

Nuri Heckler, J.D., Ph.D.

Curriculum Vitae

Director of Data Analytics
Data Analytics Unit, Office of Children
City of Philadelphia
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<https://orcid.org/0000-0002-9066-6345>

PUBLICATIONS

- Heckler, N., Eikenberry, A., & Love, K. (2025). Forever is a long time: Charitable perpetuity and maintaining the nonprofit industrial complex. *Public Administration Quarterly* 49(1), 6-19. <https://doi.org/10.1177/07349149241282109>
- Heckler, N. (2024). Nonprofit organizational identification and moral license: Managing diversity by asking White nonprofit workers to describe their work. *Nonprofit & Voluntary Sector Quarterly* 53(3), 615-637. [Selected by the Editors as the free-access article for issue 53:3]. <https://doi.org/10.1177/08997640231185307>
- Heckler, N. (2023). Critical whiteness studies as self-work for White nonprofit and government workers. *Public Integrity*, 25(3), 326-336. <https://doi.org/10.1080/10999922.2022.2116671>
- Heckler, N. & Rouse R. (2023). Reckoning with theoretical research: A heuristic for gauging and writing public administration theory. *Administrative Theory & Praxis*. 45(1), 6-15. <https://doi.org/10.1080/10841806.2023.2186815>
- Reyes-Núñez, R., Blanco, F., Benenson, J., Cortés-Rivera, J., Gomez-Aguinaga, B., Heckler, N., . . . Mwarumba, N. (2023). Building inclusion, equity, and diversity into graduate student coauthorship. *PS: Political Science & Politics*, 56(1), 189-192. doi:10.1017/S1049096522000919
- Heckler, N., & Kim, Y. (2022). Crypto-governance: The ethical implications of block chain in public service. *Public Integrity*. 24(1), 66-81. <https://doi.org/10.1080/10999922.2020.1848106>
- Heckler, N., & Mackey, J. (2022). COVID's influence on Black Lives Matter: How interest convergence explains the 2020 call for equality and what that means for administrative racism. *Public Integrity*, 24(4-5), 364-74. <https://doi.org/10.1080/10999922.2021.2014203>
- Bishu, S., & Heckler, N. (2021). Women and men municipal managers doing and undoing gender. *Journal of Public Administration Research and Theory (J-PART)*, 31(3), 1053-1858. <https://doi.org/10.1093/jopart/muaa052>

- Heckler, N. & Rouse, R. (2021). Freedom of speech v. racial justice: Whiteness, antiparallelism, and becoming-minor. *Administrative Theory & Praxis*. 43(3), 261-280. [Honorable mention for Best Article of 2021] <https://doi.org/10.1080/10841806.2020.1782127>
- Schaible, L., Dwight, L., & Heckler, N. (2021). Spatial density of nonprofits on crime. *Urban Affairs Review*, 57(2), 460-491. <https://doi.org/10.1177%2F1078087420908944>
- Kennedy, A., Bishu, S., & Heckler, N. (2020). Feminism, masculinity, and active representation: A gender analysis of representative bureaucracy. *Administration & Society*, 52(7), 1101-1130. doi:10.1177/0095399719888470
- Heckler N., & Ronquillo, J. (2020). Effective resolutions of ethical dilemmas in social enterprise organizations: A moral philosophy and public management approach. *Public Integrity* 22(1), 39-53. doi:10.1080/10999922.2018.1477405
- Heckler, N. (2019). Whiteness and masculinity in nonprofit organizations: Law, money, and institutional race and gender. [2nd highest altmetric at 104 in journal in 2022] *Administrative Theory & Praxis*, 41(3), 266-285. doi: 10.1080/10841806.2019.1621659
- Heckler, N., & Ronquillo, J. (2019). Racist fake news in United States' history: Lessons for public administration. [2nd highest altmetric in journal at 108 in 2024] *Public Integrity*, 21(5), 477-490. doi:10.1080/10999922.2019.1626696
- Bishu, S., Guy, M. E., & Heckler, N. (2019). Seeing gender and its consequences. *Journal of Public Affairs Education*, 25(2), 145-162. doi:10.1080/15236803.2018.1565039
- Starke, Jr., A., Heckler, N., & Mackey, J. (2018). Administrative racism: Public administration education and race. [Most downloaded article in 2019] *Journal of Public Affairs Education*, 24(4), 469-489. doi:10.1080/15236803.2018.1426428
- Heckler, N. (2017). Publicly desired color-blindness: Whiteness as a realized public value. *Administrative Theory & Praxis*, 39(3), 175-192. doi:10.1080/10841806.2017.1345510
- Heckler, N. (2007). "That's what the shovel's for": Atlanta's sagging baggy pants bill in a liberal society. *Guild Practitioner*, 64, 216.

Book Chapters and Editor's Essays

- Diggs, S. N. & Heckler, N. (2025). Patterns in the Mosaic: Toward A Taxonomy of Common Types of Intersectionality. Ch. 2. doi:10.4324/9781003530152-3
- Heckler, N. & Nickels, A. E. (2025). The continued importance of the Public Administration Theory Network in 2025. *Administrative Theory & Praxis* 47(1), 1-4. <https://doi.org/10.1080/10841806.2025.2463737>
- McCleod, R., & Heckler, N. (2024). Institutionalism, Intersectionality, and Targeted Universalism: Toward a Global Diversity Framework. In Sabharwal, M., McCandless, S., & Viswanath, S. (Eds.), *Handbook of Diversity, Equity, and Inclusion*. Northampton, MA: Edward Elgar. 26-41.

- Heckler, N. & Nickels, A. (2024). Critical theory for a critical time. *Administrative Theory & Praxis*, 46 (3), 257-8.
- Heckler, N., & Nishi, N. (2024). Introduction to the special issue on Whiteness in public administration. *Administrative Theory & Praxis*, 46(2). 121-4.
Doi:10.1080/10841806.2024.2340294
- Nickels, A. & Heckler, N. (2024). A New Chapter for ATP. *Administrative Theory & Praxis*, 46(1), 1-6. doi:10.1080/10841806.2024.2318127
- Heckler, N. (2023). Public Administration and Social Equity: Catching up to Jane Addams. In Shields, P., Hamington, M., & Soeters, J. (Eds.), *Oxford Handbook of Jane Addams*, Ch. 19. Oxford: Oxford University Press. doi:10.1093/oxfordhb/9780197544518.013.41
- Heckler, N. (2022). Managing masculinity in public organizations. In Shields, P. & Elias, N. (Eds.), *Handbook of Gender and Public Administration*, 85-102. Northampton, MA: Edward Elgar.
- Heckler, N., & Starke, A. (2020). At the intersections of identities and public service. In Guy, M., & McCandless, S. (Eds.), *Achieving Social Equity*. Irvine, California: Melvin & Leigh.
- Mackey, J., Heckler, N., & Starke, A. (2020). From false empathy to honest engagement: Using emotional intelligence to bridge the gap between cultural diversity and social equity. In Slagle, D. & Williams, A. (Eds.), *Practicum in Public Administration*. San Diego, CA: Birkdale. 217-240.
- Heckler, N. (2018). Administrative law and government employees. In F. Ali (Ed.), *Global Encyclopedia of public administration, public policy, and governance*. Cham, Switzerland: Springer International Publishing. doi:10.1007/978-3-319-31816-5_3473-1

Popular Press, and Practitioner Publications

- Heckler, N. (2023). Why masculinity? Haven't men had enough focus already? *Initiative for Gender Equity in the Public Sector*. <https://igeps.org/2023/01/03/why-masculinity-havent-men-had-enough-focus-already/>
- Heckler, N. (2023). Dead billionaires whose foundations are thriving today can thank Henry VIII and Elizabeth I. *The Conversation (republished by the Associated Press and the Houston Chronicle)*. <https://theconversation.com/dead-billionaires-whose-foundations-are-thriving-today-can-thank-henry-viii-and-elizabeth-i-194962>
- Doku, Y., Heckler, N., Jay, F., Larson, S., Niverson, S., & Starr, Al. (2021). Critical race theory deepened racial understanding for our UNO class. Aug. 12. *Omaha World Herald*. 8. https://omaha.com/opinion/columnists/midlands-voices-critical-race-theory-deepened-racial-understanding-for-our-uno-class/article_3361f1ea-f920-11eb-9ee4-2b541136bd46.html
- Heckler, N. (2020). Kleine missed an opportunity. *Omaha World Herald: Public Pulse*. Oct. 14. https://omaha.com/opinion/letters/the-public-pulse-trump-is-far-better-than-biden-smear-against-palmtag-virus-responses/article_64884f06-09f9-5cf2-8d07-

[bd8d7cb04eb1.html?utm_medium=social&utm_source=twitter&utm_campaign=user-share](https://doi.org/10.1080/10841806.2018.1514190)

Heckler, N. (2018). Race and uncompensated emotion work. [Review of the book *Cabin pressure: African American pilots, flight attendants, and emotional labor*, by L. Evans]. *Administrative Theory & Praxis*, 40(4), 380-384. doi:10.1080/10841806.2018.1514190

Heckler, N. (2012, November 16). Human rights at home. *Prince Georges County Bar Review*. [Winner of 2012 Outstanding Feature Article Award, *Writer's Digest Magazine*.]

Heckler, N. (2011, June 11). Marketing solo and small firms by the rules. *Maryland Bar Bulletin*, 9&11.

Editing

Heckler, N. & Nishi, N. (2024). Special issue: Problematizing Whiteness in public administration theory. *Administrative Theory & Praxis*, 46(3). https://think-taylorandfrancis-com.leo.lib.unomaha.edu/special_issues/problematizing-whiteness/?utm_source=TFO&utm_medium=cms&utm_campaign=JPG15743

Manuscripts in Submission

Heckler, N. (2025). *Why not social equity: The legal, moral, and rhetorical case for equality and justice*. Manuscript submitted for publication.

Benenson, J., & Heckler, N. (2025). *Toward an equitable sector: A nonprofit social equity framework*. Manuscript submitted for publication.

Lea, M., Heckler, N., & Guy, M. (2025). *Trials and tears: Secondary trauma of public interest lawyers and how to prevent burnout in frontline workers*. Manuscript submitted for publication.

Maxwell, S., Heckler, N., & Jamieson, T. (2025). *Masks and moral grandstanding: An online experiment on the impact of public health coproduction on support for racial diversity and gender equality*. Manuscript submitted for publication.

Manuscripts in Preparation

Heckler, N. (2025). *Illegal and legal discrimination in public organizations: Using EEOA case law to develop a typology of racism and sexism in nonprofits and government*. Manuscript in preparation.

Heckler, N. (2025). *Whiteness and work arrangements: Information technology and colorblind nervousness in federal service*. Manuscript in preparation.

Heckler, N. & Blessett, B. (2025). *Child welfare and racial justice: Intergenerational racial trauma and social work in the U.S.* Manuscript in preparation.

Heckler, N., & Devitt, M. (2025). *Supreme Court Case Creates Need for Knowledge of Administrative Law*. Manuscript in preparation.

Heckler, N., Nickels, A., Zavatarro, S., & Bearfield, D. (2025). *The Freedmen's Bureau and the Radical Constitutional Mandate for Social Equity in U.S. Public Administration*. Manuscript in preparation.

Bishu, S., Wright, J., & Heckler, N. (2025). *Women and the Multiple (?) Masculinities of Fire Fighting and City Management*. Manuscript in preparation.

PROFESSIONAL EXPERIENCE

2025-present (Starting May 12) Director of Data Analytics, City of Philadelphia, Office of Children and Families, Data Analytics Unit, Philadelphia, PA

2024-2025 Research and Information Analyst II, City of Philadelphia, Office of Children and Families, Data Analytics Unit, Philadelphia, PA

2024-2025 Associate Professor, School of Public Administration, University of Nebraska at Omaha, Omaha, NE

2019-2024 Assistant Professor, School of Public Administration, University of Nebraska at Omaha, Omaha, NE

2018-2019 Academic Success Coordinator, School of Public Affairs, University of Colorado Denver, Denver, CO

2014-2018 Research Assistant, School of Public Affairs, University of Colorado Denver, Denver, CO

2012-2014 Executive Director, Avenue Theater Group, Denver, CO

2012-2014 Lecturer, Reading and Writing, Community College of Denver, Denver, CO

2009-2010 Community Organizer, Greater D.C. Cares, Washington, DC

2008-2009 Law Clerk, Public Defenders Service, Washington, DC

2008 Campaign Manager, Whitcomb for State Senate, Broomfield, CO

2006 Finance Director, Bill Winter for U.S. Congress, Castle Pines, CO

CONFERENCE PARTICIPATION

Heckler, N. (2025, March). *Not Robot Services: Philly's Antiracist Reimagining of DHS Evaluation*. Paper accepted for presentation at the annual conference of the American Society for Public Administration. Washington, D.C.

Heckler, N. (2024, October). *Social Equity in Critical Times*. Panel presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Washington, DC.

Heckler, N. (2024, June). *Why Not Social Equity?* Paper presented at the annual conference of the Public Administration Theory Network. Camden, NJ

- Heckler, N. (2024, April). *Lest We Forget: The Constitutional Imperative for Social Equity*. Convening the plenary panel for the Section on Democracy and Social Justice at the annual conference of the American Society for Public Administration. Minneapolis, MN.
- Heckler, N. (2023, November). *Race and Neo-colonialism in Nonprofit Leadership*. Proposal accepted to convene and present a panel at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Orlando, FL.
- Heckler, N. (2023, November). *Critical Quantitative Methods*. Proposal accepted to present a in a roundtable discussion for the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Orlando, FL.
- Heckler, N. (2023, November). *Teaching Dangerously*. Proposal accepted to present at a pre-conference workshop for the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Orlando, FL.
- Heckler, N. (2023, October). *The Floridian Legal-Cultural Code*. Panel presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Pittsburgh, PA.
- Heckler, N. (2023, June). *Reimagining Behavioral Public Administration: Emotional Labor, Trauma, and Other Insights from Behavioral Researchers and Practitioners*. Convener and presenter on panel presented at the annual conference of the Public Administration Theory Network. Portland, OR.
- Heckler, N., (2023, June). *Answering the Call for Change: Developing and Teaching Social Equity Courses in Public Administration*. Presenter on roundtable presented at the annual conference of the Public Administration Theory Network. Portland, OR.
- Heckler, N. (2023, March). *Doing Self Work with Critical Whiteness Studies*. Paper presented at the annual conference for the American Society for Public Administration. Virtual.
- Heckler, N. & Eikenberry, A. (2022, November). *Radically recreating the nonprofit sector by ending the exception to the rule against perpetuities*. Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Raleigh, NC.
- Heckler, N. (2022, November). *Critical perspectives on gender and race in nonprofit spaces*. Discussant on a panel at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Raleigh, NC.
- Benenson, J. & Heckler, N. (2022, June). *The nonprofit social equity framework*. Paper presented at the annual conference of the Public Administration Theory Network. Mexico City, Mexico.
- Heckler, N. (2022, June). *What's in it for White Men: How White men can meaningfully engage in social justice to benefit everyone*. Paper and performance presented at the annual conference of the Public Administration Theory Network. Mexico City, Mexico.
- Heckler, N. (2022, May). *Applying new and innovative frameworks to advance scholarship on race and gender*. Participant on the panel of a pre-conference workshop at the annual conference of the Public Management Research Association. Phoenix, AZ.

- Heckler, N. (2022, March). *Critical race theory (CRT), social equity and social justice in public administration: Examining the causes and effects of anti-CRT policies*. Participant on panel accepted for presentation at the annual conference of the American Society for Public Administration. Jacksonville, FL.
- Heckler, N. & Mackey, J. (2022, March). *COVID's influence on Black Lives Matter: How interest convergence explains the 2020 call for equality and what that means for administrative racism*. Paper presented at the annual conference of the American Society for Public Administration. Jacksonville, FL.
- Heckler, N. (2021, November). *Teaching anti-racist and community centric fundraising*. Colloquy presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Atlanta, GA.
- Heckler, N. (2021, October). *Teaching anti-racist and community centric fundraising*. Panel presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Virtual.
- Heckler, N. (2021, June). *Jane Addams and W.E.B. DuBois are Public Administration Theorists*. Paper presented at the annual conference for the Public Administration Theory Network. Virtual.
- Heckler, N., Mackey, J., & Starke, A. (2021, March). *Eugenic Administrative Racism, Interest Convergence, and Antiracism in 2020*. Paper presented at the annual conference for the American Society for Public Administration. Virtual.
- Heckler, N. (2020, November). *Social Equity in Nonprofits II*. Convener of panel presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Virtual.
- Heckler, N. (2020, November). *Toward a Social Equity Framework*. Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Virtual.
- Heckler, N. (2020, October). *Strategies for teaching theories of race, gender, sexualities and intersectionalities*. Panel presented at the annual conference of the Network of Schools of Public Policy, Affairs, and Administration. Virtual.
- Heckler, N. (2019, November). *Moral license in nonprofit work: Race, gender, moral capital, and administrative evil*. Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. San Diego, CA.
- Heckler, N. (2019, June). *Wielding freedom and democracy against social justice*. Paper presented at the annual conference of the Public Administration Theory Network. Denver, CO.
- Kennedy, A., Bishu, S., & Heckler, N. (2019, April). *Feminism, masculinity, and active representation: A gender analysis of representative bureaucracy [Part of a working group of representative bureaucracy]*. Paper presented at the Midwest Political Science Association Conference. Chicago, IL.

- Heckler, N. (2019, March). *Whiteness and Masculinity in quantitative methods*. Paper presented at the American Society for Public Administration. Washington, DC.
- Heckler, N. (2019, March). *Camaraderie, color-blindness, and work trends: Whiteness in public people management*. Paper presented at the American Society for Public Administration. Washington, DC.
- Heckler, N., & Bishu, S. (2018, November). *Women city managers: Doing and undoing gender in municipalities*. Paper presented at the annual Northeast Conference on Public Administration. Baltimore, MD.
- Heckler, N. (2018, November). *Whiteness and masculinity in nonprofit organizations: Law, money, and institutional race and gender*. Paper presented at presentation at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Austin, TX.
- Heckler, N. (2018, May). *The Mama's and the Papa's: Advocacy, maternal thinking, and settlement men*. Paper presented at the annual conference of the Public Administration Theory Network. Cleveland, OH.
- Heckler, N. (2018, March). *White men in public organizations: Whiteness and masculinity in an institutional framework*. Paper presented at the annual conference of the American Society for Public Administration. Denver, CO.
- Heckler, N. (2017, November). Panel Chair and Moderator, *Rethinking race, gender, and oppression in nonprofit theory*. Annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Grand Rapids, MI.
- Schaible, L., & Heckler, N. (2017, November). *Public organizations and social disorganization: Nonprofits affecting crime*. Poster session at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Grand Rapids, MI.
- Heckler, N. (2017, June). *White men in public organizations: Whiteness and masculinity in an institutional framework*. Paper presented at the annual conference of the Public Administration Theory Network. Laramie, WY.
- Heckler, N. (2017, March). *Race, gender, and representative public service motivation and satisfaction*. Paper presented at the annual conference of the American Society for Public Administration. Atlanta, GA.
- Heckler, N., & Ronquillo, J. (2016, November). *Tribal enterprise: "Tell us again: What's a social enterprise?"* Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.
- Heckler, N. (2016, May). *Publicly desired color-blindness: Whiteness as a realized public value*. Paper presented at the annual conference of the Public Administration Theory Network. San Antonio, TX.
- Heckler, N., & Ronquillo, J. (2015, November). *Kant and social enterprise: The ethical resolutions of social entrepreneurs*. Paper presented at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action. Chicago, IL.

TEACHING

PhD Foundations of Public Administration Seminar. University of Nebraska at Omaha, School of Public Administration. 2021—*present*.

Diversity Leadership in Public Organizations. University of Nebraska at Omaha, School of Public Administration. 2021—*present*.

Organizational Theory & Behavior. University of Nebraska at Omaha, School of Public Administration. 2024.

PhD Teaching and Professional Skills Seminar. University of Nebraska at Omaha, School of Public Administration. 2024.

Introduction to the Nonprofit Sector. University of Nebraska at Omaha, School of Public Administration. 2020—2021.

Race and Ethnicity in American Culture. University of Nebraska at Omaha, School of Public Administration. 2020—2022.

Administrative Law. University of Nebraska at Omaha, School of Public Administration. 2020-*present*.

Public and Nonprofit Fundraising. University of Nebraska at Omaha, School of Public Administration. 2019.

Introduction to Public Service. University of Nebraska at Omaha, School of Public Administration. 2019.

Advanced Leadership and Management for Public and Nonprofit Professionals. University of Nebraska at Omaha, School of Public Administration. 2019, 2020, 2021

Nonprofit Advocacy. Kent State University, Department of Political Science. Online lecture on community organizing, and race and gender in nonprofit advocacy. Kent, OH. April 20, 2018

Introduction to Public Administration and Public Service. University of Colorado Denver, School of Public Affairs. Lecture on administrative law. Denver, CO. August 12, 2018

The Policy Process and Democracy. University of Colorado Denver, School of Public Affairs. Lecture on race and gender in the policy process. Denver, CO. August 23, 2018.

Seminar in Nonprofit Management, University of Colorado Denver, School of Public Affairs. Denver, CO. Spring 2018

Building Public and Financial Support for Nonprofit Organizations, University of Colorado Denver, School of Public Affairs. Denver, CO. Fall 2017

College Reading, Community College of Denver. Denver, CO: Spring, Summer, and Fall 2012.

Dissertation and Thesis Support

Ongoing	<p>PhD Supervisory Chair, Public Administration. S. Brenneman</p> <p>PhD Supervisory Chair, Public Administration, D. Caldwell</p> <p>PhD Supervisory Chair, Public Administration. R. Garcia</p> <p>PhD Supervisory Chair, Public Administration. M. Lea</p> <p>PhD Supervisory Chair, Public Administration. I. Shafau</p> <p>PhD Supervisory Chair, Public Administration. P. Briones</p> <p>PhD Committee Member, Public Administration. “Interpretive policy analysis of health and equity in all policies at the local level.” M. Chapman</p> <p>PhD Committee Member, Gerontology. “Social construction of racialized elder abuse.” M. Euse</p> <p>PhD Committee Member, Education Administration at University of Nebraska Lincoln. A. Cornelius.</p> <p>PhD Committee Member, Public Administration. B. Lawoyin</p>
2024	<p>PhD Committee Member, Psychology at Antioch University. “Tension at the intersection of race and gender in White women.” T. Fulmer</p> <p>Co-Facilitator. CPACS PhD Writers Retreat.</p> <p>PhD Committee Member, Public Administration. “U.S. Nonprofit Advocacy Organizations’ Representation of Constituencies via Social Media.” G. Jung</p>
2023	<p>PhD Committee Member, Public Administration. “The purpose of higher education annual giving programs.” J. Gehringer</p> <p>PhD Committee Member, Public Administration. “Social equity and representative bureaucracy, ethnoracial categories and skin color in Mexico.” F. Blanco</p> <p>MCCJ Committee Member, Criminology and Criminal Justice. “The Stigma of Officer Mental Health.” L. Goodijohn</p>
2022	<p>MCCT Dissertation Committee Member. “Diversity in Judicial Services.” G. Cotter</p>
2021	<p>MCCT Dissertation Chair. “Addressing first-generation student retention and completion at Iowa Western Community College: Utilizing research to design tailored supports and interventions.” S. Larson</p> <p>MPA Thesis Committee Member. F. Moore.</p> <p>MSUS Committee Member. “Tenants versus housing: The Los Angeles tenants union’s narrative of the housing crisis.” T. Smith</p>

2020 PhD Committee Member, Public Administration. “African NGO Relationships: A study of everyday agency in NGOs.” G. L’Esperance

WORKSHOP PRESENTATIONS

2024 “Jane Addams as a Founder of the Modern Welfare State.” Lecture. Omaha, NE: March 8.

2023 “The Floridian Culture Code: A Teach-in.” Seminar. Virtual May 15.

“Black Lives Matter: White Lives Matter.” Seminar. Virtual. January 17.

2022 “The Bridge from Harm to Hope: Reckoning with Oppression through Clean Pain.” Seminar. Omaha, NE: June 9.

“The Link Between COVID and Black Lives Matter.” Seminar. National Day for Racial Healing. Creighton University. Omaha, NE: January 21.

“Censorship in Nebraska.” Community Meeting. Omaha Community Coalition for Racial Justice and Reconciliation. Omaha, NE: March 13.

2021 “Critical Race Theory: Facts and Myths.” Community Meeting. Omaha Community Coalition for Racial Justice and Reconciliation. Omaha, NE: December 11.

“Critical Race Theory, Social Equity and Social Justice in PA: Examining the Causes and Effects of Anti-CRT policies.” American Society for Public Administration webinar. International. Oct. 25.

“Masculinity in Public Organizations.” University Corporation for Atmospheric Research. Boulder, CO: Sept.

“Racism in Amateur Sports.” Community Meeting. Omaha Community Coalition for Racial Justice and Reconciliation. Omaha, NE: March.

2020 “Whiteness in Omaha History.” Community Meeting. Omaha Community Coalition for Racial Justice and Reconciliation. Omaha, NE: Sept.

2019 “How to Support Student Writing.” Professional Development for Instructors and Faculty at the University of Colorado Denver, School of Public Affairs. Denver, CO: April 11.

2018 “Academic Journaling for Student Success.” Lecture series for the University of Colorado Denver, School of Public Affairs, Diversity Conference. Denver, CO: June 7-10.

“Innovation in the Public Sector.” Workshop for the American Society for Public Administration, Colorado Chapter. Denver, CO: August 24.

2017 “Transcend Auraria: Social Justice Retreat.” Small Group Leader. Ponderosa, CO: January 20-22.

- 2016 “The Collegiate Whiteness Index: Organizational Race in Higher Education.” RACE Think Tank, University of Colorado Denver, School of Education. Denver, CO: February 10.
- “Project F: Towards a New Theory of Normative Fundraising Ethics.” Plymouth University, U.K. Rogare: The Fundraising Think Tank. Plymouth, UK: 2015—2016.
- “PTA Fundraising in Inner-City High-Poverty Schools.” Presented to Dora Moore PTSA. Denver, CO: May 4.
- 2013 “Fundraising Essentials in Nonprofit Charter Schools.” Presented to Get Smart Schools. Denver, CO: February 28.
- 2012 “Nonprofit Fundraising.” Presented to Avenue Theater Group. Denver, CO: November 17.
- 2011 “Community Development through Neighboring.” Presented to AmeriCorps VISTA. Washington, D.C.: July.
- 2008-2012 “Know Your Rights When Confronted by Law Enforcement.” Presented to community groups in Washington, DC and Denver, CO.

SERVICE TO PROFESSION

- Co-Editor-in-Chief. *Administrative Theory & Praxis*. 2024—2026.
- Committee Member. ARNOVA Advocacy Working Group. 2024—*present*.
- Chair. Editor-in-Chief Search Committee. *Journal of Social Equity in Public Administration*. 2023—2024.
- Chair. Conference Committee. Public Administration Theory Network. 2024 Camden, New Jersey PATNet Conference. 2022—2024.
- Committee Member. Florida Response Team. Association for Research on Nonprofits and Voluntary Action. 2023.
- Secretary. Section on Democracy and Social Justice. American Society for Public Administration. 2023.
- Committee Member. Awards Committee. American Society for Public Administration. 2023—2026.
- Chair. Public Administration Theory Network. 2020—2021.
- Board Member/Secretary. Public Administration Theory Network. 2019—2022.
- Chair. Program Committee. Public Administration Theory Network. 2022 Mexico City PATNet Conference. 2020—2022.
- Co-chair. ARNOVA 50th Anniversary Celebration Committee. 2020—2022.

Editorial Board. *Administrative Theory & Praxis*. 2019—2023.

Editorial Board. *Public Integrity*. 2021—*present*.

Track Co-chair. Conference track for the annual meeting of Association for Research on Nonprofit Organizations and Voluntary Action. 2018

Member/Coordinator. Diversity & Inclusion Task Force, Association for Research on Nonprofit Organizations and Voluntary Action. 2018—2022.

Leadership Team. Critical Theory Common Interest Group, Association for Research on Nonprofit Organizations and Voluntary Action. 2017—2020.

Volunteer Coordinator and Local Liaison. Section on Ethics and Integrity in Governance, American Society for Public Administration. Denver, CO. 2018.

Charter Leadership Council/Member. American Society for Public Administration, Colorado Chapter. 2017—*present*.

Local Arrangements Committee Member. Public Administration Theory Network. 2019 Denver PATNet Conference. 2017—2019.

Editorial Board. *Administrative Theory & Praxis*. 2019—*present*.

Editorial Board. *Public Integrity*. 2021—*present*.

Referee. *Administration and Society*.

Referee. *Journal of Public Administration Education*.

Referee. *Journal of Public Administration Research and Theory (J-PART)*.

Referee. *Public Administration Quarterly*.

Referee. *Public Administration Review*

Referee. *Nonprofit and Public Review*

Referee. *Nonprofit and Voluntary Sector Quarterly*

UNIVERSITY SERVICE

2025 Second Vice President. UNO AAUP. 2021—*present*.

Committee Member. CPACS DEAI Committee. 2023—*present*.

Committee Member. MPA Committee. 2019—*present*.

Committee Member. DEAI Research Group, UNO Office of Equity, Access, Diversity, and Sustainability. 2022—*present*.

2024 Committee Member. AAUP Membership Working Group. 2021—2024.

Committee Member. Disability Affinity Group, UNO Office of Equity, Access,

- and Diversity. 2022—2024.
- Committee Member. SPA Resource Development Committee. 2023—2024.
- Assistant Professor Representative. UNO AAUP. 2023—2024.
- Committee Member. Master of Science, Urban Studies Committee. 2022—2024.
- Co-chair. Search Committee, Policy TT Appointment. 2023—2024.
- Committee Member. Doctoral Committee. 2023—2024.
- 2023 Team Member. SPA Strategic Action Organizational Justice Team, 2022—2023.
- 2022 Co-chair. SPA Strategic Planning Committee. 2021—2022.
- Committee Member. Open Rank Professor Search Committee. 2022.
- 2021 Committee Member. SPA Diversity and Inclusion Committee. 2019—2021.
- 2020 Organizer. School of Public Administration Film Discussions 2019—2020.
- Diversity Advocate. University of Nebraska at Omaha. 2020—2022.
- 2019 Committee Member. Open Rank Policy Professor Search Committee. 2019.
- 2018 Co-founder/Member. University of Colorado Denver, School of Public Affairs Antiracism Task Force. 2018—2019.
- President/Secretary/Member. University of Colorado Denver, School of Public Affairs PhD Student Association. 2015—2018.
- 2016 Committee Member. University of Colorado Denver, School of Public Affairs PhD Committee. 2014—2016
- 2015 Committee Member. University of Colorado Denver, Graduate School Dean Search Committee. 2015
- 2008 Chair/Member. DU Law Diversity Week: 2006—2008.
- 2005 Member/Speaker. City College of New York, CUNY: Students Against War: 2001—2005.

COMMUNITY SERVICE

- 2024 Steering Committee Member. Omaha Community Coalition for Racial Justice and Reconciliation. 2020—*present*.
- Board Member. Camden Food Bank, 2024—*present*.
- 2023 Consultant. Media Democracy Fund. 2023.
- Consultant. East Longmeadow, Mass. 2022—2023.

- 2022 Speaker. Race, Religion, & Social Justice Conference. June 9
 Organizer. Vivian Strong Commemoration. July 2022-July 21, 2023.
 Organizer. George Smith Lynching Commemoration. October 7.
 Consultant. Partnership 4 Hope. 2021-2022.
 Consultant. Nebraska Judicial Services. 2021-2022.
- 2020 Get Out the Vote Volunteer. Heartland Workers Center. 2020.
- 2019 Consultant. Omaha Community Foundation Nonprofit Capacity Building Initiative. 2019—*present*.
 Member. Dora Moore PTSA. 2015-2019 [Denver Public Schools Family Leadership Award-2018]
- 2017 President/Secretary/Board Member. Riviera Homeowners Association Board Member. 2012—2017
- 2012 Board Member. Avenue Theater Group: 2010—2012

GRANTS AND HONORS

- 2024 College of Public Affairs and Community Service Alumni Outstanding Teaching Award. \$2,000.
 Co-Facilitator. CPACS PhD Writers' Workshop. CPACS DEAI Committee & UNO DEAI Committee. \$2,300.
 Co-PI. Omaha Community Foundation Nonprofit Capacity Building Program directed at BIPOC-led organizations. ~\$30,000/year. 2019—*ongoing*.
- 2023 UCRCA Grant for "Nonprofit moral license: How nonprofit donations affect race and gender opinions." \$8,800.
- 2022 2nd most downloaded article in *Administrative Theory & Praxis* for "Whiteness and masculinity in nonprofit organizations: Law, money, and institutional race and gender."
- 2021 Honorable Mention- Best Article in *Administrative Theory & Praxis* for "Heckler, N. & Rouse, R. Freedom of speech v. racial justice: Whiteness, antiparallelism, and becoming-minor."
- 2019 Most Downloaded Article in the *Journal of Public Administration Education*, Starke, Jr., A., Heckler, N., & Mackey, J. (2018). Administrative racism: Public administration education and race."
 Founders Fellow, American Society for Public Administration
- 2018 Outstanding Lecturer in Public Administration, University of Colorado Denver, School of Public Affairs

Webb Award for Outstanding Founders Fellow, American Society for Public Administration

Diversity & Inclusion Initiatives Fund Grant (\$500), President's Diversity Fund Grant (\$400), Office of Diversity and Inclusion Grant (\$1K), Student Government Association Grant (\$938.80) to support the SPA Antiracism Task Force

ARNOVA Diversity Small Grant (\$1,500) to support ARNOVA Diversity and Inclusion Task Force

Founders Fellow, American Society for Public Administration

Family Leadership Award, Denver Public Schools

Summer Research Fellowship, University of Colorado Denver, School of Public Affairs, \$5K

2017 CU Denver Online Course Development Grant, University of Colorado Denver, \$5K

Book Development Grant, University of Colorado Denver \$15K

Event Grant. University of Colorado Denver, Graduate School \$750

2014-2017 Research Fellowship. University of Colorado Denver, School of Public Affairs \$20K/year

2016 Event Grant. University of Colorado Denver, President's Council \$750

Research and Travel Stipend. University of Colorado Denver, Office of Diversity and Inclusion \$700

2005-2008 Sturm Family Scholarship. University of Denver, Sturm College of Law \$16,500/year

2005 American Jurisprudence Award for Property Law, University of Denver, Sturm College of Law

EDUCATION

2019 Ph.D., School of Public Affairs, University of Colorado Denver

2008 J.D., Sturm College of Law, University of Denver

2005 B.A., City College of New York, CUNY

TECHNICAL SKILLS

Stata; R; GIS; QDA Miner Qualitative Analysis Software; Qualtrics; Survey Monkey; Constant Contact; SEO; Office 365; Vendini and Event Bright Ticketing; HandsOn Connect Volunteer Management Software.

LANGUAGE

French- Good reading and speaking, can write with dictionary.

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Association for Research on Nonprofit Organizations and Voluntary Action

American Society for Public Administration

Public Administration Theory Network

Maryland State Lawyer's Bar