**CURRICULUM VITAE** OF

**Susannah Bruns Ali**

Department of Public Administration and Policy

Steven J. Green School of International and Public Affairs

Florida International University

sali@fiu.edu

**EDUCATION**

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| --- | --- | --- | --- |
| *Degree* | *Institution* | *Field* | *Date* |
| Ph.D. | American University | Public Administration & Policy | 5/2014 |
| MPP | American University | Public Policy | 5/1999 |
| BA | University of Maryland – College Park | Art History & Archeology | 5/1996 |

**ACADEMIC EXPERIENCE**

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| *Institution* | *Rank* | *Field* | *Dates* |
| Florida International University | MPA Director | Public Administration | 8/2021 – Present |
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| Florida International University | Associate Professor | Public Administration | 8/2020 – Present |
| Florida International University | Assistant Professor | Public Administration | 8/2014 – 8/2020 |

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| American University | Adjunct Professor | Public Administration | Spring 2013 |

**NON-ACADEMIC EXPERIENCE**

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| *Organization* | *Position* | *Dates* |
| Office of the Assistant Secretary for Planning & Evaluation, Health Policy, Department of Health & Human Services | Presidential Management Fellow & Policy Analyst | 1998 –2002 |
| Epilepsy Association of Maryland | Human Resource Developer | 1996 –1997 |

**PUBLICATIONS**

**Book**

Ali, Susannah Bruns. (Ali 2024) *Political Storms and the Federal Workforce: How Volatile Environments Alter Career Choices.* Routledge.

**Articles and Chapters**

Ali, S., Alkadry, M, Dimand, A., & Plesa, E. (Forthcoming 2025). "Perceptions vs. Realities of Pay: Exploring Their Influence on the Choice to Leave”. *Public Organization Review.*

Ali, Susannah, & South, John (2024) “The Role of Human Resources: Motivation, Training, Staffing, Compensation” in *The Handbook of Public Service Delivery* edited by Christopher Reddick and Tansu Demir.

Newman, Meredith, Ali, Susannah, Powell, Ariel, & South, John (2024). “IDEAs for Change: Academic-University Partnerships to Build Internal Capacity for Sustained Inclusion, Diversity, Equity, and Access (IDEA)” ICMA Case Study Book.

Newman, M. A., Ali, S., Powell, A., & South, J. (2023). The experience of local governments in promoting equity and inclusion. *Public Personnel Management*, *52*(4), 624-649.

Cheng, S., & Ali, S. (2023). A tiered pathway toward sustainability: The role of public administrators in advancing social equity in US local governments. *Public Administration Review*.

Dimand, A. M., Abutabenjeh, S., Rodriguez-Plesa, E., Alkadry, M. G., & Bruns Ali, S. (2022). Human Capital Drivers of Employee Intent to Innovate: The Case of Public Procurement Professionals. *Review of Public Personnel Administration*, 0734371X221123294.

Ali, S. B. (2020). Does political turbulence encourage fight or flight for federal employees? Examining political environments and turnover intent. *Public Personnel Management*, *49*(2), 262-289.

Ali, S. B., & Ganapati, S. (2019). Argumentation Tactics and Public Deliberations. *Administrative Theory & Praxis*, 1-27.

Ali, Susannah Bruns and Howard A. Frank (2019). “Retirement Planning Decisions: Choices Between Defined Benefit and Defined Contribution Plans”. *American Review of Public Administration,* vol. 49(2), 218-235*.*

Ali, S. B. (2019). Politics, bureaucracy, and employee retention: Toward an integrated framework of turnover intent. *Administration & Society*, *51*(9), 1486-1516.

Ali, Susannah Bruns, Mohamad Alkadry and Sebawit Bishu\* (2018). “Why men and women want to leave: Turnover intent among public procurement officers”. *American Review of Public Administration* vol. 48(7), 668-684*.*

Ali, Susannah Bruns (2018). “Is All Turnover Intent the Same? Exploring Future Job Preference and Environmental Considerations”. *Public Management Review,* vol. 20(12), 1768-1789*.*

Resh, William and Susannah Bruns Ali (December 18, 2018). “A Shutdown Would Have More Negative Effects than You Might Think,” *Government Executive.* (editorial)

Alkadry, M. G., Bishu, S. G., & Bruns Ali, S. (2019). Beyond representation: Gender, authority, and city managers. *Review of Public Personnel Administration*, *39*(2), 300-319.

Ali, Susannah Bruns (2017). “A Plea from a Former Careerist to Presidential Appointees,” *Public Administration Review,* vol. 77(6), 951-954*.* (Book review of G. E. DeSeve’s *The Presidential Appointee’s Handbook*)

Durant, Robert F. and Susannah Bruns Ali (2013). “Repositioning American Public Administration? Citizen Estrangement, Administrative Reform, and the Disarticulated State,” *Public Administration Review*, vol. 73(2), 278-289.

**PRESENTED PAPERS AND LECTURES**

“Federal Agencies in a Storm: Political Impacts on the Careers of Civil Servants”. ASPA Annual Conference. Washington, DC (March 2025)

“Upholding Public Service: Challenges, Strategies and the Role of Our Programs”. ASPA Annual Conference. Washington, DC (March 2025)

“Innovating to Connect With, Recruit, and Support Mid-Career Professionals and Executives in Public Service Education”. NASPAA Annual Conference. Washington, DC (October 2024)

“Incorporating AI into Course Design”. NASPAA Annual Conference. Washington, DC (October 2024)

“How Local Governments Publicly Discuss DEI: Politics, Demographics and Neighbors”. SECOPA Annual Conference. Memphis, TN (September 2024)

“The Experience of Local Governments in Promoting Equity and Inclusion” with John South. ASPA Annual Conference. Minneapolis, MN (April, 2024)

“Teaching Cybersecurity Governance”. NASPAA Annual Conference. Pittsburgh, PA (October, 2023)

“Diversity, Equity, and Inclusion Efforts in Local Government: Isomorphism and Political Environments” with John South. SECOPA Annual Conference. Atlanta, GA (September 2023)

“Politicization and Turnover: Ideology and Presidential Administrations” ASPA Annual Conference. Atlanta, GA (April 2023)

“A Tiered Pathway Toward Sustainability: The Role of Public Administrators in Advancing Social Equity in Local Governments” with Shaoming Cheng. ASPA Annual Conference. Atlanta, GA (April 2023)

“Creating a Pipeline with Accelerated BA to MPA Programs: Practices, Promises and Pitfalls” NASPAA Annual Conference (October 2022)

“Supporting Better Policing and Police-Community Relations: The City of Hallandale Beach”. SECOPA. Lexington, KY (September, 2022)

“A Systematic Literature Review on the Administration of Elections in the United States.” With Monica Bustinza. MPSA, Chicago IL (April 7-10, 2022)

“What We Know About Election Administration in the United States and Directions for Future Research.” With Monica Bustinza. ASPA Spring 2022 Conference, Jacksonville, FL (March 18-22, 2022)

“Partnering to Advance IDEA Efforts” with Dr. Meredith Newman. ASPA Webinar (February 8, 2022)

“Tactics for Shifting Deliberations: What is Used and What Works” with Sukumar Ganapati. Public Management Research Association Conference. Chapel Hill, NC (June 11-14, 2019)

“Pay Disparities and Economic Downturns: Predictors of Resiliency and Vulnerability of Pay”. Public Management Research Association Conference. Chapel Hill, NC (June 11-14, 2019)

“STEM in Federal Agencies; Impacts on Turnover” with Alina Parbtani (doctoral student). Presented at the American Society for Public Administration Annual Conference. Washington, DC (March 7-11, 2019).

“Advancing Public Service Impact: The Missing Link in Collaboration Theory—Connecting Motivation to Successful Outcomes” with Jennifer Hilton Montero (doctoral student). Presented at the American Society for Public Administration Annual Conference. Washington, DC (March 7-11, 2019).

“Impacts of Political and Economic Environments on Turnover Choices” with Shaoming Cheng. Presented at the American Political Science Association Annual Conference. Boston, MA (August 30 – September 3, 2018)

“Can Organizational Behaviors Create a Climate of Success”. Presented at the Southeastern Conference for Public Administration. Hollywood, FL (October 4-7, 2017).

“How the Political Environment Impacts Federal Careerist Job Change Decisions”. Presented at the American Political Science Association Annual Conference. San Francisco, CA (August 30 – September 3, 2017).

“Retirement Choices in Uncertain Times”. Presented at the Public Management Research Association Biennial Conference. Washington, DC (June 8-10, 2017).

“Argumentation Tactics and Shifting Public Deliberations”. Presented at the Public Management Research Association Biennial Conference. Washington, DC (June 8-10, 2017).

“Thinking about Diversity Differently”. Presented at a conference hosted by the U.S. Office of Personnel Management. Washington, DC (June 7, 2017).

“Why men and women want to leave – Turnover intent among public procurement officers” with Mohamad Alkadry and Sebawit Bishu. Presented at the American Society for Public Administration Annual Conference. Atlanta, GA (March 17-21, 2017)

“Tactics for Shifting Deliberations” with Sukumar Ganapati. Presented at the Southeastern Conference for Public Administration. Raleigh, NC (October 13-16, 2016).

“Retirement Planning Decisions – Choices Between Defined Benefit and Defined Contribution Plans” with Howard Frank. Presented at the Southeastern Conference for Public Administration. Raleigh, NC (October 13-16, 2016).

“Understanding Retirement Decisions as Federal Employees’ Weather Pay Freezes, Sequesters and Budget Uncertainty”. Presented at the American Society for Public Administration Annual Conference. Seattle, WA (March 18-22, 2016).

“Triggering the Decision to Retire in an Age of Pay Freezes, Sequesters, and Budget Uncertainty”. Presented at the American Political Science Association Annual Conference. San Francisco, CA (September 3-6, 2015).

“Gender and Federal Turnover Intent: Exploring Future Job Preference and Influencing Factors” with Mohamad Alkadry, Ph.D. Presented at the American Political Science Association Annual Conference. San Francisco, CA (September 3-6, 2015).

“Career Choices Among Senior Federal Employees: Using Interviews to Inform Quantitative Findings”. Presented at the Public Management Research Association Biennial Conference. Minneapolis, MN (June 11-13, 2015).

 “Incorporating the Political Environment into Concepts of Careerist Job Choices”. Presented at the American Society for Public Administration Annual Conference. Chicago, IL (March 5-10, 2015)

“Politics, Bureaucracy, and Employee Retention: Toward an Integrated Theory of Turnover Intent in the Federal Government”. Presented at the American Political Science Association Annual Conference. Washington, DC (August 28-31, 2014).

“Politics, Bureaucracy, and Employee Retention: Lessons from the U.S. Department of Health and Human Services.” Presented at the American Society for Public Administration Conference. Washington, DC (March 14-18, 2014).

“Where are They Going and Why? Middle and Upper Level Turnover Intent at the U.S. Department of Health and Human Services”. Presented at the Public Management Research Association Biennial Conference (June 20-22, 2013).

“Smart Scaling: Ensuring Sustainable Human Services for Vulnerable Populations” (with Lewis Faulk and Jasmine McGinnis). Presented at the Public Management Research Association Biennial Conference (June 20-22, 2013).

“Maintaining Human Services through Economic Turmoil: Interdependence versus Government Dependence” (with Lewis Faulk and Jasmine McGinnis). Presented at the Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference. Indianapolis, IN (November 14-17, 2012).

“Scaling Up: An Analysis of Rapid, Government Supported Nonprofit Growth” (with Lewis Faulk and Jasmine McGinnis). Poster presented at the APPAM Annual Fall Conference. Baltimore, MD (November 7-9, 2012)

“Repositioning Public Administration? Citizen Estrangement, Administrative Reform, and the Disarticulated State” (with Robert F. Durant). Presented at the American Society for Public Administration Conference. Las Vegas, NV (March 2 – 6, 2012).

**FUNDED RESEARCH & ACTIVITIES**

City of Miramar HR Code Benchmarking. The project includes mapping current HR documents including all collective bargaining agreements, policies and procedures. Benchmarking policies and practices against recommendations from national associations, other communities, and the academic literature. ($75,000 for 2025).

Cyber-Florida: The Florida Center for Cybersecurity. Grant from the State of Florida to train local government leadership in how to understand and advocate for cyber-security protections (2023 – present).

City of Boynton Beach Diversity, Equity & Inclusion training for 800+ employees and benchmarking of policies with Dr. Meredith Newman, Dr. Shaoming Cheng and Dr. Agatha Caraballo ($168,000 for 2020 -2022).

City of Miramar Leadership Academy training. (2017- present)

City of Miramar Business Writing training (2025)

City of West Park Leadership Academy training. (2025)

Evaluation Subcontract from Hallandale Beach supporting a grant from the U.S. Department of Justice with Dr. Shaoming Cheng & Dr. Alexander Kroll (2020-2023).

NSF Grant Proposal with Dr. Sukumar Ganapati, Dr. Shaoming Cheng & Dr. Tian Tang (FSU). Collaborative Research--N11: Organizational Innovations in Public and Human Services Delivery (2020)

NSF Grant Proposal with Dr. Sukumar Ganapati, Dr. Mark Finlayson & Dr. Emel Ganapati. Argument Structures in Public Policy (2020).

U.S. Department of State Grant Proposal with Dr. Shaoming Cheng & Dr. Valerie Paterson. On-Demand Youth Leadership Institute (2020).

FIU’s Metropolitan Center – Team Building and Strategic Planning Retreat (2019)

NIGP Institute for Public Procurement grant with Dr. Mohamad Alkadry ($10,000 & $10,000). The project identifies what public organizations pay procurement officers, establishes salary ranges, and explores what influences people's decisions to change jobs (2016 and 2018).

Strategic Planning exercise for Surfside, FL with Dr. Mohamad Alkadry ($5,000). This is a one-day exercise with follow-up to assist practitioners in improving the Surfside government’s ability to serve their community (2016).

Young African Leadership Initiative (YALI) at Florida International University – Led a training session on Human Capital Management and served as a mentor (Summer 2015, 2016, 2017, 2018).

FIU’s Metropolitan Center Certification in Nonprofit Management – Conducted a module on developing human resource systems (May 2016).

Applied for grant from Robert Wood Johnson Policies for Action: Policy and Law Research to Build a Culture of Health 2016 grant with Benjamin Amick, Sukumar Ganapati, and Timothy Page (Spring 2016).

**SERVICE TO THE UNIVERSITY**

MPA Director (2021- Present) – Successful NASPAA reaccreditation 2025

University Honorary Degree and Awards Committee (2024)

DPPA Benchmarking Committee (2021-2022)

DPPA Budget Committee (2021-2022)

DPPA Diversity Committee (2022-2024)

DPPA Faculty Search Committee (2022-2023)

DPPA Faculty Search Committee (2024-2025)

Non-Tenure Track Promotion Committee (2024-2025)

BPA Committee (2016-2017)

Ph.D. Committee (2015-2016, 2017-2018)

MPA Committee (2014-2015, 2017-)

Faculty Search Committee (2014-2015)

Tenure and Promotions Guidelines Committee (2014-2015)

Rhodes/Marshall Scholarship Committee (2016-2017)

Fulbright Scholarship Committee (2015-2018)

Truman Scholarship Committee (2014-2019)

Congressional Hispanic Leadership Institute Committee (2015-2016)

Boren Scholarship Committee (2015-2018)

Anne Ackerman Scholarship Committee (2014-2015)

Ph.D. Program Advisor Search Committee (2015)

Led Department efforts to revise and create Diversity and Inclusion Plan and Report, and MPA Mission Statement

Dissertation Committees for Graduates:

Sebawit Bishu: “Gender and Race Differences in Workplace Authority Among City Managers”– Graduated 2017. Currently an Assistant Professor at UC Denver and Research Fellow with the Women and Public Policy Program at Harvard Kennedy School.

Elvis Asorwoe: “Diffusion of Social Media in Nonprofit Organizations.” – Graduated 2017

Melissa Gomez Hernandez: “Public Administrator’s values and policy outcomes: a linkage inside the American housing strategy” – Graduated 2018

Evelyn Trammell: “Representative Bureaucracy in Government Contracting: Examining Supplier Diversity Policy Decision and Implementation” – Graduated 2020

Pallavi Awasthi: "Servant Leadership in Local Government: Enhancing Organizational Social Capital and Co-Production of Public Services" – Graduated 2020 Assistant Professor Nova Southeastern

Ana-Maria Dimand: “Making the Case for Green Procurement” – Graduated 2020 Assistant Professor Boise State

Donavon Johnson: "Understanding Burdens: On the Construction, Reduction, and Consequences of Administrative Burden." – Graduated 2021

Sofia Trelles: “Agile Adoption in Information Technology Departments at Research Universities.” – Graduated 2021

Jennifer Hilton Montero (Co-Chair) “Collaboration for Public Services: Explaining Outputs and Outcomes” – Graduated 2022

Vernise Estorcien: “Determinants of Successful Intervention with Police Youth Organizations,” – Graduated 2023

Monica Bustinza (Chair): “An Examination of the Link Between Democracy and Bureaucracy through the Administration of Elections” – Graduated 2023

Shannon Hanson: “Explaining the Effects of Leader-Member Exchange in the Public Sector” – Graduated 2023

John South (Chair): “The Impact of Diversity, Equity, and Inclusion at the County Government Level: Three Essays on How DEI Initiatives at the County Government Level are Impacted by Federal and State Influences” – Graduated 2024

Amanda Knapp: “An Investigation of Florida's Human Trafficking Arrest and Judicial Process: How Do ArrestTrends, Human Trafficking Legislation, and Plea Deals Influence The Human Trafficking Court System?” - Graduated 2024

Derrick Boakye Boadu: Emergence of Distributed Leadership:A Case of an Anti-Displacement Community Collaboration in Miami – Graduated 2025

Dissertation Committees at Earlier Stages:

Jourdan Banks (Co-Chair)

Nicole Attong (Chair)

**SERVICE TO THE PROFESSION**

NASPAA Annual Conference Committee (2024)

NASPAA Finance Committee (2024 – Present)

NASPAA Executive Education Committee (2023)

Reviewer for the *Review of Public Personnel Administration*

Reviewer for the *American Review of Public Administration*

Reviewer for *Public Administration Review*

Reviewer for *Public Management Review*

Reviewer for *Administration and Society*

Reviewer for *Public Personnel Management*

Reviewer for *Public Administration Quarterly*

**COMMUNITY SERVICE**

Community Organizer and Advisor, Village of Palmetto Bay (2017 – 2020)

Independent Consultant, Department of Homeland Security – Washington, DC (2/2011)

Instructional Assistant, Ashburton Elementary School, Bethesda, MD (9/2011 – 9/2012)

Instructional Assistant and Fundraising, St. Mary Catholic School, Hagerstown, MD (9/2007 – 6/2011)

Group Consultant, YMCA Swim Team, Hagerstown, MD (10/2010 – 4/2011)

**COURSES TAUGHT AT FIU**

Graduate Courses:

PAD 6053 Political, Social, and Economic Context of Public Administration

PAD 6056 The Practice of Public Management

PAD 6366 Policy and Program Implementation (Developed for summer 2025)

PAD 6417 Human Resource Policy and Management (both online and in-person) – Online Quality Matters Certified

PAD 6437 Dynamics of Individual Growth

PAD 6726 Applied Research Methods for Public and Nonprofit Organizations

PAD 7155 Organizational Development and Change in Public and Nonprofit Organizations

ISS 6926 M.A. in Global Affairs Capstone

Undergraduate Courses:

PAD 3003 Introduction to Public Administration (both online and in-person) – Online Quality Matters Certified

PAD 3034 Policy Development and Implementation

Executive Master of Public Administration Summer Workshop: Getting the Most out of the Hiring Process (2015 - 2017)

**PROFESSIONAL HONORS, PRIZES, FELLOWSHIPS**

FIU University Graduate School Best Graduate Program Director (2025)

NASPAA NEXT 2022

Presidential Management Fellow

Letter of Commendation from President Clinton for work on the HIPAA Privacy regulation

US Department of Health and Human Services Secretary’s Award for Distinguished Service for work on the HIPAA Privacy regulation – Secretary Tommy Thompson

US Department of Health and Human Services Secretary’s Award for Distinguished Service for work on the HIPAA Privacy regulation – Secretary Donna Shalala

Assistant Secretary for Planning and Evaluation Certificate of Appreciation and Commendation

Human Services Award from the State of Maryland for resourcefulness and commitment during a crisis situation where a vulnerable client needed emergency housing to protect her from abuse

State of Maryland Award Nomination for creativity in human services

John D. Young Award for Scholarship, Leadership, and Commitment to public service given to one first year graduate student in American University’s School of Public Affairs

Nominated for the ASPA Leonard D. White Award for the best dissertation in the field of Public Administration

Nominated for the NASPAA Emerging Scholar Award by American University

Pi Alpha Alpha Membership – National Honor Society for Public Affairs and Administration