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SCHOLAR IDS

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EDUCATION

Doctor of Philosophy, School of Public and Environmental Affairs, Indiana University, Bloomington, June 2009
Major Field: Public Policy Analysis
Major Field: Public Management
Minor field: Political Science
Dissertation: “Goal Conflict in the State Children’s Health Insurance Program”

Master of Public Affairs, School of Public and Environmental Affairs, Indiana University, Bloomington, May 2004
Concentration: Nonprofit Management

Certificate of Fund Raising Management, The Fund Raising School, Indiana University Center on Philanthropy, Indianapolis, 2004

Bachelor of University Studies, College of Science, University of Utah, May 2000
Degree title: Philosophy of Discovery

AFFILIATIONS

Brigham Young University Romney Institute of Public Service and Ethics
Professor of Public Management, September 2023-Present
Associate Professor of Public Management, September 2016-August 2023
Assistant Professor of Public Management, January 2009-August 2016

Brigham Young University Ballard Center for Social Impact
Director, July 2023-present
Academic Director, October 2022-July 2023
Director, Graduate Programs 2021-September 2022

Brigham Young University Wheatley Institute
Affiliate scholar, September 2024-Present

Arizona State University Center for Organization Research and Design
Research fellow, March 2013-Present

Indiana University, Bloomington
Associate Instructor, August 2006-December 2008

RESEARCH

♥ Indicates works co-authored with students | ⚡ Indicates best conference paper designation

Peer-reviewed Journal Articles

Witesman, E. M., Walters, L., & Christensen, R. K. (2024). Creating a public service topology: Mapping public service motivation, public service ethos, and public service values. *Public Administration*, 102(2), 540-579.

Silvia, C., Child, C., & Witesman, E. (2023). The Value of Being Nonprofit: A New Look at Hansmann's Contract Failure Theory. *Journal of Public Administration Research and Theory*, DOI: 08997640231203147.

Child, C., & Witesman, E. (2023). The Social Meanings of the Third Sector: How Action and Purpose Shape Everyday Understandings of "Nonprofit". *Nonprofit and Voluntary Sector Quarterly*, 52(2), 327-345. DOI: 10.1177/08997640221081523.

♥ Witesman, E., Agle, B., Ames, J., Christenson, S., Moore, M., & Pankey, R. (2023). From Profit Maximization to Social Welfare Maximization: Reclaiming the Purpose of American Business Education. *Futures*, 103152.

Witesman, E. M., & Christensen, R. K. (2023). Elevating public service motivation research and practice. *International Public Management Journal*, 26(1), 46-65.

Witesman, E. M., Silvia, C. E., & Child, C. (2022). The Enduring Role of Sector: Citizen Preferences in Mixed Markets. *Journal of Public Administration Research and Theory*. DOI:10.1093/jopart/muac005/6522102

Witesman, E. M., Child, C., & Wightman, G. B. (2019). Sector Choice and Sector Regret. *Nonprofit and Voluntary Sector Quarterly*, 48(3), 492-512.

♥ Witesman, E. M., Child, C., & Wightman, G. B. (2019). Sector Choice and Sector Regret. *Nonprofit and Voluntary Sector Quarterly*, 48(3), 492-512. DOI:10.1177/0899764018824668

Wise, C. R., & Witesman, E. M. (2019). Direct Government Investment: Perverse Privatization or New Tool of Government? *Public Administration Review*, 79(2), 168-179. DOI:10.1111/puar.12987

Child, C., & Witesman, E. M. (2019). Optimism and Bias When Evaluating a Prosocial Initiative. *Social Science Quarterly*, 100(3), 666-677. DOI:10.1111/ssqu.12585

♥ Stone, G. A., Gagnon, R. J., Witesman, E., & Garst, B. A. (2017). The Social World of Sinkers: A Recreational Pursuit Of Quicksand. *Journal of Unconventional Parks, Tourism & Recreation Research*, 7(1), 11-15. DOI: 20183331124

♥ Stone, G.A., Duerden, M.D., Duffy, L.N., Hill, B.J., & Witesman, E.W. (2017). Measurement of Transformative Learning in Study Abroad: An Application of the Learning Activities Survey. *Journal of Hospitality, Leisure, Sport, & Tourism Education*. DOI: [S1473837616300491](https://doi.org/10.1177/10899764016651729)

Witesman, E. M. (2016). An Institutional Theory of The Nonprofit: Toll Goods and Voluntary Action. *Nonprofit and Voluntary Sector Quarterly*, 45(4_suppl), 97S-115S. DOI: [10.1177/0899764016651729](https://doi.org/10.1177/0899764016651729)

♥ Witesman, E., & Heiss, A. (2016). Nonprofit Collaboration and the Resurrection of Market Failure: How a Resource-Sharing Environment Can Suppress Social Objectives. *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 1-29. DOI: [10.1007/s11266-016-9684-5](https://doi.org/10.1007/s11266-016-9684-5)

Witesman, E., & Walters, L. (2016). The Public Values of Political Preference. *International Journal of Public Administration*, 39(1), 63-73. DOI: [10.1080/01900692.2015.1057342](https://doi.org/10.1080/01900692.2015.1057342)

♥ Stone, G. A., Gagnon, R. J., Witesman, E., & Garst, B. A. (2016). Values and Decision-Making: Introducing The Public Servant Values Questionnaire To Recreation Administrators. *Journal of Unconventional Parks, Tourism & Recreation Research*, 6(1). DOI: [305430121](https://doi.org/10.1007/s11266-015-9564-4)

♥ Child, C.D., Witesman, E.M. & Spencer, R. (2015). The Blurring Hypothesis Reconsidered: How Sector Still Matters To Practitioners. *Voluntas: International Journal of Voluntary and Nonprofit Organizations*. Advance online publication. DOI: [10.1007/s11266-015-9564-4](https://doi.org/10.1007/s11266-015-9564-4)

Witesman, E.M. & Walters, L.C. (2014). Modeling Public Decision Preferences Using Context-Specific Value Hierarchies. *The American Review of Public Administration*. 45(1):86-105. DOI: [10.1177/0275074014536603](https://doi.org/10.1177/0275074014536603)

Child, C.D. & Witesman, E.M. (2014). Sector Choice: How Fair Trade Entrepreneurs Choose Between Nonprofit And For-Profit Forms. *Nonprofit and Voluntary Sector Quarterly*. 44(4):832-851. DOI: [0899764014542688](https://doi.org/10.1177/0899764014542688)

Witesman, E.M. & Walters, L.C. (2014). Public Service Values: A New Approach To The Study Of Motivation In The Public Sphere. *Public Administration*. 92(2):375-405. DOI: [10.1111/padm.12000](https://doi.org/10.1111/padm.12000)

Witesman, E.M. & Fernandez, S. (2013). Government Contracts With Private Organizations: Do Nonprofit Contractors Have A Competitive Advantage Over For-Profits? *Nonprofit and Voluntary Sector Quarterly*. 42(4):689-715. DOI: [10.1177/0899764012442592](https://doi.org/10.1177/0899764012442592)

Witesman, E.M. (2012). Faculty Research-Driven vs. Community-Driven Experiential Learning In The Quantitative Public Administration Curriculum. *Journal of Public Affairs Education*. 18(4):775-796. DOI: [10.1080/15236803.2012.12001713](https://doi.org/10.1080/15236803.2012.12001713)

Witesman, E.M. & Wise, C.R. (2012). The Reformer's Spirit: How Public Administrators Fuel Training in the Skills of Good Governance. *Public Administration Review*. 72(5):710-720. DOI: [10.1111/j.1540-6210.2012.02586.x](https://doi.org/10.1111/j.1540-6210.2012.02586.x)

Witesman, E.M. & Wise, C.R. (2009). The Centralization/Decentralization Paradox In Civil Service Reform: How Government Structure Affects Democratic Training Of Civil Servants. *Public Administration Review*, 69(1):116-127. DOI: [10.1111/j.1540-6210.2008.01945.x](https://doi.org/10.1111/j.1540-6210.2008.01945.x)

Books

Christensen, R. K., Witesman, E.M. Agle, B. & Miller, A. (forthcoming). *Public Service Ethics Field Guide*. ICMA Publishing.

Witesman, E. M. & Child, C. (Eds.; 2024). *Reimagining Nonprofits: Sector Theory in the 21st Century*. Cambridge University Press.

♥ Witesman, E. & Piacitelli, J. (2018). *Creating the Virtuous Organization*. BYU Open Textbook Network. https://open.byu.edu/principles_of_business

Book Chapters

Witesman, E. (forthcoming) Exploring the Norms of Robber Baron Philanthropy.

Child, C. & Witesman, E. (2024) An invitation to rethink the nonprofit sector. *Reimagining Nonprofits: Sector Theory in the 21st Century*. Cambridge Press, pg 1-17.

Witesman, E. (2024) What makes good nonprofit sector theory. *Reimagining Nonprofits: Sector Theory in the 21st Century*. Cambridge Press, pg 71-91.

Witesman, E. (2024) Nonprofits as distributors of toll goods. *Reimagining Nonprofits: Sector Theory in the 21st Century*. Cambridge Press, pg 372-394.

Witesman, E. & Child, C. (2024) Conclusions. *Reimagining Nonprofits: Sector Theory in the 21st Century*. Cambridge Press, pg 413-426.

Witesman, E. M., Agle, B., & Oates, B. (2022). Money as The Path To Heaven Or Hell: A Latter-day Saint View Of Conscious Capitalism. In Pava, M. & Dion, M. (Eds.). *The Spirit of Conscious Capitalism: Contributions of World Religions and Spiritualities*.

Witesman, E. M. (2020). Centralization and Decentralization: Compatible Governance Concepts and Practices. In *Oxford Research Encyclopedia of Politics*. Oxford University Press. DOI:[10.1093/acrefore/9780190228637.013.1390](https://doi.org/10.1093/acrefore/9780190228637.013.1390)

Witesman, E.M. (2020). Values and Motivation: An Introduction. In Sullivan, H., Dickinson, H., & Henderson, H. (Eds.) *The Handbook of the Public Servant*. Palgrave. DOI: [10.1007/978-3-030-29980-4_102](https://doi.org/10.1007/978-3-030-29980-4_102)

Witesman, E.M. (2020). Public Value Governance: A Framework. In Sullivan, H., Dickinson, H., & Henderson, H. (Eds.) *The Handbook of the Public Servant*. Palgrave. [DOI:10.1007/978-3-030-29980-4_84](https://doi.org/10.1007/978-3-030-29980-4_84)

Invited & Editor-Reviewed Research

Witesman, E. M., & Christensen, R. K. (2021). Elevating Public Service Motivation Research And Practice. *International Public Management Journal*, 1-20. [DOI: 10.1080/10967494.2021.1948470](https://doi.org/10.1080/10967494.2021.1948470)

Witesman, E.M. (2010). Order Beyond Crisis: Organizing Considerations Across The Public Service Configuration Life Cycle. *Public Administration Review*. 70(3):361-366. [DOI:10.1111/j.1540-6210.2010.02150.x](https://doi.org/10.1111/j.1540-6210.2010.02150.x)

Proceedings Publications

⚡ Witesman, E., Child, C. D., & Silvia, C. (2020). Hansmann's Contract Failure Theory: Correct But Irrelevant?. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 17883). Briarcliff Manor, NY 10510: Academy of Management.

Miller, A., Christensen, R. K., Witesman, E. M., & Agle, B. (2019). Are Ethical Dilemmas In Public Service Unique? A Study in Experimental Decision-Making (No. 1130). EasyChair.

⚡ ♥ Wightman, B., Witesman, E., & Child, C. D. (2018, July). Sector Choice and Institutional Regret. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 17832). Briarcliff Manor, NY 10510: Academy of Management.

⚡ Witesman, E., & Child, C. D. (2018, July). The Nonprofit Sector (s): The Defining Characteristics of the Field. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 17530). Briarcliff Manor, NY 10510: Academy of Management.

⚡ ♥ Witesman, E. M., & Heiss, A. (2015, July). Nonprofit Collaboration and The Resurrection Of Market Failure. In *Academy of Management Proceedings* (Vol. 2015, No. 1, p. 19011). Briarcliff Manor, NY 10510: Academy of Management.

♥ Stone, G., Hill, B., Duerden, M., & Witesman, E. (2014, June). Study Abroad as a Transformative Experience—Measuring Study Abroad Activities and Outcomes. In *8th Annual Conference-Conference Proceedings* (p. 95).

Professional Reports, Cases, & Other Publications

Witesman, E.M. and Child, C. (2023). The Social Meanings of the Third Sector: How Action and Purpose Shape Everyday Understandings of "Nonprofit" IGRI Research Case. [IGRIResearchCase4.pdf](#)

♥ Oh, Y. Y., Christensen, R. K., & Witesman, E. M. (2020). Are Ethical Decisions Affected by Sector? An Exploratory Decision-making Experiment. Esade.

Witesman, E.M. (2014). Evidence-based innovation: Creating a statewide initiative. Salt Lake City, UT: Governor's Office of Management and Budget.
<https://evawitesman.com/wp-content/uploads/2017/01/Evidence-Based-Innovation.pdf>

Witesman, E.M. (2012). On-site Collaboration for Organizational Effectiveness: The Shalom Community Center. Oxford: Rossi Smith Publishers.

Witesman, E.M. (2011). Americans Giving To Japan: Preliminary Findings in New Survey Track Americans' Response in First Two Weeks After Disaster. *PA Times*. 34(2):1.

Witesman, E.M. (2010). From Poverty to Power and Out of Reach [Review of the books *From Poverty to Power* by D. Green and *Out of Reach* by S.W. Allard]. *Nonprofit and Voluntary Sector Quarterly*. 39(4):769-774.

Witesman, E.M. (2010). Planning For Emergency Response Volunteers. In R. Kemp (Ed.) *Homeland Security: Best Practices for Local Government*, 2nd edition. Washington, D.C.: ICMA Press.

Witesman, E.M. (2009). Planning For Emergency Response Volunteers. *PA Times*, 32(6):6.

Witesman, E.M. (2006). Players in the Public Policy Process: Nonprofits as Social Capital and Agents [Review of the book *Players in the Public Policy Process: Nonprofits as Social Capital and Agents* by H.J. Bryce]. *Journal of Policy Analysis and Management* 26(1): 204-207.

Witesman, E.M. (2006). Risk factor prevalence in Marion County: A Report to the Early Intervention Planning Council (Publication 06-C26b). Indianapolis, IN: Center for Urban Policy and the Environment.

Anderson, J. et al. (2006). Evidence-Based Practices in Prevention and Treatment For Children and Adolescents: A Report to the Early Intervention Planning Council. (Publication 06-C26). Indianapolis, IN: Center for Urban Policy and the Environment.

Opinion Editorials

Witesman, E.M. (2025). Opinion: Citizens must uphold the norms of American democracy. Deseret News. Published Oct 20, 2025.
<https://www.deseret.com/opinion/2025/10/20/citizens-must-uphold-norms-american-democracy-constitution/>

Witesman, E.M. (2022). Why women should value their education as daughters of God. LDSLiving. Published Feb 16, 2022. <https://www.ldsiving.com/why-women-should-value-their-education-as-daughters-of-god/s/10424>

Witesman, E.M. (2020). Eva Witesman: What if what we're really missing in isolation is spiritual

- presence?. LDSLiving. Published August 20, 2020. <https://www.ldsliving.com/eva-witesman-what-if-what-were-really-missing-in-isolation-is-spiritual-presence/s/93252>
- Witesman, E.M. (2020). Eva Witesman: Is Mother’s Day only for those who have borne children?. LDSLiving. Published May 7, 2020. <https://www.ldsliving.com/eva-witesman-is-mothers-day-only-for-those-who-have-borne-children/s/92819>
- Witesman, E.M. (2020). Eva Witesman: 4 Ways to Avoid “Sleeping through the Restoration”. LDSLiving. Published April 1, 2020. <https://www.ldsliving.com/eva-witesman-4-ways-to-avoid-sleeping-through-the-restoration/s/92627>
- Witesman, E.M. (2020). Guest opinion: BYU should feel like Eden for LGBTQ students. Deseret News. Published March 9, 2020. <https://www.deseret.com/opinion/2020/3/9/21171622/byu-honor-code-lgbtq-garden-of-eden-adam-eve-church-of-jesus-christ-elder-ballard/>
- Witesman, E.M. (2019). Eva Witesman: Why I Love the “Raucous Reverence” of Our Family’s Nativity Reenactment. LDSLiving. Published Dec 12, 2019. <https://www.ldsliving.com/eva-witesman-why-i-love-the-raucous-reverence-of-our-familys-nativity-reenactment/s/92088>
- Witesman, E.M. (2019). Guest opinion: Stop telling government to run like a business. Deseret News. Published Nov 22, 2019. <https://www.deseret.com/opinion/2019/11/22/20976826/guest-opinion-stop-telling-government-to-run-like-a-business/>
- Witesman, E.M. (2019). Eva Witesman: Wearing White to a Baptism. LDSLiving. Published Sep 28, 2019. <https://www.ldsliving.com/eva-witesman-wearing-white-to-a-baptism/s/91644>
- Witesman, E.M. (2019). Eva Witesman: Of Signs, Prayers, and Puppies. LDSLiving. Published July 27, 2019. <https://www.ldsliving.com/eva-witesman-of-signs-prayers-and-puppies/s/91231>
- Witesman, E.M. (2019). Eva Witesman: Are We Looking for Magic When We Should Be Looking for Miracles?. LDSLiving. Published May 20, 2019. <https://www.ldsliving.com/eva-witesman-are-we-looking-for-magic-when-we-should-be-looking-for-miracles/s/90864>
- Witesman, E.M. (2018). Eva Witesman: GM news reminds us tht government isn’t a business. Desert News. Published Nov 28, 2018. <https://www.deseret.com/2018/11/28/20659891/eva-witesman-gm-news-reminds-us-that-government-isn-t-a-business/>
- Witesman, E.M. (2018). The caucus and convention system teaches citizens how to govern. Deseret News. Published April 19, 2018. <https://www.deseret.com/2018/4/19/20643633/the-caucus-and-convention-system-teaches-citizens-how-to-govern/>
- Witesman, E.M. (2018). Listening for the crazy. Deseret News. Published Feb 24, 2018. <https://www.deseret.com/2018/2/24/20640617/listening-for-the-crazy/>
- Witesman, E.M. (2017). Why Strong Mormon Women Stay in the Church. LDSLiving. Published August 10, 2017. <https://www.ldsliving.com/why-strong-mormon-women-stay-in-the-church/s/86088>

Witesman, E.M. (2017). Op-ed: The vicious cycle of loneliness in homelessness. Deseret News. Published Dec 21, 2017. <https://www.deseret.com/2017/12/21/20624489/op-ed-the-vicious-cycle-of-loneliness-in-homelessness/>

Witesman, E.M. (2017). Op-ed: Why 'giving homeless people dignity' is wrongheaded (and what we should do instead). Deseret News. Published Dec 17, 2017. <https://www.deseret.com/2017/12/17/20624291/op-ed-why-giving-homeless-people-dignity-is-wrongheaded-and-what-we-should-do-instead/>

Witesman, E.M. (2017). Flying, designing and breaking a glass ceiling. Deseret News. Published Dec 4, 2017. <https://www.aberdeennews.com/story/lifestyle/2017/12/04/flying-designing-and-breaking-a-glass-ceiling/44801505/>

Witesman, E.M. (2017). Op-ed: I never noticed a glass ceiling until I saw one broken. Deseret News. Published Dec 2, 2017. <https://www.deseret.com/2017/12/2/20623860/op-ed-i-never-noticed-a-glass-ceiling-until-i-saw-one-broken/>

Witesman, E.M. (2017) Op-ed: To be a peacemaker is to be a creator, a visionary, and a champion. Deseret News. Published Sep 30, 2017. <https://www.deseret.com/2017/9/30/20620483/op-ed-to-be-a-peacemaker-is-to-be-a-creator-a-visionary-and-a-champion/>

Academic research and conference presentations

Witesman, E., Child C. and Gibbs, B (2024, November). The Female Sector. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action in Washington, DC.

♥ Witesman, E., McKean, A. Atkinson, M. and Jarvis, K. (2024, November). Cardinal Directions: Mapping the Prosocial Business Space. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action in Washington, DC.

♥ Witesman, E., McKean, A. Atkinson, M. and Jarvis, K. (2024, June). Cardinal Directions: Mapping the Prosocial Business Space. Presented at the International Association of Business & Society (IABS) in Annapolis, MD.

Child, C. and Witesman, E. (2023, July). The Social Meanings of the Third Sector: Everyday Understandings of “Nonprofit”. [Online research seminar](#) presented at the Institutional Grammar Research Initiative.

♥ Witesman, E. M., Fantoni, M., Miranda, E. & Hart, D. (2022, May). Tactics for Moral Action in Corrupt Systems. Presented at the Public Management Research Conference (PMRC) in Phoenix, AZ.

Witesman, E.M. (2022). The norms of Robber Baron Philanthropy. Presented at Understanding our Philanthropic Commons Conference in Sundance, UT.

Witesman, E. And Morse, R. (2022, May). Development of a Civic Knowledge Test. Accepted for presentation at the Public Management Research Conference (PMRC) in Phoenix, AZ.

- Child, C. and Witesman, E. (2019, November). The Future of Nonprofit Theory. Colloquium presented at the Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference in San Diego, CA.
- Agle, B. et al. (2019, June) Ethical Dilemmas: The Relevance of Sector. Presented at the Public Management Research Conference (PMRC) in Chapel Hill, NC
- Witesman, E., Child, C. & Silvia, C. (2019, January) The Marginal Market Value of Nonprofitness. Presented at the SNU BK21 Winter International Conference in Phoenix, AZ.
- Witesman, E. & Child, C. (2018, August) The Nonprofit Sector: Defining the Characteristics of the Field. Presented at the Academy of Management Annual Meeting in Chicago, IL.
- ♥ Witesman, E., Child, C. & Wightman, B. (2018, August) Sector Choice and Sector Regret. Presented at the Academy of Management Annual Meeting in Chicago, IL.
- Witesman, E. & Child, C. (2018, May) The Nonprofit Sector: Defining the Characteristics of the Field. Presented at the Public Administration Theory Network Conference in Cleveland, OH.
- ♥ Witesman, E. & Olsen, J. (2018, May). The Comparative Generative Power of Organizational Units. Presented at the Public Administration Theory Network Conference in Cleveland, OH.
- Witesman, E., Child, C. & Silvia, C. (2018, November) The Marginal Market Value of Nonprofitness. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference in Austin, TX.
- Child, C. & Witesman, E. (2018, November) The State of Nonprofit Theory. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference in Austin, TX.
- Child, C. and Witesman, E. (2018, October) The Nonprofit Sector: Defining the Characteristics of the Field. Presented at the Civic Engagement Conference in Provo, UT
- Child, C. and Witesman, E. (2018, August) The Nonprofit Sector: Defining the Characteristics of the Field. Presented at the American Sociological Association Annual Conference.
- Witesman, E. (2018, April) The Universal Development Evaluation Project. Presented at the West Coast Nonprofit Data Conference, Salt Lake City, UT
- ♥ Witesman, E., Child, C. & Wightman, B. (2018, April) Sector Choice and Sector Regret. Presented at the West Coast Nonprofit Data Conference, Salt Lake City, UT
- Child, C. & Witesman, E. (2018). Does sector matter? Examining optimism towards prosocial initiatives. American Sociological Association Annual Conference.

- Witesman, E.M. & Child, C. (2018, July). Optimism and Positive Asymmetry in the Assessment of Corporate Responsibility Initiatives. Presented at the International Conference of the International Society for Third Sector Research in Amsterdam, Netherlands.
- Witesman, E.M. (2017, November). Running Real Evaluations in the Classroom; Community Engaged, Real-time Experiential Learning. Roundtable presented at the American Evaluators Association Conference in Washington, DC.
- Witesman, E.M., Child, C., & Christensen, R.K. (2017, November). When Government is Third Sector Organization. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action in Grand Rapids, MI.
- Wise, Charles R. & Witesman, E.M. (2017, June). Shifting Boundaries Between the Public and Private Sectors. Presented at the Public Management Research Conference in Washington, DC.
- Witesman, E.M., Child, C., & Christensen, R.K. (2017, June). Redefining the Public, Private, Nonprofit and Fourth Sectors. Presented at the Public Management Research Conference in Washington, DC.
- Witesman, E.M., Child, C., & Christensen, R.K. (2017, June). When Government is Third Sector Organization. Presented at the GW Research Symposium in Washington, DC.
- Witesman, E.M., Child, C., & Christensen, R.K. (2017, May). When Government is Third Sector Organization. Presented at the LDS Scholars research conference in Provo, UT.
- Witesman, E.M. & Child, C. (2017, April). The Nonprofit Sector(s): The Defining Characteristics of the Field. Presented at the West Coast Nonprofit Data Conference in Seattle, WA.
- Witesman, E.M. & Child, C. (2017, April). The Optimism and Positive Asymmetry in the Assessment of Corporate Responsibility Initiatives. Presented at the West Coast Nonprofit Data Conference in Seattle, WA.
- Witesman, E.M. & Child, C. (2016, November). The Nonprofit Sector(s): The Defining Characteristics of the Field. Presented at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Washington, D.C.
- Child, C. & Witesman, E.M. (2016, November). Does sector matter to consumers? An empirical investigation of the nonprofit sector's persistent relevance. Presented at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Washington, D.C.
- Wise, Charles R. & Witesman, E.M. (2016, October). Shifting Boundaries Between the Public and Private Sectors. Presented at the Theory to Practice conference in Bloomington, IN.

- Witesman, E.M. & Nelson, R. (2015, November). Nonprofit Funding And The Business Cycle: A Revenue Portfolio Approach. Presented at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Chicago, IL.
- Witesman, E.M. & Child, C.D. (2015, November). Institutional Regret: It's About Money, Money, And Money. Presented at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Chicago, IL.
- Witesman, E.M. & Child, C.D. (2015, August). The Perceptions And Realities That Influence Sector Choice. Presented at the Academy of Management annual conference in Vancouver, BC.
- ♥ Witesman, E.M. & Heiss, A. (2015, August). Nonprofit Collaboration And The Resurrection Of Market Failure: How A Resource Sharing Environment Can Suppress Social Objectives. Presented at the Academy of Management annual conference in Vancouver, BC.
- Witesman, E.M. & Child, C.D. (2015, April). The Perceptions And Realities That Influence Sector Choice. Presented at the SPEA Nonprofit Management Conference in Bloomington, IN.
- Child, C.D., Witesman, E.M. & Miller, A. (2014, November). Assessing Worth In Philanthropic Enterprises: Valuation, Measurement, And Risk. Presented at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Denver, CO.
- Witesman, E.M., Walters, L.C. & Christensen, R.K. (2014, June). Public Service Motivation, Public Service Ethos And Public Service Values: A Comparison. Presented at the biennial meeting of the Public Values Workshop in Singapore.
- Witesman, E.M. & Walters, L.C. (2014, June). The Public Values Of Political Preference. Presented at the biennial meeting of the Public Values Workshop in Singapore.
- Witesman, E.M., Walters, L.C. & Christensen, R.K. (2013, November). Public Service Motivation, Public Service Ethos And Public Service Values: A Comparison. Presented at the Public Service Motivation Research Conference in Utrecht, Netherlands.
- ♥ Child, C.D., Braudt, D. & Witesman, E.M. (2013, June). Institutional Choice Redux: How Fair Trade Entrepreneurs Choose Between Nonprofit And For-Profit Forms. Presented at the Public Management Research Conference (PMRC) in Madison, WI.
- Witesman, E.M. & Walters, L.C. (2013, June). Public Values And The Public's Expectations Of Government. Presented at the Public Management Research Conference (PMRC) in Madison, WI.
- Witesman, E.M. (2013, November). Nonprofits And Toll Goods: How The Nature Of Goods Explains The Third Sector. Presented at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Hartford, CT.
- Child, C.D. & Witesman, E.M. (2013, November). The Failure Of Failure Theories: A Critical

Appraisal Of The Theoretical Foundations Of Nonprofit Studies. Presented at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Hartford, CT.

Witesman, E.M., Child, C.D. & Miller, A. (2013, November). Value Created, Value Destroyed: Considering The Potential Downside Of Social Responsibility. Presented at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference in Hartford, CT.

♥ Child, C.D., Braudt, D. & Witesman, E.M. (2013, July). Institutional Choice Redux: How Fair Trade Entrepreneurs Choose Between Nonprofit And For-Profit Forms. Working paper presented at the EMES International Research Conference on Social in Liege, Belgium.

Witesman, E.M., Child, C.D. & Miller, A. (2013, June). Value Created, Value Destroyed: Considering The Potential Downside Of Social Responsibility. Presented at the Social Impact Conference in Notre Dame, IN.

♥ Child, C.D., Braudt, D. & Witesman, E.M. (2012, November). Institutional Choice Redux: How Fair Trade Entrepreneurs Choose Between Nonprofit And For-Profit Forms. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Indianapolis, IN.

Witesman, E.M. (2012, November). American giving in times of disaster: Disaster Giving Following The 2011 Earthquake And Tsunami In Japan. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Indianapolis, IN.

♥ Witesman, E.M. & Heiss, A. (2012, November). Nonprofit Collaboration And The Resurrection Of Market Failure: How A Resource Sharing Environment Can Suppress Social Objectives. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Indianapolis, IN.

Witesman, E.M. & Walters, L.C. (2012, September). Public Service Value Trade-Offs In Cross-Sector Public Decisions Presented at the Creating Public Value conference in Minneapolis, MN.

Witesman, E.M. & Walters, L.C. (2012, June). Public Service Values: A New Approach To The Study Of Motivation In The Public Sphere. Presented at the Public Value Consortium biennial workshop in Chicago, IL.

Witesman, E.M. & Walters, L.C. (2012, April). Public Service Values: How Role-Based Values Impact Public Administration Decisionmaking. Presented at the International Research Society for Public Management (IRSPM) conference in Rome, Italy.

♥ Witesman, E.M. & Watson, K. (2011, November). Applying Network And Collaborative Management Theories To Disaster Volunteer Management. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Toronto, Canada.

- ♥ Witesman, E.M. & Strong, T. (2011, November). American Individual Giving To Support Haiti. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Toronto, Canada.
- Walters, L.C. & Witesman, E.M. (2011, April). Public Service Values: Duality, Context, Structure And Measurement. Presented at the International Research Society for Public Management (IRSPM) annual conference in Dublin, Ireland.
- Witesman, E.M. & Silvia, C.E. (2009, November). Factors Affecting Participation Decisions Of Disaster Response Volunteers. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Cleveland, OH.
- Walters, L.C. & Witesman, E.M. (2009, October) Public Service Values. Presented at the Network of Schools of Public Policy, Affairs, and Administration (NASPAA) annual conference in Washington, DC.
- Witesman, E.M. & Wise, C.R. (2009, October). Training Civil Servants For Citizen Involvement: The Many Meanings Of Centralization And Their Implications For Democratic Reform. Presented at the Public Management Research Association (PMRA) annual conference in Columbus, OH.
- Witesman, E.M. & Walters, L.C. (2009, June). Quantifying Public Service Value Profiles: An Assessment Tool. Presented at the International Public Service Motivation research conference in Bloomington, IN.
- Witesman, E.M. & Silvia, C. (2009, March). Factors Affecting Participation Decisions Of Disaster Response Volunteers. Presented at the American Society for Public Administration (ASPA) annual conference in Miami, FL.
- Wise, C.R. & Witesman, E.M. (2007, October). Civil Service Reform In New Nations: Will A Centralized Or Decentralized Approach Lead To More Effective Democratic Management? Presented at the Network of Schools of Public Policy, Affairs, and Administration (NASPAA) annual conference in Seattle, WA.
- Witesman, E.M. (2007, November). Personal Factors Affecting Employee Confidence In Public Sector Competitiveness. Presented at the Association for Public Policy Analysis and Management (APPAM) annual conference in Washington, DC.
- Wise, C.R. & Witesman, E.M. (2007, October). Public Management Reform: The Centralization-Decentralization Paradox. Presented at the 2007 Public Management Research Association (PMRA) annual conference in Tucson, AZ.
- Witesman, E.M. (2007, October). The Effect Of Goal Alignment Patterns On Policy Outcomes For State Administered Federal Mandates. Presented at the 2007 Public Management Research Association (PMRA) annual conference in Tucson, AZ.
- Witesman, E.M. & Wise, C.R. (2007, March). The Centralization/Decentralization Paradox In Civil Service Reform: How Government Structure Affects Training Of Civil Servants.

Presented at the American Society for Public Administration (ASPA) annual conference in Dallas, TX.

Witesman, E.M. & Fernandez, S. (2006, November). The Mysterious Role Of Trust: Nonprofits And Local Government Contracting. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Chicago, IL.

Christensen, R.K., Liu, H.K. Moulton, S.M., Nesbit, R. & Witesman, E.M. (2006, November). Assessing the Effectiveness Of Capacity Measures and Frameworks in Public and Nonprofit Performance Evaluation. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Chicago, IL.

Other conference presentations

Witesman, E. (2023, August). PNP Scholarly Development: Writing Impactful Research Narratives. Panel presentation at the Academy of Management in Boston, MA.

Research in Progress

Research papers in review for publication

♥ Witesman, E. M., Fantoni, M., Miranda, E. & Hart, D. Tactics for Moral Action in Corrupt Systems. Under review at *Public Administration Review*.

Books in development

♥ Witesman, E.M., Piacitelli, J., and Foutz, E. (Eds.). *The Soul of Capitalism: Essays on the Role of Business in Zion*

Full working paper drafts

Witesman, E.M. & Child, C. The Perceptions and Realities That Influence Sector Choice. Targeted for publication in *Voluntas*.

♥ Witesman, E.M. & Zhang, R. Local Government Strategy: A Competitiveness Framework. Targeted for publication in *Public Administration Review*.

Christensen, R. K., Witesman, E.M. & Agle, B: Ethical Dilemmas: The Relevance of Sector. Targeted for publication in *Public Administration Review*.

Witesman, E.M. The Effect Of The Nondistribution Clause On The Reinvestment Of Slack Resources. Targeted for publication in *Nonprofit and Voluntary Sector Quarterly*.

Witesman, E.M. Federal-state Goal Conflict: Examining Nominal, Resource, And Outcome Conflict. Targeted for publication in *International Journal of Public Administration*.

MENTORED STUDENT RESEARCH

Theses and dissertations

Camey Andersen, “Improving Mentoring in Higher Education”, Instructional Psychology and Technology, Marriott School of Business, Brigham Young University, Dissertation, April 2020, external committee member

Damien Cavanaugh, “Examining Intrinsic Motivation and Holistic Functioning: The Role of Therapeutic Recreation in Residential Substance Use Treatment”, Recreation, Tourism and Management, Marriott School of business, Brigham Young University, Master’s Thesis, April 2016, external committee member

Robert Spencer, “Speaking from Experience: How do entrepreneurs evaluate the merits of practicing as a non-profit or for-profit form?”, Sociology, College of Family, Home, and Social Sciences, Brigham Young University, Master’s Thesis, April 2014, external committee member

Garrett Stone, “Study abroad as a transformative experience: Measuring transformative learning phases and outcomes” Recreation, Tourism and Management, Marriott School of Business, Brigham Young University, Master’s Thesis, April 2014, external committee member

BYU GoodMeasure Reports (Selected)

Note: The BYU GoodMeasure program completes 20-25 professional evaluation plans and statistical analyses for public, nonprofit, and social impact-oriented for-profit community partners under the direct guidance and supervision of Dr. Witesman. Only selected reports published in the last academic year are listed here. Except where prohibited by nondisclosure agreements, reports and additional report titles are available upon request.

Bates, D. et al. (2022). Latinos in Action Process Evaluation. Provo, UT: BYU GoodMeasure

Bohn, L. et al. (2022). Attached at the Heart Parenting Process Evaluation. Provo, UT: BYU GoodMeasure

Bolanos, C. et al. (2021). Creative Aging Class Impacts. Provo, UT: BYU GoodMeasure

Castellanos, L. et al. (2022). Latinos in Action Teacher Programs Evaluation Plan. Provo, UT: BYU GoodMeasure

Cheney, R. et al. (2021). Pre-Program Country-by-Country Analysis of Mentors

International Participants’ Basic Needs Situations. Provo, UT: BYU GoodMeasure

Cuessy, J. et al. (2021). CASA Program Evaluation: Education. Provo, UT: BYU GoodMeasure

Hobbs, P. et al. (2022). CVS Health Second Chance Program Evaluation Plan. Provo, UT: BYU GoodMeasure

Huerta, I. et al. et al. (2022). Utah State Parks Concession Program Evaluation Plan. Provo, UT: BYU GoodMeasure

Sembrano, C. et al. (2021). Children and Mental Health via CASA. Provo, UT: BYU GoodMeasure

Stapley, M. et al. (2021). Refugee and Immigrant Center Asian Association of Utah STEP program analysis. Provo, UT: BYU GoodMeasure

Taguchi, T. et al. (2022). Evaluation plan for the Texas Agriforestry Small Farmers and Ranchers. Provo, UT: BYU GoodMeasure

COURSES

* Indicates required core course in Master of Public Administration program

MASTER OF PUBLIC ADMINISTRATION COURSES (BRIGHAM YOUNG UNIVERSITY)

* **Statistical Analysis - MPA630** | W09 W10, W12, SP12, W13, SP13, W14, SP14, W15, SP15, W16, W17, F17, F18, F19, F20, F21, F22, W24

This course covers statistical concepts up to and including linear and logistic regression, statistical programming in R (including basics in analysis, data visualization, and markdown reports), and analysis of a live, real-time community partner dataset.

* **Public Program Evaluation - MPA631** | F09, F11, F12, F13, F14, F15, W17, W18, F18, W20, W21, W22, W23

This course covers basics in program evaluation design (including identifying evaluation needs and stakeholders, logic modeling, literature review, research design, validity, and mixed methods research), instrumentation (primarily surveys, semi-structured interviews, and focus groups), as well as evaluation management skills (Gantt charts, PERT charts, and budgeting for evaluation). Coursework is completed in partnership with a community partner.

Public and Nonprofit Budgeting – MPA621 | W26

This course examines public and nonprofit budgeting as a decision-making system shaped by values, roles, and institutional constraints. Students learn how budgets are created, reviewed, adjusted, communicated, and defended across sectors, and they develop practical skills used in public and nonprofit finance careers.

Nonprofit Organization Management - MPA650 | F09, F11, F12, W20, W21

This course covers the basic skills of executive management in nonprofit organizations, including board management, motivation and retention of employees and volunteers, and contemporary issues in nonprofit management.

Nonprofit Resource Development - MPA652 | F09

This course provides an introduction to nonprofit resource development, including creation and management of fundraising campaigns, capital giving, planned giving, and developing a case for support.

Volunteer Management - MPA655 | F17, F18

This course provides an introduction to the principles, practices, and issues of volunteer management, including volunteer recruitment, training, motivation, and retention.

Cost-benefit Analysis - MPA633 | F17, F18

This course provides an introduction to the principles and practice of cost-benefit analysis including alternatives such as cost-effectiveness analysis and alternative BCR calculations. Students learn the principles of monetization, probability and simulation methods, and multi-stakeholder approaches to identifying benefits, costs, negative benefit, and negative costs.

Directed Readings/Directed Research/Practicum –MPA/MBA 691R/692R/693R |
SP09, F10, W11, F11, F13, W14, F14, W16, W17, F17, W18, W19, F20, W22, W23, W24
Student projects, research, readings, or other learning on an individual basis by contract with
the instructor.

MASTER OF BUSINESS ADMINISTRATION COURSES (BRIGHAM YOUNG UNIVERSITY)

Creating the Virtuous Organization – MBA574 | F18, W19, F19, W20, F20, W21, F21, F22
It is possible to create a company worthy of admiration. Companies have a vast range of
such capabilities: to build leaders, to create a transformative experience, to innovate and
shape industry, to generate wealth and alleviate poverty. This class will explore and debate
and develop insight and tools regarding how companies can raise their total value by
achieving success at specific virtuous value propositions. We will also prepare students to
critically evaluate the attributes of the organizations they observe, work for, and patronize.

Corporate Social Strategy - MBA678 | W22, W23

This course explores the idea that essential business institutions (such as products, markets,
and organizations) can be leveraged for positive social impact. As part of a larger effort to
build a theory and practice of corporate social impact, students engage principles derived
from economics, sociology, psychology, and business management and apply them to live
cases in the corporate world.

UNDERGRADUATE COURSES (BRIGHAM YOUNG UNIVERSITY)

Social Impact: Do Good. Better. – MSB 374 | W23, F23

This course teaches the principles of social impact and the social impact cycle. The course is
required for the Global and Community Impact minor and graduate emphasis in social
impact. The principles covered in the course include problem specification, outcome
mapping, leading interventions through social impact organizations, validation of
interventions through evaluation and measurement, and bringing interventions to scale.

Implementing Social Impact. – MSB 376 | W26

This course focuses on implementation, the third stage of the Social Impact Cycle. It
examines how social impact interventions move from design into practice, and how those
interventions are carried out across sectors, organizations, and systems.

BYU Foundations for Student Success. – UNIV 101 | F25

UNIV 101: BYU Foundations for Student Success is designed to welcome all first-semester
students into the Brigham Young University community and help them understand the
university's unique mission and purpose. The heart of this course is the prophetic vision of a
Zion university. Using the dual languages of spiritual guidance and intellectual discovery,
students and faculty explore together how to use the community, environment, and
resources of the university to successfully achieve the aims of a BYU education in their quest
for perfection and eternal life.

OTHER UNIVERSITY TEACHING

Public Finance and Budgeting (Indiana University, Bloomington)

This introductory undergraduate course provides an introduction to budgeting and finance in the public sector.

Research Design and Methods (Indiana University, Bloomington)

This introductory undergraduate course provides an introduction to research design and methods to prepare students for further study in program evaluation and/or policy analysis.

Essential Mathematics for Public and Nonprofit Management (Brigham Young University)

This optional, pre-enrollment preparatory, non-credit bearing course provides a review of mathematical concepts necessary for successful completion of MPA core coursework. Topics covered include mathematical notation, statistical concepts, functions and algebraic expressions, basic spreadsheet use, and an introduction to calculus concepts.

Statistical Analysis for UCC Administrators (Utah Community College)

This course designed for Utah Community College administrators examined the application of basic statistical concepts (including descriptive statistics, inferential statistics and regression analysis) to university administrative data.

LEADERSHIP

🏆 Indicates elected position | 🌐 Indicates conference convener

National/international leadership

- 🌐 Social Impact University Leadership Convener (together with Jill Piacitelli), Sundance UT, 2024
- 🏆 Past Division Chair, Academy of Management Public and Nonprofit Division 2024-2025
- 🏆 Division Chair, Academy of Management Public and Nonprofit Division 2023-2024
- 🏆 Division Chair-elect, Academy of Management Public and Nonprofit Division 2022-2023
- 🏆 Program Chair, Academy of Management Public and Nonprofit Division 2021-2022
- Section Editor, Values and Motivation, for Sullivan, H. Et al. (Eds) (2020) *The Palgrave Handbook of the Public Servant*
- 🌐 Conference Convener (together with Curtis Child), Future of Nonprofit Theory Workshop (online), Provo UT, 2020
- 🌐 Conference Convener (together with Robert Christensen), Elevating Public Service Motivation Conference, Sundance UT, 2019
- 🌐 Conference Organizer (together with Curtis Child), West Coast Nonprofit Data Conference, Salt Lake City UT, 2018
- 🏆 Best Book Award Chair, Public and Nonprofit Division, Academy of Management 2020-2021
- 🏆 Best Journal Article Award Chair, Public and Nonprofit Division, Academy of Management 2019-2020
- Professional Development Workshop Chair, Public and Nonprofit Division, Academy of Management 2017-2019
- Doctoral Consortium Co-chair, Public and Nonprofit Division, Academy of Management 2015-2017

University leadership activities

Director, BYU Antiracism Database Project 2020-present

🏆 Co-chair, Faculty Advisory Council, Brigham Young University 2019-2021 *Note: The Faculty Advisory Council is the BYU faculty senate. Co-chairs are elected from the body and serve for two years, holding council meetings and managing the proposal review and voting process, and meeting with university administration regularly on issues of mutual concern.*

Co-chair, Research Committee, Faculty Advisory Council, Brigham Young University 2018-2019

College and department leadership activities

Director, BYU GoodMeasure 2010-present

Director, Organizational Virtue Initiative 2017-present

Director, Universal Development Evaluation Project 2015-present

Chair, Romney Institute Strategy Committee 2015-2018

Founder, BYU Public and Nonprofit Research Consortium 2009-2010

Selected community leadership

🌐 Conference convener, Making Change: Leading Corporate Social Strategy April 8, 2022

🏆 Chair, State Delegate and County Delegate, Springville SP01 Precinct, Utah Republican Party 2018-2020

Vice chair, Board of Trustees, Springville Museum of Art, 2017-2019

Secretary, Board of Trustees, Vision of the Arts Fund 2015-2019

President, Board of Trustees, Hobble Creek Learning Center 2012-2014

🏆 President, Parent Community Council, Walden School of Liberal Arts 2009-2010

CITIZENSHIP

🏆 Indicates elected position

National/international citizenship activities

Member, Corporate Council, International Religious Freedom Secretariat 2024-present

Facilitator, Commission on Status of Women Conversation Circle 2024

Member, RRBM Book Award Selection Committee, Community for Responsible Research in Business and Management 2019

Member, Best Journal Article Award Committee, Academy of Management Public and Nonprofit Division 2018

Member, Public Values Consortium Organizing Committee 2018

Panelist and Mentor, Public Management Research Association Doctoral Student Research Development Workshop 2015

Panelist and Mentor, Academy of Management Public and Nonprofit Division Doctoral Consortium 2015, 2018

Editorial Board Member, *Public Administration Review* 2020-present

Editorial Board Member, *Journal of Public Administration Research and Theory* 2019-2022

Editorial Board Member, *American Review of Public Administration* 2015-2021

Member, conference scholarships committee, Association for Research on Nonprofit and Voluntary Action 2010-2014

Ad-hoc Reviewer for the following academic journals:

Administration and Society

American Review of Public Administration

International Journal of Public Administration

Journal of Public Administration Education

Journal of Public Administration Research and Theory

Nonprofit and Voluntary Sector Quarterly

Nonprofit Management and Leadership

Public Administration

Public Administration Review

Social Issues

Voluntas: International Journal of Voluntary and Nonprofit Organizations

Ad-hoc Reviewer for the following publishers and grantmakers:

Oxford University Press

Israel Science Foundation

State citizenship activities

Panelist, Solutions Utah conference, Salt Lake City, Utah.

Evaluator, Utah State Division of Substance Abuse Evidence-based Workgroup, Division of Health and Human Services, State of Utah 2013-2019 *Note: In this state-level appointment as an evaluation expert member of the Evidence-based Workgroup, I served in a gatekeeping capacity to determine which programs would be deemed “evidence-based” and therefore be eligible for state funding. The workgroup met monthly to review and vote on program status based on the presented evidence.*

University citizenship activities

Director, Ballard Center for Social Impact 2023-present

Chair, Initiative for Peacemaking Definition Committee 2026

Member, Office of Civic Engagement Faculty Advisory Committee 2025-present

Chair, For the Benefit of the World faculty research conference organizing committee 2024, 2025

Member, Caring for the Earth and the Human Family conference organizing committee 2024

Member, BYU Sustainability Working Group 2022-present

 Marriott School of Business Representative, Faculty Advisory Council, Brigham Young University 2018-2021

Co-chair, Open Pedagogy Interdisciplinary Learning Group, Brigham Young University 2021

College citizenship activities

Member, Marriott Leadership Council, 2023-present

Member, Marriott School Learn Do Become Advisory Board 2018-present

Moderator, Women in Business Conference at the Marriott School of Management 2011

Founder, BYU Public and Nonprofit Research Consortium 2009-2010

First round consultant, BYU Social Venture Competition 2010

Final round judge, BYU Social Venture Competition 2009

Member, Marriott School of Management Social Innovation Emphasis committee 2009-present
Public Affairs PhD representative, Dean's Student Advisory Council 2007-2008
Member, Diversity Committee, University of Utah 1996-1997
Member, Undergraduate Council University of Utah 1996-1997
College of Science student representative, Academic Senate, University of Utah 1997-1998

Department citizenship activities

Member, Research Committee 2009-present
Member, Romney Institute Strategy Committee 2015-present (Chair 2015-2018)
Member, MPA Diversity Committee 2015-2019
Member, MPA Curriculum committee (Nonprofit and Analysis subcommittees) 2010-2018
Member, Romney Institute faculty recruitment and hiring committee 2009-2018
Facilitator, Nights of Civil Discourse 2012, 2013
Facilitator, MPA Women's Night 2013, 2016, 2017, 2018, 2019, 2021

Selected community service

Instructor, Seminaries and Institutes, YSA 19th Stake, Church Educational System 2021-2023
Member, Utah County Nonprofit Forum governance subcommittee 2017-2020
Member, Springville City Youth Prevention Council, 2015-2016
Member, School Land Trust Community Council, Springville Junior High 2015-2017
Member, Advisory Board, East Central Community Council 2009-2014
Representative, Gilmer District Neighborhood Association, Salt Lake City, UT 2005

SPEECHES & WORKSHOPS

↔ Indicates featured address | ✂ Indicates workshop

National/International speeches & workshops

- Witesman, E., Christensen, B. and Strupfnagel, S. (2024, May). Business and Religious Freedom. Panel presentation at International Religious Freedom Secretariat in Berlin, Germany.
- Witesman, E. and Lambert, P. (2024, May). Religious Freedom at Work. Making the Business Case at Dare to Overcome Conference in Washington DC, USA.
- ↔ Witesman, E.M. (2019, September). We Have Ignition: Lighting a Mission-centered Passion for Outcome Evaluation. Plenary presented at the National Legislative Program Evaluation Society professional development seminar in Park City, UT.
- ↔ Witesman, E.M. (2017, October). Signs, sacrifice, and the Spirit Devotional address given at a Young Single Adults Regional Conference in Vancouver, Canada
- Witesman, E.M. (2015, September). Evidence-based Innovation. Presented as part of a panel at the National Governor's Association conference in New Orleans, LA.

State speeches & workshops

- ✂ Witesman, E.M. (2024, May). Do Good, Better: From Good Intentions to Good Impact. Workshop presented at the Aspen Grove Conference in Aspen Grove, UT.

- ✂ Witesman, E.M. (2024, May). Change by Design: A Hands-on Journey of Creative Problem-Solving. Workshop presented at the Aspen Grove Conference in Aspen Grove, UT.
 - ✂ Witesman, E.M. (2024, May). The Art of Everyday Peacemaking. Workshop presented at the Aspen Grove Conference in Aspen Grove, UT.
 - ✂ Witesman, E.M. (2024, May). Everyday Impact: Spending your dollars for good. Lecture presented at the Aspen Grove Conference in Aspen Grove, UT.
 - ✂ Witesman, E.M. (2024, May). Fighting Fair: Disagreeing Respectfully with Peers, Teachers, and Parents. Lecture presented at the Aspen Grove Conference in Aspen Grove, UT.
 - ➡ Witesman, E.M. (2019, May). Evidence-based Practice. Presented at the Utah Association of CPAs (UACPA) State & Local Government Conference in Salt Lake City, UT
 - ➡ Witesman, E.M. (2016, November). Evidence-based Practice. Presented at the Northern Utah Government Auditors Association Fall Conference in Salt Lake City, UT.
 - ➡ Witesman, E.M. (2015, May). Digital Government; Analog Citizens. Presented at the Utah Digital Government Summit in Salt Lake City, UT.
 - ✂ Witesman, E.M. (2014, September). Capturing and Communicating Impact: How to see the difference you make in the lives of Utahns. Presented at the UTAH OPS Conference presented by Governor Gary R. Herbert in Salt Lake City, UT.
 - ➡ Witesman, E.M. (2014, November). Accounting for mission: Government Accountancy and Outcome Evaluation. Presented at the Northern Utah Association of Government Accountants Fall Symposium in Lehi, UT.
 - ✂ Witesman, E.M. (2014, November). Developing an Outcome Evaluation Plan: Step-by-step. Presented at a statewide training on evidence-based practice sponsored by the Governor's Office of Management and Budget in Salt Lake City, UT.
- Witesman, E.M. (2014, January). Evidence-based Innovation. Presented to the Governor's Office of Management and Budget in Salt Lake City, UT.

Intercollegiate speeches & workshops

- Witesman, E.M. (2015, March). From values to value and back again. Invited presentation presented at the American Society for Public Administration (ASPA) annual conference in Chicago, IL.
- ➡ Witesman, E.M. (2012, February). Public Service Values. Presented at the Glenn School of Public Affairs Research Colloquium at the Ohio State University in Columbus, OH.

- ➔ Witesman, E.M. (2012, February). Public Service Values. Presented at the School of Public and Environmental Affairs Research Colloquium at Indiana University in Bloomington, IN.
- ✂ Witesman, E.M. (2012, February). Workshop on Experiential and Service-learning. Presentation at the Teaching and Learning Lecture Series at Indiana University in Bloomington, IN.

University speeches & workshops

- ➔ Witesman, E.M. (2017, June). Women & Education: A Future Only God Could See For You. BYU devotional address given in Provo, UT.

Witesman, E.M. (2024). Solving Global Problems by Loving the One. Presentation given at the BYU Sorensen Center Leading by Faith conference in Provo, UT.

- ➔ Witesman, E.M. (2024, April). Community organization, innovation & entrepreneurship. IAS 220 lecture given in Provo, UT.
- ➔ Witesman, E.M. (2024, January). Logic Models for Social Impact. YServe leadership summit keynote address given in Provo, UT.
- ➔ Witesman, E.M. (2023). Leading Without Fear (of Organizational Death). BYU Summit Leadership Conference <https://youtu.be/ch-E6l-44UQ?si=5NvQy3tz53vfTKd4>
- ➔ Witesman, E.M. (2023, September). Navigating the Maze of Life. BYU new student orientation devotional address given in Provo, UT.
- ➔ Witesman, E.M. (2023, March). I Am A Powerful Creator. BYU Honors Disciple Scholar Lecture given in Provo, UT.
- ➔ Witesman, E.M. (2022, August). Finding the Covenant Path in the Biological Sciences. Keynote address given at the BYU Biology Department fall retreat in Springville, UT.
- ✂ Witesman, E.M. (2022, August). Ballard Core: Measuring Quality of Programs. Workshop given at the BYU Ballard Center for Social Impact in Provo, UT.
- ✂ Witesman, E.M. & Fox, Steven (2022, August). Discipleship at the Ballard Center. Workshop given at the BYU Ballard Center for Social Impact in Provo, UT.
- ➔ Witesman, E.M. (2022, April). Finding the Covenant Path in Every Subject. Plenary address given at the Annual Adjunct Faculty Seminar in Provo, UT.
- ➔ Witesman, E.M. (2022, March). Five Identity Crises and a Success Story. Keynote address given at the Women in Academia conference in Provo, UT.
- ✂ Witesman, E.M. & Fox, Steven (2022, February). Faith Pathways and the Ballard Center. Workshop given at the BYU Ballard Center for Social Impact in Provo, UT.
- ✂ Witesman, E.M. (2021, May) Core social impact strategy: Following Up. Workshop given at the BYU CEO forum in Provo, UT.

- ✘ Witesman, E.M. Workshop (2021, March) Core Social Impact Strategy. Workshop given at the BYU CEO forum in Provo, UT.
- ➔ Witesman, E.M. (2020, March). Spiritual gifts: Infinite in number and Endless in their Manifestations. Address given at the Office Workers Association conference in Provo, UT.
- ➔ Witesman, E.M. (2019, June). Visionary Education. Keynote address given at the BYU Latter-day Saint Educators Society conference in Provo, UT.
- ➔ Witesman, E.M. (2017, September). Proverbs for Women in Academia. Keynote address given at the Women in Academia conference in Provo, UT.

Community speeches & workshops

- ➔ Witesman, E.M. (2023, September). **Fighting Spiritual Apathy**. Devotional address delivered at Church Members the Provo Grandview Stake in Provo, UT.
 - ➔ Witesman, E.M. (2023, March). Women Empowered: Hope for Our Global Future. Keynote Address at the Find Your Voice conference in Sandy, UT.
 - ➔ Witesman, E.M. (2022, April) Making Change: Leading Corporate Social Strategy. Opening Remarks at Making Change: Leading Corporate Social Strategy conference in Provo, UT.
 - ➔ Witesman, E.M. (2022, March) BYU Good Enough. Devotional address delivered online to students and faculty of the BYU Online High School.
 - ➔ Witesman, E.M. (2021, November). Lessons from Moral Exemplars. Address delivered at the BYU Management Society Global Ethics Day conference in Salt Lake City, UT.
 - ➔ Witesman, E.M. (2021, October). Developing Spiritual Power through Our Leadership Roles. Plenary address delivered at the J Reuben Clark Law Society conference in Sundance, UT.
 - ✘ Witesman, E.M. (2019, April) A Practical Guide to Loving Your Enemy. Workshop given at the Mormon Women for Ethical Government Annual Conference in Provo, UT.
 - ➔ Witesman, E.M. (2018, September) Ethical Leadership in the Cause of Liberty. Address delivered at the BYU Management Society conference in Salt Lake City, UT.
 - ✘ Witesman, E.M. (2018, April). Claiming Your Power as a Citizen. Workshop given at the Mormon Women for Ethical Government Annual Conference in Provo, UT.
- Witesman, E.M. (2017, April). Real Talk About Evidence-based Practice. Presented at the ULACHES working session in Provo, UT.

- ✳ Witesman, E.M. (2015, May). How To Unlock The Citizen Within And (Re)Create Community: A Hands-On Workshop. Presented at the Salt Lake Community Network meeting in Salt Lake City, UT.
- ➔ Witesman, E.M. (2010, January). On Civic Engagement. Presentation to Salt Lake Community Network in Salt Lake City, UT.
- ✳ Witesman, E.M. (2010, January). Evaluating Nonprofit Programs and Projects: A Workshop. Presented at the annual VISTA volunteer training in Provo, UT.

Podcasts and television guest appearances

The Lisa Show (2024): [Why Curiosity is the Key to a Better Life | Eva Witesman](#)

LSPMA Podcast (2024): [Eva Witesman: Embracing All Your Interests](#)
<https://youtu.be/5vd-z75EXBk?si=IV-aUax3aBWcyYtt>

LYNC (2024): [Untapped Opportunity: Businesses Drive Social Impact + Advance Religious Freedom w/Dr. Eva Witesman](#)

Dorame, D. (2024, -).- *Grounded Podcast*. Episode 13: Mosiah 7-10, Eva Witesman and Barbara Morgan Gardner https://youtu.be/p8B5EKE3eJU?si=uZZIbL_VHRKWUaDb

Smith, H. & Bytheway, J. (2024, -).- *FollowHim Podcast*. Alma 13-16 Part 1 • Eva Witesman • June 24 - 30 • Come Follow Me <https://youtu.be/mdfWTiY4O9E?si=EeObQ5cpovErlbwj>

Smith, H. & Bytheway, J. (2024, -).- *FollowHim Podcast*. Alma 13-16 Part 2 • Eva Witesman • June 24 - 30 • Come Follow Me <https://youtu.be/bD83y2g7t4g?si=8gIC5aLmcYLr3DkD>

Lomu, B. (2022, June). Judges 2-4; 6-8; 13-16. *Come Follow Up*.
<https://www.byuradio.org/228987cd-6fb3-4b4f-ab53-87bb9ad9ddb5/come-follow-up-judges-2-4-6-8-13-16>

Jone, M. (2020, January). Eva Witesman: What May Be Keeping You From Accessing Your Spiritual Gifts. *All In Podcast*. <https://www.ldsiving.com/all-in/eva-witesman-what-may-be-keeping-you-from-accessing-your-spiritual-gifts>

Rose, J. (2017, September). Eva Witesman: Deciding Where to Donate, Prepare for Disasters, Male Feminist. *Top of Mind*. <https://www.byuradio.org/e753586d-fceb-4564-854c-c7f4cf7fc59e>

HONORS & AWARDS OF MERIT

Community Honors

Corporate Impact Award, International Religious Freedom Secretariat 2024

University Honors

BYU Faculty Women's Association Citizenship Award, Brigham Young University 2022
Mentoring Experience Grant Recipient, Brigham Young University Various years
Alumni-Bennion Service Fellow, Bennion Center for Community Service, University of Utah 1998

College Honors

Outstanding Citizenship Award, Marriott School of Business, 2018-2019
Stewart L. Grow Research Fellowship, Marriott School of Business, September 2016-Present
Chancellor's fellowship, School of Public and Environmental Affairs, Indiana University, Bloomington, 2005
Nonprofit Service Corps fellow, School of Public and Environmental Affairs, Indiana University, Bloomington 2002-2004
Research fellow, Ballard Center for Social Impact, 2001
Service-learning scholar, College of Science, University of Utah, 2000

Department Honors

Teacher of the Year, Master of Public Administration Association 2017-2018
Teacher of the Year, Master of Public Administration Association 2015-2016
Teacher of the Year, Master of Public Administration Association 2009-2010

Press Coverage

Bagley, J. (2023, July). So you want to become a certified B Corp. Utah Business – Quoted on how B-corps are for-profit businesses.

Schmidt, M. (2023, March). Eva Witesman speaks on being a powerful creator at BYU Honors Program Lecture. The Daily Universe – Mentioned on how to be a powerful creator.

Wixom, C. (2023, February). Doctrine vs. Culture: Supporting women's choices in the workplace, education. The Daily Universe – Mentioned on the challenges women face with navigating life choices.

Allen, C. (2022, April). When it comes to buying stuff, who do you trust to sell it: Government, nonprofits or for-profits? BYU study says. BYU News – Quotes on her thoughts on where consumers put their trust.

Malner, L. (2017, July). Eva Witesman reacts to her BYU devotional's popularity. The Daily Universe – Mentioned on her reaction to the popularity of her BYU devotional.

Tapaha, E. (2017, June). Eva Witesman urges women to expand knowledge in education. The Daily Universe – Mentioned on encouraging women to receive higher education.

OTHER PROFESSIONAL EXPERIENCE

LDS Living

Contributor, May 2019-Present

Author of feature articles on topics of general and religious interest.

Deseret News

Editorial Columnist, July 2017-2020

Write opinion editorials on topics of current interest, particularly in the arenas of politics, public administration, nonprofit administration, and social issues.

State of Utah

Evaluation Specialist, August 2014-December 2016

As a contractor for the Governor's Office of Management and Budget, provided support in state program evaluation and performance management efforts and consulted with individual departments and agencies to promote evidence-based practice.

Center for Urban Policy and the Environment

Graduate Research Assistant, May 2006-May 2007

Served as support staff for the Early Intervention Planning Council of Marion County, Indiana as they provided policy recommendations to the city-county council regarding child welfare policy reform.

Third Sector Strategies, LLC

President, June 2004-January 2006

Provided a variety of consulting services including workshops and seminars, staff training, technology implementation, in-depth analysis and development of a variety of nonprofit case expressions.

Shalom Community Center

Development intern, January-May 2004

Created comprehensive donor and volunteer database, created basic organizational funding proposal and internal case statement, oversaw website development, researched potential funding sources, and assisted with budgeting and finance operations including filing of IRS 990.

Middle Way House

Service Corps fellow, September 2002-May 2004

Prepared outreach materials for various community awareness activities; researched, designed and oversaw production of informational materials including Spanish translations; and wrote funding proposals and press releases.

Waterford Institute

Educational software designer, January 2001-July 2002

Technical writer, September 2000-January 2001

Developed educational software for teaching math and science grades K-2. Researched best practices in teaching and learning. Wrote teacher's manual for suggested classroom activities and books for children. Wrote and edited technical documents and other materials, offered procedural input, and managed global specification documents.

PROFESSIONAL MEMBERSHIPS

American Evaluation Association

Academy of Management
Public and Nonprofit Division
Social Issues in Management Division
American Society for Public Administration
Association for Public Policy Analysis and Management
Association for Research on Nonprofit Organizations and Voluntary Action
Braver Angels Scholars Council
Public Management Research Association