

**Chris Edward Silvia, PhD**  
**Curriculum Vitae**

George W. Romney Institute of Public Service and Ethics  
Marriott School of Business  
Brigham Young University  
764 TNRB  
Provo, Utah 84602

**ACADEMIC APPOINTMENTS**

- 2019–present Associate Professor of Public Management  
George W. Romney Institute of Public Service and Ethics  
Marriott School of Business  
Brigham Young University, Provo, Utah
- 2013–2019 Assistant Professor of Public Management  
George W. Romney Institute of Public Service and Ethics  
Marriott School of Business  
Brigham Young University, Provo, Utah
- 2010–2013 Assistant Professor  
School of Public Affairs and Administration  
University of Kansas, Lawrence, Kansas
- 2007–2010 Associate Instructor  
School of Public and Environmental Affairs  
Indiana University–Bloomington, Bloomington, Indiana

**ADDITIONAL APPOINTMENTS**

- 2022-present Ballard Faculty Fellow, Ballard Center for Social Impact, Brigham Young University
- 2019-present Affiliated Researcher, Future Services Institute, University of Minnesota

## EDUCATION

2010 **PhD**, Public Affairs, School of Public and Environmental Affairs, Indiana University  
(fields in public management and public policy analysis)

Dissertation: *An Examination of Managerial and Leadership Behavior in Intersectoral Networks*  
(Michael McGuire, Chair)

2004 **MPA**, Romney Institute of Public Management, Marriott School of Management,  
Brigham Young University

2000 **MS**, Public Health, Rocky Mountain Center of Occupational and Environmental Health,  
University of Utah Medical School, University of Utah

1996 **BS**, Health Studies, Sargent College of Allied Health Professions, Boston University

## PUBLICATIONS (Peer Reviewed)

Silvia, Chris, Witesman, Eva, and Curtis Child. (2024). "The Value of Being Nonprofit: A New Look at Hansmann's Contract Failure Theory." *Nonprofit and Voluntary Sector Quarterly* 53(5), 1129-1155.

\*Editors' Choice article for the October 2024 edition

Moldogaziev, Temirlan T., Rachel M. Krause, Gwen Arnold, Le Ahn Nguyen Long, Tatyana Ruseva, Chris Silvia, and Christopher Witko. (2023). "Support for the Environment Post-Transition? Material Concerns and Policy Tradeoffs" *Review of Policy Research* 40(2):186-206.

Witesman, Eva M., Chris Silvia, and Curtis Child. (2022). "The Enduring Role of Sector: Citizen Preferences in Mixed Markets." *Journal of Public Administration Research and Theory* 32(4): 765-780.

\*Also selected for inclusion in JPART's "Advancing Public Administration Research and Theory through Nonprofit Studies" virtual edition.

Silvia, Chris. 2018. "Evaluating Collaboration: The Solution to One Problem Often Causes Another." *Public Administration Review* 78(3): 472-478.

- Silvia, Chris. 2018. "Picking the Team: A Preliminary Experimental Study of the Activation of Collaborative Network Members." *Journal of Public Administration Research and Theory* 28(1): 120–137.
- Silvia, Chris, and Rachel Krause. 2016. "Assessing the Impact of Policy Interventions on the Adoption of Plug-In Electric Vehicles: An Agent-Based Model." *Energy Policy* 96: 105–118.
- Moldogaziev, Temirlan, and Chris Silvia. 2015. "Fostering Affective Organizational Commitment in Public Sector Agencies: The Significance of Multifaceted Leadership Roles." *Public Administration* 19(3): 557–575.  
\* Lead article
- Getha-Taylor, Heather, Jacob Fowles, Chris Silvia, and Cullen Merritt. 2015. "Considering the Effects of Time on Leadership Development: A Local Government Training Evaluation." *Public Personnel Management* 44(3): 295–316.  
\*Lead article and #1 PPM article based upon Altmetric
- Getha-Taylor, Heather, Ray Hummert, John Nalbandian, and Chris Silvia. 2013. "Competency Model Design and Assessment: Findings and Future Directions." *Journal of Public Affairs Education* 19(1): 141–171.
- Silvia, Chris. 2012. "The Impact of Simulations on Higher Level Learning." *Journal of Public Affairs Education* 18(2): 397–422.
- Silvia, Chris. 2011. "Collaborative Governance Concepts for Successful Network Leadership." *State and Local Government Review* 43(1): 66–71.
- Silvia, Chris, and Michael McGuire. 2010. "Leading Public Sector Networks: An Empirical Examination of Integrative Leadership Behaviors." *The Leadership Quarterly* 21(2): 264–277.
- McGuire, Michael, and Chris Silvia. 2010. "The Effect of Problem Severity, Managerial and Organizational Capacity, and Agency Structure on Intergovernmental Collaboration: Evidence from Local Emergency Management." *Public Administration Review* 70(2): 279–288.
- McGuire, Michael, and Chris Silvia. 2009. "Does Leadership in Networks Matter? Examining the Effect of Leadership Behaviors on Managers' Perceptions of Network Effectiveness." *Public Performance and Management Review* 33(2): 179–206.

Silvia, Chris E., Donald S. Bloswick, Dean S. Lillquist, and David Wallace. 2002. "An Ergonomic Comparison Between Mechanical and Manual Patient Transfer Techniques." *WORK* 19(1): 19–34.

### **PUBLICATIONS (Invited)**

Agranoff, Robert, Michael McGuire, and Chris Silvia. 2017. "Collaborative Public Management." In *Foundations of Public Administration*, edited by Jos C. N. Raadschelders and Richard J. Stillman II. Irvine, CA: Melvin & Leigh. 234–252.

McGuire, Michael and Chris Silvia. 2015. "Managing Effective Collaborations." In *Handbook of Public Administration*, edited by James L. Perry and Robert K. Christensen. San Francisco: Wiley. 293–311.

Getha-Taylor, Heather, Chris Silvia, and Scott Simmerman. 2014. "Individuality, Integration: Leadership Styles in Team Collaboration." *The Public Manager*. Summer 2014: 38–43.

Agranoff, Robert, Michael McGuire, and Chris Silvia. 2012. "Governance, Networks, and Intergovernmental Systems." In *Routledge Handbook of Public Policy*, edited by Ed Araral, Scott Fritzen, Michael Howlett, M. Ramesh, and Wu Xun. London: Routledge. 361–373.

McGuire, Michael, Robert Agranoff, and Chris Silvia. 2011. "Collaborative Management." *Foundations of Public Administration Series, Public Administration Review*.

### **PUBLICATIONS (Conference Proceedings)**

Silvia, Chris. Forthcoming. "A Public Service Governance Ecosystem." *Institute for Migration Studies Working Paper Series*.

Witesman, Eva, Curtis D. Child, and Chris Silvia. 2020. "Hansmann's Contract Failure Theory: Correct but Irrelevant." *Academy of Management Proceedings* 2020(1), doi.org/10.5465/AMBPP.2020.17883abstract

### **CONFERENCE PRESENTATIONS**

Christensen, Robert, Eva Witesman, Carl Santiago, and Chris Silvia. "Theorizing Why Citizens' Ethical Expectations Differ by Sector." Presented at the 2024 Public Management

Research Conference, Seattle, Washington, June 26-29, 2024.

Silvia, Chris, and Jeffrey P. Dotson. "A Conjoint Study of the Activation of Collaborative Partners in Mandated Networks." Presented at the 2024 Public Management Research Conference, Seattle, Washington, June 26-29, 2024.

Silvia, Chris. "A Model of a Refugee Camp Governance Ecosystem." Presented at the 2nd International Dialogue on the Governance of Refugee Camps, Athens, Greece, May 27<sup>th</sup>-29<sup>th</sup>, 2024.

Christensen, Robert K., Chris Silvia, Greta Nasi, and Maria Cucciniello. "Does Service Ownership Influence Value Expectations? A Citizen's Sector Comparator Experiment." Presented at the 2024 International Research Society for Public Management Conference, Tampere, Finland, April 16-18, 2024.

Witesman, Eva, Ricardo Morris, and Chris Silvia. "The Civic Knowledge Test: A New Scale of Citizen Government Knowledge" Accepted for presentation at the 2023 Public Management Research Conference, Utrecht, Netherlands, June 27-30, 2023.

Silvia, Chris. "The Public Service Logic Ecosystem: A Governance Perspective" Presented at the 2023 International Research Society for Public Management Conference, Budapest, Hungary, April 3-5, 2023.

Witesman, Eva, Curtis Child, and Chris Silvia. "Hansmann's Contract Failure Theory: Correct but Irrelevant?" Accepted for presentation at the 2020 American Sociological Association Annual Meeting, San Francisco, California, August 8-11, 2020.

Witesman, Eva, Curtis Child, and Chris Silvia. "Hansmann's Contract Failure Theory: Correct but Irrelevant?" Accepted for presentation at the 2020 Annual Meeting of the Academy of Management, Vancouver, Canada, August 7-11, 2020.

Silvia, Chris. "Public Service Dominant Logic and the Public Service Ecosystem" Accepted for presentation at the 24<sup>th</sup> Annual International Research Society for Public Management Conference, Tampere, Finland, April 22-24, 2020.

Silvia, Chris. "Experiments in Decision Making" Presented at the 2019 International Conference of Experimental Lab for Public Management, Seoul, South Korea, December 20, 2019.

- Silvia, Chris. "Open Source Content for Building Data Science and Analytic Courses in Public Affairs" Presented at the 2019 National Association of Schools of Public Affairs and Administration Annual Conference, Los Angeles, California, October 17-18, 2019.
- Arnold, Gwen, Rachel Krause, Temirlan Moldogaziev, Tatyana Ruseva, and Chris Silvia. "Environmental Governance in Transition: Issue Salience and Support for Environmental Policy" Presented at the 2019 Association for Public Policy Analysis and Management Annual Conference, Barcelona, Spain, June 29-30, 2019.
- Witesman, Eva, Curtis Child, and Chris Silvia. "The Marginal Market Value of Nonprofitness." Presented at the 2019 Public Management Research Conference, Chapel Hill, North Carolina, June 11-14, 2019.
- Witesman, Eva, Curtis Child, and Chris Silvia. "The Marginal Market Value of Nonprofitness." Presented at the SNU BK21 Winter International Conference, Phoenix, Arizona, January 14-17, 2019.
- Witesman, Eva, Curtis Child, and Chris Silvia. "The Marginal Market Value of Nonprofitness." Presented at the 2018 Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference, Austin, Texas, November 15-17, 2018.
- Silvia, Chris, and Jeffrey P. Dotson. "When the Team Is Picked for You: A Conjoint Study of the Activation of Collaborative Partners in Mandated Networks." Presented at the XXII International Research Society for Public Management Annual Conference 2018, Edinburgh, Scotland, April 11-13, 2018.
- Silvia, Chris. "Public Service Dominant Logic and the Coproduction of Public Services." Presented at the 5th Annual Meeting of the International Institute of Administrative Sciences Study Group on Coproduction of Public Services, Washington, DC, June 6-7, 2017.
- Silvia, Chris. "An Examination of the Selection of Collaborative Partners." Presented at the 2015 Public Management Research Conference, Minneapolis, Minnesota, June 11-13, 2015.
- Silvia, Chris "Uncovering Ways Collaborative Leaders Engender Internal and External Commitment." Accepted for presentation at the 2013 Public Management Research Conference, Madison, Wisconsin, June 20-22, 2013.
- Silvia, Chris, and Heather Getha-Taylor. "Using Experimental Simulations to Understand Collaborative Leadership Behaviors." Presented at the 2013 Annual Conference of the

American Society for Public Administration, New Orleans, Louisiana, March 15–19, 2013.

Getha-Taylor, Heather, and Chris Silvia. “Emerging Trends in Leadership and Management Education and Development.” Presented at the 20th Annual International Conference of the Association of Employment Practices and Principles, Vancouver, British Columbia, Canada, October 3–5, 2012.

Silvia, Chris. “Picking the Team: An Examination of the Activation of Collaborative Network Members.” Presented at the Lisbon Conference of the International Institute of Social and Economic Sciences, Lisbon, Portugal, September 9–12, 2012.

Silvia, Chris, and Rachel Krause. “Assessing the Impact of Policy Interventions on the Adoption of Plug-In Electric Vehicles: An Agent-Based Model.” Presented at the 2011 Association for Public Policy Analysis and Management Research Conference, Washington, DC, November 3–5, 2011.

Getha-Taylor, Heather, Ray Hummert, John Nalbandian, and Chris Silvia. “MPA Competency Model Design and Assessment: Findings and Future Directions.” Presented at the National Association of Schools of Public Affairs and Administration Annual Conference, Kansas City, Missouri, October 20–22, 2011.

Agranoff, Robert, Michael McGuire, and Chris Silvia. “Putting the ‘Public’ Back into Collaborative Public Management.” Presented at the 2011 Public Management Research Association Conference, Syracuse, New York, June 2–4, 2011.

Moldogaziev, Temirlan, and Chris Silvia. “Leading to Motivate: The Effect of Leadership Styles on Organizational Motivation and Commitment.” Presented at the 2010 Association for Public Policy Analysis and Management Research Conference, Boston, Massachusetts, November 4–6, 2010.

Silvia, Chris. “The Impact of Simulations on Higher Level Learning.” Presented at the 2010 Annual Meeting of the American Political Science Association, Washington, DC, September 2–5, 2010.

Silvia, Chris. “Collaboration and Emergency Management.” Presented at the 62nd Annual City and County Management Conference, Lawrence, Kansas, April 22–23, 2010.

Witesman, Eva, and Chris Silvia. “Factors Affecting Participation Decisions of Disaster Response Volunteers.” Presented at the 2009 Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Cleveland, Ohio,

November 19–21, 2009.

McGuire, Michael, and Chris Silvia. “How Good? The Impact of Leadership on Network Effectiveness.” Presented at the 2009 Public Management Research Association Conference, Columbus, Ohio, October 1–3, 2009.

Witesman, Eva, and Chris Silvia. “Factors Affecting Participation Decisions of Disaster Response Volunteers.” Presented at the 2009 Annual Conference of the American Society for Public Administration, Miami, Florida, March 20–29, 2009.

Silvia, Chris. “Leadership in Cross-Sectoral Networks Is Different: How Hierarchical & Cross-Sectoral Network Leadership Behaviors Vary.” Presented at the 2009 Randall L. Tobias Center for Leadership Excellence Multi-Sector Forum, Indianapolis, Indiana, March 5–7, 2009.

Silvia, Chris, and Michael McGuire. “Leading Public Sector Networks: An Empirical Examination of Integrative Leadership Behaviors.” Presented at the Center for Integrative Leadership Conference, University of Minnesota, Minneapolis, Minnesota, October 5–7, 2008.

McGuire, Michael, and Chris Silvia. “Does Leadership in Networks Matter? Examining the Effect of Leadership Behaviors on Managers’ Perceptions of Network Effectiveness.” Presented at the 2008 Annual Meeting of the American Political Science Association, Boston, Massachusetts, August 28–31, 2008.

McGuire, Michael, and Chris Silvia. “The Intergovernmental Context of County Emergency Management.” Presented at the 2007 Annual Meeting of the American Political Science Association, Chicago, Illinois, August 30–September 2, 2007.

## **GRANTS AND AWARDS**

|      |   |
|------|---|
| 2014 | BYU Faculty Development Series Curriculum Development Grant (\$300)             |
| 2012 | Primary Investigator, University of Kansas New Faculty Research Grant (\$8,000) |
| 2012 | Primary Investigator, CH2M Hill Collaboration Research Grant (\$1,750)          |
| 2012 | Primary Investigator, CH2M Hill Collaboration Research Grant (\$500)            |



- 2012 Co-Primary Investigator, Tulsa City Branding and Public Service Delivery Study (\$6,000)
- 2012 International Travel Grant, College of Liberal Arts and Science, University of Kansas (\$1,200)
- 2011 Center for Teaching Excellence, Best Practices Institute, University of Kansas (\$750)

**FELLOWSHIPS**

- 2021-present Stewart L. Grow Research Fellow
- 2007–2010 Graduate Fellow, Randall L. Tobias Center for Leadership Excellence
- 1997–1999 Graduate Fellow, National Institute of Occupational Safety and Health (NIOSH)

**HONORS**

- 2023 Marriott School Values in Action: Respect for All Award
- 2022 BYU Master of Public Administration Student Association Professor of the Year
- 2021 BYU Master of Public Administration Student Association Professor of the Year
- 2021 Marriott School of Business Citizenship Excellence Award
- 2018 Chester Newland Award Honorable Mention
- 2018 BYU Master of Public Administration Student Association Professor of the Year
- 2015 BYU Master of Public Administration Student Association Professor of the Year

- 2009 Teaching Award for Outstanding Associate Instructor, Indiana University, School of Public and Environmental Affairs
- 2004 Top Graduate, United States Air Force Basic Health Services Administration Course
- 2004 Beta Gamma Sigma National Scholarship Honor Society
- 2003 G. Roger and Marilyn M. Victor Scholarship, Romney Institute of Public Management, Brigham Young University
- 1998 Workers Compensation Fund of Utah, Safe Workplace Scholarship, Rocky Mountain Center of Occupational and Environmental Health, University of Utah Medical School, University of Utah

## **TEACHING EXPERIENCE**

### **Brigham Young University**

- Quantitative Decision Analysis (MPA 632) – MPA and EMPA Core
- Service Design for Social Impact (MPA 638) – MPA Elective
- Human-Centered Design Thinking for Social Impact (MSB 377) – Required course for Global and Community Impact Minor
- Intergovernmental Relations and Collaborative Management (MPA 617) – MPA Elective
- The Art and Craft of an Academic Career in Public Service (MPA 692R)- MPA Elective
- Advanced Quantitative Decision Analysis (MPA 690R) – MPA Elective
- Operations Analytics (BUS M 461) – Undergraduate Global Supply Chain Elective

### **University of Kansas**

- Introduction to Quantitative Methods – MPA Core
- Public and Non-Profit Services Management – MPA Elective
- Interagency Collaboration – MPA Elective / Global & International Studies Core
- Field Project Report – MPA Elective
- Quantitative Methods for Public Administration – Undergraduate Core
- Research Experience in Public Administration – Undergraduate Elective

### **Indiana University**

- Urban Problems and Solutions – Undergraduate Core

## SERVICE

### Service to the Discipline

|           |   |
|-----------|---|
| 2024      | Public Management Research Conference Planning Committee and Panel Chair  |
| 2021-2023 | <i>Public Administration Review</i> Editorial Board   |
| 2021      | 2021 Public Management Research Conference Program Committee  |
| 2021      | Chair, Membership Committee, Public and Nonprofit Section, Academy of Management  |
| 2018–2020 | Member, Membership Committee, Public and Nonprofit Section, Academy of Management   |
| 2020      | 2020 Public Management Research Conference Program Committee  |
| 2019      | 2019 Public Management Research Conference Review Committee   |
| 2015      | Member, The Best Book Award Committee for the Public and Nonprofit Division at the Academy of Management  |
| 2012–2014 | Co-chair, Doctoral Student Consortium for the Public and Nonprofit Division at the Academy of Management Annual Meeting                                     |
| 2011      | Job Market Panelist, Doctoral Student Consortium for the Public and Nonprofit Division at the 2011 Academy of Management Annual Meeting, San Antonio, Texas |

### Service to the University

|              |   |
|--------------|---|
| 2019-present | Member, BYU Diversity Network   |
| 2022         | Member, Valuing Diversity Panel at the BYU New Faculty Spring Seminar |
| 2021         | Member, Valuing Diversity Panel at the BYU New Faculty Spring Seminar |
| 2019-2022    | BYU Prestigious Scholarship Committee                                 |

|           |  |
|-----------|--|
| 2019-2020 | Associate Managing Director, Ballard Center Social Innovation Challenge        |
| 2018      | BYU Truman Scholarship Committee   |
| 2012      | KU Center for Teaching Excellence Best Practices Institute Faculty Facilitator |

**Service to the College**

|              |   |
|--------------|---|
| 2022-present | Member, Marriott School Inclusion in Business Society Advisory Board                |
| 2021-present | Member, Marriott School of Business Curriculum Committee                            |
| 2021-2022    | Member, Marriott School of Business Diversity, Equity, and Belonging Advisory Group |
| 2020- 2021   | Member, Marriott School of Business Executive Inclusion Committee                   |
| 2020- 2021   | Member, Marriott School of Business Inclusion Committee                             |
| 2019-2020    | Member, Marriott School of Business Art Committee                                   |
| 2015–2020    | Member, Marriott School of Business Healthcare Scholar Initiative Committee         |
| 2012–2013    | Member, KU College of Liberal Arts and Sciences Committee on Sabbatical Leaves      |
| 2011–2012    | Qualifying Exam Reader, KU Masters in Global and Interagency Studies Program        |
| 2011         | External Member, Oral Qualifying Exam for Mathew Miles (Political Science)          |

**Service to the Department**

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|------|----------------------------------|
| 2024 | MPA Program Graduate Coordinator |
|------|----------------------------------|

|               |   |
|---------------|---|
| 2024- present | MPA New Student Orientation Committee                                   |
| 2021–present  | Co-Chair BYU MPA Curriculum Committee                                   |
| 2019–present  | Member, BYU MPA and EMPA Admissions and Recruiting Committee            |
| 2017–present  | Chair, Romney Institute Inclusion and Diversity Committee               |
| 2021–2022     | Member, Romney Institute iMPAct Committee                               |
| 2021          | Associate Director Hiring Committee                                     |
| 2021          | Program Manager Hiring Committee  |
| 2020–2021     | Member, BYU Romney Institute Culture Committee                          |
| 2020–2021     | Member, BYU Romney Institute Culture Committee                          |
| 2015–2021     | Member, Romney Institute Research Committee                             |
| 2019–2020     | Member, BYU EMPA Culture Committee                                      |
| 2015–2020     | Member, BYU MPA Curriculum Committee                                    |
| 2019          | Assistant Director, MPA Europe Refugee and Immigration Study Abroad     |
| 2018          | Member, BYU EMPA Admissions Committee                                   |
| 2017          | Member, Romney Institute Faculty Search Committee                       |
| 2015–2017     | Member, Romney Institute Diversity Committee                            |
| 2015          | Member, BYU EMPA Admissions Committee                                   |
| 2014–2015     | Member, Romney Institute Faculty Search Committee                       |
| 2011–2014     | Romney Institute of Public Management Extended Advisory Board<br>Member |
| 2012–2013     | Member, School of Public Affairs and Administration Awards Committee    |

|           |   |
|-----------|---|
| 2010–2013 | Member, School of Public Affairs and Administration Undergraduate Program Committee                   |
| 2010–2013 | School of Public Affairs and Administration Ambassador to the Center for Teaching Excellence          |
| 2010–2013 | Member, School of Public Affairs and Administration Student Competencies / Learner Outcomes Committee |
| 2010–2013 | School of Public Affairs and Administration PhD Qualifying Exam Writer and Reader                     |
| 2012      | Member, Public Administration Hiring Committee  |
| 2011      | Member, MPA Program Admissions Committee  |
| 2010      | Member, Public Administration Hiring Committee  |

#### **Dissertation Committees**

|      |  |
|------|--|
| 2021 | Member, Eveline de Medeiros Miranda’s PhD Dissertation Committee |
| 2012 | Member, Zachary Mohr’s PhD Dissertation Committee                |

#### **Article Manuscript Reviews for Journals**

*Administration & Society*  
*American Review of Public Administration*  
*Energy Policy*  
*International Food and Agribusiness Management Review*  
*International Journal of Organization Theory and Behavior*  
*International Journal of Public Sector Management*  
*International Public Management Journal*  
*Journal of Organization Design*  
*Journal of Political Science Education*  
*Journal of Policy Studies*  
*Journal of Public Administration Research and Theory*  
*Journal of Public Affairs Education*

*Journal of Public and Nonprofit Affairs*  
*Nonprofit and Voluntary Sector Quarterly*  
*Public Administration*  
*Public Administration Review*  
*Public Finance and Management*  
*Public Performance and Management Review*  
*Public Personnel Management*  
*Review of Public Personnel Administration*  
*Social Policy & Administration*  
*State and Local Government Review*  
*The Leadership Quarterly*  
*Voluntas*

## **Chapter Manuscript Reviews for Books**

*Cambridge University Press*  
*Oxford University Press*  
*Routledge*

## **Community Involvement and Public Service**

2018-2021            Bagpiper, Grade 5 Band, Utah Pipe Band

2015–2017            Treasurer and Bagpiper, White Peaks Centennial Pipe Band

## **PROFESSIONAL EXPERIENCE**

2004–2006            Captain, Hospital Administrator, United States Air Force, 377th Medical Group, Albuquerque, New Mexico

2003                    Public Risk Management Intern, Utah Risk Management Mutual Association, Orem, Utah

1999–2002            Lieutenant, Industrial Hygiene Officer, United States Navy, Portsmouth Naval Medical Center, Portsmouth, Virginia

1998                    Environmental and Industrial Hygiene Intern, Neste Oyj., Porvoo, Finland

## **CONSULTING**

- 2015 Provo Municipal Council: Trained staff on quantitative decision analysis techniques.
- 2014 Peak Management Consulting: Assisted consultants with data analysis.
- 2013 University of Kansas Center for Research Methods and Data Analysis: Taught an advanced Stata workshop.
- 2010–2012 University of Kansas Center for Research Methods and Data Analysis: Taught an annual introduction to Stata workshop.

## **PROFESSIONAL SOCIETIES**

Academy of Management:  
    Public and Nonprofit Division  
    Social Issues Management Division  
American Society for Public Administration  
International Public Management Network  
International Research Society for Public Management  
Public Management Research Association