

CURRICULUM VITAE OF

Susannah Bruns Ali

Department of Public Administration and Policy
Steven J. Green School of International and Public Affairs
Florida International University
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EDUCATION

<i>Degree</i>	<i>Institution</i>	<i>Field</i>	<i>Date</i>
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

FULL-TIME ACADEMIC EXPERIENCE

<i>Institution</i>	<i>Rank</i>	<i>Field</i>	<i>Dates</i>
Florida International University	Assistant Professor	Public Administration	8/2014 - Present

PART-TIME ACADEMIC EXPERIENCE

<i>Institution</i>	<i>Rank</i>	<i>Field</i>	<i>Dates</i>
American University	Adjunct Professor	Public Administration	Spring 2013

NON-ACADEMIC EXPERIENCE

<i>Organization</i>	<i>Position</i>	<i>Dates</i>
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

EMPLOYMENT RECORD AT FIU

<i>Rank</i>	<i>Dates</i>
Assistant Professor	8/2014 – Present

PUBLICATIONS

* = Co-author was a graduate student when paper was written.

Ali, Susannah Bruns (2019). "Does Political Turmoil Encourage Fight or Flight for Federal Employees? Examining Political Environments and Turnover Intent". *Public Personnel Management*, DOI: 0091026019863460.

Ali, Susannah Bruns and Sukumar Ganapati (2019). "Argumentation Tactics and Public Deliberations". *Administrative Theory and Praxis*. DOI: 10.1080/10841806.2019.1627840

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, Susannah Bruns (2018). "Politics, Bureaucracy, and Employee Retention: Towards an Integrated Framework of Turnover Intent". *Administration and Society*, in press, DOI: 0095399718760589.

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, Mohamad, Sebawit Bishu*, and Susannah Bruns Ali (2017). "Beyond Representation: Gender, Authority and City Managers". *Review of Public Personnel Administration*, in press, DOI: 0734371X17718030.

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.

WORKS IN PROGRESS

Book Contract

Ali, Susannah Bruns. *Working in Political Organizations: How Public Employees Adapt, Cope and Change Career Paths in Contentious Times*. Contract with Routledge.

Papers Submitted to Journals for Consideration

Ali, Susannah Bruns & Mohamad Alkadry. “Pay Realities, Perceptions, Satisfaction and the Choice to Leave”.

Research in Progress

“Trust in Government” with Sukumar Ganapati and Monica Bustinza (doctoral student).

“STEM in Federal Agencies; Impacts on Turnover” with Alina Parbtani (doctoral student).

“Florida’s Election Facilitators: Administrator Roles in Influencing Voter Turnout” with Monica Bustinza (doctoral student).

“Pay Disparities and Economic Downturns: Predictors of Resiliency and Vulnerability of Pay” with Mohamad Alkadry.

PRESENTED PAPERS AND LECTURES

“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

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).

PROFESSIONAL HONORS, PRIZES, FELLOWSHIPS

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

SERVICE TO THE UNIVERSITY

BPA Committee (2016-2017)
Ph.D. Committee (2015-2016, 2017-2018)
MPA Committee (2014-2015, 2017-2018, 2018-2019)
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 (2014-2018)
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:

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

Sanjeev Sirpal: "Analysis of the Performance of Federally Qualified Health Centers"

Evelyn Trammell: "Representative Bureaucracy in Government Contracting: Examining Supplier Diversity Policy Decision and Implementation"

Pallavi Awasthi: "Servant Leadership in Local Government: Enhancing Organizational Social Capital and Co-Production of Public Services"

Ana-Maria Dimand: "Making the Case for Green Procurement"

Alina Parbtani: "STEM in Federal Agencies: Impact on Turnover" (Chair)

Additional Dissertation Committees at earlier stages:

Jeannette Alfonso (Chair)
Laura Borgesi
Monica Bustinza
Vernise Estorcien
Jennifer Hilton Montero (Co-Chair)
Sofia Trelles

SERVICE TO THE PROFESSION

Reviewer for the *Review of Public Personnel Administration* (2017).
Reviewer for the *American Review of Public Administration* (2017).
Reviewer for *Public Administration Review* (2017 & 2018).
Reviewer for *Public Management Review* (2018 & 2019).
Reviewer for *Administration and Society* (2018).
Reviewer for *Public Personnel Management* (2019).

COMMUNITY SERVICE

Community Organizer and Advisor, Village of Palmetto Bay (2017 – current)
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 6417 Human Resource Policy and Management (both online and in-person)
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)
PAD 3034 Policy Development and Implementation

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