Divisions – II*,” Annual Conference of the Academy of Management, Washington, DC, August 7, 2001.

Panel Discussant, “*Breaking the Frame: Markets, Governments, and Stakeholders in the Good Society*,” Annual conference of the Academy of Management, Washington, DC, August 6, 2001.

Reviewer, *Journal of Public Administration Research and Theory*. October, 2000 to present.

Member, *Academy of Management Council*, representing the Public and Nonprofit Division, and Member at Large, executive committee of the Public and Nonprofit Division, 2000-2002.

President, *North Florida Chapter, American Society for Public Administration*, 1999-2000.

Co-Chair, Professional Development Workshops, *Public and Nonprofit Division, Academy of Management*, 1999-2000.

Co-Convenor, Doctoral Student Consortium, *Southeastern Conference on Public Administration*, St. Petersburg, FL, October 7-9, 1999.

Organizer and Chair, Professional Development Workshop on “Small Division Images and Member Identities,” *Public and Nonprofit Division, Annual Meeting of the Academy of Management*, Chicago, IL, August 6-11, 1999.

Co-Convenor, Doctoral Student Consortium, *Southeastern Conference on Public Administration*, Pensacola, FL, January 21-23, 1999.

Chair, Professional Development Workshops, *Public and Nonprofit Division, Academy of Management*, 1998-1999.

Vice President and Program Chair, North Florida Chapter, American Society for Public Administration. 1998-1999.

Symposium Convenor and Co-Chair, “The Quest for Significance in Public Versus Private Management Research: What Are the Most Important Differences and Why Are They Important?” *Annual Meeting of the Academy of Management*, San Diego, CA, August 7-12, 1998.

Preconference Workshop Presenter, “The Varieties of Interpretive Methods.” *Research Methods Division, Annual meeting of the Academy of Management*, San Diego, CA, August 7-12, 1998.

Panel Discussant, “The New Theories for Public Management.” *Annual research meeting, Association of Public Policy Analysis and Management*, Washington, D.C., November 6-8, 1997.

Student Scholarship Committee, *Southeastern Conference on Public Administration*, 1997-1999.

National Membership Committee and Member of Executive Committee, *Public and Nonprofit Division, Academy of Management*, 1997-2000.

Symposium Co-Convenor and Chair, "Managing the Generative, Paradoxical Benefits of Conflict in Public Policy Issues that Call for Action." *Public and Nonprofit Division, Annual meeting of the Academy of Management, Boston, MA, August 8-13, 1997*.

Council Member, *North Florida Chapter, American Society for Public Administration*, 1997-1998.

Invited presentation, "Taking Dilbert Seriously," November 1996 monthly meeting of the *North Florida Chapter, American Society for Public Administration*.

Co-Facilitator, "Distance Learning Roundtable," *Southeastern Conference on Public Administration*, Miami, Florida, October 5, 1996.

Co-Facilitator, pre-conference workshop on "Qualitative Research Methods in the Public and Nonprofit Sectors," *Annual meeting of the Academy of Management*, Cincinnati, Ohio, August 11, 1996.

Reviewer, *Academy of Management, Public and Nonprofit Division*; 1995-present.

Reviewer, *First Annual Doctoral Student Organizational Studies Conference*, 1993.

Council Member, *Alaska Chapter, American Society for Public Administration*, 1989-1990.

Professional Association Memberships:

The Academy of Management

Organization and Management Theory Division

Public and Nonprofit Division

Critical Management Studies Interest Group

American Society for Public Administration

North Florida Chapter

Public Administration Research Division

International and Comparative Division

Association for Research on Nonprofit Organizations and Voluntary Action

International Society for Third Sector Research

Public Management Research Association

School, College, and University Service:

DeGuzman Doctoral Paper Award Committee Chair. January-February 2009.

Global Pathways Certificate Undergraduate Certificate Grading Committee, 2009-Present.

Carnegie Campus Community Engagement Award Preparation Committee, 2009-Present.

Policy Committee, College of Social Sciences, Florida State University, Fall 2008 to present.

Nexus Organizing Committee for Global Pathways Certificate, 2008.

DeGuzman Doctoral Paper Award Committee Chair. January-February 2008.

Provost's Travel Fund Committee, 2007 to 2008.

Provost's Travel Fund Committee, 2005 to 2006.

College Representative to Graduate Enrollment Management Committee. January 2005 to August 1, 2006

MPA Director, Fall 2003 to August 1, 2006...

Dean Search Committee, College of Social Sciences. Fall 2002 to Spring 2003.

Needs and Cost Assessment: Association Management Curriculum for Florida State University. March 2002.

Focus Groups Facilitator and Research Analyst, *Project on the Status of Women's Tenure and Promotion at FSU*, November/December 2001.

"On Qualitative Research and Qualitative Research Software: Researcher Guiding the Software, Not Vice Versa," Invited colloquium, Department of Educational Research, College of Education, Florida State University, October 5, 2001.

"On Qualitative Research and Qualitative Research Software: Researcher Guiding the Software, Not Vice Versa," Invited presentation, School of Nursing Faculty Colloquium, Florida State University, September 27, 2001.

Askew School Display: Sesquicentennial Celebration, College of Social Sciences, Florida State University. Revised powerpoint slides for Askew School presentation and helped set up display panel for this celebration, September 5-7, 2001.

Askew School Display: Florida Citizenship and Leadership Participation Day. Based on powerpoint slides on nonprofit capacity and civic leadership (see below) and other existing Askew School display materials, created and helped set up a School display panel for the Florida Capitol Rotunda for this celebration, March 9-10, 2000.

Preparation of Powerpoint Briefing on Florida's Nonprofit Sector. Reviewed existing research and current data on service-providing nonprofit organizations in Florida and prepared powerpoint presentation to: a) present an overview of the sector's infrastructure capacity, b) identify research, training, and curriculum needs, and, c) brief legislators and government leaders about the Askew School's desire to initiate a statewide nonprofit resource center and develop a nonprofit management curriculum. 1999-2000.

Department MPA Committee, 2000-2002, 2003 to 2006.

Department Policy Committee, 1996-2006, 2008-Present.

United Way Representative, 1996-1997.

Department Personnel Committee, 1995-1996, 2008.

Department Ph.D. Committee, 1995-1998, 2002 to 2003, 2007-Present.