

CIRRICULUM VITAE

NICOLE M. 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”
- 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
Philosophy and Political Science
Honors Thesis: “Moral Luck and Just Desert,” high honors distinction
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APPOINTMENTS

- John Jay College of Criminal Justice, CUNY**, Associate Professor with Tenure 2020 – Present
Department of Public Management
New York, New York
- Women in the Public Sector**, Founding Co-Director 2013 – Present
John Jay College of Criminal Justice, CUNY
New York, New York
- John Jay College of Criminal Justice, CUNY**, Assistant Professor 2013 – 2020
Department of Public Management
New York, New York

Chatham University , Visiting Scholar The Women's Institute Pittsburgh, Pennsylvania	2019 – 2020
U.S. Department of Defense , Research Fellow Defense Equal Opportunity Management Institute (DEOMI) Patrick Air Force Base, Florida	2017 – 2019
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

PUBLICATIONS

Books

Shields, Patricia M. and Elias, Nicole M. (Eds). (Under Contract, Appearing in 2021). *Handbook of Gender and Public Administration*. Cheltenham, United Kingdom: Edward Elgar Publishing.

Elias, Nicole M. and O'learyski, Amanda M. (Eds). (2020). *Ethics for Contemporary Bureaucrats: Navigating Constitutional Crossroads*. New York, NY: Routledge Taylor & Francis Group.

Refereed Journal Articles

McCandless, Sean and Elias, Nicole M. (2020). Popular Culture Informing Public Administration: Messages and Prospects for Social Equity. *Public Integrity*.

Bishu, Sebawit, McCandless, Sean, and Elias, Nicole M. (2020). Gender in Emergency Services: Foundations for Greater Equity in Professional Codes of Ethics. *Public Integrity*.
<https://doi.org/10.1080/10999922.2020.1825179>

Elias, Nicole M. and D'Agostino, Maria J. (2020). Care in Crisis: COVID-19 as a Catalyst for Universal Child Care in the United States. *Administrative Theory & Praxis*.
<https://doi.org/10.1080/10841806.2020.1813456>

Elias, Nicole M. (2020). LGBTQ+ Civil Rights: Local Government Efforts in a Volatile Era. *Public Administration Review*.
<https://doi-org.ez.lib.jjay.cuny.edu/10.1111/puar.13188>

Elias, Nicole M. and Colvin, Roddrick. (2020). A Third Option: Understanding and Assessing Non-Binary Gender Policies in the United States. *Administrative Theory & Praxis*, 42:2, 191-211. <https://doi.org/10.1080/10841806.2019.1659046>

-Winner of the 2020 ASPA LGBT Advocacy Alliance Section Published Paper Award

Elias, Nicole M. and Marrin, Madeleine. (2019). The Importance of Engaging Students on Public Assistance: New Insights and Recommendations for Practice. *Teaching Public Administration*, 37(3), 341-364. <https://doi.org/10.1177/0144739419851149>

Elias, Nicole M. and D'Agostino, Maria J. (2019). Gender Competency in Public Administration Education. *Teaching Public Administration*, 37(2), 218-233. <https://doi.org/10.1177/0144739419840766>

Elias, Nicole M., Johnson, Rana, Ovando, Daniel, and Ramirez, Julia. (Fall 2017/Spring 2018). Improving Transgender Policy for a More Equitable Workplace. *Journal of Public Management & Social Policy*, 24(2), 53-81. <https://digitalscholarship.tsu.edu/jpmmsp/vol24/iss2/7/>

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

Federman, Peter S. and Elias, Nicole M. Rishel. (2017). Beyond the Lavender Scare: LGBT and Heterosexual Employees in the Federal Workplace. *Public Integrity*, 19 (1), 22-40. <https://doi.org/10.1080/10999922.2016.1200410>

-Winner of the 2018 ASPA LGBT Advocacy Alliance Section Published Paper Award

-Selected for *Public Integrity* Special Issue, "Editor's Pick: Best of 2016"

Elias, Nicole M. Rishel and Jensen, Courtney E. (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 M. 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 M. (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 M. (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>

Peden, Mindy and Rishel, Nicole M. (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

Refereed Book Chapters

Elias, Nicole M. and Saffran, Gwendolyn. Non-binary Gender Identity: Challenging Public Values and Reshaping Institutions. In Elias, Nicole M. and O'lejariski, Amanda M. (Eds). (2020). *Ethics for*

Contemporary Bureaucrats: Navigating Constitutional Crossroads. New York, NY: Routledge Taylor & Francis Group.

Dudley, Larkin S., Elias, Nicole M. and Olejarski, Amanda M. Introduction: The Constitutional Tradition in Public Administration Ethics. In Elias, Nicole M. and O'lejárski, Amanda M. (Eds). (2020). *Ethics for Contemporary Bureaucrats: Navigating Constitutional Crossroads*. New York, NY: Routledge Taylor & Francis Group.

Olejarski, Amanda M., Elias, Nicole M., and Neal, Sue. Conclusion: Where the Constitution Can Lead Us. In Elias, Nicole M. and O'lejárski, Amanda M. (Eds). (2020). *Ethics for Contemporary Bureaucrats: Navigating Constitutional Crossroads*. New York, NY: Routledge Taylor & Francis Group.

Elias, Nicole M. and D'Agostino, Maria J. (2020). Changing the Landscape of Public Administration for Women: Organized Efforts to Promote Gender Competency. In Slagle, Derek and Adam Williams (Eds.), *Public Affairs Practicum*. San Diego, CA: Birkdale Publishers.

Elias, Nicole M. Rishel and D'Agostino, Maria J. (2017). Women in the Public Sector: Getting Creative with Networking and Mentoring. In Zavattaro, Staci and Orr, Shannon (Eds.), *Reflections on Academic Lives: Identities, Struggles, and Triumphs in Graduate School and Beyond*. New York, NY: Palgrave Macmillan. https://doi.org/10.1057/978-1-137-60009-7_3

Elias, Nicole M. Rishel and Federman, Peter S. (2016). Digital Dashboards as Social Media: Using Data to Increase Transparency and Accountability. In Zavattaro, Staci and Bryer, Thomas (Eds.), *Social Media for Government: Theory and Practice*. Boca Raton, FL: CRC Press. <https://doi.org/10.4324/9781315643564>

Refereed Book Reviews

Elias, Nicole M. (2017). Transgender Rights and Politics: Groups, Issue Framing, and Policy Adoption, *Public Integrity*, 20:6, 640-644. <https://doi.org/10.1080/10999922.2017.1399766>

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

Other Refereed Publications

D'Agostino, Maria J. and Elias, Nicole M. (Symposium Co-Editors). (Forthcoming). #MeToo in Academia: Understanding and Addressing Pervasive Challenges. Viewpoint Symposium in *Public Administration Review*.

McCandless, Sean and Elias, Nicole M. (Symposium Co-Editors). (2020). Introduction to the Symposium: Popular Culture, Social Equity, and Public Administration. *Public Integrity*.

Elias, Nicole M. (2019). Transgender and Non-Binary Gender Policy in the Public Sector. In: Haider-Markel, Don (Ed). *Oxford Encyclopedia of Politics*. Oxford University Press. <http://dx.doi.org/10.1093/acrefore/9780190228637.013.1168>

Elias, Nicole M., McCandless, Sean and Chordiya, Rashmi. (2019). Administrative Decision-making Amid Competing Public Sector Values: Confederate Statue Removal in Baltimore, Maryland. *Journal of Public Affairs Education*. <https://doi.org/10.1080/15236803.2019.1601328>

Elias, Nicole M. (2019) Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Workplace Policy. In: Farazmand A. (Ed.). *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer International Publishing. https://doi.org/10.1007/978-3-319-31816-5_2396-1

Elias, Nicole M. and D'Agostino, Maria J. (Virtual Special Issue Co-Editors). (2018, September 21). Virtual Special Issue: Contemporary Theories of Women and Gendered Public Administration and Policy. *Administrative Theory & Praxis*. <http://explore.tandfonline.com/content/bes/contemporary-theories-of-women-gendered-public-administration-and-policy>

Elias, Nicole M. (2018). Why U.S. Government Agencies Need Comprehensive Policies for Employees with Various Gender Identities. Policy Brief. *Scholars Strategy Network*. <http://www.scholarsstrategynetwork.org/brief/why-us-government-agencies-need-comprehensive-policies-employees-various-gender-identities>

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

Rishel, Nicole M. (2011). Rethinking Difference in Public Administration. *Administrative Theory & Praxis*. 33 (1), 112-116. <https://doi.org/10.2753/atp1084-1806330108>

Reports and Government Policy

Elias, Nicole M. (contributor). (2019). Women in the Public Sector at John Jay College 2018-2019 Yearly Reflection. <http://www.jjay.cuny.edu/yearly-reflections-0>

Elias, Nicole M., Marrin, Madeleine, and Meytes, Yelena. (2018). The Importance of Engaging Students on Public Assistance: New Insights and Recommendations for Practice. Career Engagement Faculty Fellowship Report (internal CUNY report).

Elias, Nicole M. (contributor). (2018). Women in the Public Sector at John Jay College 2017-2018 Yearly Reflection. <http://www.jjay.cuny.edu/yearly-reflections-0>

Elias, Nicole M. (contributor). (2017). Women in the Public Sector at John Jay College 2016-2017 Yearly Reflection. <http://www.jjay.cuny.edu/yearly-reflections-0>

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

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

Elias, Nicole M. (contributor). (2016). Women in the Public Sector at John Jay College 2015-2016 Yearly Reflection. <http://www.jjay.cuny.edu/yearly-reflections-0>

Elias, Nicole M. (contributor). (2015). Women in the Public Sector at John Jay College 2014-2015 and 2013-2014 Yearly Reflection. <http://www.jjay.cuny.edu/yearly-reflections-0>

Rishel, Nicole M. (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.). <https://www.gao.gov/products/GAO-10-116>

News Articles and Blog Activity

Elias, Nicole M. and D'Agostino, Maria J. (2020, September 21). Why is COVID-19 Destroying the Careers of Women? Toward Universal Child Care. *3Streams Medium*.

<https://medium.com/3streams/why-is-covid-19-destroying-the-careers-of-women-c76e8a13864f>

Elias, Nicole M. and D'Agostino, Maria J. (Blog Symposium Co-Editors). (Spring 2019). Implications of the #MeToo Movement for Academia: A Bully Pulpit Symposium in *Public Administration Review*.

<https://www.publicadministrationreview.com/metoo/>

Elias, Nicole M. and D'Agostino, Maria J. (2019, March 25). Introduction: Charting a Path for #MeToo in Academia [Blog post] in Implications of the #MeToo Movement for Academia: A Bully Pulpit Symposium in *Public Administration Review*. <https://www.publicadministrationreview.com/metoo/>

Elias, Nicole M. and D'Agostino, Maria J. (2019, January 22). Implications of the #MeToo Movement for Academia [Blog post]. *Gender Dialogues: A Space for Community and Conversation*.

<http://wpsjjay.blogspot.com>

Elias, Nicole M. and D'Agostino, Maria J. (Fall 2018). Addressing Gender Equity in Academia and the Public Administration Field. *PA Times*, 4 (3).

<https://www.aspanet.org/ASPADocs/PA%20Times-/Magazine/PATimes-Fall2018-web.pdf>

D'Agostino, Maria J. and Elias, Nicole M. Rishel. (2018, September 20). Continuing the Gender Equity in Academia Conversation: Recommendations and Next Steps [Blog post]. *Gender Dialogues: A Space for Community and Conversation*. <http://wpsjjay.blogspot.com>

D'Agostino, Maria J. and Elias, Nicole M. Rishel. (2018, July 3). Big Questions Surrounding Gender Equity in Academia and the Field of Public Administration [Blog post]. *Gender Dialogues: A Space for Community and Conversation*. <http://wpsjjay.blogspot.com>

D'Agostino, Maria J. and Elias, Nicole M. Rishel. (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. Rishel, Brand, Melissa S., and Federman, Peter S. (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).

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

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

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

Media Contributions

“Fostering ‘Engagement’ with College Students on Welfare.” SUM: Research, Creativity, and Innovation at CUNY. <https://sum.cuny.edu/fostering-engagement-with-college-students-on-welfare/>

“Transgender Political Candidates are Increasingly Common. The Money Backing Them is Not” March 6, 2019. *The Center for Public Integrity* published in partnership with *Out Magazine*. <https://publicintegrity.org/federal-politics/elections/transgender-political-candidates-are-increasingly-common-the-money-backing-them-is-not/>

“Local College Student Starts Makeup Business out of Dorm Room.” December 5, 2018. *Genderscope: A look at Gender Issues on Long Island*. <http://www.genderscope.com/culture/-local-college-student-starts-makeup-business-out-of-dorm-room/>

“After years of addiction, Christopher Kennedy transforming into the ‘person of his dreams.’” December 5, 2018. *6x8 Portrait*. <https://www.6x8portrait.com/stories/2018/12/4/christopher-kennedy-transforming-into-the-person-of-his-dreams-after-serving-time>

“Deer Park LGBT+ Community Responds to Trump Administration Attack on Trans People.” October 2018. *The Osprey* <http://www.theosprey.info/politics/long-island-responds-to-trump-administration-attack-on-trans-people/>

AWARDS AND HONORS

American Society for Public Administration 2020 LGBT Advocacy Alliance Section Best Published Paper Award: Elias, Nicole M. and Colvin, Roddrick. (2019). A Third Option: Understanding and Assessing Non-Binary Gender Policies in the United States. *Administrative Theory & Praxis*, 1–21.

Audre Lorde Award for Social Justice, John Jay College of Criminal Justice, 2019

American Society for Public Administration 2018 LGBT Advocacy Alliance Section Best Published Paper Award: 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

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 Award, CUNY, 2014 – 2015

Diversity Spotlight, The Graduate School, Virginia Tech, 2012

Prestage-Cook Award, Southern Political Science Association, 2012

Diversity Recognition Award, College of Architecture & Urban Studies, Virginia Tech, 2010

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

GRANT ACTIVITY AND FUNDING AWARDS

Women in the Public Sector Series Funding, John Jay College of Criminal Justice, (\$5,000.00), 2020 – 2021

Child Care in Crisis: Lessons from COVID-19 and Future Planning in New York State, Office for the Advancement of Research (OAR) Seed Money Program, John Jay College of Criminal Justice, (\$1,998.87), 2020 – 2021

WPS-AWPA Equitable Conferencing Workshop and Reception, Department of Public Management Conference Reception Funding, John Jay College of Criminal Justice, (\$2,500.00), 2020 (postponed due to COVID-19)

Women in the Public Sector and New York City Commission on Gender Equity Partnership, Office of the Mayor, New York, New York, (\$20,000.00), 2019 – 2020

Gender Equity in Municipalities: Exploring Discursive Frames for Governance, PSC-CUNY Award, (\$5,999.09 with Course Release), 2019 – 2020

Women in the Public Sector Series Funding, John Jay College of Criminal Justice, (\$7,500.00), 2019 – 2020

Gender Equality in Municipalities: Student-Faculty Research Collaboration, Presidential Student-Faculty Research Award, John Jay College of Criminal Justice, (\$6,940.00), 2018 – 2020

Women in the Public Sector ASPA Reception, Office for the Advancement of Research Conference Reception Funding, John Jay College of Criminal Justice, (\$4,000.00), 2019

Women in the Public Sector ASPA Reception, Department of Public Management, John Jay College of Criminal Justice, (\$500.00), 2019

Gender Topics, Faculty-Student Engagement Funding, John Jay College of Criminal Justice, (\$250.00), 2018 – 2019

Women in the Public Sector Series Funding, John Jay College of Criminal Justice, (\$9,500.00), 2018 – 2019

Assessing “X”: Public Policy and Administrative Changes Surrounding Non-binary Gender Identity Markers, PSC-CUNY Award, (\$5,995.16 with Course Release), 2018 – 2019

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

Women in the Public Sector ASPA Reception, Office for the Advancement of Research Conference Reception Funding, John Jay College of Criminal Justice, (\$4,000.00), 2016

Women in the Public Sector Spring 2016 Keynote Address, Office for the Advancement of Research Community Event Funding, John Jay College of Criminal Justice, (\$1,350.00), 2015 – 2016

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

LGBT Employment and Policy in the U.S. Federal Government, Office for the Advancement of Research Seed Money Program, John Jay College of Criminal Justice, (\$1,977.12), 2014 – 2015

Diverse Representation in the 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

Implementation Assessment of Executive Order 13583, Office for the Advancement of Research Emergency Funding Grant, John Jay College of Criminal Justice, (\$1,000.00), 2013-2014

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

INVITED TALKS AND SESSIONS

“Embodying Social Equity in Policy and Administration.” Keynote Address for the Celebration of Public Service Excellence Ceremony. West Chester University, West Chester, Pennsylvania (Webinar format due to COVID-19): December 2020.

“Serving the Public Interest and Promoting Constitutional Values: Part II of a Six-part DSJ Series on Ethics Education.” American Society for Public Administration Section on Democracy and Social Justice Webinar: July 15, 2020.

“Gender and Public Policy in Workspaces.” Chatham University Women’s Institute Lecture Series. Pittsburgh, Pennsylvania: February 24, 2020.

“LGBTQ+ Civil Rights: Local Government Efforts in a Volatile Era.” University of Pittsburgh, University Center for Social and Urban Research Lecture Series. Pittsburgh, Pennsylvania: November 15, 2019.

“Creating an Inclusive Work Environment for LGBTQ+ Employees.” American Society for Public Administration Webinar with Patrick Hale, Seth Meyer, and Kareem Willis, Webinar: November 14, 2019.

“How to Prepare for the NEXT 50 Years of Public Affairs Education.” Developed and facilitated with Amanda Olejarski and Jeffry Osgood for NASPAA NEXT: A Leadership Development Institute for Public Affairs Education, Network of Schools of Public Policy, Affairs, and Administration (NASPAA). Los Angeles, California: October 16, 2019.

“Practical Applications of Social Equity, Diversity, and Inclusion (SEDI) 2019 MPAC Workshop.” Developed and facilitated with Sean McCandless and Shilpa Viswanath for the annual Midwest Public Administration Conference. Indianapolis, Indiana: September 19, 2019.

“Student Proposal Development Workshop.” Faculty mentor at the annual Midwest Public Administration Conference. Indianapolis, Indiana: September 19, 2019.

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

“Social Equity, Diversity, and Inclusion (SEDI) 2018 NECoPA Workshop.” Developed and facilitated with Rashmi Chordiya and Sean McCandless for the annual Northeast Conference on Public Administration. Baltimore, Maryland: November 2, 2018.

“Ally Training for Social Equity, Diversity, and Inclusion (SEDI).” Developed and facilitated with Rashmi Chordiya and Sean McCandless for the annual conference of the American Society for Public Administration. Denver, Colorado: March 10, 2018.

“Good and Done: Advice from Recent Graduates” Virginia Tech Doctoral Mentoring Program, Center for Public Administration and Policy, Webinar: November 1, 2017.

“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.” U.S. Department of Defense, Defense Equal Opportunity Management Institute (DEOMI) Conference. Patrick Air Force Base, Florida: December 8, 2016.

“LGBT in EEO Training Session.” U.S. Department of Defense, Defense Equal Opportunity Management Institute (DEOMI) Conference. Patrick Air Force Base, Florida: December 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, D.C.: August 13, 2015 (unable to present due to parental 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.

CONFERENCE PARTICIPATION

Rubin-DeSimone, Alonso, Kempf, Robin, and Elias, Nicole M. “Coverage Needs of Transgender and Non-Binary Patients in State Medicaid Programs: Recommendations for a More Equitable Approach.” Virtual presentation for the annual conference of the American Society for Public Administration. Originally scheduled for Anaheim, California: April 3-7, 2020

Elias, Nicole M. "Social Equity Diversity and Inclusion Workshop." Workshop Convener. Held virtually at the annual conference of the American Society for Public Administration. Anaheim. Originally scheduled for Anaheim, California: April 3-7, 2020.

Elias, Nicole M. and Olejarski, Amanda M. “MPA Student Workshop.” Organized and facilitated at the annual Northeast Conference on Public Administration. Brooklyn, New York: November 8-10, 2019.

D’Agostino, Maria and Elias, Nicole M. “Academic Women in Public Administration and Women in the Public Sector at John Jay College Super Panel: Promoting Gender Equity in Policing & Prisons.”

Organized and moderated at the annual Northeast Conference on Public Administration. Brooklyn, New York: November 8-10, 2019.

Elias, Nicole M. and McCandless, Sean. "Advancing Social Justice in Public Affairs Curriculum." Presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Los Angeles, California: October 16-19, 2019.

Elias, Nicole M. "Pi Alpha Alpha: Models for Engaging Students." Presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Los Angeles, California: October 16-19, 2019.

Elias, Nicole M. "The Transgender Movement: Exploring Identity Ontology for Better Governance" in Toward a Prefigurative Public Administration: Learning from Social Movements Roundtable. Presented at the Public Administration Theory Network Annual Conference. Denver, Colorado: May 30-June 2, 2019.

Elias, Nicole M. "Assessing LGBTQ+ discourses in local government initiatives." Presented at the Public Administration Theory Network Annual Conference. Denver, Colorado: May 30-June 2, 2019.

Elias, Nicole M. "#MeToo: The Role of Universities in the #MeToo Movement" Presidential Panel Participant. Presented at the annual conference of the American Society for Public Administration. Washington, D.C.: March 8-12, 2019.

Elias, Nicole M. "Social Equity Diversity and Inclusion Workshop." Workshop Convener. Presented at the annual conference of the American Society for Public Administration. Washington, D.C.: March 8-12, 2019.

Elias, Nicole M. "Gender Equity Initiatives in City Government: Discursive Frames and Policy." Presented at the annual conference of the American Society for Public Administration. Washington, D.C.: March 8-12, 2019.

D'Agostino, Maria J. and Elias, Nicole M. "Gender Equity Initiatives in City Government: Discursive Frames and Policy." Presented at the annual conference of the American Society for Public Administration. Washington, D.C.: March 8-12, 2019.

Elias, Nicole M. and Saffran, Gwendolyn. "Emergent Non-Binary Gender Identity Policy: Governing Towards Social Equity." Presented at the annual conference of the American Society for Public Administration. Washington, D.C.: March 8-12, 2019.

Elias, Nicole M. and D'Agostino, Maria J. "Effective Faculty-Student Mentoring in Research Beyond the Classroom." Presented at the annual John Jay College Faculty Development Day. New York, New York: January 24, 2019.

Elias, Nicole M., Cole-Prescott, Emily, and Saffran, Gwendolyn. "The 'X' Marker: Implications of Non-binary Gender for Public Administration and Policy." Presented at the annual Northeast Conference on Public Administration. Baltimore, Maryland: November 2-4, 2018.

Elias, Nicole M. and D'Agostino, Maria J. "Case Studies For Public Affairs Courses: Choosing, Writing, and Using ." Presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Washington, D.C.: October 10-13, 2018.

Chordiya, Rashmi, Elias, Nicole M., and McCandless, Sean. "New Frontiers of social equity, diversity, and inclusion in MPA programs." Presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Washington, D.C.: October 10-13, 2018.

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

Elias, Nicole M. and Federman, Peter S. "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, 2018.

Elias, Nicole M. "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, 2018.

Elias, Nicole M. and D'Agostino, Maria J. "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, 2018.

Elias, Nicole M. Cultural Competency Roundtable Discussion Leader at the American Society for Public Administration's Academic Women in Public Administration Pre-Conference Meeting. Denver, Colorado: March 8, 2018.

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

Elias, Nicole M. and D'Agostino, Maria J. "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 M., Johnson, Rana, Ovando, Daniel, and Ramirez, Julia. "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 M. "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 M. 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 M. 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 J. and Elias, Nicole M. Rishel. "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 M. 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 S. and Elias, Nicole M. Rishel. "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 M. 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 M. 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 M. 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 M. Rishel and Parr, Ray. "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 M. Rishel and Jensen, Courtney E. "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 M. 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 M. 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 M. "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 M. and Jensen, Courtney E. "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 M. "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 M. "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 M. "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 M. "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 M. "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 M. "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 M. "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 M. "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 M. "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 M. "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 M. "Techno-citizens and Deliberative Democracy." Presented at the annual conference of the Public Administration Theory Network. Omaha, Nebraska: May 20-23, 2010.
- Rishel, Nicole M. "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 M. "From Universal to Gendered Citizenship in Social Policy." Presented the annual Virginia Tech Women's and Gender Studies Conference. Roanoke, Virginia: April 22-24, 2010.
- Rishel, Nicole M. "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 M. and Jackson, Mike. "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 M. and Weimer, Scott. "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 E. and Rishel, Nicole M. "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 M. "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 E. and Rishel, Nicole M. "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 M. "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 J. and Rishel, Nicole M. "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 J. and Rishel, Nicole M. "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 M. "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.

TEACHING EXPERIENCE

Independently Taught Courses

PAD 702: Human Resources Management (In-person, Hybrid, and Online Master's), Department of Public Management, John Jay College of Criminal Justice, Spring 2014, Fall 2014, Spring 2016, Spring 2019, Spring 2020, Fall 2020

PAD 385: Sex and Gender in the Public Sector (Undergraduate Faculty Mentored Research Experience), Department of Public Management, John Jay College of Criminal Justice, Fall 2019

PAD 794: Exploring LGBTQ+ Civil Rights (Hybrid Master's Independent Study), Department of Public Management, John Jay College of Criminal Justice, Spring 2019

PAD 794: Representation and Public Trust in the Current Administrative Context (Online Master's Independent Study), Department of Public Management, John Jay College of Criminal Justice, Spring 2018

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 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 Courses

PAD 794: Exploring Transgender Erasure in Health Care Law (Hybrid Master's Independent Study Taught with Robin Kempf), Department of Public Management, John Jay College of Criminal Justice, Fall 2019

RESEARCH EXPERIENCE

Research Partner, New York City Commission on Gender Equity Office of the Mayor, New York, New York	2019 – 2020
Research Fellow, Defense Equal Opportunity Management Institute (DEOMI) U.S. Department of Defense, Patrick Air Force Base, Florida	2017 – 2019
Distinguished Research Fellow, LGBT Working Group U.S. Equal Employment Opportunity Commission, Washington, D.C.	2014 – 2016
Lead Faculty Advisor, 2015 Diversity and Inclusion Planning Process U.S. Office of Personnel Management, Office of Diversity and Inclusion, Washington, D.C.	2014 – 2015
Diversity Scholar, The Graduate School Virginia Tech, Blacksburg, Virginia	2013

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

Professional Service

Mentor, Founders' Forum Fellowship, American Society for Public Administration, 2019 – 2020; 2014 – 2015

National Committee Board Member, Pi Alpha Alpha Honor Society for Public Affairs & Administration, Network of Schools of Public Policy, Affairs, and Administration (NASPAA), 2018 – 2020; Awards Committee, 2019

Vice Chair, Conference Planning Committee, 2019 Northeast Conference on Public Administration, 2018 – 2019

Board Member, Section on Women in Public Administration, American Society for Public Administration, 2017 – 2020; Scholarship Committee Chair, 2015 – 2016; 2016 – 2017

Board Member, Section on Democracy and Social Justice, American Society for Public Administration, 2018 – 2020; Elections Committee, 2017

Developer and Organizer, Training for Social Equity, Diversity, and Inclusion (SEDI), American Society for Public Administration, 2017 – 2018; 2018 – 2019; 2019 – 2020

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

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

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

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

Scholarly Journal Service

Administrative Theory & Praxis, Associate Editor, 2020 – 2023; Editorial Board Member, 2019 – 2020

Public Integrity, Editorial Review Board Member, 2019 – present

Administration & Society, Managing Editor, 2009 – 2012

Manuscript and Book Reviewer

Administration & Society

Journal of Public Administration Research and Theory

Nonprofit Management & Leadership

Public Administration Quarterly

Public Integrity

Public Administration Review

Public Management Review

Public Personnel Management

Routledge Taylor & Francis Group

The American Review of Public Administration

College Service

Founding Co-Director, Women in the Public Sector, John Jay College of Criminal Justice, 2013 – Present

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

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

Faculty Partner, Prisoner Reentry Institute, John Jay College of Criminal Justice, Spring 2017 – Spring 2018

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

Member, Student Election Review Committee, John Jay College of Criminal Justice, 2015 – 2016

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

Department Service

Online Deputy Director, Master of Public Administration Program in Public Policy and Administration, Department of Public Management, John Jay College of Criminal Justice, 2019 – Present

Member, Ad hoc Committee on Ethics, Department of Public Management, 2018 – 2020

Lead Faculty, PAD 346: Human Resource Administration, John Jay College of Criminal Justice, 2019 – Present

Lead Faculty, PAD 702: Human Resources Management, John Jay College of Criminal Justice, 2016 – Present

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

Faculty Advisor, Pi Alpha Alpha, Honor Society for Public Affairs & Administration, John Jay College of Criminal Justice, 2018 – 2019

Member and Chair, Department of Public Management Grade Appeals Committee, John Jay College of Criminal Justice, Member, 2015 – 2019, Chair 2015 – 2017

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

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

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

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

PROFESSIONAL DEVELOPMENT

Faculty Development Day, John Jay College of Criminal Justice, Fall 2019, Spring 2019, Spring 2018,

Spring 2017, Fall 2014, Spring 2014, Fall 2013

NASPAA NEXT: A Leadership Development Institute for Public Affairs Education, Network of Schools of Public Policy, Affairs, and Administration (NASPAA), October 10, 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 2013

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

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

Teacher Responses to Expressions Of Violence, Virginia Tech, 2010

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

MEMBERSHIPS IN PROFESSIONAL ASSOCIATIONS

American Political Science Association

American Society for Public Administration

Academic Women in Public Administration

LGBT Advocacy Alliance Section

New York Metro Chapter

Section for Women in Public Administration

Section on Democracy and Social Justice

Section on Personnel Administration and Labor Relations

Association for Public Policy Analysis and Management

National Women’s Studies Association

Northeast Conference on Public Administration

Public Administration Theory Network

Scholars Strategy Network