Nicki Fraser

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**Education**

* Ph.D., Public Affairs December 9, 2018
  + Dissertation: *The Gendered Long-Term Recovery Priorities of Internally Displaced Persons in Post-Earthquake Haiti*
* Master of Public Administration 2013
  + Florida International University; Miami, FL
* Bachelor of Public Administration 2011
  + Magna Cum Laude, Golden Key, and Pi Alpha Alphamember and past president, and Community Leadership Award (FIU Excellence in Civic Engagement Medallion of Distinction)

**Teaching, Research, and Student Engagement Experience**

Associate Teaching Professor-Public Policy & Administration (PA) 8/2021- Present

* I am responsible for delivering instruction to students in various modalities and grading their work and performance—I also mentor teaching assistants, department adjuncts, and interns.

PAA National Honor Society and FIU SFM- Advisor 8/2019- June 2025

* PA Pathways Program Director 8/2019- Present
  + I mentor Pathways and 4+1 students each semester, encouraging and supporting their professional goals in the public sector.
    - I mentored/ed students who graduated from the Pathways program and earned their MPA (8), currently enrolled Pathways/Accelerated students (15), and mentored BPPS students presently enrolled in MPA or other master's programs (5).
  + Utilizing various FIU resources, including the Career Center, Handshake, and Portfolium, I assist students in exploring careers, setting goals, developing professional contacts, and identifying available resources.
  + Additionally, I redesigned a mentor/mentee handbook.
  + As of Fall 2022, the EI badge is incorporated in the independent courses PAD 4905 & PAD 6907. The EI badge guides students through five modules: Self-Awareness, Self-Management, Social Awareness, Relationship Management, and culminates in a self-improvement plan.
* PA Program Director- Mentoring Program 8/2020- Present
  + I designed a Canvas course as an Independent study where undergrad and grad students are formally mentored.
* Visiting Instructor, FIU Public Policy and Administration 8/2019 -6/2020
  + online, hybrid, and traditional classroom environments.
* Adjunct FIU. 8/2018- 7/2019

PAD 4223 Public Sector Budgeting (Hybrid)

* Adjunct Prof Miami-Dade College (Kendall Campus) 01/2017- 7/2019
  + Courses taught (undergraduate): American Federal Government, The Social Environment -F2F
* Volunteer Teaching Assistant – FIU. – 8/2012-7/2015
  + Courses assisted teaching: BPA. Senior Capstone
* Field research assistant in Haiti, FIU. 6/2011
  + Transcribed medical first responders’ interviews from French and Haitian Creole to English
  + Conducted interviews with Haitian government officials and various embassy staff
* Resident assistant, FIU 2011-2013
  + Developed and implemented community-building activities and resident retention initiatives. Facilitated educational programs for medical, law, and graduate student residents

**Administrative Experience**

Interim Chair, Department of Modern Languages 8/2024-Present

* The department chair serves as the academic and administrative leader, overseeing 24 faculty members and four administrative staff employees to ensure alignment with institutional goals and policies.
* They coordinate teaching assignments, support curriculum development, and evaluate faculty performance in teaching, research, and service.
* They manage departmental budgets, represent the department in university-wide committees, and advocate for resources and support.

*24-25 Department accomplishments*

* Promoted Professional Growth: The chair motivated and facilitated a platform for faculty to share their expertise, attracting over 350 professionals and educators to various workshops and webinars.
* Expanded Global Learning Opportunities: The chair supported the development of new study abroad programs in Spain and Brazil, enabling faculty to lead these programs and engage with international students. The faculty certified 26 language courses as Global Learning.
* Enhanced Community Engagement: The chair implemented a new branding strategy and organized events, such as Language Day, which involved over 300 students and celebrated cultural diversity, showcasing faculty-led initiatives.
* Supported Research and Recognition: The chair facilitated significant scholarly milestones, including faculty book publications and conference presentations.

Assistant Department Chair, FIU PA Department 8/2021-July 2024

* Support the Chairperson with the Department of Public Policy and Administration. My duties include assisting with student course-related issues, hiring and overseeing office staff, and adjunct hiring and mentoring, as well as course scheduling, departmental reports and evaluations, financial and academic administration, and other duties as assigned.

Interim BPPS Director, FIU PA department 8/2021-6/2022

Volunteer Faculty Assistant to the PA Assistant Chair & Chair 8/ 2018-7/2021

* Assisted the Chair and Assistant Chair in periodically selecting, supervising, credentialing, training, and evaluating adjuncts. Trained and mentored Ph.D. candidates through CANVAS, F2F, and remote course delivery, Global Learning programs, and syllabus creation.

**Management** (Training, Recruitment, Budgeting)

* Trainer and grant writer for non-profits 2014-2017
* Nicki Fraser Consulting, Inc. 2006-2015
* I advised board members and employees on L3C (Low-Profit, Limited Liability Company) strategies for integrating private, public, and non-profit sectors and implemented innovative recruiting and fundraising techniques based on demographic and geographic research
* Consulted as franchise trainer for various LA Weight Loss Domestic & International markets.
* LA Weight Loss International, various positions 2002-2005
  + Franchise Operations Trainer: Recruited, interviewed, trained, and coached associates in various United States and Canadian markets
  + Florida Regional Sales Manager: Directed from eight to 18 centers on Florida’s east coast. Yearly Sales Revenue: $10 million
* Division Sales Manager, Avon, 1999-2001
  + Recruited, coached, and developed a $15 million, 20-business-unit team in Wisconsin
  + Team increased net sales by over $1 million, ranked in the Top 5% in the Midwest
* Management recruitment training positions – Avon Gold Coast Division – 1988-1998
* Served and traveled throughout Southeast Florida and the Caribbean

**COMPETITIVE GRANT AWARDS FOR SUPPORT OF SCHOLARSHIP**

Collaborative International Business and Education Research Grant Fall 2020

**Teaching Certifications**

* Micro badges- Cybersecurity Infrastructure **6/2023** & Cybersecurity Governance **8/2023**
* Quality Enhancement Training (QEP), CANVAS, Zoom, Affordability Counts, Global Learning (GL), Collaborative Online International Learning (COIL), Certified Hybrid and Hyflex certified.
* ACUE Effective Teaching Practices Course (3 credits towards Promotion & -Endowed Teaching Chair)
* CITI certified for research -renewed 6/2023
* Certified by the National Institutes of Health’s Office of External Research

**Fellowships**

* National Science Foundation Graduate Fellow 2013-2016

**Additional Honors and Awards**

* 2024 FIU Provost Top Scholar~ Globally Engaged & Inclusive Teaching
* 2024 ASPA National President’s Award
* 2023 *NASPAA Next* Cohort participant
* 2023 NASPAA Global PAA Honor Society Advisor Excellence Award
* 2023 Returned Peace Corps Volunteers-Changemaker Teaching Award
* 2022 Global Learning and COIL distinguished faculty
* 2017 Nominated for K. Patricia Cross Future Leaders Award
* 2017 Finalist: Dr. Schuller Summer Fellowship in Haiti
* 2015 Finalist: Jean Price-Mars Future Leaders Fellowship (Haitian Embassy in the US.)
* 2011 Graduated Magna Cum Laude, F.I.U. B.P.A., Golden Key and Community Leadership Award (FIU Excellence in Civic Engagement Medallion of Distinction)

**Publications**

* *COIL 8,378 miles apart: Using Collaborative Online International Learning (COIL) to teach future public & private sector leaders. -JPAE 12/2021 submission*
* *Transformational Leadership in Times of Crisis -Contributing Authors: Dr. Nicki Fraser, Britney Broxton, Anthony Wooten, and Derrick Boakye Boadu, Florida International University, April 5, 2021, http://isolpublications.com/abstract-ijsol-vol-9-iss-2/*
* Broxton, Britney, Nicki Fraser, Ph.D., Wooten, Anthony, Buraye, Ivanna, Kristen Broxton, Sunita Singh-Sengupta, Ph.D. 2020Exploring the World as A Global Family Instead of as A Global Marketplace: Vasudhaiva Kutumbakam in the COVID-19 Environment *International Journal of Business and Applied Social Sciences. Volume 6 Issue 12,12/2020*

**Presentations & Panels**

* *ASPA National Conference-*Co-Presenter *“The Power of Networking “***March 2024**
* *NASPAA National Conference-* Co-presenter, *Drs. Caraballo (FIU) & Sanabria (FAU) ChatGpt and GenZ: "Teaching The Dynamic Duo of Public Sector Innovation"* **Oct.24, 2023**
* NASPAA/PAAPresenter-*Ripple Effect Theory- One Small Change Can Have a Ripple Effect*

**Oct. 1, 2023**

* *NFBPA* Panel Moderator*- EMERGE 2023 Conference. Professional Branding and Belonging* **July 20, 2023**
* Southern Command, FIU Gordon Institute & Center for Analysis and Research in Human Rights (CARDH) Panel Interpreter *The Gangs in Haiti* **September 2023**
* Center for Haitian Studies, Center for Analysis and Research in Human Rights (CARDH) & The FIU Gordon Institute *Voices from Haiti: Exploring Collaborative Opportunities*Panel Interpreter **September 7, 2023**
* FIU, SIPA, Gordon Institute, Ferre Institute- Cybersecurity *Panel- Moderator-* *Cybersecurity Upskilling Pathway for Public and Nonprofit Organizations.* **August 2023**
* *AACU-*Co-presenter *(Sherrie Beeson, MA, PhD., ABD) The Global Learning Stories of Pre& Post Service Professors* ***Oct. 14, 2022***
* PATNET- Co-presenter (with Amanda Clark, Ph.D.) *Global Learning and Public Administration* ***June 17, 2022***
* SECOPA – Panel Moderator (Panel members: Reginal Belizaire EdD, Newsoul Deus PhD., Maleen Liverpool MS) *Rethinking the Role of Public Administrators: Gatekeepers for Change* **Sept.24, 2021**
* SECOPA – Panel Moderator (Panel Members: Ivanna Buraye M.P.A., Britney Broxton BPPS/MPA, Yousra Benkirane INR student, Eduardo Hernandez English/PA, Anthony Wooten BPPS) *Gen Z and the Public Administration Pillars of Good Governance, Economy, Effectiveness, Equality, and Equity- “The 4 Es of Good Governance and What they mean to me.”* **September 23, 2021**
* FIU Global Learning Faculty Forum **April 20, 2021,** Panelist
* ASPA National Conference- Panel Moderator***,***Beyond Borders: Joining Forces for Shared Learning and Action- **April 15, 2021**
* F.I.U. Panther Action Board Its Up to Us Forum-Speaker- *Fiscal Policy Action-* **April 12, 2021,**
* FIU Center for Advanced Teaching (CAT.) Conference **March 11, 2021,** A Professor’s Desire to Learn: New Teaching Strategies for Intra-Institutional Collaborative Opportunities and Student Academic and Professional Growth*-* Poster presentation https://cat.fiu.edu/programming/fisss/index.html
* Eurasia Higher Education Summit - Panelist**,** *Empowering Internationalization Through Collaborative Online International Learning (COIL)* ***March 5, 2021***
* ASPA- Best Practices Conference- Closing Plenary panel member - *Placing Humanity in Public Administration-* (Networking skills) **February 19, 2021**
* Integrating Spirituality and Organizational Leadership Global Foundation (ISOL)- Conference **Dec. 2020** Co-Chair- *Integrating Spirituality and Organizational Leadership in Post Covid Times*
* *Florida International University and The Hague University of Applied Sciences peer learning event*- Panelist**November 12, 2020**
* *Global Learning Forum- -Panelist - Implementing Global Learning on Campus* ***November 11, 2020***
* ASPA- Best Practices Conference*-* **Feb. 2020***- - Promoting Public Service Career Paths* Panel Moderator
* ACSP Conference **Oct. 2018***- Participation Woes: Public Participation in post-disaster recovery planning in Haiti-* Presenter
* Southeastern Conference for Public Administration **Oct. 2017**- *the Role of Public Administration in IDP Women’s participation during the long-term recovery Phase in Haiti after the 2010 Earthquake* Presenter
* South Florida Best Practices Conference **2017**- *Best Practices for Non-Profit Managers*, Panel member
* National ASPA Conference in Seattle, Washington, in **Mar. 2016** *Citizens’ trust in their government: Haiti Before and After the Jan.12 earthquake.* -Presenter
* NSF dissertation abstract *The Gendered Priorities of Internally Displaced Persons in post-earthquake Haiti* FIU. Graduate School-wide oral competition on **March 31, 2016**
* ICMA Conference Miami Florida **2015**- *the Role of Black Micro Businesses in Transforming Miami’s Urban Core* Presenter
* National ASPA Conference in Chicago, Ill. **Mar. 2015**-*the Role of Black Micro Businesses in Transforming Miami’s Urban Core* Presenter
* Florida International Women’s Conference **Oct. 2014** *Femmes C’ést Poto Mitan The Role of Women-Owned Micro businesses in Haiti -*Presenter
* National ASPA Conference in Washington D. C. **Mar. 2014**- *Cross-cultural competence and the emotional labor of aid workers after the 2010 Haiti earthquake-* Presenter

**Proposal Reviewer**

ASPA National Conference 2024- Reviewer (43 panel proposals)

100,000 Strong in the Americas Innovation Fund Proposal Review- Reviewer for Phase 1 of the 2023 U.S.-Southern Cone Innovation Fund Grant Competition (8 proposals reviewed).

ASPA National Conference 2023- Reviewer (45 panel proposals)

**Courses Taught- Modality**

**Undergraduate**

* Redesigned PAD 2011 RVBB- Public Service and the Making of America
* PAD 3003 (GL)- Introduction to Public Policy and Service (Redesigned Summer 2020)
* Coached and co-taught with Ph.D. Candidates- online Summer C and Summer B- All modalities.
* PAD 3034(GL)~ Policy Development and Implementation (redesigned)
* (F2F/remote, Hyflex, & online)
* PAD 3800(GL)~Managing Global Cities COIL & CIBER module created (CIBER grant awarded). Taught in all modalities
* PAD 4223 Public Sector Budgeting (Hybrid)
* PAD 4414 Personnel Skills for Administrators- (Redesigned for F2F on Tophat)
* PAD 4432 Administrative Leadership and Behavior (coached Adjunct and developed syllabus)
* PAD 4723- Applied Research Methods for Policy and Management (Redesigned no textbooks)
* PAD 4934~ The Senior Integrative Seminar (redesigned Fall 2020 Remote) COIL with FGV Brazil Fall 2022

**Graduate Courses**

* PAD 6056 (Capstone)
* PAD 6807 MPA & EMPA-Urban and Municipal Government Administration
* PAD 6306- Public Policy Analysis (Redesigned Spring 2023)
* URP 5426- Emergency Management and Planning (Redesigned Fall 2020)
* PAD 5435 Administration and the Role of Women (Redesigned Fall 2019) (online)

**Organization Affiliations**

* The FIU Library & Faculty AI committee (Fall 2023- present)
* The FIU Hispanic Faculty Association (Summer 2022- present)
* The Frost Museum at MMC- **Advisory Council** (Summer 2021- present)
* The Maurice A. Ferré Institute for Civic Leadership -Advisory Council & Faculty Fellow (Summer 2021- present)
* Pi Alpha Alpha International PA Honor Society **–**  **Faculty Advisor** (Fall 2019-Spring 2025)
* Students Feeding Miami- FIU. – **Faculty** **Advisor** (Fall 2020- present)
* PA faculty representative, Student Conduct Committee
* PA faculty representative on the Provost Teaching Project committee
* Active Member, American Society for Public Administrators (ASPA) **2023 Incoming President**
* League of Women Voters (LWV)
* National Alliance for the Advancement of Haitian Professionals (NAAHP)

**Community Involvement**

* SECoPA Board member- January 2025- present
* ASPA South Florida- President 2023- February 2025
* ASPA South Florida- President-Elect & Best Practices Co-Chair 2022-2023
* Frost at MMC Advisory Board member (focus on increasing student membership & engagement) 2021-Current
* Kreyol Translator, The Prisoner’s Legal Services of New York 2018-2019
* Fundraising Coordinator, THE Mission Haiti, Lake Placid, FL. 2013-present
* Student member recruiter, American Society for Public Administration 2011-2015

(ASPA) South Florida

* Board chair, Haitian American Organization for Women Inc. (HOW), 2009-2010

Homestead, FL:

* + Implemented and managed various financial, psychological, and other community support services for families in Miami and Haiti

**Language Skills**

* Fluent in Spanish and English
* Can read and converse in French and Haitian Creole