
PERSONAL INFORMATION

WILLIAM A. BROWN

Bush School of Government & Public Service
Texas A&M University
MS 4220
College Station, TX 77843-4220
(979) 458-7372
Email: wbrown@tamu.edu

EDUCATION AND DEGREES

Claremont Graduate University – Claremont, California
Ph.D. in Organizational Psychology – January 2000
Master of Arts in Organizational Psychology – May 1994

Northeastern University Boston, Massachusetts
Bachelor of Science in Education, Emphasis in Human Services – September, 1990
Honors: Kappa Delta Pi - Education Honor Society

ACADEMIC POSITIONS

Texas A&M University
Associate Professor, Bush School of Government & Public Service, August 2006 – Present
Director, Nonprofit Management Program, August 2007 – Present

Arizona State University
Assistant Professor, School of Community Resources & Development and
Affiliated Faculty, Center for Nonprofit Leadership and Management
August 1999 – June 2006
Graduate Coordinator, Certificate in Nonprofit Leadership & Management, August 2002 –
June 2006

California State University, Pomona, Instructor, Department of Psychology, Spring & Fall 1998

RESEARCH AND CREATIVE ACTIVITY

Refereed Articles

Published

- Brown, W. A. & Guo, C. (In press). Exploring key roles for nonprofit boards. *Nonprofit Voluntary Sector Quarterly*.
- Saxton, G. D. Guo, C. & Brown, W. A. (2007). New Dimensions of Nonprofit Responsiveness: The Application and Promise of Internet-Based Technologies. *Public Performance and Management Review*, 31, 144-171.
- Yoshioka, C., Brown, W. A. & Ashcraft, R. (2007). A Functional Approach to Senior Volunteer and Non-volunteer Motivations. *International Journal of Volunteer Administration*, 24, 31-43.
- Brown, W. A. (2007). Board Development Practices and Competent Board Members: Implications for Performance. *Nonprofit Management & Leadership*, 17(3).
- Guo, C & Brown, W. A. (2006). Community Foundation Performance: Bridging Community Resources and Needs. *Nonprofit Voluntary Sector Quarterly*, 35, 267-287.
- Brown, W. A. & Pritchard, M. (2006). Antecedents and Consequences of Trust in the Board: The Impact of Perceived Risk. *Journal of Nonprofit & Public Sector Marketing*, 15 (1/2), 105-126.
- Brown, W. A. & Yoshioka, C. (2005). A New Service Delivery Model to Support Volunteer Mentoring Relationships. *Journal of Volunteer Administration*, 23(3), 44-46.
- Brown, W. A. & Ashcraft, R. (2005). Corporate Employee Volunteer Programs: Considering the Interests of Multiple Stakeholders, *Journal of Volunteer Administration*, 23(2), 15-19.
- Brown, W. A. (2005). Exploring the Association between Board and Organizational Performance in Nonprofit Organizations. *Nonprofit Management and Leadership*, 15(3), 317-339. Selected as the Editor's pick for Best Scholarly Article – 2005.
- Preston, B. J. & Brown, W. A. (2005). Commitment and performance of nonprofit board members. *Nonprofit Management and Leadership*, 15(2), 221-238.
- Brown, W. A., Yoshioka, C. & Munoz, P. (2004). Organizational mission as a core to employee retention. *Journal of Parks & Recreation Administration*, 22(2), 28-43.

- Brown, W. A. & Iverson, J. O. (2004). Exploring Strategy and Board Structure in Nonprofit Organizations. *Nonprofit and Voluntary Sector Quarterly*, 33, 377-400.
- Brown, W. A. & Yoshioka, C. (2003). Mission Attachment and Satisfaction as Factors in Employee Retention. *Nonprofit Leadership and Management*, 14(1), 5-18.
- Brown, W. A. (2002). Racial diversity and performance of nonprofit boards of directors. *Journal of Applied Management and Entrepreneurship*, 7(4), 43-57.
- Brown, W. A. (2002). Inclusive governance practices in nonprofit organizations and implications for practice. *Nonprofit Leadership and Management*, 12, 369-385.
- Eveland, J. D., Blanchard, A., Brown, W. A., Mattocks, J. (1994). The role of "Help Networks" in facilitating use of CSCW tools. *The Information Society*, 11, 113-129.

Under Review

Works in Progress

- Guo, C., Brown, W., Ashcraft, R., and Yoshioka, C. "Exploring the Prevalence and Context of HRM Practices in Nonprofit Organizations"
- Brown, W. A., Guo, C. "The board's role in growing member benefit organizations"
- Brown, W. A., Hillman, A. & Okun, M. "Factors that influence board member monitoring and resource provision behaviors"
- Bearfield, D., Bies, A. & Brown, W. "Understanding the Fundraising relationship in nonprofit organizations: Principles or partners".

Un-refereed Articles

- Brown, W. A. (2007). Considering the Need for Leadership Development on Credit Union Boards. Chapter in *Credit Union Succession Planning Handbook*. CUES, Madison WI.
- Brown, W. A. (2007). How does your board compare. *Board Member*, publication of BoardSource, Washington DC.
- Brown, W. A. (Winter 2005). Highly effective boards of directors. *Nonprofit Research Abridged*, publication of Center for Nonprofit Leadership and Management, Vol. 5 (1).
- Brown, W. A. (Winter, 2003). Inclusive Governance Practices. *Nonprofit Research Abridged*, publication of Center for Nonprofit Leadership and Management, Vol. 2 (2).

Brown, W. A. (April 2001). How we are organized: Does it matter? *The Not-For-Profit CEO Monthly Newsletter*, Vol. 8, No. 6, George B. Wright, Editor.

National Research Presentations

Brown, W. A. (2008) Colloquy Organizer. Nonprofit Governance: Challenges and Opportunities in Research and Practice. Participants: Marla J. Bobowick, BoardSource; Chris Cornforth, Open University; David Renz, University of Missouri -- Kansas City; Melissa Stone, University of Minnesota. Presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action, Philadelphia, PA, November.

Brown, W. A. (2007). Deciding to merge: Exploring strategic decision-making on credit union boards. Presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action, Atlanta, GA, November.

Brown, W. A. & Guo, C. (2007). Governance Practices in US Community Foundations. Presented at the annual meeting of Annual meeting of the Academy of Management, Philadelphia, PA, August.

Brown W. A. & Guo, C. (2006). Community Foundations and the board's role in giving and getting resources. Presented at the annual meeting of Annual meeting of the Academy of Management, Atlanta, GA, August.

Guo, C., Saxton, G. D., & Brown, W. A., (2006). Stakeholder Orientation in Community Foundations' Use of Web Technologies. Annual meeting of the Midwest Political Science Association.

Brown, W. A. & Guo, C. (2005). Board Development in Member Benefit Organizations: Implications for Performance. Presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action, Washington, DC, November.

Guo, C. & Brown, W. A., (2005). Community Foundation Performance: Bridging Community Resources and Needs. Annual meeting of the Academy of Management, Honolulu HI, August.

Saxton, G. D., Guo, C. & Brown, W. A., (2005). Inclusiveness, Responsiveness, and Stakeholder Orientations in Community Foundations' Utilization of Internet-Based Technologies: Performance, Promise, and (Mostly Unrealized) Potential. Annual meeting of the Academy of Management, Honolulu HI, August.

Brown, W. A. (2005). Board Development Practices and High Quality Board Members: Implications for Performance. Boards and Beyond: Understanding the Changing Realities of Nonprofit Organizational Governance, March 31-April 1, in Kansas City, Missouri. Hosted by the Midwest Center for Nonprofit Leadership, UMKC.

- Brown, W. A., Colloquy Organizer (2004). Understanding and explaining the nonprofit sector: Challenges and opportunities learned from five area studies on nonprofit organizations. Participants, Kirsten Gronbjerg, Indiana University, Bloomington, Carol Silverman, University of San Francisco, San Francisco, Denise L. Gammal, Stanford University, Stanford Project on Emerging Nonprofits, Stanford, Jennifer Mosley, UCLA, Santa Monica, Robert Ashcraft, Arizona State University, Chair. Presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action, Los Angeles, CA, November.
- Brown, W. A., & Guo, C. (2004). Bridging Community Resources and Community Needs: Does Board Matter in the Community Foundation Business? Annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action, Los Angeles, CA, November.
- Brown, W. A., Yoshioka, C., & Ashcraft, R. (2004). Examining Organizational Mission as a Core Factor in Employee Retention. Annual meeting of the National Parks and Recreation association, Reno NV, October.
- Brown, W. A. (2004). Exploring the Association between Board and Organizational Performance in Nonprofit Organizations. Annual meeting of the Academy of Management, New Orleans LA, August.
- Iverson, J. O. & Brown, W. A. (2002). Strategic Forms: Analysis of Governance Structuring in Strategically Different Nonprofit Organizations. Presentation at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action. Montreal, Quebec, Canada. November
- Brown, W. A. & Yoshioka, C. (2002). Employee Satisfaction and Mission Attachment as Factors in Retention. Presentation at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action. Montreal, Quebec, Canada. November.
- Brown, W. A. & Iverson, J. O. (2001) The interrelated influences of strategy, structure, and level of change in nonprofit organizations. Presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action. Miami, FL. November.
- Brown, W. A. & Pritchard, M. (2001). Listening to stakeholders: Examining response bias in the proxy-proposal process used in nonprofit board governance. Presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action. Miami, FL. November.
- Brown, W. A. (2001) The nonprofit board of directors: Performance, composition and executive director leadership. Presented at the annual meeting of the Academy of Management, Washington DC, August.

Brown, W. A. (2000). Understanding organizational configurations and models of board governance in nonprofit organizations. Presented at the Annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action. New Orleans, LA. November.

Brown, W. A. (2000). The prevalence of inclusive governance practices in nonprofit organizations and implications for practice. Paper presented at the Innovation, Change and Continuity in Nonprofit Organization Governance Conference. Kansas City, MO. April 6-8.

Brown, W. A. (1999). Boards of Directors: Considering Board Character and Board Performance on Assessments of Effectiveness. Presented at the Annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action. Washington DC. November.

Brown, W. A. (1998). Stakeholder Voice in Nonprofit Boards. Presented at the Annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action. Seattle, WA. November.

Brown, W. A. (1998). Dimensions of Effectiveness in Nonprofit Organizations: Preliminary Findings. Presented at the Annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action. Seattle, WA. November.

Brown, W. A. (1998). Dimensions of effectiveness in nonprofit organizations: Models and perspectives. Presented at the annual meeting of the Academy of Management. San Diego, CA. August.

Brown, W.A. (1997). Increasing aspirations to attend college among ‘at-risk’ middle school age students, Presented at the annual meeting of American Evaluation Association (AEA), San Diego, California; November.

Evaland, J. D., Blanchard, A. Brown, W. Mattock, J. (1994) The role of “Help Networks” in facilitating use of CSCW tools. Presented at the annual meeting of Computer Supported Cooperative Work Conference (CSCW), North Carolina, October 1994.

External Grants – Funded

OneStar Foundation, (70,221, January 2009). PI, Brown, W. Developing emerging leaders in nonprofit organizations. Funding provided for week-long training and six months of follow-up services.

Filene Research Institute, (\$55,000. June 2006). PI Brown, W. The board’s role in credit union mergers and acquisitions. Interviews with executives and board chairs.

Maricopa Council on Youth Sports and Physical Activity (\$35,366 – December, 2004). Co-PI Brown, W. & Yoshioka, C. Pilot Study to map, via GIS, youth sports programs and services for Maricopa County. Affiliated with Maricopa Sports and Tourism Authority.

William E Smith Institute for Association Research, (\$49,936 – October, 2004). Co-PI Brown, W. & Guo, C. Building committed, capable, and high performing board members: Identifying Promising practices and structures in trade and professional associations.

Filene Research Institute, (\$35,000. June 2004). PI Brown, W. Recruitment & Selection Practices in Credit Union Boards. Survey of executives and board chair.

Grantmakers Forum of Arizona (\$4,500 – August 2004). Develop profile of private and public foundations in Arizona.

Big Brothers Big Sisters of Central Arizona (\$9,768, December 2003, December 2004). Work to design and implement outcomes-based evaluation for mentoring program.

Cartwright School District (\$14,344 – May 2003). Co-PI - Brown, W. & Magaña, L. The primary purpose of the research project is to identify barriers and concerns related to parent involvement in the educational achievement of their children at the Cartwright Elementary School District.

Grantmakers Forum of Arizona (\$2,500 – October 2002). Develop profile of private and public foundations in Arizona.

Valley of the Sun YMCA (\$14,053 - May 2001). Survey research of YMCA staff (Summer 2001). Survey research of general community (Spring 2002). Recommendations were provided to develop equity in compensation systems and reinforcement of mission philosophies with line staff. Assessed general community attitudes and perceptions of the YMCA and recommended practices to improve community image. Supported by YMCA Diversity Task Force.

External Grants – Submitted

Corporation for National and Community Service (\$127,154, Requested, \$127,329, University match, Project total, \$254,483). “Supporting student learning and nonprofit capacity”. Project to support student consulting with nonprofit organizations.

Internal Grants – Funded

Deans Incentive Grant (\$6000 – 2005). Nonprofit Board governance: practices and performance.

College of Public Programs Dean’s Office and Office of the Center for Nonprofit Leadership & Management (\$7,250 – 2004). Brown W. A. Coming Home Project, determining the range of services for civilian soldiers (National Guard and Reserve) when they return home after deployment.

College of Public Programs Dean's Office and Office of the Vice President for Research and Economic Affairs (\$21,674 – 2004). Brown W. A. & Guo, C. Co PI. Research project entitled "Representation in the Governance of Community Foundations"

Deans Incentive Grant (\$5000 – 2003). Exploring strategy and leadership practices in nonprofit organizations.

ASU/Motorola Great Communities Grant, (\$28,090 – April 2002). Brown, W. A., Searfoss, L., Fain, B. & Parker, W. Monitoring the implementation and assessing the impact of a new service delivery model. Conducted focus groups with staff and volunteers, analyzed three position descriptions and provided comprehensive reports to document impact of a new service delivery model. Recommendations encompassed programmatic improvements and changes to organizational processes and structures.

Deans Incentive Grant (\$5000 – 2002). Evaluating outcome assessment strategies in nonprofit organizations.

Deans Incentive Grant (\$5000 – 2001). Organizational configurations and performance in nonprofit organizations: A multi-constituency perspective.

Center for Nonprofit Leadership and Management – Mini Grant (\$5000 – 2001). Organizational configurations and performance in nonprofit organizations: A multi-constituency perspective.

Deans Incentive Grant (\$5000 – 2000). Board-organizational configurations and the relationship to effectiveness in nonprofit organizations.

Center for Nonprofit Leadership and Management – Mini Grant (\$2666.56 – 2000). Board-organizational configurations and the relationship to effectiveness in nonprofit organizations. Survey of local nonprofit organization.

External Grants – Unfunded

National Science Foundation, Social and Behavior Sciences Division, Innovation and organizational Science Program (181,000 - February 2008). Power on Nonprofit Boards: Considering the role of the board chair.

American Society of Association Executives and the Center for Association Research. Amount requested \$54,775, August 2005. Brown, W. A., Iverson, J. O. & Guo, C. *Cultivating and nurturing communities of practice in associations: Toward a new model of member involvement.*

Aspen Institute, Nonprofit Sector Research Fund. Amount requested \$73,950, October 2003. Guo, C. & Brown, W. *Representation in the Governance of Community Foundations.*

Internal Grants – Unfunded

Arizona Board of Regents: Learner Centered Education Program. Amount requested \$24,908, November 2004. Project Director Brown, W. Additional members, Ashcraft, F., Yoshioka, C. & Theisman, C. *Creating a learner-centered bachelor's degree in nonprofit management.*

Technical Reports

Center for Nonprofit Leadership & Management

Brown, W. (January, 2005). *Profile of Charitable Foundations in Arizona*. Prepared for Arizona Grantmakers Forum.

Hiatt, S., Brown, W., Yoshioka, C., Ashcraft, R., (2004). *Maricopa County Nonprofit Organization: Wage and Compensation Report*. Prepared for The Center for Nonprofit Leadership & Management, Arizona State University.

Brown, W. (May 2003). *Profile of Charitable Foundations in Arizona*. Prepared for Arizona Grantmakers Forum.

Brown, W. (Revised & Updated May, 2003). *Arizona Nonprofits: Scope of the Sector in Brief*. Prepared for The Center for Nonprofit Leadership & Management, Arizona State University.

Yoshioka, C., Ashcraft, R., Brown, W., & Hiatt, S. (Ed.) (April 2003). *Arizona Giving and Volunteering*. Prepared for The Center for Nonprofit Leadership & Management, Arizona State University.

Hiatt, S., Brown, W., Yoshioka, C., Ashcraft, R., (2002). *Maricopa County Nonprofit Organization: Wage and Salary Report*. Prepared for The Center for Nonprofit Leadership & Management, Arizona State University.

Organizational Contracts

Brown, W. A. (2007). *The board's role in credit union mergers and acquisitions*. Madison, WI: Filene Research Institute.

Brown, W. A. & Guo, C. (June 2006). *Current Practices for Recruiting Board Members in Trade & Professional Associations*. Prepared for William Smith Institute for Association Research.

Brown, W. A. (May 2005). *Recruitment & Selection Practices in Credit Union Boards*. Prepared for the Filene Research Institute, University of Wisconsin, Madison.

Brown, W. & Schroeder, C. (April, 2005). *Services Available for Military Personnel upon "Coming Home."* Prepared for Red Cross – Grand Canyon Chapter.

Brown, W., Magana, L., Short, R., & Brown, T. (January 2004). *Attitudes toward Programs, Identification of Barriers, and Suggestions to Improve Parent Involvement.* Report prepared for Cartwright Elementary School District.

Brown, W. & Faulk, S. (June, 2003). Report to Big Brothers Big Sisters, *Staff Comments and Concerns from Second Round of Focus Group Discussions*

Brown, W. & Faulk, S. (May, 2003). Report to Big Brothers Big Sisters, *Volunteer Comments and Concerns Related to the Management of Volunteers prior to and after the Implementation of the New Service Delivery Model.*

Brown, W. & Faulk, S. (August, 2002). Report to Big Brothers Big Sisters, *Staff Concerns and Comments Related to the Implementation of the New Service Delivery Model.*

Brown, W. (May, 2002). Report to Valley of the Sun YMCA. *Community attitudes toward the YMCA.*

Brown, W. (Summer 2001). Report to Valley of the Sun YMCA, *Staff satisfaction Survey Results.*

TEACHING AND INSTRUCTIONAL ACTIVITIES

Teaching Subjects

Nonprofit Management and Leadership
Human Resource Management
Program Evaluation
Historical and Philosophical Roles of Nonprofits
Fund Raising
Research Methods

Undergraduate Courses Taught

NLM 191 – Voluntary Action and Community Service
REC 120 – Leisure and the quality of life
REC 220 – Introduction to Nonprofit Organizations
REC 300 – Fund raising in Nonprofit Organizations
REC 482 – Assessment & Evaluation of Recreation Services

Graduate Courses Taught

BUSH 644 Nonprofit Management & Leadership

BUSH 641 Program Evaluation in Public and Nonprofit Organizations
BUSH 675 Capstone in Nonprofit Management
REC 501/NLM598 – Program Evaluation & Information Management
NLM 510 – Historical and Philosophical Foundations of Nonprofit Organizations
NLM 540 – Volunteer and Human Resources in Nonprofit Organizations

Course Workbook

Brown, W. A. (2003, 2004, 2005). *Computer Applications for Recreation Majors*. For use in REC 482 and REC 501/NLM598. Computer training workbook for lab instruction – updated annually.

Student Focused Mentorship and Advising

Doctorial Committees

Cara Jacocks, (Member, anticipated May 2010). Communication Department, Texas A&M Univ.

Joel Iverson, (Member, December 2003). Hugh Downs School of Human Communication. Dissertation title *Knowing Volunteers through communities of practice*

Jay Akkerman, (Member, Research and Reflection Committee, December, 2003). Doctor of Ministry, Asbury Theological Seminary, Wilmore Kentucky. *The Graphic Gospel: Preaching in the Post literate Age*.

Master's Thesis Committees

Connie Gullatt-Whiteman (Member, Fall 2003). *Volunteer Tourism: An opportunity for service on a mobile medical mission in Peru*.

Master's Practicum Committees

Adam Lehe (Chair, May, 2006). Arizona State University, Department of Intercollegiate Athletics. Evaluating the Ticket Incentive Program.

Kristy Meier (Chair, December 2005). Evaluation of SOAR's outdoor wilderness education program.

Katie McClellan (Member, December 2005). Evaluation of sports psychology program.

Ashleigh Reinhart, (Member, May 2005). Arizona State University, Department of Intercollegiate Athletics. Employee Satisfaction in Intercollegiate Athletics at ASU.

Sara Fauk, (Chair, August 2003). City of Scottsdale, Recreation Department, Youth Service Learning Program.

Susan Leddon, (Chair, Summer 2002). Maricopa County Stadium District, Phoenix.

Jacqueline Maldonado (Chair, Spring 2002). City of Phoenix Parks & Recreation Department.

Master's Applied Projects

- Monty Brant (Member, May, 2001). *A profile of adolescent and young adult volunteerism in greater Phoenix nonprofit organizations*
- Kirk Utzinger (Member, November, 2000). *Improving the overall experience and effectiveness of employees at Glacier Park Incorporated*
- James Rolando (Chair, July, 2000). *Mentoring the college-aged student: A guide for creating an effective program.*

Honors Thesis (Undergraduate)

- Lauren Guthrie (Chair, May 2002). Exploring the influence of women donors in the 21st century and considering appropriate fundraising approaches.
- Jon Nilles (Chair, December 2001). Effective Nonprofit Executive Leadership.
- Andrea McSwain (Member, May, 2001). An exploratory analysis of symbolic immortality as a motivation for major gift philanthropy

Teaching Workshops Attended

Case Teaching Workshop, (April, 2000). Weeklong training on case teaching methodology. Seattle WA.

Rookie camp, (Fall, 1999). Seven weekly training workshops on various teaching techniques. Arizona State University.

Teaching Workshops Taught

Problem-based learning in the classroom (November, 2002). Invited workshop presentation at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA).

SERVICE

College/ Departmental

Graduate Coordinator, Certificate in Nonprofit Leadership & Management, College of Public Programs. Oversee recruiting, advising, and admitting students to certificate program (August 2002 – June 2006).

Curriculum Committee, Certificate in Nonprofit Leadership and Management (Chair). Assist in the development and implementation of the Certificate in Nonprofit Management (August 2003 – present; August 1999 – May 2002, member).

Internal Grants and Award Committee (Member), College of Public Programs, Review faculty grants submitted to the Deans Office, (2002-2004)

Library Committee for the College of Public Programs, Departmental Representation (August 2000 – June 2006).

Professional

NVSQ Article Selection Committee Member (2005-2006) for Association for Research on Nonprofit Organizations

Conference Paper Referee

Academy of Management – Public and Nonprofit Division (2001-2006)

Society for Industrial Organizational Psychology (2002, 2003)

Journal Referee

Nonprofit Leadership and Management

Human Relations Journal

Journal of Parks and Recreation Administration

Chair and Discussant (November, 2000), Session title: *Assessing Effectiveness in Nonprofits*. Association for Research on Nonprofit Organizations, New Orleans, LA.

Consulting

BoardSource, Washington DC. Statistical modeling and instrument development (May 2006 – present).

Filene Research Institute, the Center for Credit Union Research. (May 2006 – present). Board's role in credit union mergers.

Centro de Amistad, Guadalupe, AZ (April 2005 – Present). Evaluation design, analysis, and report writing.

Big Brothers Big Sisters of Central Arizona (December 2004 – present). Work to design and implement outcomes-based evaluation for mentoring program.

Filene Research Institute, the Center for Credit Union Research, Graduate School of Business, University of Wisconsin-Madison. (December 2004 – May 2005). Survey of governance practices in national sample of credit unions.

Camp Fire USA, Arizona Chapter (January 19, 2002). Three-hour board development training.

Affordable Accessible Homes, Phoenix, AZ (Fall 2000 – Spring 2001). Grant writing consultant, submitted proposals to Maricopa County for \$430,000, and the city of Glendale for \$230,000.

Coachella Valley Association of Governments (January 1996 - January 1997). Collected, compiled (in Access database), and disseminated (internet website and published booklet) information about children and youth service providers in the Coachella Valley, CA. Research conducted in association with the Claremont Graduate University Research Institute, Claremont, California.

Claremont Graduate University Research Institute, (January 1996 - June 1996). Assisted in the research, design and implementation of 20-station computer and telephone network. Sponsored by the California Wellness Foundation, Claremont, California.

Kaiser Permanente Preventive Medicine Department, (April 1994 - June 1995). Assisted in the design of department wide database system. Worked in conjunction with program administrators, providers and computers programmers to identify and quantify database requirements, Riverside, CA.

Community (Pro Bono)

Nonprofit Day, Center for Nonprofit Leadership & Management (November 2005). Workshop presentation on Board member Recruitment, Phoenix, AZ.

ASU Alumni Association (July 2005). Board meeting presenter, Nonprofit Boards: What research tells us about their importance for associations, Tempe AZ.

Corporate Volunteer Council (May 2005). Monthly meeting presenter, Considering Stakeholders in Corporate Volunteer Programs, Phoenix AZ.

Arizona Mentoring Partnership (May 2005). Workshop on Program Evaluation in Mentoring Programs, Phoenix AZ.

Association of Fundraising Professionals (AFP) (April, 2005) Workshop Presentation on Compensation in Nonprofit organizations at monthly meeting of AFP, Phoenix, AZ (140 .

Nonprofit Day, Center for Nonprofit Leadership & Management (November 2004). Workshop presentation on Wage and Compensation Study, Phoenix, AZ.

Arizona Parks and Recreation Association (APRA), (August, 2004). Workshop presenting Research from the Center for Nonprofit Leadership & Management, Phoenix, AZ.

Nonprofit Day, Center for Nonprofit Leadership & Management (December 2003). Workshop presentation on Trust and Confidence Research, Phoenix, AZ.

Association of Fundraising Professionals (AFP) (November, 2003) Workshop Presentation on Giving and Volunteering Study at monthly meeting of AFP, Phoenix, AZ.

Grantmakers Forum – Conference for Family Foundations (October, 2003). Invited panel presentation on size and scope of Arizona nonprofits and foundations.

Committee member (Fall 2000 – Spring 2003), Task force to develop capacity building organization in Arizona

Arizona Association of Associations (AZAA), (January, 2003). Luncheon presenter on volunteerism: Scope, significance, best practices. Scottsdale, AZ.

Organization of Nonprofit Executive (ONE), (November, 2002). Luncheon presenter to profile size and scope of the nonprofit sector in Arizona. Phoenix, AZ.

Arizona Parks and Recreation Association (APRA), (August, 2002). Volunteer advisory board members: understanding roles and responsibilities. Workshop presented to Citizen Board Members at annual conference, Phoenix, AZ.

Association of Fundraising Professionals (AFP) (June, 2002) Workshop Presentation on Compensation in Nonprofit organizations at monthly meeting of AFP, Phoenix, AZ.

Community Legal Services (September, 2001). Presentation/ facilitation to the board of directors and executive staff on survey results from self-assessment research, Phoenix, AZ.

Nonprofit Self-Assessment Reports, (July, 2001). Provided individualized self-assessment reports (n=45), which included responses from board and staff members. Report covered board performance, style of governance, management strategy, executive leadership, organizational culture, and outcome performance.

Epilepsy Foundation (May, 2001). Presentation/ facilitation to the board of directors on survey results from Board Self-Assessment Questionnaire, Phoenix, AZ.

Child Abuse Prevention Arizona (April, 2001). Presentation/ facilitation to board of directors on roles and responsibilities, Tempe, AZ.

Workshop Facilitator (March, 2001). Forum on Outcomes Assessment, Center for Nonprofit Leadership & Management, Tempe, AZ.

Board Self-Assessment – Public Forums, (January, 2001). Provided individualized assessment reports (n=121) and presented results to nonprofit executives and board members in nine public meeting. Assessment included board performance, style of governance, and management strategy.

National Society of Fund Raising Executives (May 2000). Workshop presentation, *Issues in Human Resources for Nonprofit Organization*, Phoenix, AZ.

Workshop Facilitator (March, 2000). Forum in Nonprofit Governance, Center for Nonprofit Leadership and Management, Tempe, AZ.

Bethphage Mission, Inc. (December 1996 - September 1997). Worked with national social service organization during restructuring to develop strategies to effectively alter responsibilities of six affiliate boards. Surveyed board members to develop assessments of board performance and to provide recommendations on affiliate board responsibilities, Omaha, Nebraska.

Early Academic Outreach Program, (June 1995 - September 1997). Designed and conducted program evaluation to measure the impact and effectiveness of a program that attempts to improve college aspirations of 'at-risk' middle school students, Claremont, California.

PROFESSIONAL MEMBERSHIPS

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
Academy of Management (AOM)
Public and Nonprofit Division
Society of Industrial Organizational Psychologist (SIOP)