



TEACHING & ACADEMIC MANAGEMENT EXPERIENCE
UNIVERSITY OF TEXAS AT AUSTIN, LBJ School of Public Affairs
Faculty, January 2014-present

- Responsibility for course design, administration, and grading for following subjects.

Advanced Empirical Methods: Qualitative Research Methods for Development, 01-05/2014

- This class is designed to build advanced qualitative research capacities for global policy students interested in a career path as a development policy researcher within an international NGO or donor organization. The class is designed to support development of a full research proposal, with a range of developmental assignments that build fieldwork capacities as well as advanced argumentation skills.

Becoming a Catalyst: Building Collaborative Leadership Skills for Future Boundary Spanners, 01-02/14

- This class is designed to build advanced collaborative management skills in leaders, so that they can span a diverse set of sectors and disciplines, as well as national and cultural boundaries, to bring together disparate groups of stakeholders to address increasingly complex social problems requiring collaborative solutions.

Issues in Public Affairs: Leadership Through Public Service, 01-05/2014, 08-12/2014

- This monthly seminar is designed to support undergraduate students as they engage in a long-term volunteer experience, as well as support their personal development as a result of such service. The class sessions, assigned readings, and guest speaker topics are designed to a) deepen student's understanding of service orientation and its potential to support personal and professional development, b) develop student's reflective capacities, c) develop student's understanding of a range of leadership skills, d) introduce students to a set of emotional intelligence capacities, and e) help students to create an action plan to develop them.

Senior Program Coordinator, January 2013-January 2014

- In collaboration with Angela Evans, President-Elect of the *Association for Public Policy Analysis and Management (APPAM)*, to design and execute substantive components of the Program Committee for the Fall 2013 Research Conference.
- Consultant to APPAM membership to help place incoming proposals, in support of the reorganization of the conference theme and structure.
- Designed and implemented the "Reinventing Diplomacy" workshop (May 10-11, 2013), part of a multi-departmental initiative at the University of Texas to raise attention and educational outcomes for research and study of international diplomacy.
- Designed and oversaw implementation of a summer exchange program with the Lauder School of Government, Diplomacy, and Strategy, Herzliya University, Israel.

TEXAS A&M UNIVERSITY, Bush School of Government and Public Service
Lecturer, September 2013-present

Nonprofit Program Client Capstone: McKenna Foundation (09/2014-present)

- Will conduct a community-wide stakeholder analysis in support of McKenna Foundation (New Braunfels, Texas) strategic initiatives related to School Readiness investments for 2014-2015.

Nonprofit Program Evaluation Capstone: SmartBabies Initiative (09/2013-05/2014)

- Oversaw cost-benefit analysis project in support of the Waco Foundation's SmartBabies Initiative, to enhance their efforts to reduce teen pregnancy (TP). The study established costs of reactive support for teenage pregnancy and childbirth in Waco, as well as projected specific savings to the community if teen pregnancy were delayed between the 15-19 year old bracket. TP programming models across

the nation were examined to: a) document the most effective interventions in preventing teen pregnancy, b) establish costs of such interventions, and c) demonstrate feasible programming models to enhance the SmartBabies Initiative's current efforts.

**DUBAI SCHOOL OF GOVERNMENT/MOHAMMED BIN RASHID SCHOOL OF GOVERNMENT
Manager, Academic Response Team, 03/12-01/13**

- Managed all aspects of academic response team activities to meet accreditation requirements for United Arab Emirates' Ministry of Higher Education and Scientific Research.
- Advised Director of Academic Affairs and Executive President as strategic change facilitator and accreditation specialist on all aspects of institutional and programmatic reform.
- Managed 3 consultants supporting these efforts.

Capstone Advisor, 07/11-02/13

- Advisor to 7 master's students' final capstone project per semester, overseeing all aspects of topic selection, research question writing, research design, data collection and analysis, and final report writing and presentation.

Capstone Coordinator, 01/12-02/13

- Advisor to entire cohort of master's students' final capstone project, overseeing all administrative and substantive aspects of design and implementation of master's graduation project requirements. Redesigned capstone process and supportive workshop series (Series titles: Literature Review; Research Design: Ensuring Quality, Reliability, and Validity; Proposal and Report Construction; Data Collection; Data Analysis)

Assistant Professor, Executive Master's of Public Administration Program, 07/11-02/13

- Responsibility for course design, administration, and grading for following subjects.

Organizational Behavior and Development, 07/11-02/13

- The purpose of course is to create awareness, build knowledge and capacities, as well as provide a set of tangible tools to enable students to better understand and steer the behavior of people in public organizations.

Leadership in the Public Sector, 07/11-02/13

- This course deals with leadership, broadly defined, primarily within the context of the public sector. The literature and exercises are chosen to address leadership theory and place it in a real-world context where students are able to apply various skills and techniques deemed to be essential for successful leadership in the organizational and broader societal setting.

Strategic Management and Performance Management, 07/11-02/13

- The course presents the rationale for strategic planning and evaluation, as well as techniques and processes to achieve innovation and performance in the public sector. The course includes material on strategic analysis, performance measurement and management, organizational structure and networks, operations and process management, and organizational learning and change.

Research Methods for Public Administration, 03/12-02/13

- This course is designed to give students both an understanding of the research tools needed for public administrators but also an ability to practically utilize available research methods in their own research. In addition, students begin to learn the important skill of evaluating published research and learn how research methods help them answer public policy questions. Students learn how to: design surveys, systematically conduct qualitative research, operationalize variables, and formulate research questions, and increase research reliability and validity through thoughtful research design.

Writing and Communication Skills, 03/12-02/13

- The course provides students with the tools they will need in order for effective communication with various stakeholders in the public sector.

UNIVERSITY OF WOLLONGONG IN DUBAI

Program Coordinator, Bachelor of Commerce, 10/09-07/11

- As part of the senior management team of the Faculty of Business and Management, this position coordinates the delivery, quality assurance and continuous improvement of four degree programs located within the Bachelor's of Commerce program, including: Management, Human Resource

Management, Marketing, and International Business. This position also has strategic planning and evaluation of performance functions, including advisement to the Dean on matters such as staffing needs, academic planning, timetabling, and subject and program modifications relating to the programs, and working with relevant Administration Departments (e.g. Marketing, Student Services, Admissions, Registrar's) to develop and apply strategies for effective student recruitment and retention.

Assistant Professor, 01/09-07/11

Responsibility for course design, administration, and grading for the following subjects.

Literature Review, 10/10-05/11

- This doctoral level subject instructs first and second semester PHD and DBA students in the art of conducting and analyzing literature reviews in their intended area of research, as well as teaches students how to make effective arguments. Specifically, students develop the skills needed to identify and justify an important research area, to organize, categorize and critically evaluate existing information, and to identify the current gaps in knowledge and business practice.

Qualitative Research Methods, 10//10-05/11

- This doctoral level qualitative methodology subject prepares PHD and DBA students to design and conduct all manner of qualitative research relevant to a business-oriented study. This subject presents an overview of the theoretical paradigms and epistemologies of qualitative research and related modes of analysis. Specific methods taught include ethnography, case study, grounded theory, and action research. Special attention is paid to developing specific interview and focus group skills, as well as instructing students in unique qualitative assessment and sampling criteria. Students engage in a semester-long 'mini-inquiry' to develop their qualitative data collection, analysis, and writing-up skills.

Performance Management, 07/10-08/10

- This master's level subject examines the area of performance management, which involves both the manager and employee in identifying and describing essential job functions and relating them to the mission and goals of the organisation; developing realistic and appropriate performance standards; giving and receiving feedback about performance; writing and communicating constructive performance evaluations and planning education and development opportunities to sustain, improve or build on employee work performance.

Human Resource Management , 07/10-08/10

- This undergraduate level subject is an introduction to the field of Human Resource Management, which is concerned with the concepts, techniques and activities involved in managing the flow of people through work organisations.

Managing People in Organizations, 06/09-07/11

- This master's level subject covers the following topics: different ways of thinking about organizations and organizational change and the implications of these differences; the relationship of organizations to their environments; the roles and behaviours of managers; organizational dynamics, including group dynamics, team- building, decision-making and leadership; strategic policy options available to managers in terms of structure, culture, motivation and leadership; and questions of power and politics within organizations.

Human Resource Development, 06/09-08/10

- This master's level subject provides an advanced perspective on the use of Human Resource Development (HRD) in enhancing the competitive advantage of organizations by building up their intellectual and learning system capacities in ways that enable them to cope with an environment that involves rapid change and customer focus. The concept of the learning organization is developed through the perspective of the HRD policies and actions required to develop and change organizations through their human capital and capabilities.
- Subject Coordinator 07/09-present

Organizational Analysis, 01/09-05/09

- This master's level subject provides students with an understanding of the main theoretical frameworks and conceptual tools used to analyse organisations. The subject approaches organisational analysis using four perspectives: bureaucratic, contingency, political, and cultural. Emphasis is placed on understanding the basis in theory and metaphorical roots of each perspective, as the foundation for using a multiple perspectives approach to identify the key dynamics of organisations.

Human Resource Management, 01/09-05/09

- This master's level subject aims to provide students a critical introduction to the broad subject of Human Resource Management and to examine in detail some of the specific strategic, theoretical and practical issues related to the topic. Subject requires individual students to exercise their critical faculties and to develop their own, theoretically informed, approach to the practical management of human resources

ROYAL UNIVERSITY OF PHNOM PENH, Master's in Development Studies

Faculty, 10/06-11/07

Founding & Advisory Board Member, 03/05-present

Responsibility for course design, administration, grading, and mentoring of Cambodian faculty.

Research Methods for Development Studies, 10/06-03/07

- This master's level subject provided qualitative research unit for introductory research methods course which included material on research design, qualitative data collection and analysis, and validity and reliability.

Public & Non-Profit Management, 09/07-11/07

- Designed and presented a master's survey course which introduced students to basic public and non-profit management principles, as well as the leadership skills that are fundamental to managing people and teams in such environments. Course topics included management as field and practice; organizational structure and environment; organizational culture and leadership; power, politics, and decisionmaking; and organizational development and learning.

NEW YORK UNIVERSITY, Robert F. Wagner Graduate School of Public Service

Adjunct Lecturer

Full responsibility for all aspects of course instruction, grading, and administration.

Developing Management Skills, 01/03-05/03

- This master's level course focuses on studying the mix of interpersonal skills, values, and knowledge required for effective managerial performance. Introduces assessment strategies for evaluating managerial performance and provides tools for making behavioral change in real time managerial experiences.

Introduction to Public Policy, 09/02-12/02

- This master's level course emphasizes developing students' policy analysis skills in preparation for careers as public servants. Introduction of conceptual approaches to facilitate development of analytic abilities, enhance critical examination skills of the policy formation process, and develop persuasive policy argument capabilities.

Teaching Colleague

Share teaching responsibility, primary responsibility for grading and course administration.

Managing Public Service Organizations, 09/99-12/02

- Team section of this master's level survey course focuses on developing student understanding of the importance of team process skills with particular focus on study of individual roles, group facilitation, conflict management processes, leadership abilities, and shared task orientations. Substance of team projects focuses on critical management challenges: managing diversity, traversing ethical challenges and accountability dilemmas, and engaging innovation and change strategies to enhance organizational performance.

Teaching Assistant

Partial grading and administrative responsibility, syllabus preparation, website development and oversight.

International Organizations and Management: The UN System, 09/00-12/00, 09/02-12/02

- This master's level course focuses on students gaining an understanding of the way intergovernmental organizations work, and particularly the specific functions and responsibilities of various UN bodies and organizations. Course reviews the mandates of different UN agencies, funding bodies, and specialized organizations.

Globalization and the Changing Role of the State, 02/02-05/02

- This master's level course examines the critical and rapidly changing role of the state as a framework for considering the central role the state can play in ensuring the provision of public services in varied environments, with particular focus on identifying the capacities of and constraints facing governments in an era of globalization.

Policy Formation and Analysis, 01/02-05/02

- This master's level course reviews the nature of the policy-making process and the role of analytic activity

in that process. Students specifically learn to develop hypotheses about the conditions under which analysis is most and least likely to have an impact on policy outcomes.

Introduction to Public Policy (College of Arts and Sciences, Political Science Department), 09/00-12/00

- This undergraduate survey course introduces students to federal public policymaking in the United States, as well as reviews the operations of other levels of government. Students develop a particular appreciation of the roles of Congress and the federal bureaucracy in the wider policymaking process.

EDUCATION

NEW YORK UNIVERSITY, Robert F. Wagner Graduate School of Public Service

PhD in Public Administration awarded May 2008, M. Phil received Aug 2003

- **Specializations:** Public Management, Development Policy and Administration, Qualitative/Survey Research Methods
- **Dissertation Title:** “From Global Paradigm to Grounded Policy: The Socio-Cognitive Construction of Participatory Development in Cambodia”
- **Awards:** Doctoral Student Teaching Award 05/02; President’s Service Award for Programming 05/03
- **Management-Related Coursework:** Organizational Theory, Organizational Behavior, Organizational Culture, Strategic Management, Organizational Development, Leadership, Managing Service Delivery, Foundations of Non-Profit Management, Institutions, Governance, and International Development, Politics of International Development, International Development Project Planning, Reflective Practice, Designing Organizational Change
- **Management Teaching Experience:** Managing Public Service Organizations, Developing Management Skills, International Organizations and Management: The UN System, International Human Resource Management (see below for elaboration of course content)

THE UNIVERSITY OF TEXAS AT ARLINGTON, School of Urban and Public Affairs

AMERICAN UNIVERSITY, School of Public Affairs, 1997-1998

Master of Public Administration, UTA, Aug 1998

- **Specializations:** International Administration, Community Development & Facilitation, Conflict Management & Negotiation
- **Awards:** Congressional Fellow, Women’s Research and Education Institute, Washington, DC 1997-1998; Overman Fellow 1997; African Scholar 1996

THE UNIVERSITY OF TEXAS AT AUSTIN, Institute for Latin American Studies

Bachelor of Arts, Latin American Studies and Government, Dec 1992

RESEARCH GRANTS & FELLOWSHIPS

TEXAS EDUCATION GRANTMAKERS ADVOCACY COALITION & TAMU

Principal Investigator, College Station, Texas, USA

April 2014-September 2014

- Study of Texas business leaders to examine: 1) corporate attitudes and awareness of “out of school time” (OST) challenges experienced by working parents, 2) how OST challenges effect worker productivity and profits for Texas businesses, and 3) types of strategies engaged by corporations to support working parents.
- **Award Amount:** USD \$30,000

NATIONAL SCIENCE FOUNDATION

Co-Principal Investigator, Austin, Texas, USA

May 2013-present

- National Science Foundation grant, “Curriculum Blueprint to Enhance Social Scientists’ Capacities to Create and Sustain Social Change”
- **Award Amount:** USD \$50,000 (August 2014)
- National Science Foundation grant, “Engaging SBE: Workshop for Engaging Social, Behavioral, and Economic Scientists through Social and Policy Entrepreneurship”
- **Award Amount:** USD \$50,000 (May 2013)

GTZ (Promotion of Women’s Rights Project)-Ministry of Women’s and Veteran’s Affairs (RGC)

Lead Research Consultant, Phnom Penh, Cambodia

January 2009-Present

- As part of the implementation process for the *Law on Prevention of Domestic Violence and Protection of the Victim* and as part of the Royal Government of Cambodia’s efforts to report on its progress in the implementation of the Cambodian Millenium Development Goals for the targets relating to violence

against women and children, executed a follow-up survey to assess progress on the eradication of domestic violence in Cambodia.

- **Award Amount:** USD \$8,250

National Committee for Management of Decentralization and Deconcentration Reforms, Ministry of Interior, Royal Government of Cambodia (RGC)

Consulting Technical Advisor, SBK Consulting, Phnom Penh, Cambodia

April 2008-June 2008

- Designed and analyzed data for three baseline and progress monitoring surveys (Survey to Assess Increased Accountability Mechanisms of the NCDD/PSDD Programme; Stakeholder Perception Survey on Selected Outcome Dimensions of the NCDD/PSDD Programme; and Survey Measuring Responsiveness of the Commune/Sangkat Development Plan and Investment Fund to the Commune Socio-Economic Development Needs and Cambodia Millennium Development Goals).
- **Award Amount:** USD \$2,700

GTZ-National Audit Authority Cooperation Project

Lead Consultant, Phnom Penh, Cambodia

September 2007-December 2007

- Designed and executed a baseline study of stakeholders' perceptions on the National Audit Authority to establish to what degree stakeholders identify with the NAA vision and understand the NAA's specific functions.
- **Award Amount:** \$8,250

National Committee for Management of Decentralization and Deconcentration Reforms, Ministry of Interior, Royal Government of Cambodia (RGC)

Lead Consultant, Phnom Penh, Cambodia

May 2007-July 2007

- Designed and executed research study which assessed the performance of RGC's Provincial Accountability Working Groups for procedural performance and stakeholder perceptions of the PAWG.
- Outlined options for expansion of the function of PAWG and provided recommendations for improving the current system. Revised national and provincial guidelines.
- Supervised and advised research team of eight Cambodian RGC staff
- **Award Amount:** USD \$12,775

Danish Ministry of Foreign Affairs, Danida-Cambodia

Consultant, Phnom Penh, Cambodia

January 2007-March 2007

- Developed four-year (2006-2010) Research-Based Outcome Monitoring (RBOM) framework for the Danida Natural Resource Management and Livelihoods (NRML) Programme in Cambodia.
- RBOM designed to serve as a dynamic and participatory interface to monitor NRML strategies implemented by the Cambodian government and donor programme partners in support of the Cambodian Decentralization & Deconcentration reform process
- **Award Amount:** \$9,855

Women's Research and Education Institute

Congressional Research Fellowship Recipient, Washington, DC

August 1997-June 1998

- Awarded a one year fellowship to join a congressional office in Washington, D.C. Contributed to policy formulation and oversight of substantive policy issues on the International Relations Committee.

Edward S. Overman Urban Scholarship, University of Texas at Arlington (UTA)

Scholarship Recipient, School of Urban and Public Affairs, UTA, Arlington, Texas

1997

- Awarded a merit-based scholarship as a master's in public administration student at UTA.

African Scholar Program Research Field Visit, South Africa, Ghana

Researcher, Arlington, Texas

December 1996

- Received grant to conduct field research on service provision to migrants in squatter settlements
- Conducted field research with NGO actors, government officials at the local, provincial, and national level, city planners, and squatter settlement inhabitants

PUBLICATIONS

- Morrison, J. (*forthcoming*, 2014) “Employer Strategies for Supporting Out of School Time Programming in Texas: Incentives for Action, Opportunities for Collaboration.” Texas Education Grantmakers Advocacy Consortium Report.
- Evans, A. & Morrison, J. (2013) “Catalyzing Discovery for Social Impact: Exploring the Power of the Research-Academic-Policy Nexus to Stimulate Policy Innovation.” National Science Foundation Report.
- Morrison, J. Knowles. (2010) “From global paradigms to grounded policies: local socio-cognitive constructions of international development policies and implications for development management,” *Public Administration and Development*. 30, 159–174.
- Morrison, J. Knowles. (2010) *2009 Follow-Up Survey on Domestic Violence: Final Study Report*. Ministry of Women's and Veteran's Affairs, Cambodia, supported by German Technical Cooperation Programme.
- Vel, K., Hamouda, L. & Morrison, J. (2009) "Chronic consumer states influencing compulsive consumption and their relevance for future social policy formulations," *Journal of International Governmental Systems and Structures*, 1:1, 4-11.
- Knowles, J. (2009) *Constructing Participation: A Study of Cambodian Sensemaking of International Development Policies*, VBNK Publications: Phnom Penh, Cambodia (ISBN - 9789995067175).
- Pak, K., V. Horng, N. Eng, S. Ann, S. Kim, J. Knowles, and D. Craig. (2007) *Working Paper 34: Critical Literature Review on Accountability and Neo-Patrimonialism: Theoretical Discussions and the Case of Cambodia*, Cambodia Development Resource Institute: Phnom Penh, Cambodia.
- Horng, V., Pak, K., Eng, N., Ann, S., Knowles, J., and D. Craig. (2006) *Conceptualising Accountability: Considering the Cambodian Case*. Ballard, Brett M., Editor. Annual Development Review 2005-2006. Cambodia Development Resource Institute: Phnom Penh, Cambodia.

RESEARCH ACTIVITIES & ACADEMIC PRESENTATIONS

Nominee, *2011 Research Excellence Award, University of Wollongong in Dubai*.

Nominee, *2010 Research Excellence Award, University of Wollongong in Dubai*.

Upcoming

Roundtable Presenter, “Capitalizing the ‘P’ in Public Service Education: Defining a New Framework for Linking Our Schools & Research to the Policymaking Process.” NASPAA Annual Conference, Albuquerque, NM, November 4-6, 2014.

Completed

Roundtable Presenter, “Moving Research into Policy Making.” ASPA Annual Conference, Washington, DC, March 15, 2014.

Roundtable Organizer/Presenter, “Preparing the Future: Building Catalytic Skills to Support Policy Innovation.” APPAM Spring Conference, Washington, DC, April 12, 2014.

Roundtable Presenter, “Innovative Curriculum Design: Strategies for Building Collaborative Capacities of MPA Students.” NASPAA Annual Conference, Washington, DC, October 10-12, 2013.

Symposium Participant, “Exploring the Power of the Research-Academic-Policy Nexus to Stimulate Policy Innovation.” APPAM Fall Research Conference, Washington, DC, November 9-11, 2013.

Invited Moderator, “CSSPs in Focus: The Experience of the Abu Dhabi Education Council” *Deepening Research on Cross-Sector Social Partnerships in the Middle East*, New York University Abu Dhabi Institute, October 24-26, 2011.

"Socio-Cognitive Environments: A Theoretical Substitute for Organizational Culture When Studying Dynamic Multicultural Contexts?" Presentation at *Research Colloquium, University of Wollongong in Dubai*, United Arab Emirates, October 19, 2010.

“Making Sense in Complex Development Policy Contexts: Cognitive Environments as an Analytic Substitute for 'Organizational Culture'.” Presentation to be made at *ANZAM Conference: Australian New Zealand Academy of Management*. Adelaide, Australia. December 6-10, 2010.

“From Global Paradigm to Grounded Policy: Local Socio-Cognitive Constructions of International Development Policies and Implications for Development Management.” Presentation at

Development Studies Association Annual Conference, Ulster, Northern Ireland, September 3, 2009.

“From Global Paradigm to Grounded Policy: The Socio-Cognitive Construction of Participatory Development in Cambodia.” Presentation at *Royal University of Phnom Penh*, Phnom Penh, Cambodia, September 20, 2008.

Invited Survey Discussant on Study Assessment Panel, *2008 PACT/LAAR Citizen Satisfaction Survey*, (Conducted by Center for Advanced Study), Phnom Penh, Cambodia, August 7, 2008.

“Making Sense of Cambodian Sensemaking: How International Development Policies Make Their Mark,” Proceedings of the 9th Socio-Cultural Congress on Cambodia, Royal University of Phnom Penh, Phnom Penh, Cambodia, November 14-16, 2006.

CONSULTANCIES

Cambodia Development Resource Institute, Democratic Governance/Public Sector Reform Research Unit
Technical Research Advisor, Phnom Penh, Cambodia October 2005-December 2006

- Advised team of seven Cambodian researchers in all aspects of research process related to accountability study

Global Microentrepreneurship Awards <www.yearofmicrocredit.org>

Country Coordinator, Phnom Penh, Cambodia

August 2004-February 2005

- Designed and oversaw all aspects of the inaugural award ceremony in Cambodia, November 12, 2004
- Facilitated inter-organizational collaboration of Cambodian microfinance institutions, preparing staff to nominate entrepreneurs and participate in award process
- Coordinated activities of fifteen volunteers, as well as on-line collaboration with international team managing eight country award programs in preparation for the inauguration of the UNDP’s Year of Microcredit

Universalia Consulting, Montreal, Canada

Research Consultant, New York Satellite Location

September 2003-February 2004

- Member of team conducting agency-wide process evaluation of United Nations Capital Development Fund
- Collected data in support of desk and field reviews
- Conducted a comparative analysis assessing UNCDF donor community policy positions and resource distribution on microfinance and local governance issues

Proyecto Zapotlan, Ciudad Guzman, Mexico

Project Zapotlan Group Facilitator

July 1997-August 1997

- Member of academic team that developed a strategic plan for mayor’s office
- Conducted focus groups across municipality
- Group process work led to development of goals and strategies to serve as blueprint for community action plan

Asociación de Análisis y Discusión (ANADI), Guatemala City, Guatemala

Consultant, 2-day “National Seminar to Introduce the Third Way in Guatemala,”

July 2001

- Presented a thematic analysis of event to ANADI

Western Sahara Foundation, Tindouf, Algeria

Member of Congressional Delegations to Western Saharan refugee camps

December 1999, August 1999

- Observed United Nations MINURSO operations and refugee conditions

U.S. DOMESTIC POLICY AND ADVOCACY EXPERIENCE

U.S. House of Representatives, Washington, D.C.

Legislative Assistant, Personal Office of Representative Martin Frost

August 1998-August 1999

- Responsible for international relations and trade, human rights, judiciary (immigration, drugs, civil rights)
- Prepared policy position statements and served as liaison, briefed Representative Frost
- Drafted language on Family Reconciliation Act

Congressional Fellow for Representative Lee Hamilton,

International Relations Committee

August 1997-June 1998

- Portfolio: Mexican congressional and local government issues, South Africa, Kenya, Uganda, Ethiopia, Angola, Zimbabwe, Central African Republic, Congo-B, Congo-K, Chad, Nigeria, Liberia, Ghana, Southern Cone of South America, and the Andean region
- Directly involved in the formulation of micro-credit, fast track, global warming, and international gender policy
- Participated in drafting of “Africa Seeds of Hope” language
- Liaised with international interest groups, embassy personnel, and developed constituent newsletters

City Management Intern, Town of Addison

1996

Planning Intern, Dallas Plan

1997

Visiting Nurse Association, Dallas, Texas

Volunteer Coordinator, Eldercare Program

June 1995-August 1996

- Worked with program director administering all aspects of the Eldercare volunteer program, including volunteer recruitment, training and placement, client intake, community outreach, and supervision of current cases regarding delivery of service, wrote press releases for major agency event
- Wrote successful grant requests totaling \$250,000

THESIS ADVISOR AND POSTGRADUATE-SCHOLAR SPONSOR

Master’s Capstone, Texas A&M University – USA

- Bitter, Eliza, Fickes, Sarah, Mijangos, Eliana, Yun, Rujun, Zhang, Bo, “Teenage Pregnancy: The Case for Prevention and Increased Quality of Life in Waco, Texas”

Master’s Thesis, University of Texas at Austin – USA

- Mariana Aguirre Morantes, “Transnational Migration in Guadalajara”

Master's Thesis, Royal University of Phnom Penh- Cambodia

- Sok, Sethea, “Women's Local Political Participation in Cambodia”

Master’s Capstone/Theses, Dubai School of Government – UAE

- Eliwa, Medhat Naguib, “A Study On The Benefit Of Cross Sector Partnership On The Egyptian Atomic Energy Authority Medical Isotope Production Unit”
- Alawadi, Hanan, “Cross Sector Social Partnership Grassroots In The UAE: Looking Into Prospects And Challenges Of Formation Residing In The Nature Of UAE Partnership Culture”
- Abusin, Mazin E. A. “Designing And Implementing A Nation Branding Strategic Framework To Attract Foreign Direct Investment For Countries Experiencing Economic And Political Crisis”
- Al Hajri, Mariam And Nehal Badri, “Political Participation: Perspectives From The UAE”
- Al Hammadi, Nooh, “Small & Medium Enterprises In The UAE: A Study Of Their Status”
- Al Qallaf, Fatima, “The Impact Of Voluntary Work On Community Cohesion In The UAE”
- Basiouny, Ebtehal And Noran Fayed, “Introducing Good Governance Practices In Egyptian Public Institutions”
- Semcow, Kathryn, “A Dubai Model Of Recycling: Incentives, Opportunities, And Obstacles Encouraging Household Recycling Behavior In The Emirate”

INVITED PRESENTATIONS

- Presenter, “Employer Strategies for Supporting Out of School Time Programming in Texas: Incentives for Action, Opportunities for Collaboration.” Extended Learning Opportunities Working Group, Texas State Legislature, September 29, 2014.
- Presenter, “Employer Strategies for Supporting Out of School Time Programming in Texas: Incentives for Action, Opportunities for Collaboration.” Texas Education Grantmakers Advocacy Consortium, September 9, 2014.
- “Strategic Planning For Public Service Organizations: Meeting Your Organizational and Stakeholder Needs,” *University of Texas at Austin, LBJ School of Professional Development*, July 25, 2013.
- “Emotional Intelligence: Understanding Its Role in Your Success as a Public Leader,” *University of Texas at Austin, LBJ School of Professional Development*, July 24, 2013.
- “Emotional Intelligence for the 21st Century Manager: Creating Resonance to Achieve the Public Good,” *Governor’s Center for Management Development, University of Texas at Austin*, June 25, 2013.

- “Emotional Intelligence Introductory Workshop: What Is It? Do I Have It? How Do I Get Some?” Presentation to *Senior Management, Fujairah Medical District, Primary Health Care Unit*, December 29, 2011.

SPECIALIZED TRAINING

THE HAY GROUP, London, September 2009

- Participant, Emotional and Social Competency Inventory Accreditation Program

NEW YORK UNIVERSITY, Center for Leadership Development, Dialogue, and Inquiry, New York, March 2004

- Participant, Cooperative Inquiry Group Facilitator Training

NEW YORK UNIVERSITY, A.K. Rice Institute and Organizational Psychology Department, New York, March 2002

- Participant, “Complexity of Culture” Group Dynamic Intensive

COMMUNITY REVITALIZATION ORGANIZATION FOR EAST DALLAS, Dallas, Texas, Jan-May 1997

- Group Facilitator, Economic Empowerment Committee, U.S. Department of Justice “Weed and Seed” grant

Languages

- Spanish literacy and advanced speaking abilities
- Basic Khmer speaking skills

Travel

- Ireland, Oman, United Arab Emirates, Cambodia, Thailand, Vietnam, Myanmar, Japan, Algeria, Ghana, South Africa; Peru, Mexico, Guatemala, Honduras, Jamaica, Grand Cayman; Greece, Spain, Portugal, Italy, England, Wales, Scotland; Australia

PROFESSIONAL SERVICE/PEER REVIEW

Association for Public Policy Analysis & Management, 05/13-present

- Fall Conference Program Committee Member, 10/13

International Journal of Public Administration

- Peer Reviewer, 10/12

Asia Pacific World

- Peer Reviewer, 01/12; Joined Editorial Board, 03/13

Journal of African Politics

- Peer Reviewer, 02/12

Academy of Management, 07/01-present

- Member & Peer Reviewer, Public & Nonprofit Division, 01/02, 01/03, 01/11, 01/12
- Member & Peer Reviewer, Organizational Behavior Division, 01/11, 01/12
- Member & Peer Reviewer, Managerial & Organizational Cognition Division, 01/11
- Organizer, Critical Management Studies Doctoral Student Consortium, National Conference, 08/03
- Invited Panel Discussant, Public and Nonprofit Division, 08/03
- Peer Reviewer, Management Spirituality & Religion Division, 01/02

Australian and New Zealand Academy of Management, 10/10-10/12

- Peer Reviewer, Public & Nonprofit Division, 10/10

Organization Management Journal

- Peer Reviewer, 06/03

Journal of Action Research

- Peer Reviewer, 01/03

Wagner Association to Benefit Doctoral Students

- Founding and Executive Committee Member, 08/01-06/03

Wagner Doctoral Student Program

- Peer Advisor, 08/00-05/02