

EVA MICHELLE HUNTER WITESMAN

Romney Institute of Public Management
Marriott School of Management
Brigham Young University
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FACULTY APPOINTMENTS

Brigham Young University

Assistant Professor of Public Management, January 2009-Present

Courses (MPA): Statistical Analysis, Public Program Evaluation, Field Studies in Public Program Evaluation, Nonprofit Organization Management, Nonprofit Resource Development, Essential Mathematics for Public and Nonprofit Management

Arizona State University Center for Organization Research and Design

Research fellow, March 2013-Present

CORD promotes, supports, and conducts fundamental research on public, nonprofit, and hybrid organizations and their design. While CORD has no formal curricular or degree component, a major element of its mission is to serve as a training site and research resource.

Ballard Center for Economic Self-reliance

Research fellow, 2011

The Ballard Center is an academic center that interacts with student, faculty, and practitioners to search for pattern-breaking social innovations.

Indiana University, Bloomington

Associate Instructor, August 2006-December 2008

Courses (BS/BA): Public Finance and Budgeting, Research Design and Methods

PROFESSIONAL EXPERIENCE

State of Utah

Evaluation Specialist, August 2014-Present

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 form 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.

EDUCATION

School of Public and Environmental Affairs, Indiana University, Bloomington

Doctor of Philosophy, June 2009

Major Fields: Public Policy Analysis and Public Management; Minor field: Political Science

Dissertation Title: "Goal Conflict in the State Children's Health Insurance Program"

Committee Members: David Reingold (Chair), David Good, Michael McGuire and Nicole Quon

Chancellor's fellow

School of Public and Environmental Affairs, Indiana University, Bloomington

Master of Public Affairs, May 2004

Graduated in top 10 percent of class

SPEA Nonprofit Service Corps fellow

Concentration in non-profit management

The Fund Raising School, Center on Philanthropy, Indianapolis

Certificate of Fund Raising Management, May 2004

College of Science, University of Utah

Bachelor of University Studies, May 2000

Service-Learning Scholar

PEER-REVIEWED PUBLICATIONS

Witesman, E.M. (Forthcoming). Toll goods and voluntary action: An institutional theory of the nonprofit. Invited for resubmission at *Nonprofit and Voluntary Sector Quarterly*.

Witesman, E.M. & Heiss, A. (Forthcoming). Nonprofit collaboration and the resurrection of market failure: How a resource sharing environment can suppress social objectives. Under review at *Voluntas*.

Witesman, E.M. & Walters, L.C. (Forthcoming). The public values of political preference. *International Journal of Public Administration*.

Child, C.D., Witesman, E.M. & Spencer, R. (2015). The blurring hypothesis reconsidered: How sector still matters to practitioners. *Voluntas*. Advance online publication. DOI: 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

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

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

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

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.

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

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

INVITED PUBLICATIONS (EDITOR-REVIEWED)

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

EDITOR-REVIEWED PUBLICATIONS

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.

GOVERNMENT AND POLICY INSTITUTE PUBLICATIONS

Witesman, E.M. (2014). *Evidence-based innovation: Creating a statewide initiative*. Salt Lake City, UT: Governor's Office of Management and Budget. <http://gomb.utah.gov/wp-content/uploads/sites/7/2014/08/Evidence-Based-Innovation-08-20-14.pdf>

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.

TEACHING CASES

Witesman, E.M. (2012). *On-site collaboration for organizational effectiveness: The Shalom Community Center*. Oxford: Rossi Smith Publishers.

MANUSCRIPTS SUBMITTED FOR PUBLICATION

Stone, G., Hill, B.J., Duerden, M.D. & Witesman, E.M. (2015). Educational travel and the learning activities survey. Under review at *Annals of Recreation Management Research*. Submitted August 29.

WORKING PAPERS

Witesman, E.M. & Child, C.D. The perceptions and realities that influence sector choice. Targeted for publication in *Administration and Society*.

Child, C.D. & Witesman, E.M. The failures of failure theories: A critical appraisal of the theoretical foundations of nonprofit studies. Targeted for publication in *Nonprofit and Voluntary Sector Quarterly*.

Witesman, E.M. & Walters, L.C. Public service value trade-offs in cross-sector public decisions. Targeted for publication in *Public Administration Review*.

Witesman, E.M., Walters, L.C. & Christensen, R.K. Public service motivation, public service ethos and public service values: A comparison. Targeted for publication in *Journal of Public Administration Research and Theory*.

Witesman, E.M. The effect of the nondistribution clause on the reinvestment of slack resources. Targeted for publication in *Nonprofit and Voluntary Sector Quarterly*.

Child, C.D., Witesman, E.M. & Miller, A. Prosocial bias in the assessment of CSR risk. Targeted for publication in *Business Ethics Quarterly*.

Witesman, E.M. & Nelson, R. Managing instrumentation issues with the IRS form 990: A research note. Targeted for publication in *Nonprofit and Voluntary Sector Quarterly*.

Witesman, E.M. From public values to public value and back again. Targeted for publication in *Public Administration Review*.

Witesman, E.M. Federal-state goal conflict: Examining nominal, resource, and outcome conflict. Targeted for publication in *International Journal of Public Administration*.

RESEARCH IN PROCESS

The Separation of the Welfare State and Charity: How the brain processes information about altruistic collective action from different spheres of public life.
Research study using fMRI technology to examine differences in human brain activity when considering altruistic activities in the public or nonprofit sectors.

Two sectors, three, or four: The social construction of sector in the age of cross-sector activities.
Research study examining the roles of actors, recipients, activities, and rationales in affecting whether people consider an exchange to be primarily “public” or “private” in nature.

American charitable responses in times of disaster.
Research derived from multiple original surveys of post-disaster giving that examines the role of non-traditional charitable actions in substitute or complement for traditional monetary donations.

CONFERENCE PAPERS AND PRESENTATIONS

Witesman, E.M. & Nelson, R. (2015, November). Nonprofit funding and the business cycle: A revenue portfolio approach. Accepted for presentation 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. Accepted for presentation at the Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference in Chicago, Illinois.

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.

INVITED LECTURES, WORKSHOPS AND PRESENTATIONS

Witesman, E.M. (2015, March). From values to value and back again. Presented at the American Society for Public Administration (ASPA) annual conference in Chicago, IL.

Witesman, E.M. (2015, May). Digital government; analog citizens. Presented at the Utah Digital Government Summit in Salt Lake City, 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. (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.

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.

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.

SELECTED HONOR SOCIETIES/MERIT BASED AWARDS

Recipient, Teacher of the Year, Master of Public Affairs Association 2009-2010

Recipient, Chancellor's Fellowship, Indiana University 2005

Service Corps Fellow, School of Public and Environmental Affairs, Indiana University 2002-2004

Member, Pi Alpha Alpha National Honor Society 2002

Alumni-Bennion Service Fellow, Bennion Center for Community Service, University of Utah 1998

PROFESSIONAL MEMBERSHIPS

Member, Academy of Management

Member, American Society for Public Administration

Member, Association for Public Policy Analysis and Management

Member, Association for Research on Nonprofit Organizations and Voluntary Action

Member, Public Management Research Association

DEPARTMENT CITIZENSHIP ACTIVITIES

Chair, Romney Institute Governance Committee 2015-present

Member, MPA Diversity Committee 2015-present

Chair, Undergraduate nonprofit management minor committee 2011-present

Member, MPA Program evaluation committee 2011-present

Member, MPA Curriculum committee (Nonprofit and Analysis subcommittees) 2010-present

Member, Romney Institute faculty recruitment and hiring committee 2009-present

Facilitator, Nights of Civil Discourse 2012, 2013

COLLEGE/UNIVERSITY CITIZENSHIP ACTIVITIES

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

Founder, BYU Public and Nonprofit Research Consortium 2009-present

First round consultant, BYU Social Venture Competition 2010

Final round judge, BYU Social Venture Competition 2009

Member, Marriott School of Management Social Innovation Minor 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

PROFESSIONAL CITIZENSHIP ACTIVITIES

Co-chair, AOM Public and Nonprofit Division Doctoral Consortium 2015-present

Panelist and mentor, PMRA Doctoral Student Research Development Workshop 2015

Panelist and mentor, AOM Public and Nonprofit Division Doctoral Consortium 2015

Editorial Board Member, *American Review of Public Administration* 2015-present
Member, ARNOVA conference scholarships committee 2010-2014
Member, Utah Nonprofits Association Research Committee 2010
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

SELECTED VOLUNTEER EXPERIENCE AND COMMUNITY INVOLVEMENT

Member, Springville City Youth Prevention Council, 2016-present
Secretary, Board of Trustees, Vision of the Arts Fund 2015-present
Member, School Land Trust Community Council, Springville Junior High 2015-2017
Member, Utah State Division of Substance Abuse Evidence-based Workgroup 2013-present
President, Board of Trustees, Hobble Creek Learning Center 2012-2014
Member, Advisory Board, East Central Community Council 2009-2014
President, Parent Community Council, Walden School of Liberal Arts 2009-2010
Representative, Gilmer District Neighborhood Association, Salt Lake City, UT 2005