

Tia Sherèe Gaynor, PhD
Associate Professor
University of Minnesota
tiagaynor@gmail.com

EDUCATION

- 09/07 – 05/11 **Ph.D. of Public Administration**, Pi Alpha Alpha
Rutgers, The State University of New Jersey, Newark, NJ
Dissertation Title: “Stakeholder Perceptions on the Role of Community Development Corporations and Resident Participation”
Concentration: Urban Systems
- 06/04 – 05/06 **Master’s in Public Administration**, Pi Alpha Alpha
Rutgers, The State University of New Jersey, Newark, NJ
Thesis Title: “Diversity in the President Cabinet: Examining New Jersey’s State Universities”
- 08/96 – 05/00 **Bachelor of Arts, Psychology**
Rutgers, The State University of New Jersey, New Brunswick, NJ

ACADEMIC AND PROFESSIONAL POSITIONS

- 08/22 – present **Associate Professor, Leadership & Management**
Hubert H. Humphrey School of Public Affairs
University of Minnesota, Minneapolis, MN
- 07/20 - present **Affiliate Faculty, Social Justice Lab**
Askew School of Public Administration
Florida State University, Tallahassee, FL
- 07/21 – 08/22 **Associate Professor of Political Science**
Affiliate Faculty, Africana Studies
University of Cincinnati, Cincinnati, OH
- 07/21 – 08/22 **Taft Professor of Social Justice, Taft Research Center**
University of Cincinnati, Cincinnati, OH
- 05/20 – 08/22 **Director, Center for Truth, Racial Healing, and Transformation**
University of Cincinnati, Cincinnati, OH
- 08/18 – 07/21 **Assistant Professor of Political Science**
University of Cincinnati, Cincinnati, OH
- 07/19 – 06/21 **Co-Director, The Cincinnati Project**
University of Cincinnati, Cincinnati, OH
- 01/17 – 08/20 **W.E.B DuBois Race and Crime Fellow**

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	National Institute of Justice, W.E.B. DuBois Fellowship Program, Washington, DC
06/18 - 08/18	Visiting Scholar University of New Orleans, New Orleans, LA
09/12 – 08/18	Assistant Professor of Public Administration* *Promoted to Associate Professor Marist College, Poughkeepsie, NY
01/15 – 06/16	Social Equity Fellow Center for Accountability and Performance National Academy of Public Administration (NAPA), Washington, DC
08/11 – 09/12	Visiting Assistant Professor of Public Administration Marist College, Poughkeepsie, NY
08/10 – 05/11	Dissertation Fellow Rutgers, The State University of New Jersey, Newark, NJ
09/07 – 05/10	Graduate and Teaching Assistant Rutgers, The State University of New Jersey, Newark, NJ
01/10 – 05/10	Eagleton Fellow Department of Economic and Community Development City of Newark, Newark, NJ
07/07 – 01/08	In-House Development Consultant TEAM Schools, Newark, NJ
04/06 – 07/07	Director of Development Howard University School of Law, Washington, DC
03/03 – 03/06	Senior Associate Director of Development Rutgers, The State University of New Jersey, Newark, NJ

PEER REVIEWED JOURNAL ARTICLES

Emas, R., Hatch, M., Bharath, D., & Gaynor, T.S. (2022). Strategies for Introspection and Instruction towards Anti-Racism in Public Management and Administration. *Journal of Public Management & Social Policy*, 29(1), 29-47.

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Butz, A. & **Gaynor, T.S.** (2022). Intersectionality and Welfare Reform: Experiences of Transgender Women of Color in Social Services. *Public Administration Review*.
<https://doi.org/10.1111/puar.13468>.

Gaynor, T.S. & Lopez-Littleton, V. (2021). Coming to Terms: Teaching Systemic Racism and (the Myth of) White Supremacy. *Journal of Public Affairs Education*.
<https://doi.org/10.1080/15236803.2021.1994326>.

Gaynor, T.S. & Blessett, B. (2021) Predatory Policing, Intersectional Subjection, and the Advancement of Economic Exploitation of LGBTQ People of Color. Accepted for publication in *Urban Affairs Review*. doi.org/10.1177/10780874211017289

Gaynor, T.S., Williams, B., & Kang, S. (2021). Segregated Spaces and Separated Races: The Relationship Between State Sanctioned Violence, Place, and Black Identity. *The Russell Sage Foundation Journal of the Social Sciences*.7(1) 32-49. doi.org/10.7758/RSF.2021.7.1.04

Azevedo, L. & **Gaynor, T.S.** (2020). The complexity of diversity and importance for equitable philanthropy. Accepted to *Nonprofit Management and Leadership*. doi: 10.1002/nml.21448

Gaynor, T.S. & Wilson, M. (2020). Social Vulnerability and Equity: The Disproportionate Impact of COVID-19. *Public Administration Review*, 80(5), dx.doi.org/10.1111/puar.13264.

***Gaynor, T.S.** (2018). Social Construction and the Criminalization of Identity: State Sanctioned Oppression and an Unethical Administration. *Public Integrity*, 20(4), 358-369.

Gaynor, T.S. & Carrizales, T. (2018). Are We Really Teaching Democracy: An Evaluation of Introduction Public Administration Courses. *Journal of Public Affairs Education*, 24(1), 66-79.

Love, J.M., **Gaynor, T.S.**, & Blessett, B. (2016). Facilitating difficult dialogues in the classroom: A pedagogical imperative. *Administrative Theory and Praxis*, 38(4), 227-233.

Blessett, B., **Gaynor, T.S.**, Witt, M. & Alkadry, M.G. (2016). Counternarratives as critical perspectives in public administration curricula. *Administrative Theory and Praxis*, 38(4), 267-284.

Gaynor, T.S. (2014). Vampires suck: Parallel narratives in the marginalization of the other. *Administrative Theory & Praxis*, 36(3), 348-373.

Gaynor, T.S. & Schachter, H.L. (2014). Revising the theory of justice. *Public Administration Quarterly*, 38(4), 440-444.

Kasymova, J. & **Gaynor, T.S.** (2014). Effective citizen participation in environmental issues:

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What can local governments learn?. *State & Local Government Review*, 46(2), 138.

Gaynor, T.S. & Blessett, B. (2014). Inequality at the intersection of DOMA and VRA: A review of the 2013 supreme court decisions. *Administrative Theory and Praxis*, 36(2), 261-267.

Gaynor, T.S. (2014). Through 'The Wire': Training culturally competent leaders for a new era. *Journal of Public Affairs Education*, July 2014, 20(3).

Carrizales, T. & **Gaynor, T.S.** (2013). Diversity in public administration research: A review of journal publications. *Public Administration Quarterly*, 37(3), 8-32.

Gaynor, T.S. (2013). Building democracy: Community development corporations' influence on democratic participation, the case of Newark, NJ (USA). *Operant Subjectivity: The International Journal of Q Methodology*, 36(2), 93–113.

EDITED BOOKS

Gaynor, T.S. & DeVance Taliaferro, J. (Eds.). (2016). Teaching the wire: Frameworks, theories, and strategies for the classroom. Jefferson, NC: McFarland. ISBN-13: 978-0786493906 ISBN-10: 0786493909

BOOK CHAPTERS

Willis, K. and **Gaynor, T.S.** (2021). Social Justice Theory in Public Administration: A Review of Critical Perspectives in Public Administration. In Thomas Bryer (Ed.), *Handbook of Theories of Public Administration and Management*. Cheltenham, UK: Edward Elgar Publishing.

Gaynor, T.S. & Blessett, B. (2021). Deviance in Policing and the Mistreatment of LGBTQ People of Color. In Addrain Conyers & Thomas C. Calhoun (Eds.), *Deviance Today 2nd Edition*. (146-161) New York, NY: Routledge.

Kasymova, J., Ferreira, M.A., & **Gaynor, T.S.** (2017). Making local government more "local": Strategies for successful decentralization in transitional countries. In Haque, S.M., Shyaka, A., Mudacumura, G.M. (Eds.) *Democratizing public governance in developing nations: With special reference to africa*. (Chapter 9). London, UK: Routledge.

Blessett, B. & **Gaynor, T.S.** (2017) Choice points as a framework for decision-making. In Ward, J. (Ed.) *Leadership and change in public sector organizations: Beyond reform*. (273-285). New York, NY: Taylor and Francis Group (Routledge).

Gaynor, T.S. & Blessett, B. (2016). Schooling you on the domains-of-power. In T.S. Gaynor and J. DeVance Taliferro (Eds.), *Teaching the wire: Frameworks, theories, and strategies for the classroom*. (63-79). Jefferson, NC: McFarland.

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Gaynor, T.S. (2015). Using The Wire to teach cultural competency in higher education. In Dillon, K. & Crumme, N. (Eds.) *The Wire in the College Classroom: Pedagogical Approaches in the Humanities*. Jefferson, NC: McFarland Books.

REVISE AND RESUBMIT

Gaynor, T.S. A Framework for Gender-Inclusive Curricula: Moving Beyond Traditional Definitions in Public Administration. Revise and Resubmit with *Public Administration Quarterly*.

WORKS UNDER REVIEW

n/a

WORKS IN PROGRESS

Wright, N. & **Gaynor, T.S.** Does Citizen Participation Improve Nonprofit Performance?: Insights from a National Study of Community-Based Nonprofits

Gaynor, T.S. & Blessett, B. Institutional Racism in America's Law Enforcement Agencies: A review of Department of Justice Investigations. Planned submission to *Journal of Urban Affairs* in July 2021.

CREATIVE SCHOLARLY WORKS

Gaynor, Tia Sherèe & Davis, Taylor Gaston. (2021). *Intersect Shun* [Multimedia educational installation]. In *Coping Mechanisms: Art at the Intersection of Racism and Mental Health* Columbus, OH: Fresh A.I.R Gallery. <https://southeasthc.org/services/freshairgallery/2021-coping-mechanisms-exhibit/>. Exhibit has also been shown at Otterbein University (Westerville, OH) and the National Underground Railroad Freedom Center (Cincinnati, OH).

Gaynor, Tia Sherèe. Curator. (2019). *(Inter)sex/shun/all* [Visual Art Exhibit]. New Orleans, LA: Ashé Cultural Arts Center. <https://www.facebook.com/ashe.cac/photos/we-are-getting-ready-for-inter-sexshunall-our-forum-and-art-exhibit-focusing-on-/2214841008569834/>

REPORTS & WHITE PAPERS

Blessett, B., **Gaynor, T.S.**, & Fudge, M. (2017). Moving from Theory to Practice: An Evaluative Assessment of Social Equity Approaches. Submitted to the Center for Accountability and Performance (CAP) and the National Academy of Public Administration's (NAPA) Standing Panel on Social Equity in Governance.

<p>Gaynor, T.S. (2015). Street Knowledge: Residents as Experts in a Global American City. Submitted to the Kettering Foundation.</p>

<p>OTHER PUBLICATIONS</p>

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2022. Dec 16 **A Love Letter to Black Women in the Academy**

<https://www.insidehighered.com/advice/2022/12/16/letter-support-and-solidarity-black-women-academe-opinion>

2022 October 28 Butz and Gaynor **Transgender women of color are more likely to avoid social welfare services and experience discrimination**
London School of Economics Blog

Transgender women of color are more likely to avoid social welfare services and experience discrimination

Ellis, W, **Gaynor, T.S.**, & Huerta Migus (2021, January 18). Racial Healing Requires Truth and Reconciliation [Opinion]. *The Columbus Dispatch*. Retrieved from <https://www.dispatch.com/story/opinion/columns/2021/01/18/column-racial-healing-requires-truth-and-reconciliation/4172850001/>.

Gaynor, T.S. & Wilson, M.E. (2020, June 29). Racism Exacerbates COVID-19 Effects for Black Communities. *3Streams*. Retrieved from <https://medium.com/3streams/racism-exacerbates-covid-19-effects-for-black-communities-e3bf8ad676b8>.

Gaynor, T.S. (2018). Bias in the U.S. Criminal Justice System. In *The Global Encyclopedia of Public Administration, Public Policy, and Governance*. Cham, Switzerland: Springer.

Gaynor, T.S. (2018, June 4). 'Pose' Celebrates Stories the Rest of the World Ignores [Opinion]. *Huffington Post*. Retrieved from https://www.huffingtonpost.com/entry/opinion-gaynor-pose-transwomen-color_us_5b154998e4b010565aae1814

Gaynor, T.S. (June 2017) Borrowed Theories for a Stronger PA. Published by *PA Times* at <http://patimes.org/borrowed-theories-stronger-pa/>

Gaynor, T.S. (May 2017) Street Art as Political Discourse. Published by *PA Times* at patimes.org/street-art-political-discourse/

Gaynor, T.S. (March 2017) A Primer for Effective and Meaningful Social Equity Measurement. Published by *PA Times* at <http://patimes.org/primer-effective-meaningful-social-equity-measurement/>

Gaynor, T.S. (February 2017) Coproduction as an Effective Management Strategy. Published by *PA Times* at <http://patimes.org/coproduction-effective-management-strategy/>

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Gaynor, T.S. (January 2017) Decision Making, Social Equity, and Choice Points. Published by *PA Times* at <http://patimes.org/decision-making-social-equity-choice-points/>

Gaynor, T.S. (December 2016) Steps Toward Creating an Inclusive Environment Part II. Published by *PA Times* at <http://patimes.org/steps-creating-inclusive-environment-part-ii/>

Gaynor, T.S. (November 2016) Steps Toward Creating an Inclusive Environment. Published by *PA Times* at <http://patimes.org/steps-creating-inclusive-environment/>

Gaynor, T.S. (October 2016) From lemons to lemonade: Lemonade in PA. Published by *PA Times* at <http://patimes.org/lemons-lemonade-lemonade-pa/>

Gaynor, T.S. (September 2016) From lemons to lemonade: Lessons from Beyoncé. Published by *PA Times* at <http://patimes.org/lemons-lemonade-lessons-beyonce/>

Gaynor, T.S. (August 2016). A consciously complicit public administration. Published by *PA Times* at <http://patimes.org/consciously-complicit-public-administration/>

Gaynor, T.S. (July 2016). When will PA become the “new black”? Published by *PA Times* at <http://patimes.org/pa-new-black/>

O’Byrne, L. & **Gaynor, T.S.** (2015). Dewey, John. In *Encyclopedia of Public Administration and Public Policy*. 3rd edition. New York, NY: Taylor & Francis.

Gaynor, T.S. & Blessett, B. (December 2014). Ensuring #BlackLivesMatter. Published by *PA Times* at <http://patimes.org/ensuring-blacklivesmatter/>

COLLABORATIVE & FUNDED RESEARCH

External

Gaynor, T.S. (Subcontractor) with Design Impact and Robert Wood Johnson Foundation. Awarded \$9,660. January 2020

Gaynor, T.S. and Blessett, B. (Co-PI). United Way of Greater Cincinnati Organizational Equity Audit and Climate Assessment. Awarded \$102,000. Research Collaboration with: Drs. Karen Bankston, Kim Conger, Rina Williams and Nathaniel Wright (Texas Tech University) Awarded March 2019.

Gaynor, T.S. Issue Guide Writers’ Workshop. Kettering Foundation (May 2017)

Gaynor, T.S. Public Administration Research Exchange. Kettering Foundation (May 2017)

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Gaynor, T.S. and Blessett, B. (Co-PI). Intersectional Subjection and Law Enforcement: Examining Perceptions Held by LGBTQ People of Color in New Orleans, LA. (2016-R2-CX-0046) Awarded \$150,000 by the W.E.B. DuBois Program of Research on Race and Crime, Office of Justice Programs, U.S. Department of Justice. (January 2017-December 2019).

Gaynor, T.S. (PI). Street Knowledge: Residents as Experts in a Global American City. (credit \$15,000). Research funded by the Kettering Foundation in Dayton, OH (May 2014 – May 2015)

Gaynor, T.S. Public Administration Research Exchange. Kettering Foundation (November 2013 - May 2015)

Bohler-Muller, N. (PI), Kanyane, M. (Co-PI). Contracted Support Service: Price, B.E., **Gaynor, T.S.** and Blessett, B. Governance Research, Support, and Advocacy Services for the Human Science Research Council in Pretoria, South Africa (credit \$6,000). Study funded by the National Treasury of South Africa. (September 2013 - May 2014)

Internal

Early Career Faculty Award. Awarded \$1,000 by the Black Faculty Association.

Blessett, B. (PI) Administration, Law and Justice Lab. Awarded \$10,000 by the University of Cincinnati Office of Research Digital Futures 19-1 with Dr. Emily Houh, **Dr. Tia Sherèe Gaynor**, Dr. Kimberly Conger, Dr. Rina Williams, Dr. Laura Jenkins.

Gaynor, T.S. (PI). (Inter)SEX/SHUN/ALL: Intersectional, Sex & Gender, Marginalization & Oppression, Equity & Inclusion. Awarded \$25,000 by the University of Cincinnati Office of Research Collaborative Grants: Track 1- PILOT Program. Research Collaboration with Dr. Brandi Blessett (Political Science) and Drs. Emily Houh and Kristin Kalsem (UC School of Law) Awarded March 2019. Study funded July 1, 2019 - June 30, 2020

Gaynor, T.S. First-Year Seminar Development Award (credit \$1000). Provided by Marist College. (January – August 2013)

CITED IN MEDIA

Almendarez, Jolene (2021, May 18) Trust In Government Hinges On Life Experience, Divisiveness. *Cincinnati Public Radio WVXU* Retrieved from <https://www.wvxu.org/post/trust-government-hinges-life-experience-divisiveness#stream/0>

Simmons-Duffin, Selena (2020, Sep 3) Legal Challenges are Likely After CDC Bans Some Evictions Amid Pandemic. *NPR* Retrieved from <https://www.npr.org/2020/09/03/909086029/legal-challenges-are-likely-after-cdc-bans-some-evictions-amid-pandmic>

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Simmons-Duffin, Selena (2020, Jun 12) Transgender Health Protections Reversed By Trump Administration. *NPR* Retrieved from <https://www.npr.org/sections/health-shots/2020/06/12/868073068/transgender-health-protections-reversed-by-trump-administration>

May, L. (2019, Sep 12) Can Cincinnati have gentrification and enough affordable housing at the same time? *WCPO Cincinnati* Retrieved from <https://www.wcpo.com/news/transportation-development/move-up-cincinnati/can-cincinnati-have-gentrification-and-enough-affordable-housing-at-the-same-time>

Esler, F. (2019, July 29) Forum calls into question NOPD's treatment of LGBTQ citizens. *The Louisiana Weekly* Retrieved from <http://www.louisianaweekly.com/forum-calls-into-question-nopds-treatment-of-lgbtq-citizens/>

Weidle, J. (2019, June) Breaking Down the Slate: Examining Where Five of the Many Candidates Stand on LGBTQ+ Issues *Prizm* Retrieved from https://issuu.com/prizmnews/docs/prizmagazine_2019.06.june-comprese

Mendoza, J. (2017, November 16) In 2017, transgender community sees record political gains – and violent hostility. Retrieved from <https://www.csmonitor.com/USA/Politics/2017/1116/In-2017-transgender-community-sees-record-political-gains-and-violent-hostility>

Gabillet, A. (2017, June 15) Support for Gay Marriage is at an All Time High — But Are LGBTQ Rights Safe Under Trump? *PopSugar* Retrieved from <https://www.popsugar.com/news/Gay-Marriage-Safe-Under-Trump-43569168>

SPEAKING ENGAGEMENTS/MEDIA APPEARANCES

06/2021 **CET/Public Broadcasting Service (PBS)**

Urban Consulate Presents: Liberation Story
Television Broadcast: June 18 and 20, 2021
<http://www.urbanconsulate.com/liberation>

04/2021 **Invited Guest Speaker, Illinois-Springfield**

Topic: Policing, Intersectional Subjection and Justice

03/2021 **Invited Guest Speaker, University of Montana**

Topic: Why Social Justice and Equity Matters

03/2021 **Invited Guest Speaker, Student University of Connecticut**

Topic: Racial Healing, Narrative Change and Truth Telling: The Path Forward

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- 06/2020 **Cincinnati Edition, Cincinnati Public Radio 91.7 WXVU**
Topic: Federal Politics and Current Events
Scholarly Expert
<https://www.wvxu.org/post/nation-crisis-trump-returns-campaign-trail#stream/0>
- 08/2020 **Invited Speaker, Urban Consulate**
Topic: Destination Reparation
- 06/2020 **Invited Speaker, Urban Consulate**
Topic: How do we create space to live our authentic lives?
- 01/2020 **Invited Speaker, American Society for Public Administration (ASPA) Webinar Series**
Topic: Dissertations Focused on Social Equity
- 09/2019 **Invited Speaker, American Society for Public Administration (ASPA) Webinar Series**
Topic: Incorporating Difficult Conversations in Public Administration Courses
- 07/2019 **“On the Move” Radio Interview**
WBOK 1230AM
Topic: Intersectional Subjection, LGBTQ Identity and Policing
- 03/2019 **Invited Speaker, American Society for Public Administration (ASPA) Annual Conference**
Topic: Social Equity, Diversity and Inclusion Workshop (Co-Presenter, 3-hour session).
- 06/2018 **“On the Move” Radio Interview**
WBOK 1230AM
Topic: LGBTQ and Police Interactions
- 03/2018 **Moderated Conversation with Michelle Alexander (The New Jim Crow)**
Marist College
Topic: Mass Incarceration and the U.S. Criminal Justice System
- 07/2017 **No Jargon, Scholars Strategy Network**
Episode 92: A Seat at the Table
- 03/2017 **Invited Presenter, Women of Color Conference**
Vassar College
Topic: Sisterhood and Self-Care in Predominantly White Spaces

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- 02/2017 **Invited Presenter, American Society for Public Administration (ASPA) Webinar Series**
Topic: Moving from Theory to Implementation: The Meaningful Measurement of Social Equity
- 10/2016 **Invited Speaker, Center for Urban Public Service Rutgers University – Newark**
26:834:613 Citizen Participation and Productive Management (Ph.D. Seminar)
Topic: Citizen Participation in the 21st Century
- 03/2015 **Invited Panelist, Marist College Diversity Council**
Sponsored by Enterprise and Marist College
Topic: Why is Diversity So Important?
- 03/2015 **Invited Speaker, Rutgers University – Camden**
56:824:704/56:834:604 Alternative Development Strategies for Distressed Cities (Ph.D./MPA Seminar)
Topic: Moving Toward Utopia One Gang at a Time
- 11/2014 **Invited Speaker, Center for Urban Public Service Rutgers University - Newark**
26:834:613 Citizen Participation and Productive Management (Ph.D. Seminar)
Topic: Using Resident Expertise to Strengthen Communities
- 10/2014 **Invited Speaker, Rutgers University - Camden**
50:975:413 Urban Regional Revitalization Policy (Undergraduate)
Topic: Public Administration, Community Residents and Co-production
- 11/2013 **Invited Speaker, Center for Urban Public Service Rutgers University - Newark**
26:834:613 Citizen Participation and Productive Management (Ph.D. Seminar)
Topic: Q Methodology and Citizen Participation
- 10/2012 **Invited Speaker, Center for Urban Public Service Rutgers University – Newark**
26:834:613 Citizen Participation and Productive Management (Ph.D. Seminar)
Topic: Researching Citizen Engagement and Local Government
- 10/2011 **Invited Speaker, Center for Urban Public Service Rutgers University – Newark**
26:834:613 Citizen Participation and Productive Management (Ph.D. Seminar)

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Topic: Public Managing Resident Participation

10/2010 **Invited Speaker, Center for Urban Public Service**
Rutgers University – Newark
26:834:613 Citizen Participation and Productive Management (Ph.D. Seminar)
Topic: Community Based Research

SELECTION OF CONFERENCE PRESENTATIONS

Gaynor, T.S. Exploring Social Justice Curricula and Pedagogy at All Levels. Network of Schools of Public Policy, Affairs, and Administration, Los Angeles, CA. October 2019.

Gaynor, T.S. and Blessett, B. Resident Perspectives of the New Orleans Police Department: Understanding Perceptions of Intersectional Subjection Urban Affairs Association Annual Conference. Los Angeles, CA. April 2019.

Gaynor, T.S. and Blessett, B. To Protect and Serve or Control and Marginalize: Local Law Enforcement and the Denial of Civil and Human Rights. American Society for Public Administration Annual Conference, Washington, DC. March 2019.

Azevedo, L. and **Gaynor, T.S.**, Community Foundation Board Representation and the Impact on Funding LGBTQ+. American Society for Public Administration Annual Conference, Washington, DC. March 2019.

Wright, N. and **Gaynor, T.S.**, Nonprofits as Agents of Social Change: The Role of Community-Based Organizations in Advancing Environmental Policies. American Society for Public Administration Annual Conference, Washington, DC. March 2019.

Gaynor, T.S., Cram, B., Blessett, B. Co-facilitated pre-conference workshop. Moving from Diversity to Equity and Inclusion – Planning, Crafting, and Implementing a Thoughtful, Measurable, and Effective (Diversity) Plan. NASPAA Annual Conference, Atlanta, GA. October 2018.

Gaynor, T.S., Alkadry, M.G., Cram, B., Blessett, B. Moving from Diversity to Equity and Inclusion – Planning, Crafting, and Implementing a Thoughtful, Measurable, and Effective (Diversity) Plan. NASPAA Annual Conference, Washington, DC. October 2017.

Gaynor, T.S. and Blessett, B. Legitimacy in Law Enforcement? Racial Discrimination in U.S. Police Agencies. Transatlantic Dialogue Conference. Ghent, Belgium. June 2016.

Gaynor, T.S. “Street Knowledge: Residents as Experts in a Global American City”. International Public Management Network Annual Conference. Budapest, Hungary. September 2015.

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Gaynor, T.S. (Convener). Teaching the Difficult Conversations: The #Ferguson Syllabus in PA Classrooms. Annual NASPAA Conference. Brooklyn, NY. October 2015.

Blessett, B., Fudge, M., **Gaynor, T.S.** “Advancing Social Equity by Improving Measurement”. Social Equity Leadership Conference. Nashville, TN. June 2015.

Gaynor, T.S. “The Anti-Anti-Narrative: Building Bridges toward Cultural Competency”. Public Administration Theory Network Annual Conference. Vancouver, Canada. May 2015.

Gaynor, T.S. “Using Street Knowledge to Combat Community Violence”. Urban Affairs Association Annual Meeting. Miami, FL. April 2015.

Gaynor, T.S. “Moving from Theory to Policy Implementation – An Evaluative Assessment of Social Equity Practices in U.S. Local Governments”. American Society for Public Administration Annual Conference. Chicago, IL. March 2015.

Gaynor, T.S. and Blessett, B. “Popular Opinion or Political Ideology?: An Intersectional Challenges to the 2013 SCOTUS Decisions”. Public Administration Theory Network Conference. Miami, FL. May 2014.

AWARDS, FELLOWSHIPS, AND CERTIFICATIONS

Awarded January 2023	Fellow, Culture of Health Leadership Institute for Racial Healing, National Collaborative for Health Equity
Awarded March 2022	2021 Best Symposium Issue from <i>Public Integrity</i> (co-authored and edited with Dr. Brandi Blessett) “Race, Racism, and Administrative Callousness: Using Critical Race Theory for a Race-Conscious Public Administration. Volume 23
Awarded May 2021	2021 SPAA Alumni Award for Research – awarded by the School of Public Affairs and Administration, Rutgers-Newark
*Awarded March 2019	2018 Best Article Award – awarded, separately, by <i>Public Integrity</i> and ASPA Section for Democracy and Social Justice
Invited October 2017	NASPAA Next - invitation only workshop to provide emerging leaders with practical tools to become more engaged and dynamic members of their campuses and communities.
Awarded March 2017	H. George Frederickson Award <i>PA Times</i> Best Article Award American Society for Public Administration

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Awarded October 2016	Social Justice Curriculum Award Network of Schools of Public Policy, Affairs, and Administration
Inducted May 2011 & 2006	Pi Alpha Alpha National Public Affairs and Administration Honor Society
Awarded August 2010	Dissertation Fellowship Graduate School-Newark Rutgers University
Awarded May 2010	Fellowship, Politics and Government Eagleton Institute of Government, New Brunswick, NJ
Awarded March 2010	Conference Travel Grant Urban Affairs Association
Received October 2005	Diversity Management Certification International Institute for Diversity and Cross-Cultural Management University of Houston
Completed 2005	Fellowship Leadership Newark
Received August 2004	Non-Profit Management Certification Rutgers University - Newark

TEACHING EXPERIENCE

University of Cincinnati

Traditional

- POL 7101 Introduction to Public Administration (Graduate)
- POL 7102 Public Sector Human Resources (Graduate)
- POL 7103 Organizational Theory (Graduate)
- POL 1027 First Year Seminar – Social Justice and Popular Culture (Undergraduate)
- POL 2027 Politics, Government and Justice (Undergraduate)

Marist College

Online

- MPA 500 Introduction to Public Administration
- MPA 501 Politics and Policy
- MPA 505 Human Resources Management in Public Administration and Non-profits
- MPA 530 Organizational Theory and Change
- MPA 616 Cultural Competence in a Global Society

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Traditional

FYS 009	First Year Seminar – Social Justice and <i>The Wire</i> (Undergraduate)
MPA 500	Introduction to Public Administration (Graduate)
MPA 501	Politics and Policy
MPA 505	Human Resources Management in Public Administration and Non-profits
MPA 530	Organizational Theory and Change
MPA 616	Global Issues in Public Administration
MPA 699	Innovation in Public Administration (Capstone)

ACADEMIC SERVICE

2021-present	Associate Editor, Journal of Social Equity in Public Administration
2021-present	Commissioner*, Commission on Peer Review and Accreditation (COPRA), Network of Schools of Public Policy, Affairs, and Administration (NASPAA) *3-year term
2019 - 2021	Guest Co-Editor with Dr. Brandi Blessett, Public Integrity Symposium “Race, Racism, and Administrative Paralysis: Using Critical Race Theory for a Race-Conscious Public Administration.
2019 - 2020	Guest Co-Editor with Dr. Trevon Logan, The Review of Political Black Economy Symposium “Black LGBTQ Policy and Political Economy”
2019 - 2021	Associate Editor, Public Administration Quarterly
2018 - 2019	Standards Committee, Network of Schools of Public Policy, Affairs, and Administration (NASPAA)
2018 - 2020	Editorial Board, Public Integrity
2018 - present	Editorial Board, Administration Theory and Praxis
2016 – present	Diversity and Social Equity Committee, Network of Schools of Public Policy, Affairs, and Administration (NASPAA)
2014 – present	Editorial Board, Public Voices
2014 – present	Editorial Board, Public Administration Quarterly
2018 - 2019	Social Media Editor, American Review of Public Administration

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2015 – 2018	Secretary Board of Trustees, Public Administration Theory Network
2013	Book Award Committee, Urban Affairs Association
2009 - 2012	Diversity Committee, Association for Research on Non-profit Organizations and Voluntary Action

NON ACADEMIC SERVICE

2023- present	National Advisory Board (NAB), Center on Children and the Law, American Bar Association
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