

CURRICULUM VITA
Leonor Camarena

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Academic Positions

Assistant Professor September 2020 – Present
School of Public Affairs and Administration, Rutgers University – Newark

Education

PhD, Public Administration and Public Policy Arizona State University 2020
Dissertation title: *Gendered Expectations: How Networks Shape Outcomes for STEM Faculty in Gendered Institutions*
Dissertation committee: Dr. Mary K. Feeney (Chair), Dr. Barry Bozeman, Dr. Justin Stritch, Dr. Eric Welch

Master of Public Administration Arizona State University 2015
BS, Public Service and Public Policy Arizona State University 2014
BS, Urban and Metropolitan Studies Arizona State University 2014

Other professional training

International Consortium for Political Science Research (ICPSR). University of Michigan
(2018) *Race, Ethnicity, & Quantitative Methodology | Applied Multilevel Modeling I | R*
The Institute for Social Science Research (ISSR). Arizona State University
(2019) *Python Programming for Non-Programming Social Scientists*

Research interests

Public Management, Nonprofit Management, Diversity in Public Organizations, Technology in Local Government

Peer-reviewed journal articles

Camarena, L., Feeney, M. K., & Lecy, J. (2021). Nonprofit entrepreneurship: Gender Differences in Strategy and Practice. *Nonprofit and Voluntary Sector Quarterly*.
<https://doi.org/10.1177%2F0899764021999436>

Feeney, M. K., Fusi, F., **Camarena, L.** & Zhang, F. (2019). Toward More Digital Cities? Change in technology use and perceptions across small and medium-sized US cities. *Local Government Studies*. <https://doi.org/10.1080/03003930.2019.1690993>

Feeney, M. K., & **Camarena, L.** (2019). Gender, Race, and Diversity Values Among Local Government Leaders. *Review of Public Personnel Administration*. <https://doi.org/10.1177/0734371X19865009>

Oplinger, J., Lande, M., Jordan, S., & **Camarena, L.** (2016). Making leaders: Leadership characteristics of makers and engineers in the maker community. *American Journal of Engineering Education*, 7(2), 65. <https://doi.org/10.19030/ajee.v7i2.9833>

Working papers

Camarena, L. & Fusi, F. Always connected: Technology Use and Techno-Stress among Public Managers. *Revise & Resubmit*.

Camarena, L., Lecy, J., & Grasse, N. The Impact of Nonprofit Board Composition on the Gender Pay Gap for Nonprofit Executive Directors: Do Representative Boards Matter? *Presented at the West Coast Nonprofit Data Conference 2018. In preparation.*

Camarena, L., & Feeney, M.K. Work group effects of Demographic Diversity and Diversity Climate on Workplace Inclusion. *In preparation.*

Camarena, L. Glass Cliffs: Gendered Perceptions of Public Managers' Organizational Risk-taking. *Accepted at the Public Management Research Conference 2021. In preparation.*

Professional Reports

Feeney, M. K., Fusi, F., Zhang, F., & **Camarena, L.** (2018, February). E-participation for public managers in small and medium sized cities? Düsseldorf Institute for Internet and Democracy. *See: <http://bit.ly/2BENv71>*

Feeney, M. K., Welch, E., Zhang, F., **Camarena, L.**, Cho, S. & Fusi, F. (2017). Data Sharing, Civic Engagement, and Technology Use in Local Government Agencies: Findings from a National Survey. CSTEPS, ASU, Phoenix, AZ. *See: <http://bit.ly/2rk7YZO>*

Media

Camarena, L. and Feeney, M. K. 2021. Contribution to Public Administration: Ellen Ochoa. Celebrating Women's History Month: Ellen Ochoa. National Academy of Public Administration. *See: <https://bit.ly/2O5n0ke>*

Feeney, M. K. and **Camarena, L.** 2021. Contribution to Public Administration. Jane Delgado, PhD Health Policy Leader – DHHS. Celebrating Women's History Month: Jane Delgado. National Academy of Public Administration. *See: <https://bit.ly/38p9bnx>*

Conference presentations (*presenter)

Camarena, L.* Glass Cliffs: Gendered Perceptions of Public Managers' Organizational Risk-taking. *Accepted at the Public Management Research Conference 2021.*

Camarena, L.* Diversity by generation: Are diverse networks related to psychosocial outcomes? – Accepted for *Public Administration Review (PAR) Symposium on Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance*, Washington, D.C., September 2020.

Camarena, L.*, & Feeney, M.K. Gender and generational differences for STEM faculty: Network Composition Effects on Psychosocial Outcomes. – Accepted for *Public Management Research Conference (PMRC)*, Honolulu, June 2020. Cancelled due to COVID-19.

Camarena, L.*, Grasse, N., & Lecy, J. Gender and Leadership in US Hospitals: An Examination of Glass Ceiling and Glass Cliffs in the Nonprofit Healthcare Sector. - *Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference*, San Diego, November 2019

Camarena, L.*, & Fusi, F. Always connected: Impact of ICTs on Public Managers' Work-Life Balance. *Public Management Research Conference (PMRC)*, Chapel Hill, June 2019.

Camarena, L.* More or Less: Determinants of Increased Service Workload for Women STEM Faculty. *4th Doctoral Conference at the College of Public Service & Community Solutions (ASU)*, February 2019

Camarena, L.*, Feeney, M.K., & Lecy, J. (2018). Nonprofit entrepreneurship: The landscape of gendered leadership. *ARNOVA*, Austin, November 2018

Lecy, J., Grasse, N., & **Camarena, L.** (2018). Do Female Board Members Reduce the Gender Pay Gap for Nonprofit Managers?; Panel on Building the Data Science Toolkit: Papers that Highlight New Computation Methods and Data Sources in the Field. *International Society for Third-Sector Research*, Amsterdam, July 2018

Camarena, L.*, Lecy, J., & Grasse, N. (2018). The Impact of Nonprofit Board Composition on the Gender Pay Gap for Nonprofit Executive Directors: Do Representative Boards Matter? *West Coast Data Conference*, Salt Lake City, April 2018

Feeney, M. K. & **Camarena, L.*** (2018). Gendered Perceptions of Gender Equity in Public Organizations. *International Research Society for Public Management*, Edinburgh, April 2018

Camarena, L.* The Power of the Board: The Effect of Board Composition on the Gender Wage Gap. *3rd Doctoral Conference at the College of Public Service & Community Solutions (ASU)*, January 2018

Camarena, L.* & Feeney, M. K. Valuing Diversity: Unpacking Variation in Public Manager Perspectives (poster). *Midwest Political Science Association Conference*, Chicago, April 2017

Grant & Project work

Journal of Public Administration Research and Theory *January 2019 – September 2019*

Editorial Assistant

Journal of Public Administration Research and Theory (JPART), ASU, Dr. Mary K. Feeney, Editor

Editorial Assistant, responsible with supporting the editor by managing conditional accepts, communicating with the associate editors, assisting with marketing, tracking associate editor team performance, and supporting the JPART annual meeting. Developed and administered JPART community survey to PMRA members, JPART reviewers, and JPART authors. Cleaned JPART community survey data and wrote the JPART community survey report.

Nonprofit Open Data Collective

May 2019 – August 2019

Graduate Research & Data Associate – www.npdata.info

Nonprofit Open Data Collective, ASU, Dr. Jesse D. Lecy

Research and Data Team Member, responsible with combining big data, open data, nonprofit research topics that include management, finance, governance, and social impact. Use R and GitHub to create and clean a large and unique dataset (3.5 million organizations over 6 years, 4,000 distinct variables).

Center for Science, Technology and Environmental Policy Studies *August 2016 – May 2020*

Graduate Research Associate – www.csteps.asu.edu

CSTEPS, ASU, Dr. Eric Welch and Dr. Mary K. Feeney

Project Manager:

Responsible for managing IRB submission and revisions, population and sampling frame development, survey design and administration, data cleaning and management, development of codebook and project report, and data analysis.

Projects:

National Survey of Technology and Civic Participation in Local Government. 2018.

Commission on Genetic Resources for Food and Agriculture. United Nations Survey of Status of Genetic Resources ABS Policy for Agriculture. 2017.

Research Team Member:

Supported project through survey design and administration, data cleaning and management, development of codebook and project report.

Project:

National Survey of Technology and Civic Participation in Local Government. 2016-2017.

National Science Foundation (NSF) Innovation Corps for Learning. Aug. 2015 – Aug. 2016
Graduate Research Aide – <http://steamlabs.asu.edu>
STEAM Labs™ Center for K-12 Research and Engagement, ASU, Dr. Shawn Jordan and Dr. Micah Lande

Research Team Member, responsible for analyzing qualitative data, writing project report and final publications.

Teaching

The Public Policy Process

Rutgers

Graduate, Spring 2021 (Online).

This course introduces students to the public policy process and its key institutions and actors (such as legislative bodies, chief executives, administrative agencies, courts, interest groups, advocacy coalitions, and the media). The course emphasizes key parameters of public policy formulation (agenda setting, policy formulation and design, implementation, evaluation) and theories of policy change. Students will be able to differentiate policy types and tools, effectively use evidence in shaping public policy, and will appreciate the importance of context (social, economic, political, and technological) in developing effective policies.

Public Service Organizations

Rutgers

Undergraduate, Fall 2020, Spring 2021 (In person & Online).

The course considers basic theories on organizational behavior and performance. The course focuses on characteristics of public and nonprofit organizational and how they differ from that of private/profit organizations. It looks at the limits to organizational growth and the internal and external processes that effect organizational effectiveness and efficiency.

Foundation of Program Evaluation II

ASU

Graduate, Summer 2020 (Online).

Modern quantitative evaluation techniques are built around counterfactual analysis, a process of understanding how the world changes due to an intervention or program. This

course introduces students to the important concepts in research design and common quasi-experimental tools for causal analysis. Course is taught with R and GitHub.

Leadership and Change

ASU

Undergraduate, Spring 2020 (In person & Synchronous Online).

The leader's role in bringing about significant organizational and societal change with special attention to group and organizational behavior dynamics, establishing a vision, mobilizing and empowering individuals and groups, and assessing outcomes of the change and process in a variety of settings.

Public Management and Administration

ASU

Undergraduate., Fall 2019 (In person).

Course examines the context and role of the public manager and the development of the field of public administration.

Professional Service

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA):

- Track Chair for Management, Leadership, and Strategy Track, ARNOVA 2021.

Academy of Management (AoM), Public and Nonprofit Division (PNP):

- Member, The Best Article Award Committee, AoM, PNP Division, 2021.

Ad hoc Committee Service:

- PhD Student Research Group Coordinator, School of Public Affairs, ASU, August 2019 – May 2020.
- Planning Committee & Volunteer, Arizona State – SNU BK21 International Conference, ASU - Downtown. January 14 – 17, 2019. <https://snubk21conference.weebly.com/>
- Reviewer, Graduate Professional Student Association, ASU. *Travel and Research Awards Reviewer*, 2017 – 2019.
- Volunteer & Member, Arizona Mentor Society, ASU. 2018.
- Graduate Student Representative, ASU Commission on the Status of Women, ASU. 2017 – 2018.
- Volunteer, Digital Government Conference, ASU. 2015.

Ad-hoc Journal Reviewer:

American Review of Public Administration (ARPA)
Journal of Public Administration Research and Theory (JPART)
Nonprofit Management and Leadership (NML)
Nonprofit and Voluntary Sector Quarterly (NVSQ)
Public Administration Review (PAR)
Review of Public Personnel Administration (RoPPA)

Department & University Service

- Member, Nontenure Track Mid-Year Review Committee, SPAA Rutgers, 2021.
- Member, Associate Professor of Public Management Search Committee, SPAA Rutgers, 2021.
- Member, Master of Public Administration (MPA) Committee, SPAA Rutgers, September 2020 – Present.

Student Advising

Graduate Research and Teaching

- Mónica Aldea-Espinoza, Graduate Research / Teaching Assistant, Rutgers, Fall 2020 – current.

Ph.D. Dissertation Committees

Dissertation Committee Member:

Kareem Willis, *Sustaining Safe Spaces: A Critical Exploration of the Relationship between Foundation Funding and Capacity Building in LGBTQ+ Identity-Based Nonprofit Organizations (IBNPs)*. *In progress*. School of Public Affairs and Administration, Rutgers University – Newark.

Awards & Honors

School of Public Affairs, ASU, *Outstanding Doctoral Student Award*, 2019-2020.

ASU Graduate Professional Student Association, *Travel Award (\$950)* – April 2020

ASU Graduate Professional Student Association, *Career Development Grant (\$550)* – April 2020

Emerging Scholars Award, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), 2018 47th Annual Conference, Austin TX.

Outstanding Graduate Student, School of Public Affairs, ASU, 2015

ASU Graduate Professional Student Association, *Travel Award (\$925)* – June 2019

ASU Graduate Professional Student Association, *Career Development Grant (\$550)* – April 2018

School of Public Affairs, ASU, *Inter-university Consortium for Political and Social Research (ICPSR) Summer Travel Grant (\$2500)* – March 2018

ASU Graduate College Graduate Student Support Resources, *Graduate College Travel Award (\$500)* – March 2018

ASU Graduate Professional Student Association, *Travel Award (\$950)* – March 2018

ASU Graduate Professional Student Association, *Travel Award (\$463)* – March 2017

Scholarships

ICPSR Summer Program in Quantitative Methods of Social Research, *2018 Sandra K. Schneider Scholarship Program Scholar* – May 2018

Analytical Skills

Proficient R user, proficient STATA user, data visualization, survey design and administration, intermediate python user, GitHub, R Markdown

Languages

English (native), Spanish (proficient)

Other Experience

Research Assistant

FirstEval LLC. – Scottsdale, AZ

November 2015 – August 2016

Assisted with research on a National Science Foundation (NSF) STEM Education Grant in Arizona in collaboration with ASU. Responsible for qualitative evaluation, education evaluation, developing short survey instruments, data collection, and data analysis.

Policy Analyst and Program Evaluator

Chicanos Por La Causa, Inc. (CPLC) – Phoenix, AZ

February 2016 – July 2016

Assisted CPLC's board of directors with guiding internal and external strategic plan through the review and analysis of Arizona and federal public policies within the key areas of education, health and human services, housing, and economic development. Responsibilities included analyzing current and emerging policy issues, presenting monthly reports to the board of directors on public policy, and developing and presenting agency wide and department based internal white papers.