

JODI R. SANDFORT

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RESEARCH INTERESTS

Social policy implementation and organizational effectiveness; Public and non-profit management; Education and professional development within public affairs; Welfare, workforce development, child care and early childhood education policy.

CURRENT POSITION

Hubert H. Humphrey Institute of Public Affairs, Public and Nonprofit Leadership Center, University of Minnesota, Minneapolis
Special Assistant to University President, Leadership Development Initiative (November 2008-present)
Associate Professor (tenured), May 2009 - present
Associate Professor (tenure-track), September 2006 – April 2009
Contract Associate Professor, May 2002 – May 2006
Adjunct Professor, September 2001 – May 2002

Develop and teach masters' level courses in management, organizational change, social policy implementation, and government – nonprofit relationships....lead and develop organizational strategy for non-credit, professional development programs to serve public and nonprofit leaders....assist University President in developing state-wide leadership effort with private and nonprofit partners.... recruit clients, create curriculum, and provide training symposium for public and non-profit mid-career executives and professionals....conduct state-wide nonprofit surveys and other multi-method research projects about nonprofit, human service organizations.... write management teaching cases....advise students and supervise theses in management and social policy.

OTHER PROFESSIONAL EXPERIENCE

Minnesota Council on Nonprofits, St. Paul, MN

Senior Fellow, July 2006 – December 2009

Provided significant programmatic development and implementation of MCN's Leadership program, including acting as curriculum developer and lead trainer in a state-wide 9-month Leadership Training Institute for three program years.

McKnight Foundation, Minneapolis, MN

Director, Children and Families program, September 2003 – October 2005

Program Officer, September 2001 – September 2003

Managed and led a team of seven program staff....developed strategies for investing \$20 million annually in Minnesota's human service system in more than 10 policy fields....facilitated community meetings of diverse public, private, and nonprofit stakeholders....developed an organization-wide program effectiveness system and assisted in its implementation and utilization.... advised Foundation President in significant organizational change and learning efforts... participated in re-engineering the organization's human resources function....conducted board training and facilitation to refocus organizational priorities...developed Foundation portfolios to support low-income working families, focused on workforce development, income support policies, financial management, and early childhood education ...reviewed grant proposals, conducted site visits, and made recommendations for funding....represented the Foundation on conference panels, planning committees, and advisory boards.

Department of Public Administration and Center for Policy Research, Maxwell School of Citizenship & Public Affairs, Syracuse University, Syracuse, NY

Assistant Professor and Senior Research Associate, January 1998 – August 2001
Taught master's and doctoral courses for public administration students in management, social policy implementation, child & family policy, and qualitative research methods...supervised student consulting teams working with community based organizations experiencing change and management challenges advised students' masters' and doctoral theses....conducted field-based research on early childhood education programs and oversaw research team....wrote successful grants to private foundations.... responded to policy makers and the media....gave community speeches about welfare and early childhood policy, public and non-profit management, and human service delivery.

Executive Education Program, Maxwell School of Citizenship & Public Affairs

Lead Trainer, June 1998 – June 2001
Developed and delivered management and leadership training for all managers and supervisors in the Social Security Administration and top managers in New York's Department of Education....developed curricula and provided week-long training on conflict resolution and group facilitation.

Michigan Program on Poverty and Social Welfare Policy, University of Michigan, Ann Arbor, MI

Pre- and Post-Doctoral Research Fellow, June 1995 - December 1997.
Conducted field research on topics related to Michigan's welfare reform initiatives including a multi-wave study of local managers....supervised team in data collection efforts....wrote research proposals and secured foundation support....acted as liaison between research center and state policy organizations....spoke at public forums about welfare policy and its implementation.

School of Social Work, University of Michigan

Lecturer MSW program, January - April 1996.
Taught a course about services, programs and policies for disadvantaged children & families.

Institute for Social Research, Survey Research Center, University of Michigan

Graduate Research Assistant, August 1992 – June 1995.
Assisted in data management of longitudinal, survey data....programmed statistical software to conduct quantitative analysis....wrote literature reviews for faculty members.

AIDS Care Connection of United Community Services, Detroit, MI

Consultant and MSW-intern, January - September 1993.
Wrote grant proposals and secured \$750,000 to fund agency initiatives....developed intensive case-management program for families with children....provided case management for clients with HIV-infection, advocating for them in the social welfare system and coordinating public and private sources of support.

Children's Defense Fund, Washington, DC

Program Assistant, Family Support Division, July 1990 - July 1992.
Conducted national study of state subsidized child care and preschool initiatives....offered technical assistance to state administrators about the implementation of federal legislation....spoke regularly with state and federal policy makers, child advocates and the press.

SIGNIFICANT CONSULTING ENGAGEMENTS

Private Philanthropic Institutions, 2000-present

Provided program development, strategy coaching, facilitation, training, and research analysis to national and MN-based private foundations, including Bush Foundation, Kresge Foundation, Charles Stewart Mott Foundation, Greater Twin Cities United Way, Blue Cross/Blue Shield Foundation, Pohlard Family Foundation, McKnight Foundation, and Minnesota Council on Foundations.

Consortium for Children, Youth and Families, University of Minnesota

April 2006 – January 2007

Provided leadership coaching to senior management team and assisted in organizational development by facilitation of team meetings, refinement of strategies, and training.

Growth and Justice, St. Paul, MN

November 2005 – July 2006

Consultant for progressive think tank in strategy development and facilitation of community steering committee

Urban Institute, Washington, DC

Consultant, February 1999- August 2001

Participated in a research team conducting case studies in 13 states of the implementation of child care and early childhood policies....consulted on protocol development, data collection, analysis techniques, and participated in report writing....advised on multi-state study of welfare and child care service delivery....participated as a national advisor on a study of subsidized child care providers.

EDUCATION

Ph.D, University of Michigan

Joint Program in Political Science and Social Work, 1997

Major Fields of Study: Public policy analysis and implementation; Organizational theory and management; Social service delivery; Methods for policy analysis.

Dissertation: Peering Into the “Black Box”: A Study of the Front-line Organizations Implementing Welfare Policy in Michigan

M.S.W, School of Social Work, University of Michigan

Major: Community Organizing, 1994

B.A, Vassar College

Double Major: History and Women’s Studies, *magna cum laude*, Phi Beta Kappa, 1990

Junior Semester Abroad: Kenya Coastal Studies, School of International Training

ACADEMIC PEER-REVIEWED PUBLICATIONS

Sandfort, Jodi. “Nonprofits in Policy Fields” Journal of Policy Analysis and Management, forthcoming.

Schweik, Charles, Ines Merget, Jodi Sandfort, and Zhirong Zhao “Toward Open Public Administration Scholarship” Journal of Public Administration, Research and Theory, forthcoming.

Sandfort, Jodi. “Reconstituting the Safety Net: Principles and Design Elements that Support Low-Income Workers,” Old Assumptions, New Realities: Economic Security for Working Families, Russell Sage Foundation, forthcoming.

Stone, Melissa M. and Jodi R. Sandfort. 2009. “Building a Policy Fields Framework to Inform Research on Nonprofit Organizations,” Nonprofit and Voluntary Sector Quarterly. December. 38(6), 1054-1075.

Eichers Penkert, Catherine, Nicholas Dobbins, and Jodi Sandfort. 2009. “Kujichagulia: Actively Building a Public-Nonprofit-Community Partnership.” Teaching Case – A and B segments. 1st place winner of

- international, double-blind peer-reviewed competition, Maxwell School of Public Affairs, Syracuse University. <http://www.maxwell.syr.edu/parc/eparc/cases/> translated into Chinese and Spanish.
- Sandfort, Jodi. 2009. "Human Service Organizational Technology: Improving Understanding and Advancing Research," Human Services as Complex Organizations, 2nd edition, edited by Yehekel Hasenfeld. Sage Publications. 269-290.
- Sandfort, Jodi. 2008. "Using Lessons from Public Affairs to Inform Strategic Philanthropy," Nonprofit and Voluntary Sector Quarterly. September. 37:3, 537-552.
- Sandfort, Jodi R. and Melissa M. Stone. 2008. "The State and Local Contexts of Third Party Government: Helping Students Analyze Policy Fields," Journal of Public Affairs Education, 14(2), 129-148.
- Sandfort, Jodi R., Sally Coleman Selden, and Jessica Sowa. 2008. "Do the Tools Used by Government Influence Organizational Performance? An Examination of Early Childhood Education Policy Implementation," American Review of Public Administration. December, 38:4, pg. 412-43.
- Sandfort, Jodi R. and H. Brinton Milward. 2008. "Collaborative Service Provision in the Public Sector," Handbook of Inter-Organizational Relations, edited by Steve Cropper, Mark Ebers, Chris Huxham, and Peter Smith Ring, Oxford University Press, pg. 147-174.
- Sandfort, Jodi R. and Timothy Dykstal, 2007. "Trust as an Asset: The MACC Alliance of Connected Communities," Teaching Case – A and B segments. 1st place winner of international, double-blind peer-reviewed competition, Maxwell School of Public Affairs, Syracuse University. <http://www.maxwell.syr.edu/parc/eparc/cases/> translated into Chinese and Spanish.
- Selden, Sally Coleman, Jessica Sowa, and Jodi Sandfort. 2006. "The Impact of Nonprofit Collaboration in Early Care and Education on Management and Program Outcomes," Public Administration Review, 66:3, pg. 412-425.
- Sandfort, Jodi R. 2005. "Case de Esperanza," Teaching Case – A, B, and C segments. Nonprofit Management and Leadership, 15:3; 15:4; 16:1. Also published at the Center for Women and Public Policy, Humphrey Institute of Public Affairs and at the Electronic Hallway, Evans School of Public Affairs, University of Washington.
- Sowa, Jessica, Sally Coleman Selden, and Jodi Sandfort. 2004. "No Longer 'Unmeasurable?': A Multi-dimensional Integrated Model of Nonprofit Organizational Effectiveness" Nonprofit and Voluntary Sector Quarterly, 33:4, pg.711-728.
- Sandfort, Jodi R. 2003. "Exploring the Structuration of Technology within Human Service Organizations," Administration & Society, 34:6, pg. 605-631.
- Flynn, Theresa A., Jodi R. Sandfort and Sally Coleman Selden. 2001. "The Three-Dimensional Approach to Learning in Public Management," Journal of Policy Analysis and Management, June, 20:3, pg. 551-564.
- Sandfort, Jodi R. 2000. "Examining the Effect of Welfare-to-Work Structures and Services on a Desired Policy Outcome." Governance and Performance: New Perspectives, edited by Carolyn Heinrich, and Laurence Lynn. Georgetown University Press, pg. 140-165.

Sandfort, Jodi R. 2000. "Moving Beyond Discretion and Outcomes: Examining Public Management from the Front-lines of the Welfare System," Journal of Public Administration Research and Theory, 10:4, pg. 729-756.

Sandfort, Jodi R. 1999. "The Structural Impediments to Front-line Human Service Collaboration: Examining Welfare Reform at the Front-lines," Social Service Review, 73:3, pg. 314-339.

Sandfort, Jodi R, Ariel Kalil and Julie Gottschalk. 1999. "The Mirror Has Two Faces: Welfare Clients and Front-line Workers View Policy Reform." Journal of Poverty, 3:3, pg. 71-91.

Sandfort, Jodi R. and Martha S. Hill. 1996. "Assisting Young, Unmarried Mothers become Self Sufficient: The Effects of Different Types of Economic Support," Journal of Marriage and the Family, May 58, pg. 311-326.

Hill, Martha S. and Jodi R. Sandfort. 1995. "Effects of Childhood Poverty on Productivity Later in Life: Implications for Public Policy," Children and Youth Services Review 17:1-33.

ACADEMIC MANUSCRIPTS IN PROGRESS

Sandfort, Jodi and Nicole Martin Rogers. "Exploring the Nature and Consequences of Nonprofit Management Capacity." submitted August 8, 2009 to Nonprofit Management and Leadership.

Sandfort, Jodi. "Resistant Transformation: One Faculty Member's Journey toward Understanding Information Communication Technologies."

Sandfort, Jodi. "Evaluating how web-enhanced teaching cases and simulations compare to traditional written cases."

Sandfort, Jodi, Jon Pratt, and Clare Mortensen. "Seeing the Forest Through the Trees: Tools for Helping Nonprofit Managers Understand their Fiscal Environment." Revise and resubmit at Nonprofit Management and Leadership.

Sandfort, Jodi. Garnering Capacity: How networks enhance government's relationships with human service nonprofits [working title]. Book Prospectus. Georgetown University Press. Public Management and Change Series.

SELECTED OTHER BOOK CHAPTERS, PROFESSIONAL PUBLICATIONS, AND POLICY REPORTS

Sandfort, Jodi R. 2009. Book review of *The Future of Democracy: Developing the Next Generation of American Citizens* by Peter Levine (Tufts University Press, 2007) Nonprofit and Voluntary Sector Quarterly, 38:2, pg. 355-357.

Bingham, Lisa Blomgren, Jodi R. Sandfort, and Rosemary O'Leary. 2008. "Learning to Do and Doing to Learn: Teaching Managers to Collaborate in Networks" Big Ideas in Collaborative Public Management, edited by Blomgren and O'Leary. 270-285. MESharpe.

Sandfort, Jodi R. 2006. "Learning from the Master Gardeners: Promoting Family Economic Security with the Tools of Community Action," Asset Building Strategies for Family Economic Security, edited by Robert Leland, ISED: Washington, DC. <http://www.ised.us>, August.

Sandfort, Jodi R. 2004. "Trying to Dance to Syncopated Rhythm: The Dynamics of Government Funding for Nonprofits," Nonprofit Quarterly, Fall.

Sandfort, Jodi R. 2004. "Why is Human Service Integration so Difficult to Achieve?" Focus (a publication of the University of Wisconsin's Institute for Research on Poverty), 23:2, pg. 35-8.

Sandfort, Jodi R. 2003. "Accessing Multiple Human Service Organizations for Field-Based Research," Gaining Access: The Inside Story, edited by Martha Feldman, Jeannine Bell, and Michele Berger. Lanham, MD: Altamira Press.

Sandfort, Jodi R. 2002. "Workforce Development," Hot Issues Briefing, McKnight Foundation, October.

Adams, Gina, Kathleen Snyder and Jodi Sandfort. 2002. Navigating the Child Care Subsidy System: Policies and Practices that Affect Access and Retention. Policy Brief. Urban Institute, Washington DC, March. <http://www.urban.org/UploadedPDF/310450.pdf>

Adams, Gina, Kathleen Snyder and Jodi Sandfort. 2002. Getting and Retaining Child Care Assistance: How Policies and Practices Influence Families' Experiences. Assessing New Federalism project (Occasional Paper Number 55) at the Urban Institute, Washington DC, March. <http://www.urban.org/Template.cfm?NavMenuID=24&Template=/TaggedContent/ViewByPubID.cfm&PubID=310451>

Laura Kaye, Demetra Nightingale, Jodi Sandfort, and Lynne Fender. 2001. "Recent Changes in Massachusetts' Welfare and Work, Child Care and Child Welfare Systems (State Update No. 5)" Urban Institute's Assessing New Federalism project, Washington DC, July. http://newfederalism.urban.org/html/MA_update.html .

Sandfort, Jodi R. and Sally Coleman Selden. 2001. "Blurring Boundaries in Early Childhood Education: Local Collaborations between Head Start, Preschool and Child Care Programs." Policy and Practice (journal of the American Public Human Services Association), March.

Sandfort, Jodi. 2001. "The Changing Role of Public Policy in Supporting Early Childhood Collaboration," and "The Context of Early Childhood Collaboration: A Comparison of New York and Virginia," Technical White Papers. Investigating Partnerships in Early Childhood Education (I-PIECE) study. <http://www.lynchburg.edu/public/academic/business/i-piece/>

Sandfort, Jodi R. 2000. "Developing New Skills For Community Practice in an Era of Policy Devolution," guest editorial, Journal of Social Work Education, May.

Sandfort, Jodi R. "Exploring the Effect of Welfare Reform Implementation on the Attainment of Policy Goals: An Examination of Michigan's Counties," Income Security Policy Series Paper Number 20. Center for Policy Research, Maxwell School of Citizenship and Public Affairs, April 1999. <http://www-cpr.maxwell.syr.edu/incomsec/abstr20.htm>
Selected by Lightspan's StudyWeb® as one of the best educational resources on the Web, 2001.

Sherman, Arloc and Jodi Sandfort. 1998. "Fighting Child Poverty in America: How Research Can Help," Contemporary Sociology 27:6, pg. 555-561.
Also reprinted in Understanding Society: Readings in the Sociological Perspective by Margaret Andersen, Kim Logio and Howard Taylor. Wadsworth Thomson Learning. 2000.

Seefeldt, Kristin, Jodi R. Sandfort and Sandra K. Danziger. 1998. Moving Towards a Vision of Family Independence: Local Managers' Views of Michigan's Welfare Reforms. Michigan Program on Poverty and Social Welfare Policy, University of Michigan, February. <http://www.ssw.umich.edu/poverty/report/>

Seefeldt, Kristin, Jodi R. Sandfort and Sandra K. Danziger. 1997. Project Zero: A View From the Sites. Policy Analysis Report. Michigan Program on Poverty and Social Welfare Policy, University of Michigan, April.

Adams, Gina C. and Jodi R. Sandfort. 1994. First Steps, Promising Futures: State Prekindergarten Initiatives in the Early 1990s. Washington, DC: Children's Defense Fund.

Adams, Gina, Nicole Oxedine Poersch, and Jodi R Sandfort. 1994. Child Care & Development Key Facts. Washington, DC: Children's Defense Fund.

Adams, Gina C. and Jodi R. Sandfort. 1992. "State Investments in Child Care and Early Childhood Education," Young Children 47:6.

Johnson, Cliff, Nancy Ebb and Jodi R. Sandfort. 1992. Child Care Under the Family Support Act: Early Lessons from the States. Washington, DC: Children's Defense Fund.

Adams, Gina C. and Jodi R. Sandfort. 1992. State Investments in Child Care and Early Childhood Education. Washington, DC: Children's Defense Fund.

SELECTED RESEARCH PRESENTATIONS

"The Development and Use of Multi-Media Teaching Cases in Public Affairs Classrooms," National Association of Schools of Public Affairs and Administration (NASPAA) annual conference, Washington, DC (October 2009).

"Defining and Tracking Effectiveness: Implementing Performance Management through Human Service Networks," Public Management Research Association national conference, Columbus, OH (October 2009).

"Comparing Community Action to Minnesota's Other Human Service Organizations," Minnesota Community Action Partnership board meeting, St. Paul, MN (January 2009).

"Exploring the Nature and Consequences of Nonprofit Management Capacity," with Nicole Martin Rogers, Association for Research on Nonprofit Organizations and Voluntary Action annual conference, Philadelphia, PA (November 2008).

"Examining how Networks Shape the Implementation of Public Programs for Low Income Citizens," Association for Public Policy Analysis and Management annual conference, Los Angeles, CA (November 2008).

"Who Knew: Digging Deeper into Data About Nonprofit Organizations," with Christina Wessel and Steven Jenkins, Minnesota Council of Nonprofits Annual conference, St. Paul, MN (October 2008).

"Reconstituting the Safety Net: Principles and Design Elements that Support Low-Income Workers," West Coast Poverty Center, University of Washington at Seattle (September 2008).

"Comparing the MACC Community with Other Minnesota Human Service Agencies," MACC Alliance for Connected Communities board meeting, St. Paul, MN (September 2008).

“Understanding Complex Environments through Policy Fields Analysis,” American Society for Public Administration national conference, Dallas, TX (March 2008).

“Exploring Tools that Help Nonprofit Managers Navigate their Environments,” invited presentation at the Evan’s School of Public Affairs’ faculty seminar, University of Washington, Seattle, WA (January 2008).

“Probing out Understanding of the Sector: A Comparison of NCCS and the Minnesota Longitudinal Finance Study,” co-authors Clare Mortensen, and Zhirong Zhao. Association for Research on Nonprofit Organizations and Voluntary Action annual conference, Chicago, IL (November 2007).

“Seeing the Forest Through the Trees: Tools for Helping Nonprofit Managers Understand their Fiscal Environment,” co-authors Jon Pratt and Clare Mortensen, Association for Research on Nonprofit Organizations and Voluntary Action annual conference, Chicago, IL (November 2007).

“Unpacking the Program Technology of Human Service Organizations,” Public Management Research Association national conference, Tuscon, AZ (October 2007).

“How Can we Organizing Various Ways of Knowing: Reflections on the Minnesota Council of Nonprofits Leadership Institute,” Theorizing Ways of Knowing conference, sponsored by the Coast-to-Coast Inclusive Management Initiative of Virginia Tech University and University of California at Irvine, Washington, DC (May 2007).

“Constructing Policy Fields to Inform Research in Nonprofit Organizations,” Association for Research on Nonprofit Organizations and Voluntary Action annual conference, Chicago, IL (November 2006).

“Analyzing the Tools of Government in Relation to How they Influence Organizational Effectiveness,” Association for Public Policy Analysis and Management annual conference, Madison, Wisconsin (November 2006).

“The State and Local Contexts of Third Party Government: Helping Students Analyze Policy Fields,” National Association of Schools of Public Affairs and Administration (NASPAA) annual conference, Minneapolis, Minnesota (October 2006).

“Collaborative Service Provision in the Public Sector: What is Known from the Research,” Workshop on Collaborative Public Management, sponsored by the Maxwell School of Syracuse University (September 2006).

“Using Lessons of Public Affairs to Hone Strategic Philanthropy,” Association for Research on Nonprofit Organizations and Voluntary Action annual conference, Washington, DC (November 2005).

“Collaborations in Early Childhood Education: The Implementation and Impact of Blending Head Start, Preschool and Child Care Programs,” National Association for the Education of Young Children national conference, Anaheim, California (November 2001).

“Accessing Human Service Organizations for Field-Based Research,” Western Political Science Association meeting, San Jose, California (March 2000).

“Examining Welfare Implementation in Light of Policy Goals,” Workshop on Models and Methods for the Empirical Study of Governance and Public Management, University of Arizona, (May 1999).

“Questioning Public Management from the Front-lines: The Case of Welfare Service Provision in the United States,” International Research Symposium on Public Management, Birmingham, United Kingdom (March 1999).

“Exploring the Effect of Welfare Reform Implementation on the Attainment of Policy Goals: An Examination of Michigan Counties,” Association for Public Policy Analysis and Management annual conference, New York (October 1998).

“The Structural Impediments to Front-line Human Service Collaboration: The Case of Welfare Reform,” American Political Science Association annual conference, Boston, MA (September 1998).

“The Structuring of Front-line Work: Conditions within Local Welfare and Welfare-to-Work Organizations in Michigan,” Association for Public Policy Analysis and Management annual conference, Washington, DC (November 1997).

“The Mirror Has Two Faces: Welfare Clients’ and Workers’ Views of Each Other, Self-Sufficiency and Policy Reforms,” National Association for Welfare Research and Statistics annual meeting, Atlanta, Georgia (July 1997).

“Self-Sufficiency: An Under-Defined Goal for Public Policy,” Association for Public Policy Analysis and Management annual conference, Pittsburgh, Pennsylvania (November 1996).

“Changing the Culture of the Welfare System on the Front Lines,” National Association for Welfare Research and Statistics annual meeting, San Francisco, California (July 1996).

“A Feminist Ethic and Strategy of Public Policy Analysis,” National Women’s Studies Association national conference, Saratoga Springs, New York (June 1996).

“The Impact of Poverty on Children’s Health and Learning,” Children’s Defense Fund National Conference, Cincinnati, Ohio (March 1994).

SELECTED OTHER PRESENTATIONS, FACILITATED MEETINGS, & INVITED TALKS

Lunchtime Keynote Speaker with Jon Pratt, “Practical Leadership: A Balanced Approach,” Nonprofit Leadership Conference, St. Paul, MN (June 2009).

“The Analysis and Improvement of Social Welfare Institutions,” Policy Analysis Research Network, St. Paul, MN (December 2008).

Colloquy organizer and speaker, “Building Leadership with Knowledge from Our Sector,” Colloquy at the Association for Research on Nonprofit Organizations and Voluntary Action annual conference, Philadelphia, PA (November 2008).

Lunchtime Keynote Speaker, “Reassembling the Pieces: Constructing Viable Performance Systems by Sharing Expertise,” National Symposium on Accountability and Performance Measurement, sponsored by the American Society of Public Administration and Association for Research on Nonprofit Organizations and Voluntary Action, Cleveland State University, Levine College of Urban Affairs (October 2008).

“Bridging the Cultural Divide for Stronger Government-Nonprofit Partnerships,” with Kristin Batson and Christine Wroblinski, Minnesota Council of Nonprofits Annual Conference, St. Paul, Minnesota, (October 2008).

Roundtable speaker, “Equity and Justice: Implications for Collaborative Governance.” American Political Science Association annual meeting, Boston (September 2008).

Conference discussant, “A State of Agents? Third-Party Governance and Implications for Human Service Delivery,” Institute for Research on Poverty, University of Wisconsin, Madison (July 2008).

Meeting Facilitator and Research Presentation, “The State We are In: Ideas for Strategic Management in Minnesota’s Human Service Nonprofits,” meeting convened by the Greater Twin Cities United Way and Minnesota Council of Nonprofits, Minneapolis, MN (July 2008).

Conference discussant, “Can a Framework for Measuring the Role of Faith in Program Outcomes be Developed?” Institute for Research on Poverty working conference, University of Wisconsin, Madison (April 2008).

“The Changing Dynamics of the MPP/MPA degree,” Association for Public Policy Analysis and Management spring conference, Washington, DC (April 2008).

“Nonprofit Mergers: Considering the Options,” Minnesota Council of Nonprofits Annual Conference, Duluth, Minnesota, (October 2007).

“How Does Increasing the Strategic Focus of Grant makers affect Grantee Performance?” Grantmakers for Effective Organizations national conference, Atlanta, Georgia (March 2006).

Representative on request of the U.S. State Department, week-long trip to the Republic of Turkey speaking to universities, the press, and NGOS working in the areas of child poverty, economic development and early childhood education (December 2005).

“Learning from the Master Gardeners: Promoting Family Economic Security with the Tools of Community Action,” Major address, National Association for State Community Service Programs annual fall conference, Portland, OR (October 2005) and Keynote address, Community Action Agency Executive Leadership Workshop, St. Paul, MN (June 2005).

“Regionalization of Human Services,” Minnesota Association of County Social Service Administrators annual fall conference, Nisswa, MN (September 2005).

“Philanthropy and Public Policy,” National Center for Black Philanthropy annual conference, Minneapolis, MN (June 2005).

Financial Literacy and Asset Development Roundtables, Minnesota Saves Network, St. Paul, MN (Fall 2004).

“What Do We Know about Collaborations: Integrating Theory and Practice,” Minnesota Council on Foundations (July 2002).

“The Dynamics of Government – Nonprofit Contracting,” Minnesota Council of Nonprofits (June 2002 and November 2002) and Minnesota Metropolitan Alliance of Community Centers (October 2002).

“Exploring Early Childhood Collaborations Across Virginia’s Communities,” facilitated meeting, Lynchburg College, Virginia (June 2002).

“Understanding Management Reform in Non-profit Organizations,” Minnesota Council on Non-Profits annual conference, St. Paul, Minnesota (October 2001).

“Strengthening Management Systems & Support,” Non-Profit Learning Forum, United Way of Central New York (May 2001).

“Monitoring Welfare Changes: The Role of Community-University Partnerships,” Children’s Defense Fund national conference, Los Angeles, CA (March 1998).

“Gathering Information Face to Face: A Strategy for Monitoring Welfare Devolution,” Children’s Defense Fund national conference, Washington, DC (March 1997).

“Utilizing Research in Policy Advocacy,” Roundtable on Welfare-to-Work Policies in Midwestern States sponsored by the Michigan League for Human Services, Lansing, Michigan (October 1996).

HONORS AND AWARDS

2008-2009 Digital Media Center Faculty Fellow, University of Minnesota. \$10,000 during 2008.

2008-2009 Faculty Interactive Research Program grant from the Center for Urban and Regional Affairs, University of Minnesota. \$38,750 during 2008.

First prize winner, international teaching case competition for “Kujichagulia: Actively Building a Public-Nonprofit-Community Partnership.” Program for the Analysis and Resolution of Conflicts, Maxwell School of Citizenship and Public Affairs, \$5,000 in 2009.

First prize winner, international teaching case competition for “Trust as an Asset,” Program for the Analysis and Resolution of Conflicts, Maxwell School of Citizenship and Public Affairs, \$5,000 in 2007.

Co-Principle Investigator, “Nonprofit Leadership Development,” University of Minnesota, Council on Public Engagement (COPE). \$5,000 during 2006.

Meredith Award for Teaching Excellence, Syracuse University, 2001.

Principle Investigator, “Investigating Partnerships in Early Childhood Education (I-PIECE),” Charles Stuart Mott Foundation grant of \$400,000 during 2000-2002.

Senior Research Associate, “Implementing Welfare-to-Work Programs in Michigan,” Joyce Foundation grant of \$240,000 during 1996-1998.

Horrace Rackham One-Term Dissertation Fellowship, University of Michigan, 1997.

Rosemary Sarri Scholarship, University of Michigan, 1995-96

Henry J. Meyer Scholarship, University of Michigan, 1994-95

Graduate Research Assistantship, School of Social Work, University of Michigan, 1992-93; 1994-95

National Institute on Aging, Graduate Training Fellowship, 1993-94

Vassar Fellowship, 1992

Phi Beta Kappa

NATIONAL & U OF MINNESOTA ACADEMIC SERVICE

Co-Editor, Journal of Public Administration, Research and Theory;

Associate Editor, Nonprofit Management & Leadership;

Editor Search Committee, Nonprofit Management & Leadership, 2008.

Reviewer: Nonprofit and Voluntary Sector Quarterly; Journal of Policy Analysis and Management; Social Service Review; Public Administration Review.

Member, conference chair for public policy track, & regular panel discussant, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2006-2009;
Member and regular panel discussant, Association for Public Policy Analysis and Management (APPAM);
Member and regular panel discussant, Public Management Research Association, 2007-present.
Selection Committee, Humphrey Institute Policy Fellows, 2009.
Research Fellow and Advisory Committee Member, Center for Early Education & Development, University of Minnesota, 2006-present;
University of Minnesota system-wide Challenge Curriculum Working Group member, 2009-present.
Leadership Coach and organizational development consultant, Consortium for Children, Youth and Families, University of Minnesota, April 2006 – January 2007.
Committee Member developing Early Childhood Policy Certificate, College of Education and Human Development, 2003-2004.

VOLUNTARY COMMUNITY INVOLVEMENT

President of the Board, Accountability Minnesota 2009-present. Member, Board of Directors 2005-present;
Board Member, Resources for Child Caring, 2008-present;
State of Minnesota Grants Innovation Commission, 2009.
Legislative Early Childhood Caucus Working Group for QRIS implementation, 2009.
Advisory Committee, Minnesota Works Together, Center for Democracy & Citizenship, 2006-2008;
Reviewer, Public Grant Committees, Minnesota Department of Human Services, 2005-2006.
Advisor, Minnesota Early Learning Foundation, 2005-2006.
Member, Committee Impact Committee, United Way of Central New York, 1999-2001.
Board Member, Child Care Solutions, 1999-2001.