

CURRICULUM VITAE

Karen A. Curtis
Center for Community Research & Service
University of Delaware
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EDUCATION

- | | |
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| January 1984 | Temple University
Philadelphia, PA
Ph.D., Anthropology
Dissertation: <u>I Can Never Go Anywhere Empty-Handed: Food Exchange and Reciprocity in an Italian American Community</u> , June 1983. |
| June 1977 | Temple University
Philadelphia, PA
M.A., Urban Studies
Thesis: <u>Food and Ethnicity: An Italian American Case</u> . |
| June 1974 | Temple University
Philadelphia, PA
B.A., cum laude, Urban Studies |

PROFESSIONAL TRAINING

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| June 1991 | Advanced Ethnographic Research Methods Workshop
Northern Arizona University
Flagstaff, AZ |
| June 1984 | Nutritional Methods for Anthropologists
Massachusetts Institute of Technology
Boston, MA |
| 1966 - 1968 | Johns Hopkins Hospital School of Nursing
Baltimore, MD |

Karen A. Curtis

POSITIONS HELD

Faculty Appointments

May 1989 -
Present

**School of Urban Affairs & Public Policy
(formerly College of Urban Affairs & Public Policy)
University of Delaware
Newark, DE**

Joint Appointment, Department of Individual & Family Studies, College of Human Services, Education, & Public Policy (1996-present)

Associate Professor (1997-present)

Assistant Professor (1989-1996)

Established M.A. Specialization in Nonprofit Leadership. Established and taught four courses: Introduction to the Nonprofit Sector, Strategic Planning for Nonprofit Organizations, Public Sector and Nonprofit Marketing, Issues in the Management and Governance of Nonprofit Organizations. Recruited and advised students interested in Specialization in Nonprofit Leadership. Assisted in establishing M.A. Specialization in Community Development and Nonprofit Leadership, which incorporates nonprofit courses. Established and teach course: Poverty, Neighborhoods, and Community Development. Serve as student advisor and on analytic paper, thesis and dissertation committees, in the areas of social welfare policy, poverty and community development, nonprofit/government relationships, and qualitative methods. Conducted research on the role of nonprofit organizations in combating hunger in Delaware and the impact of welfare reform on nonprofit organizations and low-income communities. Supervise graduate student assistants.

Fall 1992

**Urban Studies Program
University of Pennsylvania
Philadelphia, PA**

Visiting Faculty

Established and taught undergraduate course on Urban Neighborhoods.

1978 - 1989

**Urban Studies Program
Temple University
Philadelphia, PA**

Adjunct Faculty

Established and taught undergraduate course on U.S. anti-poverty programs (1989).

Taught undergraduate Urban Studies courses including: Introduction to

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Urban Society, Issues in Urban Studies, and Economic Development Planning in Cities (1982-1986).

Instructor

Taught undergraduate Urban Studies courses including: Introduction to Urban Society and Issues in Urban Studies (1978).

1987

**Metropolitan Collegiate Center
Philadelphia, PA**

Visiting Faculty

Taught Philadelphia Seminar, a course for undergraduate students from Midwestern colleges.

Research Appointments

February 1989 -
August 2001

**Center for Community Research & Service
(formerly Center for Community Development & Family Policy)
College of Human Services, Education, & Public Policy
University of Delaware
Newark, DE**

Senior Policy Scientist (1994-2001)

Associate Policy Scientist (1989-1993)

Developed and coordinate Training for Excellence in Nonprofit Management (TEN) Program. Responsibilities include curriculum development, serving as a trainer, liaison with advisory group, recruiting students, fund raising, and supervising graduate assistants. Provide technical assistance to nonprofit and governmental organizations on strategic planning, board development, and agency management. Provide research and technical assistance to welfare reform working group, emergency food assistance network, statewide housing coalition, and statewide nonprofit association.

August 1989 -
January 1990

Acting Director

Responsible for administering activities of the Division. Directed staff and graduate student activities in development of research on community economic development, report on subsidized child care in Delaware, and technical assistance to nonprofit organizations.

1987 - 1989

**The Resource Center for Human Services
(formerly Community Services Planning Council of Southeastern PA)
Philadelphia, PA**

Director of Research, Planning, and Evaluation

Responsible for the planning, marketing, direction, implementation, and evaluation of all agency research, planning, and evaluation activities. Supervised five staff members and two student interns. Responsible for

needs assessment activities, including a focus on the long-term care needs of the frail elderly, and the human service needs of low-income working families. Supervised the design and development of a report and conference on each topic. Planned and monitored implementation of a study of neighborhood based human service delivery, which spearheaded formation of a neighborhood advocacy coalition.

1983 - 1987

**Institute for Public Policy Studies
College of Arts and Sciences
Temple University
Philadelphia, PA**

Assistant Director (1986-1987)

Served as liaison and directed effort to expand contact with local policy community. Supervised and coordinated Institute sponsored research activities on the regional economy, housing, and economic development. Coordinated research in progress colloquia series. Served as editor of Working Paper Series. Assisted director in developing work plan, time lines, and budget. Directed study of charitable campaigns in the corporate workplace. Supervised three graduate research assistants.

Research Associate (1985-1986)

Managed Alternatives for Economic Development project activities. Acquired materials from national associations and government agencies. Contacted and acted as liaison between various city agencies and nonprofit organizations regarding development efforts. Directed development of and produced resource documents focusing on community-based economic development alternatives. Supervised graduate research assistants and undergraduate student workers. Maintained logs of activities, materials and budgetary records. Developed materials, contacts, and proposals to hold a regional conference on Economic Development Alternatives.

Project Manager (1983-1984)

Managed Metropolitan Philadelphia Machine-Readable Records Survey. Contacted and interviewed local government personnel responsible for computerized data files. Collected and maintained machine-readable record descriptions. Trained and supervised student assistants in data entry and editing. Supervised revision of automated machine-readable file inventory system. Developed inventory of Public Data Systems in the Delaware Valley. Facilitated contact between regional government officials through regular communication and at a Survey-sponsored regional conference.

1980 - 1981

**Department of Research and Evaluation
Private Industry Council of Philadelphia
Philadelphia, PA**

Research Assistant

Participated in the design and implementation of qualitative research strategies concerning small business hiring decisions. Developed

reconstructive interview format, conducted interviews, and supervised part-time interviewers. Performed content analysis of interview data. Prepared reports and a model of the hiring process which employers could use to choose employment and training incentives.

1978 - 1979

**Gastronomic Categories Project
Russell Sage Foundation
New York, NY**

Research Associate

Participated in team anthropological fieldwork project in a suburban Philadelphia Italian American community. Responsible for participant observation, oral histories, and supervision of record keeping. The study was focused on the social functions of food related behavior and the use of food as an ethnic group marker.

Other Professional Experience

1988

**Citizens Crime Commission
Philadelphia, PA**

Directed and monitored survey of Philadelphia area drug abuse treatment and prevention program models. Supervised literature search and data collection. Designed and prepared final report, including recommendations for program funding.

1984 - 1985

**Community Leadership Seminars, Inc.
Philadelphia, PA**

Directed and monitored data collection and participated in design of state of the region document, SCAN (Survey of Community Assets and Needs). SCAN provides an overview of the Philadelphia region and is organized into decision making areas including housing, human services, and public finance. Responsibilities included development of criteria for data collection, contact with data sources, training of researchers and evaluation of information collected.

1982 - 1983

**Community Education Center
Philadelphia, PA**

Designed evaluation plan for Job Shop/Job Club employability training program. Analyzed project results and developed final evaluation report.

1982

**Research for Better Schools
Philadelphia, PA**

Conducted field research, literature analysis, data collection and report writing concerning career-based education to facilitate policy making at the regional education unit level.

1979-1980 **Pennsylvania Special Education Resource System
(Formerly National Learning Resource Center of PA)
King of Prussia, PA**

Coordinated planning, development, and implementation of special education technical assistance services including consultation, training and product development for eastern Pennsylvania special education service agencies.

AWARDS AND HONORS

- 2006-2008 Elected Councilor, Society for Urban, National and Transnational Anthropology
- 2004-2006 Elected to Committee on Public Policy, American Anthropological Association
- 2002 Retha Fisher Founder's Award, Food Bank of Delaware
- 2001 Kind Policy Award, Delaware Housing Coalition
- 2001 Presidential Fellowship, Salzburg Seminar, Linking Theory to Practice in Nonprofit Management and Leadership, Salzburg, Austria
- 2001 Recognition by School of Urban Affairs & Public Policy M.A. students for "commitment and excellence in teaching and ... putting the needs of students first"
- 2000-2001 Elected Chair, Board of Directors, Delaware Association of Nonprofit Agencies
- 1999-2000 Elected Vice Chair, Board of Directors, Delaware Association of Nonprofit Agencies
- 2000 University of Delaware Merit Award
- 1999 Nominated for M.F.K. Fisher Award, Les Dames D'Escoffier, Philadelphia Chapter
- 1998-2000 Elected Chair, Board of Directors, Food Bank of Delaware
- 1998-2000 Elected Chair, Public Policy Committee, Delaware Association of Nonprofit Agencies (DANA)
- 1998 Invited Conference Presenter, "Welfare Reform in Delaware: 'A Better Chance' for Whom?" Woodrow Wilson International Center for Scholars Conference, Welfare Reform: A Race to the Bottom?, Washington, DC, March 27, 1998
- 1997 Nominated for Best Paper Award, Urban Affairs Association
- 1997 Recognized for Outstanding Service and Leadership, Delaware Housing Coalition

1996-1998	Elected Vice Chair, Planning and Resource Development, Board of Directors, Food Bank of Delaware
1994-1998	Elected Chair, Delaware Nonprofit Congress Steering Committee
1994-1996	Elected President, Board of Directors, Delaware Housing Coalition
1994-1996	Elected Treasurer, Society for Urban Anthropology
1993-1995	Elected Vice Chair, Assessment, Board of Directors, Food Bank of Delaware
1991-1994	Appointed Chair, Professional Development Committee, National Association for the Practice of Anthropology
1990-1992	Elected Secretary, National Association for the Practice of Anthropology
1989	Recognized for Outstanding Service, Fairhill Action Coalition, Philadelphia, PA
1986-1989	Elected Councilor, Society for Urban Anthropology
1986	Appointed Annual Meetings Program Chair, Society for Urban Anthropology, American Anthropological Association

PUBLICATIONS AND PRESENTATIONS

Books, Chapters, Journal Articles

“Welfare Reform and Devolution: Challenges for Nonprofit Organizations,” with Ivory Copeland, Social Policy Journal, forthcoming 2006.

“Food Programs,” Encyclopedia of Homelessness, David Levinson (Ed.), Thousand Oaks, CA: Sage Publications, 2004, pp. 163-167.

“The Impact of Welfare Reform on Nonprofits in Delaware,” with Ivory Copeland, Realities of Poverty in Delaware, 2003-2004. Dover, DE: Delaware Housing Coalition, January 2004, pp., 62-64.

“Food Pantries,” Encyclopedia of Food and Culture. S. Katz and W. W. Weaver (Eds.) New York: Charles Scribner’s Sons, 2003, pp. 688 - 689.

“Financial Penalties Under the Temporary Assistance for Needy Families Program: Policy Discourse and Strategies for Reform,” Journal of Family and Economic Issues 23(3): 239-260, Fall 2002.

“Welfare Dependency in Delaware: A Study of the State’s Program Reform and Advocacy for Change,” Journal of Poverty 5(2): 45-66. (June 2001).

“‘Bottom-Up’ Poverty and Welfare Policy Discourse: Ethnography to the Rescue?” Urban Anthropology 28(2): 103-140. (Summer 1999).

"Welfare Reform in Delaware: A Better Chance for Whom?" Publius: The Journal of Federalism, Summer 1998. 28(3): 105-122.

Reprinted in Welfare Reform: A Race to the Bottom?, Sanford Schram and Samuel Beer (Eds.), Baltimore: Johns Hopkins University Press, 1999, pp 139-156.

"Urban Poverty and the Social Consequences of Privatized Food Assistance," Journal of Urban Affairs, Special Conference Issue, Summer 1997. 19(2): 207-227.

"Reflections on a Tale Told Twice," with Janet Theophano, in Journeys Through Ethnography: Realistic Accounts of Fieldwork, Annette Lareau and Jeffrey Shultz (Eds.), Westview Press, 1996, pp. 149-176.

"A Persistent Hunger Emergency: Historical Trends in Food Pantry Usage in Delaware," with Brian Green, Delaware Public Affairs Reports, Graduate College of Urban Affairs and Public Policy, University of Delaware, 1996(1).

"Falling Through the Safety Net: Poverty, Food Assistance and Shopping Constraints in an American City," with Stephanie McClellan, Urban Anthropology 24(1-2):93-135. (Spring-Summer 1995).

"Food Stamp Participation by Emergency Food Recipients," Practicing Anthropology (Fall 1994) 16(4):31-34.

"Letter from America: The Persistent Problem of Hunger in the United States," Regions(187) October 1993:4-7.

Diet and Domestic Life in Society, with Anne Sharman, Janet Theophano and Ellen Messer (Co-Editors). Temple University Press, 1991.

"Introduction," with Anne Sharman, Janet Theophano, and Ellen Messer, in Diet and Domestic Life in Society, Temple University Press, 1991, pp. 3-13.

"Diet and Domestic Life in Society: Implications for Research and Implications for Policy," with Anne Sharman, Janet Theophano, and Ellen Messer, in Diet and Domestic Life in Society, Temple University Press, 1991, pp. 253-262.

"Sisters, Mothers and Daughters: Food Exchange and Reciprocity in an Italian American Community," with Janet Theophano, in Diet and Domestic Life in Society, Temple University Press, 1991, pp. 147-171.

"Help From Within: Participatory Research in a Low-Income Neighborhood." Urban Anthropology 18(2): 203-217, 1989.

"A Framework for the Analysis of Continuity and Change in Shared Sociocultural Rules for Food Use: The Italian American Pattern," with Judith Goode and Janet Theophano, in Ethnic and Regional Foodways in the United States: The Performance of Group Identity, Linda Keller Brown and Kay Mussel (Eds.), Knoxville: University of Tennessee Press, 1984, pp. 66-88.

"Meal Formats, Meal Cycles, and Menu Negotiation in the Maintenance of an Italian American Community," with Judith Goode and Janet Theophano, in Food in the Social Order. Mary Douglas (Ed.), New York: Russell Sage Foundation, 1984, pp. 143-218.

"Group Shared Food Patterns as a Unit of Analysis" with Judith Goode and Janet Theophano in Nutrition and Behavior, Sanford Miller (Ed.), Philadelphia: Franklin Institute Publications, 1981. pp. 19-30.

Research Monographs

The Comparative Impact of Welfare State Restructuring on the Nonprofit and Voluntary Sector in the US and Canada. Report to the Canadian Studies Research Grant Program, Canadian Embassy, Academic Relations Office, Washington, D.C., December 2005.

The Impact of Welfare Reform on Nonprofit Agencies and the People They Serve in Delaware. with Ivory Copeland. Report to the Aspen Institute Nonprofit Sector Research Fund, Center for Community Research and Service, University of Delaware, September 2003.

Welfare Reform in the First State 2002: Snapshot of Low-Income Families, with Jason Scott, Andrea Breedlove, and Ivory Copeland, Citizens' Inquiry on Welfare Reform, Center for Community Development and Family Policy, University of Delaware, May 2002.

Welfare Reform in the First State 2001: Snapshot of Low-Income Families, with Christine Eith and Andrea Breedlove, Citizens' Inquiry on Welfare Reform, Center for Community Development and Family Policy, University of Delaware, September 2001.

Welfare Reform in the First State 2000: Snapshot of Low-Income Families, with Jocelyn Taliaferro and Richard Clerkin, Citizens' Inquiry on Welfare Reform, Center for Community Development and Family Policy, University of Delaware, May 2000.

1999 Community Needs Assessment, Volume 1: Executive Summary, Volume 2: Synthesis of Findings, Volume 3: Inventory of Existing Needs Assessment Reports, Volume 4: Responses from Surveys of Households and Service Providers and Focus Group Report. with Timothy Barnekov et al., Center for Community Development and Family Policy, University of Delaware, December 1999.

Welfare Reform in the First State: Snapshot of Low-Income Families, with Erika Klar, Citizens' Inquiry on Welfare Reform, Center for Community Development and Family Policy, University of Delaware, April 1999.

Holes in the Safety Net: The Comparative Development of Food Banks in the U.S. and Canada, Manuscript prepared for the Canadian Embassy, Academic Relations Section, Washington, DC, February 1998.

Barriers to Food Security in Wilmington: Problems in Access to Affordable, Nutritious Food, with Stephanie McClellan, Center for Community Development, College of Urban Affairs and Public Policy, University of Delaware, December 1996.

The Persistence of an Emergency: A Case Study of Food Assistance in Delaware, Center for Community Development, College of Urban Affairs and Public Policy, University of Delaware, August 1993.

Combating Hunger in Delaware: A Case Study of the LIFE Food Pantry System, Urban Agent Division, College of Urban Affairs and Public Policy, University of Delaware, January 1993.

Help From Within: A Case Study of Human Service Delivery in a North Philadelphia Neighborhood with Jennifer Chapman, et al., The Resource Center for Human Services.

Philadelphia, PA: March 1988.

An Aging Agenda: The Unresolved Issue of Long-Term Care, with Brian McKenna, et al. Community Services Planning Council of Southeastern Pennsylvania. Philadelphia, PA: May 1987.

One Step Forward, Two Steps Back: The Plight of the Low-Income Working Family, with Ivo Reznicek, et al. Community Services Planning Council of Southeastern Pennsylvania. Philadelphia, PA: May 1987.

Changing Factors in Charitable Campaigns at the Workplace, with Nokomis Wood, Institute for Public Policy Studies, Temple University, Report to the Center for Responsible Funding, Philadelphia, PA, March 1987.

Evaluating Community Economic Development Strategies, Institute for Public Policy Studies, Temple University, Working Paper # 22, December 1986.

Economic Revitalization in the City: A Sourcebook, with David Bartelt, et al. Institute for Public Policy Studies, Temple University, Philadelphia, PA, October 1985.

Small Business Hiring Practices and Implications for Employment and Training, with Elaine Simon. Private Industry Council of Philadelphia, November 1981.

Two Women in the Field, with Janet Theophano. Unpublished manuscript, October 1981.

Book Reviews/Commentary

“Nonprofit Agencies Pick Up Big Share of Welfare,” with Ivory Copeland, Op-Ed, The News Journal, December 29, 2003, A7.

“Off Welfare Empty-Handed,” Op-Ed, Sunday News Journal, September 12, 1999, H1, H8.

Review of Missing Persons: A Critique of Personhood in the Social Sciences. Journal of Political Ecology Volume 6, 1999.

"Commentary: Using Op Eds as a Career Advancement Strategy," Practicing Anthropology, Fall 1992, 14(4).

Review of Melting Pot: An Annotated Bibliography and Guide to Food and Nutrition for Ethnic Groups in America, Communicator: The Newsletter of the Council on Nutritional Anthropology, Fall-Winter 1987, 11(1): 8.

Review of U.S. Nutritional Policies in the Seventies, The Digest, Summer 1979, 2(2).

Review of "Beef, Pork, Horse Meat and Sacred Dogs: Infrastructure and American Food Preferences," The Digest, Fall 1978, 1(3).

Review of The Food Crisis in Prehistory, The Digest, Fall 1978, 1(3).

Technical Reports

Women Shaping the Future, YWCA of Camden County and Vicinity, NJ, September 2000.

Food Bank of Delaware Ethics Code, Center for Community Development, College of Urban Affairs and Public Policy, University of Delaware, August 1996.

Strategic Plan for Educational Excellence, Kent County Vocational Technical School District and Urban Agent Division, College of Urban Affairs and Public Policy, University of Delaware, with Jeffrey A. Raffel, August 1992.

Fostering Nonprofit Housing Development in Delaware, with Joe Myer and Jim McGiffin, Delaware Housing Coalition, Dover, DE, September 1991.

Wilmington Senior Center: A Strategic Planning Study, with Phyllis M. Green, et al. Urban Agent Division, College of Urban Affairs and Public Policy, University of Delaware, July 1990.

Next Steps in Fairhill: Using Research for Action, Resource Center for Human Services, Philadelphia, PA, May 1988.

A Market Analysis of the Demand for a Refreshment Stand in Hunting Park, with Elaine Simon, Institute for Public Policy Studies, Temple University, Report prepared for the Hunting Park Community Development Corporation, Philadelphia, PA, August 1986.

Developing a Linkage Policy: Background and Considerations, Institute for Public Policy Studies, Temple University, Philadelphia, PA, May 1985.

Preliminary Analysis of Commercial Development Linkage Contributions, Institute for Public Policy Studies, Temple University, Philadelphia, PA, June 1985.

Public Data Systems in the Delaware Valley: An Inventory of Machine-Readable Files, Institute for Public Policy Studies, Temple University, Philadelphia, PA, November 1984.

Evaluation of the Job Shop/Job Club Program of the Community Education Center, with Elaine Simon, Philadelphia, PA, August 1983.

Career Education in Montgomery County, Md., with Ellen J. Newcombe and Jane M. E. Roberts. Research for Better Schools, Philadelphia, PA, December 1982.

Hiring Information Kit, with Elaine Simon. Private Industry Council of Philadelphia, November 1981.

Training Curricula

Strategic Alliances: Managing for Success in Tight Times. Advanced Nonprofit Management Certificate Course (Coordinator and Editor). Center for Community Research and Service, University of Delaware, January–March 2003.

Marketing and Public Relations for Nonprofit Organizations: Advanced Nonprofit Management Certificate Course, (Editor), Center for Community Research and Service, University of Delaware, September-October, 2002.

Corporate-Nonprofit Partnerships and Corporate Philanthropy: Advanced Nonprofit Management Certificate Course, (Coordinator and Editor) Center for Community Development and Family Policy, University of Delaware, January-February 2002.

Performance Measurement and Outcomes Evaluation: Advanced Nonprofit Management Certificate Course, (Coordinator and Editor) Center for Community Development and Family Policy, University of Delaware, September-October 2001.

Training For Excellence in Nonprofit Management: Nonprofit Management Certificate Course, (Coordinator and Editor) Center for Community Development and Family Policy, College of Human Services, Education, and Public Policy, University of Delaware, May 1990, May 1991, May 1992, May 1993, May 1994, May 1995, May 1996, May 1998, May 1999, May 2000, May 2001, May 2002, May 2003, May 2004, May 2006.

Management and Leadership: Leadership Styles, Strategic Planning, Your Organization's Financial Health, Child Care Connection and Office of Child Care Licensing, Delaware Department of Services for Children, Youth and Their Families, June 1993.

Training for Excellence in Nonprofit Management: Advanced Nonprofit Management Certificate Course (Strategic Fund Development), (Editor) Urban Agent Division, College of Urban Affairs and Public Policy, University of Delaware, July 1990.

IEP Development: Matching Assessment Purposes with Assessment Options, with Lynne Porterfield et al. National Learning Resource Center of Pennsylvania, September 1980.

Handicapped Students in Regular Schools: Facilitating Acceptance, with Denise Rogers et al. National Learning Resource Center of Pennsylvania, August 1980.

Multidisciplinary Teams: A Training Package for Effective Functioning, with Janet Kane. National Learning Resource Center of Pennsylvania, August 1980.

LRE Decisions: A Training Package for Placing Handicapped Students in the Least Restrictive Environment, with Lynne Porterfield et al. National Learning Resource Center of Pennsylvania, July 1980.

A Model for the Operation of Multidisciplinary Teams, with Janet Kane. National Learning Resource Center of Pennsylvania, July 1980.

Individual Education Program Plans in Pennsylvania. Guidelines for School Age IEP Development. Second Edition, with Camilla Grigsby et al. The Pennsylvania Department of Education, Bureau of Special Education, March 1980.

Placing Handicapped Students in the Least Restrictive Environment: A Model for Decision Makers, with Camilla Grigsby et al. National Learning Resource Center of Pennsylvania, August 1979.

Conference Papers

“Neoliberal Welfare Changes and Their Impact on Nonprofits in the US and Canada,” Paper presented at the 36th Annual Meeting of the Urban Affairs Association, Montreal, Canada, April 2006.

“The Comparative Impact of Welfare State Restructuring on the Nonprofit and Voluntary Sector in the US and Canada.” Paper presented at the 34th Annual Conference, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Washington, DC, November 2005.

“The Impact of Welfare Reform on Nonprofit and Voluntary Sector Organizations in the US and Canada.” Paper presented at the 104th Annual Meeting of the American Anthropological Association, Washington, DC, November 2005.

“The Impact of Restructured Welfare States on Nonprofits in the US and Canada,” Paper presented at the Annual Meeting of the Urban Affairs Association, Salt Lake City, UT, April 2005.

“The Impact of Welfare Reform on Nonprofits and the People They Serve in Delaware: What Do Neoliberalism and *Counterknowledge* Have To Do With It?,” Paper presented at the Annual Meeting of the Urban Affairs Association, Washington, DC, March 2004.

“The Impact of Welfare Reform on Nonprofits in Delaware: Implementation Challenges,” with Ivory Copeland, Paper presented at the 32nd Annual Conference, Association for Research on Nonprofit Organizations and Voluntary Action, Denver, CO, November 2003.

“The Implementation of Welfare Reform in Delaware: Nonprofit Challenges,” with Ivory Copeland, Paper presented at the Annual Meeting of the Urban Affairs Association, Cleveland, OH, March 2003.

“The Impact of Welfare Reform on Nonprofit Organizations in Delaware,” Paper presented at the Annual Meeting of the Urban Affairs Association, Boston, MA, March 2002.

“TANF Sanctions: Strategies for Reform,” Paper presented at the Annual Meeting of the Urban Affairs Association, Detroit, MI, April 2001.

“Welfare Dependency or Access to Living Wage Jobs?: Contrasting Views of Recipients/Advocates and the State,” Invited Poster Session, “Making Changes in the City: Anthropologists Affect Social Policy,” 99th Annual Meeting of the American Anthropological Association, San Francisco, CA, November 2000.

“Welfare Dependency or Access to Living Wage Jobs? Contrasting Views of Recipients/Advocates and the State.” Paper presented at the Annual Meeting of the Urban Affairs Association, Louisville, KY, April 1999.

“A Better Chance? Using Research for Action in Welfare Reform,” Paper presented at the Invited Session, “Anthropological Perspectives on Welfare Reform,” 97th Annual Meeting of the American Anthropological Association, Philadelphia, PA, December 1998.

“Welfare Reform in Delaware: ‘A Better Chance’ for Whom?” Invited Paper presented at the Woodrow Wilson International Center for Scholars Conference, Welfare Reform: A Race to the Bottom? Washington, DC, March 1998.

“Bottom-Up Poverty and Welfare Discourse: Ethnography to the Rescue?” Paper presented at the Society for Urban Anthropology Invited Session, Anthropological Research on Poverty and Homelessness Confronts the 21st Century, 96th Annual Meeting of the American Anthropological Association, Washington, DC, November 1997.

“Poverty, Food Assistance and Shopping Constraints in an American City,” Paper presented at

the International Conference on Sustainable Urban Food Systems, Toronto, CA, May 1997.

“How Many Holes in the Safety Net?: Emergency Food Assistance in the U.S. and Canada,” Paper presented at the Annual Meeting of the Urban Affairs Association, Toronto, CA, April 1997.

“Using Research for Action in Food Assistance,” Paper presented at the 1997 Annual Meeting of the Society for Applied Anthropology, Seattle, WA, March 1997.

“Poverty and Food Assistance: Views from the Field,” Paper presented at the 1996 Annual Meeting of the Urban Affairs Association, New York, NY, March 1996.

“How Many Holes in the Safety Net?: Emergency Food Assistance in International Perspective,” Paper presented at the 94th Annual Meeting of the American Anthropological Association, Washington, DC, November 1995.

"Hunger and Social Policy in American Cities," Paper presented at the 1995 Annual Meeting of the Urban Affairs Association, Portland, OR, May 1995.

"May I See Your Identification Please?: The Changing Face of Emergency Food Assistance in Delaware," Paper presented at the 93rd Annual Meeting of the American Anthropological Association, Invited Session, "Anthropology, Poverty and Welfare Reform" Atlanta, GA, December 1994.

"Are Emergency Feeding Programs Serving Emergency Needs?: The Case of Wilmington, Delaware," Paper presented at the 92nd Annual Meeting of the American Anthropological Association, Invited Session, "Applying Anthropology to the Inner City," Washington, DC, November 1993.

"Hunger in Delaware," Paper presented at the 91st Annual Meeting of the American Anthropological Association, Invited Session, "Hunger in America," San Francisco, CA, December 1992.

"Competency Development in the Emerging Professions of Practicing Anthropology and Nonprofit Management," Paper presented at the 89th Annual Meeting of the American Anthropological Association, Invited Session, "Communicating Ethnographic Insights to Outsiders," New Orleans, LA, November 1990.

"Help From Within: Participatory Research in a Low-Income Neighborhood," Paper presented at the Annual Meeting of the Society for Applied Anthropology, Santa Fe, NM, April 1989, and the 87th Annual Meeting of the American Anthropological Association, Invited Session, "Anthropological Contributions to Urban Social Policy," Phoenix, AZ, November 1988.

"Practicing Urban Anthropology," Paper presented at the 86th Annual Meeting of the American Anthropological Association, Chicago, IL, November 1987.

"Evaluating Community Economic Development Strategies," Paper presented at the 85th Annual Meeting of the American Anthropological Association, Philadelphia, PA, December 1986.

"Developing a Framework for Analyzing Community Development Corporation (CDC) Activity: the Philadelphia Experience," Paper presented at Economic Development: Diverse Perspectives Conference, School of Planning, University of Cincinnati, April 1986.

"Computers and Local Government: Access to Public Data Systems," Paper presented at the 84th Annual Meeting of the American Anthropological Association, Washington, DC, December 1985.

"The Philadelphia Regional SCAN," with David Bartelt, David Elesh and Anne Hearn, Paper presented at the Annual Meeting of the Urban Affairs Association, Norfolk, VA, April 1985.

"Are You Stopping At The Store? Food and Social Networks in an Italian American Community," Paper presented at the 83rd Annual Meeting of the American Anthropological Association, Denver, CO, November 1984.

"A Reconstructive Interview Method for Ethnographic Evaluation," with Elaine Simon. Paper presented at the 82nd Annual Meeting of the American Anthropological Association, Chicago, IL, November 1983.

"Locating Learning in Family Interaction: When I Grow Up I Wanta Be Italian," with Jeffrey Shultz and Janet Theophano. Paper presented at the 81st Annual Meeting of the American Anthropological Association, Washington, DC, December 1982.

"Eating Culture: Opportunities for Enculturation at Meal Times," with Jeffrey Shultz and Janet Theophano. Paper presented at the 3rd Annual Ethnography in Education Research Forum, Philadelphia, PA, March 1982.

"Employers as Gatekeepers: The Social Consequences of Decision Making in Hiring Practices," with Elaine Simon. Paper presented at the 80th Annual Meeting of the American Anthropological Association, Los Angeles, CA, December 1981.

"Sisters, Mothers and Daughters: Food Exchange and Reciprocity in an Italian American Community," with Janet Theophano. Paper presented in the 80th Annual Meeting of the American Anthropological Association, Los Angeles, CA, December 1981.

"Food and Ethnicity among Italian Americans," with Janet Theophano. Paper presented at the New York University Folklore Symposium: Eating Culture: Food, Ritual and Ethnicity, New York, NY, March 1980.

"Change in a Food System: External Influences on Internal Process," with Judith Goode and Janet Theophano. Paper presented at the 78th Annual Meeting of the American Anthropological Association, Cincinnati, OH, November 1979.

"A Comparison of Foodways in Two Italian American Communities," Paper presented at the 17th Annual Meeting of the Northeastern Anthropological Association, Providence, RI, March 1977.

"Assimilation and the Residential Mobility of Ethnic Groups," with Kenneth Meyer. Paper presented at the 71st Annual Meeting of the Association of American Geographers, Milwaukee, WI, April 1975.

OTHER PROFESSIONAL ACTIVITY

Invited Panelist or Discussant

Panelist, "Finding Common Ground: The Intersections of Urban Affairs and Nonprofit Sector Studies," 30th Annual Meeting of the Urban Affairs Association, Los Angeles, CA, May 2000.

Panelist, "Multiple Pathways to Influencing Family Policy," American Anthropological Association, 97th Annual Meeting, Philadelphia, PA, December 1998.

Organizer and Panelist, "Food and Hunger in an Era of Welfare Reform," American Anthropological Association, 97th Annual Meeting, Philadelphia, PA, December 1998.

Chair, Workshop on Public Anthropology, American Anthropological Association, 97th Annual Meeting, Philadelphia, PA, December 1998.

Presenter and Co-Organizer (with Edith Barrett), Mini-Plenary, "Devolution, Nonprofits, and the Future of the Welfare State," Urban Affairs Association, 28th Annual Meeting, Ft. Worth, TX, April 1998.

Discussant, "Confronting Poverty in the 21st Century: Recent Ethnographies from Russia, the Transcaucasus and Central Asia," 96th Annual Meeting of the American Anthropological Association, Washington, DC, December 1997.

Panelist, "Op Eds as a Practitioner Publishing Strategy," National Association for the Practice of Anthropology, 90th Annual Meeting of the American Anthropological Association, Chicago, IL, November 1991.

Panelist, "The Roles of Anthropology and Anthropologists in Professional Schools and Colleges," Annual Meeting of the Society for Applied Anthropology, Charleston, SC, March 1991.

Discussant, "New Dimensions in the Social and Economic Life of Cities," Society for Urban Anthropology, 89th Annual Meeting of the American Anthropological Association, New Orleans, LA, November 1990.

Panelist, "Training Anthropologists for Non-Academic Employment," National Association for the Practice of Anthropology, 87th Annual Meeting of the American Anthropological Association, Phoenix, AZ, November 1988.

Invited Chair and Discussant, "Maintenance of Machine-Readable Records at the County and Local Level," Mid-Atlantic Regional Archives Conference, Harrisburg, PA, October 1985.

Symposia and Conferences Organized

Co-organizer and Chair, Delaware Association of Nonprofit Agencies, Nonprofit Day Conference, Dover, DE, May 2002.

Co-organizer, Presenter, "Training for Women's Leadership," Women's Leadership Center and Delaware Association of Nonprofit Agencies, Women's Leadership Conference, New Castle, DE, September 2001.

Co-organizer, Invited Session "Making Changes in the City: Anthropologists Affect Social Policy," 99th Annual Meeting of the American Anthropological Association, San Francisco, CA, November 15-19, 2000, with Irene Glasser.

Organizer and Chair, New Perspectives on Poverty and Welfare Reform, Annual Meeting, Urban Affairs Association, Louisville, KY, April 1999.

Organizer and Chair, "Citizens' Inquiry on Welfare Reform," Co-sponsored by Center for Community Development and Family Policy, Delaware Housing Coalition, Action for Families and Children, Family and Children's Coalition, United Way Council of Agency Executives, Lutheran Office on Public Policy, Dover, DE, April 1999.

Co-organizer, Society for Urban Anthropology, "Anthropological Research on Poverty and Homelessness Meets the 21st Century," 96th Annual Meeting of the American Anthropological Association, Washington, DC, December 1997, with Irene Glasser.

Co-organizer and Co-chair, Society for Urban Anthropology, "Urban Social Safety Net Programs in International Perspective," 94th Annual Meeting of the American Anthropological Association, Washington, DC, November 1995, with Irene Glasser.

Organizer and Chair, "Maintaining Essential Services in an Era of Federal Downsizing," Delaware Nonprofit Congress, Dover, DE, November 1995.

Organizer and Chair, "Making the Legislative Connection," Delaware Nonprofit Congress, Dover, DE, March 1995.

Organizer and Chair, Invited Session, "Anthropology, Poverty and Welfare Reform," 93rd Annual Meeting of the American Anthropological Association, Atlanta, GA, December 1994.

Organizer, "Delaware's Unique Philanthropic Environment," Training for Excellence in Nonprofit Management, Urban Agent Division, College of Urban Affairs and Public Policy, University of Delaware, Wilmington, DE, October 1991.

Organizer, "Fairhill Community Forum: Prospects for Neighborhood Action," Resource Center for Human Services and Fairhill Action Coalition, Philadelphia, PA, May 1988.

Organizer and Chair, Invited Session, "Anthropological Contributions to Urban Social Policy: Potential and Realized," 87th Annual Meeting, American Anthropological Association, Phoenix, AZ, 1988.

Organizer, "Forging an Aging Agenda: Recent Trends and Initiatives in Long-Term Care," Resource Center for Human Services with the Graduate Group in Social Gerontology and Delaware Valley Geriatric Education Center, Center for the Study of Aging, University of Pennsylvania, Philadelphia, PA, December 1987.

Organizer and Chair, "Urban Economic Development: Perspectives from the Grassroots," 85th Annual Meeting, American Anthropological Association, Philadelphia, PA, 1986.

Organizer, "Balancing Downtown and Neighborhood Development," Urban Studies Program and Institute for Public Policy Studies, Temple University, Philadelphia, PA, April 1986.

Organizer and Chair "Working Anthropologists: Alternatives to Academe," Ethnography and Education Forum, University of Pennsylvania, Philadelphia, PA, March 1985.

Co-organizer and Chair, "The Role of Theory in Evaluation Research," 83rd Annual Meeting, American Anthropological Association, Denver, CO, November 1984, with Mary Anne Pitman.

Organizer, "Public Data Systems in the Delaware Valley," Institute for Public Policy Studies, Temple University, May 1984.

Co-organizer, "Diet and Domestic Organization," 80th Annual Meeting, American Anthropological Association, Los Angeles, CA, December 1981, with Anne Sharman and Janet Theophano.

Guest Lectures, Public Presentations and Testimony

Testimony before the Joint Finance Committee, Delaware General Assembly, "New TANF Regulations and Welfare Reform in Delaware," March 2006.

Testimony before the Delaware Office of the Budget, Department of Health and Social Services Budget Needs, Dover, DE, November 2005.

Guest Lecture, Department of Social Work, University of Toronto, Toronto, ON, Welfare Reform and the Voluntary Sector in the US and Canada," May 2005.

Guest Lecture, Department of Social Work, University of British Columbia, Vancouver, BC, "Welfare Reform and the Voluntary Sector in the US and Canada," April 2005.

Testimony before the Delaware Office of Budget, Department of Health and Social Services Budget Needs, Dover, DE, November 2004.

Guest Lecture, Research on Women, Fall 2004 Lecture, Series, "Welfare Reform: a Better Chance for Low-Income Women?," October 2004.

Testimony before the Joint Finance Committee, Delaware General Assembly, "The Impact of Welfare Reform on Nonprofits in Delaware," with Ivory Copeland, Dover, DE, March 2004.

Sussex County Briefing on the Impact of Welfare Reform on Nonprofit Organizations and the People They Serve in Delaware, Georgetown, DE, November 2003.

Kent County Briefing on the Impact of Welfare Reform on Nonprofit Organizations and the People They Serve in Delaware, Dover, DE, November 2003.

New Castle County Briefing on The Impact of Welfare Reform on Nonprofit Organizations and the People They Serve in Delaware, Wilmington, DE, November 2003.

The Impact of Welfare Reform on Nonprofit Agencies and the People They Serve in Delaware, Interviews on WILM Radio, WDEL Radio, October 28, 2003, News Journal article, October 29, 2003, Interview on WHYY TV 12, November 6, 2003.

Testimony before the Joint Finance Committee, Delaware General Assembly, "TANF Reauthorization: Challenges for Delaware," Dover, DE, March 2003.

Testimony before the Delaware Office of Budget, Department of Health and Social Services Budget Needs, Dover, DE, November 2002.

Testimony before the Delaware Senate Health and Social Services Committee on Delaware's A Better Chance (ABC) Welfare Reform Program, "TANF Reauthorization: Challenges for Delaware," Dover, DE, April 2002.

"Need for Social Assistance is Growing," Delaware Department of Health and Social Services Budget Hearing, Dover, DE, November 2001.

Invited Participant, "The Road Ahead: Welfare Reform and Beyond," Center for Budget and Policy Priorities and Center for Law and Social Policy, Washington, DC, October 2001.

Invited Presenter, "Welfare Reform and Housing," Delaware Housing Coalition and Delaware Statewide Association of Tenants, 2001 Leadership and Policy Conference, Wilmington, DE, October 2001.

Co-convenor and Panelist, Economic Autonomy for Women in Delaware, Conference on the Status of Women in Delaware, Women's Studies Program, University of Delaware, May 2001.

"Policy and Program Needs Related to Welfare Reform," Governor Minner Transition Team, Delaware Department of Health and Social Services, New Castle, DE, December 2000.

"1999 Community Needs Assessment," Leadership Delaware, Delaware Association of Nonprofit Agencies, Wilmington, DE, December 2000.

"Assessing Community Needs," Public Allies, Class of 2000, Dover, DE, December 2000.

"1999 Community Needs Assessment," Statewide Banker's Community Affairs Group, Wilmington, DE, September 2000

"Community Needs in Delaware," Interviews on WILM, WDEL Radio, article in Wilmington News Journal, August 3, 2000.

Testimony before the Delaware Senate Health and Social Services Committee on A Better Chance, "The Effect of Welfare Reform on Low-Income Families," Dover, DE, May 2000.

"Monitoring the Effect of Welfare Reform on Low-Income Families in Delaware," Children's Defense Fund National Conference, New York, NY, March 2000, April 2001.

The Nonprofit Capacity Building Program, Conference on Community Development Initiatives and Partnership Opportunities in Delaware, Federal Delaware Interagency Committee, Dover, DE, December 1999.

"Welfare Reform in Delaware," Agenda for Delaware Women, Legislative Roundtable, Dover, DE, October 1999.

Interviews, Nonprofit Capacity Building Program and 10th Anniversary Nonprofit Management Certificate course, WHYY TV 12, WDEL, WILM Radio, September 1999.

Testimony before the Division of Social Services, Delaware Department of Health and Social Services, on proposed changes in A Better Chance, Dover, DE, May 1999.

Testimony before the Delaware Senate Health and Social Services Committee on A Better Chance, "Welfare Reform and Government Contracting: The Case of ABC," Dover, DE, April 1999.

Interviews, "Welfare Reform in Delaware," WHYY TV 12 and WHYY Radio, March 1999.

Guest Lectures, "Nonprofit Organizations and Community," "Nonprofit Organizations and the Welfare State," "Hunger and Food Assistance," "Welfare Reform," Seminar on Community Development and Nonprofit Leadership, School of Urban Affairs and Public Policy, University of Delaware, October 1998, October 1999, October 2000, October 2001, October 2004.

Guest Lecture, "The Persistence and Deepening of Poverty," The Urban Community in Historical and Cross-Cultural Perspective, Department of Individual and Family Studies, November 1998.

Testimony before the Division of Social Services, Delaware Department of Health and Social Services, on Proposed Changes in "A Better Chance (ABC)" Welfare Reform Program, Wilmington, DE, August 1998.

Plenary Presenter, "The Effects of Welfare Reform on Housing," National Association of Housing Counselors and Agencies, National Federation of Housing Counselors, Inc, 25th Anniversary Conference, Wilmington, DE, July 1998.

Testimony before the Delaware Senate Health and Social Services Committee on A Better Chance, "Is Fill-the-Gap Budgeting a Work Incentive?" Wilmington, DE, May 1998, "ABC Policies Worse than AFDC in Delaware," Dover, DE, May 1998.

Interviews, "Food Assistance Recipients Worse Off Than in 1993," Suburban Cable Channel 2, WDEL Radio, The Dialog, Wilmington, DE, April 1998.

Guest Lecture, "Urban Poverty and the Social Consequences of Privatized Food Assistance," Department of Individual and Family Studies, University of Delaware, November 1997.

Guest Lecture, "Participant Observation and other Ethnographic Research Methods," Research Design, School of Urban Affairs & Public Policy, University of Delaware, November 1997.

Guest Lecture, "Poverty and Welfare Policy," Department of Political Science and International Relations, University of Delaware, October 1997.

Guest Lectures, "Nonprofit Organizations and Community," "Nonprofit Organizations and the Welfare State," "Hunger and Food Assistance," Seminar on Community Development and Nonprofit Leadership, School of Urban Affairs and Public Policy, University of Delaware, October 1997.

Guest Lecture, "Holes in the Safety Net: Comparative Development of Food Banks in the US and Canada," Centre for Applied Social Research, Faculty of Social Work, University of Toronto, May 1997.

Guest Lecture, "Urban Poverty and the Social Consequences of Privatized Food Assistance," Anthropology Department, University of Calgary, April 1997.

Guest Lecture, "Who Defines Community and Neighborhood?" "Who Delivers Services to the Community?" "Nonprofits and the Welfare State," Community Development and Nonprofit Leadership Seminar, School of Urban Affairs and Public Policy, University of Delaware, February 1995, 1996, May 1995, 1996.

Presenter, "Preparing for Changes in the Medicaid Program," Delaware Public Policy Institute Conference, Preparing Delaware for a Changing Federal Government, Newark, DE, April 1996.

Interview, "Hunger Persists in Delaware," WHYY TV 12, Wilmington/Philadelphia, December 1995.

Keynote Presenter, "Preparing for Changes to Come: How Two Delaware Feeding Programs

Discovered New Food Needs and Designed Programs to Fit the Changing Times,” Coalition to End Hunger in Delaware and Food Bank of Delaware Annual Meeting, Dover, DE, December 1995.

Panel Moderator and Discussant, “The Role of Community-Based Approaches to Poverty and Housing,” 1995 Delaware Housing Symposium, New Approaches to Poverty: Impacts on Housing in Delaware, Newark, DE, November 1995.

Presenter, “The Realities of Nonprofits in the 1990s,” United Way of Delaware, Wilmington, DE, October 1995.

Guest Lecture, “Falling Through the Safety Net: Women and Poverty,” Women’s Studies Program, Research on Women Lecture Series, University of Delaware, September 1995.

Presenter, “The Nonprofit Sector in the United States,” Fulbright Pre-Academic Orientation Program, Office of International Programs, University of Delaware, August 1995.

Panel Moderator and Discussant, “The Advocate Voice,” The Affordable Housing Landscape: Changes on the Federal Horizon, Housing Capacity Building Program, Wilmington, DE, April 1995.

Presenter, “Hunger and Poverty in Delaware,” Public Allies, Wilmington, DE, April 1995.

Guest Lecture, "Applying Anthropology to Urban Social Problems," Anthropology Department, University of Delaware, March 1995.

Presenter, "Hunger and Food Security in Delaware: a Persistent Emergency," Center for Community Development Colloquium, College of Urban Affairs and Public Policy, University of Delaware, October 1994.

Guest Lecture, "A Persistent Emergency: Nonprofit Food Assistance in Delaware," Department of Nutrition and Dietetics, University of Delaware, October 1994.

Interviews, "Persistent Hunger in Delaware," WHYY TV 12, Wilmington/Philadelphia, WILM Radio, Wilmington, DE, June 1994.

Presenter, “Trends in Food Closet Usage,” Food Closet Network, Food Bank of Delaware, Wilmington, DE, May 1994.

Testimony before the Joint Finance Committee, Delaware General Assembly, Dover, DE, “Housing Conditions and Housing Needs in Delaware,” February 1994.

Panelist, “The Policy Governance Model,” National Society of Fund Raising Executives, Brandywine Chapter, Wilmington, DE, January 1994.

Panel Moderator and Discussant, “Fostering Nonprofit Housing Capacity in Delaware,” Delaware Housing Coalition, Fall Forum, Dover, DE, November 1993.

Presenter, “Strategic Planning for Neighborhoods,” City of Wilmington, Neighborhood Planning Council Orientations, October 1993, November 1993, January 1994, February 1994.

Guest Lecture, "Hunger in Delaware: Anthropological Perspectives," Food and Folkways course, University of Pennsylvania, Philadelphia, PA, April 1993.

Interview, "Hunger in Delaware," WHYY TV 12, Wilmington/Philadelphia, January 1993.

Panelist, "The Cultural Basis for Philanthropy: Traditional Philanthropy in the United States," National Society of Fund Raising Executives, Brandywine Chapter, Philanthropy Day, Wilmington, DE, November 1991.

Panel Moderator and Discussant, "Fostering Nonprofit Housing Development: the Delaware Experience," Delaware Housing Coalition, Annual Housing Forum, Dover, DE, November 1991.

Panelist, "Strategic Planning for Delaware's School Districts," Delaware School Boards Association and the Delaware Public Administration Institute, College of Urban Affairs and Public Policy, University of Delaware, Newark, DE, June 1991.

Keynote Presenter, "Poverty and Hunger in Delaware," Annual Meeting of Food Conserver's Inc., Wilmington, DE, April 1989.

Interview, "The Fairhill Action Coalition," WHYY Radio, Philadelphia, PA, March 1988.

Testimony before the Pennsylvania House of Representatives, Select Committee on Long-Term Care, Community Services Planning Council, Philadelphia, PA, July 1987.

Testimony before the Philadelphia City Council, Economic Development Committee, Institute for Public Policy Studies, Temple University, Philadelphia, PA, December 1986.

Panelist, "State Support for Community Economic Development," Community Development Coalition, Annual Conference, Philadelphia, PA, February 1987.

Panelist, "Linked Development in Philadelphia," Community Development Coalition, Annual Conference, Philadelphia, PA, February 1986.

Panelist, Workshop on Community Economic Development, Joint Foundation Seminar, Philadelphia, PA, January 1986.

INSTRUCTION

Graduate Courses

Poverty, Neighborhoods, and Community Development, URAF 867, Fall 1993, URAF 667, Fall 1995, UAPP/IFST 608 Fall 1997, Fall 1998, Fall 1999, Fall 2000, Fall 2001, Fall 2002, Fall 2003, Fall 2004, Spring 2006, Fall 2006.

Introduction to the Nonprofit Sector, UAPP 840, Spring 1998, Fall 1996, Fall 1994, Spring 1992, Fall 1990.

Strategic Planning for Nonprofit Organizations, URAF 842, Fall 1991, Fall 1989

Issues in the Management and Governance of Nonprofit Organizations, URAF 841, Spring 1991

Public Sector Marketing, with Robert Wilson, UA 667, Spring 1990

Undergraduate Courses

Urban Neighborhoods, Urban Studies 255, University of Pennsylvania, Fall 1992

Holes in the Safety Nets, Geography and Urban Studies 76, Temple University, Spring 1989

Philadelphia Seminar, Metropolitan Collegiate Center, Philadelphia, PA, Summer 1987

Issues in Urban Studies, Urban Studies 88, Temple University, Spring 1986

Training Presentations

"The Board Role in Strategic Planning for Nonprofit Organizations," Mid-Atlantic Resource Conservation and Development Association Conference, Rehoboth, DE, October 2002.

"Strategic Planning and Management," (Module 1), Training for Excellence in Nonprofit Management, Nonprofit Management Certificate Course, Center for Community Development, College of Urban Affairs & Public Policy, University of Delaware, with Steven Peuquet, May 1990, February 1991, February 1992, February 1993, February 1994, February 1995, February 1996, Center for Community Development & Family Policy, College of Human Services, Education, & Public Policy, February 1998, with Deborah Auger, February 1999, with Steven Peuquet, February 2000, February 2001, February 2002, February 2003, Center for Community Research & Service, with Pamela Leland, February 2004, February 2006.

"National Welfare Monitoring and Advocacy Project, Client Interview Training," Citizens' Inquiry on Welfare Reform, Wilmington, Dover, and Georgetown, DE, January/February 2002 (with Andrea Breedlove and Ivory Copeland), January/February 2001 (with Andrea Breedlove), January/February 2000 (with Jocelyn Taliaferro), January/February 1999 (with Olinda Matos),

"Strategic Planning for Public Agencies," Delaware Management Fellows Training Program, Delaware Public Administration Institute, College of Urban Affairs and Public Policy, University of Delaware, May 1992.

"Evaluation in Public Agencies," New Castle County Management Certificate Program, Delaware Public Administration Institute, College of Urban Affairs and Public Policy, University of Delaware, January 1992.

"Strategic Planning for Public Agencies," New Castle County Management Certificate Program, Delaware Public Administration Institute, College of Urban Affairs and Public Policy, University of Delaware, November 1990, December 1991.

"Strategic Planning for Anthropologists," National Association for the Practice of Anthropology, American Anthropological Association, 89th Annual Meeting, New Orleans, LA, December 1990.

"Strategic Planning for Nonprofit Organizations," Claymont Community Center, Urban Agent Division, College of Urban Affairs and Public Policy, University of Delaware, May 1989.

"Gathering Information for Planning," United Way of Delaware, Management Development Workshop, Wilmington, DE, May 1989.

PUBLIC SERVICE ACTIVITIES

Community Service

- 2006-present **School of Nursing, University of Delaware and Teen Pregnancy Prevention, Advisory Board, Delaware Division of Public Health**, Data consultant on study of adolescent pregnancy, Dr. Judith Herrman, Principal Investigator
- 1997-2004
2006-present **Citizens' Inquiry on Welfare Reform**, Wilmington, DE
- Provided research direction for advocacy on changes in Delaware's welfare reform initiative, conducted and analyzed statewide interviews on effects of welfare reform (1999, 2000, 2001, and 2002), planned and held statewide conference on welfare reform (1999), Co-authored SB101 Education and Training Act for Welfare Recipients (Signed into law July 2, 1999).
- 1997-2004
2006-present **Action for Families and Children**, Wilmington, DE
- Co-convenor, 1997-2004, with Children and Families First and Community Legal Aid, of advocacy group which focuses on promoting change in welfare reform, income assistance, housing and foster care. Provide assistance in policy analysis, coordinate public hearing testimony. Assist in developing legislative and regulatory proposals.
- 2002-2004
2006-present **Delaware Coalition for Human Rights**
- Charter member of coalition convened by the National Council for Community and Justice, Delaware Chapter. Co-Chair Policy Committee, which reviews legislative proposal from member organizations and recommends Coalition action.
- 1990-present **Food Bank of Delaware**
Board of Directors
Past Chair (2000-2002)
Chair (1998-2000)
Vice-Chair, Planning and Resource Development (1996-1998)
Vice-Chair, Assessment (1993-1995)
Chair, CEO Search Committee (1996-1997)
Chair, Strategic Planning Task Force (1992-1994), Member (1997-1998)
Chair, Nominations Task Force (1992, 1993), Agency monitor (1992- 1996), Provide research assistance to support public education on hunger and food insecurity, trends in emergency food assistance, and access to affordable food, provide assistance in applying Carver Policy Governance Model, provide leadership to increase food distribution and capacity building for member agencies.
- 1989-present **Delaware Housing Coalition**
Board of Directors

President, 1994-1996
Executive Committee, 1997-2000
Finance Committee, 2004-present

Provide research assistance to support public education and advocacy efforts promoting affordable housing, including analysis of state support for low-income housing development, monitoring of state Comprehensive Housing Affordability Strategy (CHAS), drafting of Fostering Nonprofit Development in Delaware, research and policy analysis on economic and racial integration in housing, facilitate development of independent statewide association of tenants, sponsor development of Decision Making Training Model, facilitate coordination of welfare reform and affordable housing advocacy, coordinate development of Job Vacancy survey.

1989-2004
 2006-present

**Training for Excellence in Nonprofit Management Program,
 Center for Community Development and Family Policy, University of
 Delaware**

Developed outreach education program composed of 16 week Nonprofit Management Certificate course, one-week Advanced Nonprofit Management Certificate courses, and workshops and seminars. Responsibilities include: curriculum development and revision, coordinating components of TEN Program, serving as a trainer, liaison with advisory group, recruiting students, supervising graduate assistant(s), and fund raising.

2002-2004

United Way of Delaware

Member, Research Committee, Community Needs Assessment
 Member, Community Oversight Committee, Community Needs
 Assessment.

Provide research assistance in update of statewide community needs assessment data collection and analysis.

2002-2004

Food Bank of Delaware

Evaluation of Food Stamps outreach and education activities. Design and implement pre-screening and application tracking system, compare outreach and education methods, prepare reports, supervise graduate assistants.

2001-2002

Delaware Association of Nonprofit Agencies and JP Morgan Chase

Member of Convening Group to establish Delaware Standards for
 Nonprofit Excellence Certification process

2000-2002

**Division of Social Services, Delaware Health and Social Services
 Department**

Client Assessment Task Force Member

Provide research and policy analysis assistance in assessment of public assistance recipients

1999-2005

Metropolitan Wilmington Urban League

Founding Board Member

CEO Search Committee Member, 2000

Provided research assistance in conducting needs assessment for chapter designation, served as member of Sponsors Committee, served as member of strategic planning committee.

1999-2003 **Nonprofit Capacity Building Program** developed and expanded Information and Referral (Nonprofit Hotline, Nonprofit Resource Library, Websites), Professional Development (Advanced Nonprofit Management Certificate courses, Workshops, Seminars, and Courses, Leadership Delaware, Nonprofit Executive Peer Forums), and Technical Assistance (Talent Bank) activities, in partnership with Delaware Association of Nonprofit Agencies (DANA).

1998-2004 **YWCA of New Castle County, Wilmington, DE**
Program Advisory Committee Member
Provided assistance in developing program monitoring and outcome measurement.

1995-2004 **Housing Capacity Building Program, Delaware State Housing Authority**
Advisory Committee Member, appointed by the Governor

1993 - 2002 **Delaware Association of Nonprofit Agencies (DANA)**
Board of Directors

2001-2002 **Member, CEO Search Committee**
2000-2001 **Chair, Board of Directors**
1999-2000 **Vice Chair, Board of Directors**
1997-1998 **Chair, Public Policy Committee**

1993-1996 **Delaware Nonprofit Congress**
Chair, Steering Committee

Provided assistance in developing state-level Nonprofit Policy Agenda project, provided research assistance on nonprofit/government relationships, provided technical assistance on nonprofit governance and leadership and nonprofit government relationships, provided leadership in developing DANA Public Policy Platform, DANA Legislative Priorities, and briefing papers, developed partnership to provide information and referral, professional development, and technical assistance to nonprofit organizations, assisted in developing Standards for Excellence Certification Process.

1999-2000 **YWCA of Camden County and Vicinity, Stratford, NJ**

Provided assistance in conducting strategic planning and preparing strategic plan.

1998-2000 **Community Needs Assessment**
State of Delaware, Budget Office

Provided oversight and supervised graduate research assistants in

conducting research and preparing analysis for statewide community needs assessment, served as liaison with advisory group, state legislators, and state administrators, analyzed data and prepared reports.

1995 - 1996

Welfare Reform Task Force, Delaware Public Policy Institute, Wilmington, DE, Chair, Medicaid Sub-Committee, developed recommendations for Medicaid policy and program changes

1995-1998

Wilmington Community Outreach Partnership Center

Directed work of graduate assistants in providing information to Neighborhood Planning Councils, and focusing hunger and food insecurity research in the Enterprise Community, oversaw development of Nonprofit Resource Library, and recruited Enterprise Community organizations to Nonprofit Management Certificate course

1995 - 2000

State Planning Citizen's Advisory Council, member, appointed by the Governor

1995-1996

National Society of Fund Raising Executives, Brandywine Chapter, served as member of the chapter's Diversity Committee, assisted in developing and conducting fund raising training for directors of small nonprofit organizations.

1994-1996

Wilmington Community Development Partnership, Neighborhood Planning Councils

Provided technical assistance in development and implementation of Mayor's neighborhood planning initiative, developed strategic planning model for neighborhood planning councils, directed work of graduate assistants who provided information and analysis to neighborhood planning councils.

1995

Connections, CSP, Inc. Wilmington, DE

Provided technical assistance on developing a state-wide "Conversation about Diversity" program

1994

Preservation Delaware, Inc., Wilmington, DE

Provided technical assistance in conducting strategic planning

1993

Child Care Connection, Inc.

Developed management curriculum for child care providers, including three modules: Management and Leadership, Planning, and Generating Revenue

1992

Kent County Vocational-Technical School District

Provided technical assistance in conducting a strategic planning process for the District and in drafting the strategic plan

- 1992-1995 **Kids Count DE Advisory Committee**
- Participated in development of proposal for development of Kids Count project in DE, including social indicators, liaison with community-based agencies.
- 1990 -1996 **Delaware Campaign to End Childhood Hunger
Delaware Anti-Hunger Coalition**
- Provided research assistance to support anti-hunger advocacy efforts, including design and analysis of survey of food stamp participation by emergency food pantry clients, revision of agency record keeping, review of policy literature, and contact with hunger researchers and policy community.
- 1990 **Delaware Nature Society**
- Provided technical assistance in marketing and membership development.
- 1989 - 1990 **Wilmington Senior Center**
- Provided technical assistance in conducting a strategic planning process, primary data collection, and assistance in drafting the strategic plan.
- 1989 - 1994 **Collaborative Training Group, Wilmington, DE**
- Provided assistance in planning, coordinating and holding annual conference: Developing Effective Governance in the Nonprofit Sector (April 1989), Developing Effective Multi-Cultural Leadership in the Nonprofit Sector (May 1991), Can Nonprofits Survive the 1990s? (April 1992), The Blurring Lines between the Public, Private and Nonprofit Sector May 1993), Nonprofit Management and Governance: "Policy vs. Paper Clips," (October 1994).
- 1988 - 1989 **Transit Riders Action Coalition, Philadelphia, PA**
- Provided research assistance in the development of survey of public transit riders in the Philadelphia area used to support advocacy for expanded and affordable public transportation.
- 1987 - 1989 **Money for Neighborhoods Coalition, Philadelphia, PA
Co-chair, Advisory Committee**
- Provided research assistance in support of citywide campaign to create "linked" revenue sources for community economic development.
- 1987 - 1990 **Fairhill Action Coalition, Philadelphia, PA**
- Provided research assistance in support of neighborhood revitalization efforts in North Philadelphia.
- 1987 - 1989 **Public Interest Law Center of Philadelphia**

Provided research assistance in the development of report on the lack of affordable housing in Philadelphia and follow-up education/advocacy efforts.

1985 - 1987

Special Olympics of Philadelphia Advisory Council

Coordinated fund raising activities, developed community participation and volunteer organizations.

1984 - 1985

**Regional Council of Neighborhood Organizations
Philadelphia, PA**

Provided research assistance in producing Data Toolbooks for Community Development (Bucks, Chester, Delaware and Montgomery Counties, PA)

Research/Public Service Grants & Contracts

- | | |
|-----------|--|
| 2006 | School of Nursing, University of Delaware, (\$500) Data consultant on study of adolescent pregnancy |
| 2005 | Canadian Embassy, Canadian Research Grant Program (\$5,000 USD) for study of the comparative impact of welfare state restructuring on the nonprofit sector in Canada and the US |
| 2002-2004 | U.S. Department of Agriculture (\$86,745) for evaluation of Food Stamps outreach by Food Bank of Delaware |
| 2003 | Bank of New Castle (\$5,000), Discover Bank (\$5,000), and MBNA Foundation (\$2,000) for Nonprofit Management Certificate course |
| 2002 | Deutsche Bank (\$4,750), JP Morgan Chase Foundation (\$3,000) for Nonprofit Management Certificate course |
| 2001-2002 | Aspen Institute, Nonprofit Sector Research Fund (\$45,000) for research on the impact of welfare reform on nonprofit organizations in Delaware |
| 1999-2002 | Jessie Ball duPont Fund (\$300,000) for development of Nonprofit Capacity Building Program |
| 2001 | Greenwood Trust (\$5,000), JP Morgan Chase Foundation (\$5,000), MBNA Foundation (\$2,500) for Nonprofit Management Certificate course |
| 2000 | Bankers Trust (\$5,000), Greenwood Trust (\$5,000), MBNA Bank, N.A. (\$2,000), Chase Manhattan Foundation (\$2,000) for Nonprofit Management Certificate course |
| 1999 | Greenwood Trust (\$5,000), First USA Bank (\$3,000), The Chase Manhattan Foundation (\$3,000), MBNA Bank, N.A. (\$2,000), Traveler's Bank (\$1,000), Commerce Bank (\$250) for Nonprofit Management Certificate course |
| 1998-1999 | Budget Office, State of Delaware, \$70,000 for statewide Community Needs Assessment. |

- 1998 Title XI: Housing Capacity Building Program (\$9,000), Bankers Trust (\$5,000), Greenwood Trust (\$5,000), FCC National Bank (\$3,000), CoreStates Bank of DE (\$2,500), PNC Bank (DE) (\$2,400), Chase Manhattan Foundation (\$2,000), MBNA Bank, N.A. (\$1,500) for Nonprofit Management Certificate course
- 1997 Title XI: Housing Capacity Building Program (\$10,800), Bankers Trust (\$5,000), Fleet Bank (\$2,500), Travelers Bank Group (\$2,000), MBNA America Bank (\$1,500), Whirlpool Financial (\$1,500), Nations Bank (\$1,000) for Nonprofit Management Certificate course
- 1996-1998 U.S. Department of Education, Title XI, (\$2,875) for support of Delaware Housing Capacity Building Program, with Steve Peuquet (Principal Investigator), Tim Barnekov, Raheemah Jabbar-Bey, and Deborah Auger
- 1996-1997 Canadian Embassy, Canadian Studies Research Grant Program, (\$3,750 USD), International Programs and Special Sessions, University of Delaware (\$1,000) for support of comparative study of US and Canadian emergency food assistance
- 1996 Title XI: Housing Capacity Building Program (\$9,000), MBNA America Bank (\$5,000), Greenwood Trust (\$3,000), Travelers Bank Group and Travelers Foundation (\$2,000), Delaware Trust (\$1,200), Wilmington Savings Fund Society (\$1,000) for Nonprofit Management Certificate course
- 1995-1997 U.S. Department of Housing and Urban Development (HUD) (\$20,000) for support of Wilmington Community Outreach Partnership Center, with Tim Barnekov (Principal Investigator), Steve Peuquet, Raheemah Jabbar-Bey, and Deborah Auger
- 1995 FCC National Bank (\$5,000), Wachovia Bank Card Services (\$5,000), Travelers Bank Group and Travelers Foundation (\$2,000), MBNA America Bank (\$1,500), Core States Bank (\$1,500), Delaware Trust (\$1,000) for Nonprofit Management Certificate course
- 1994 Wachovia Bank Card Services (\$5,000), Banker's Trust, DE (\$3,000), FCC National Bank (\$3,000), PNC Bank (\$2,400), MBNA America Bank, NA (\$1,500), Primerica Bank (\$1,500), Core States Bank (\$1,400), Delaware Trust (\$1,000), First USA Bank (\$500) for Nonprofit Management Certificate course
- 1993 Food Bank of Delaware (\$5,000) for support of research on "The Role of Nonprofit Organizations in Combating Hunger in Delaware," (\$1,000) for assistance in strategic planning
- 1993 Child Care Connection (\$900) for development of management curriculum for child care providers
- 1993 Mellon Bank, DE (\$3,000), Bankers Trust, DE (\$3,000), Wachovia Bank (\$3,000), Primerica Bank (\$1,500), Delaware Trust Company (\$1,000) for Nonprofit Management Certificate course

- 1992 Mellon Bank, DE (\$3,500), Bank of Delaware (\$1,297), Delaware Trust (\$600) for Nonprofit Management Certificate course
- 1991 Kent County Vocational Technical School District, Woodside, DE, (\$13,984) for strategic planning assistance (with Jeffrey A. Raffel)
- 1991 Mellon Bank, DE (\$3,500), Bank of Delaware (\$1,297), Beneficial National Bank (\$1,297) for Nonprofit Management Certificate course
- 1990 Gannett Foundation (\$10,000), Mellon Bank, DE (\$4,000) for Nonprofit Management Certificate course
- 1989 Wilmington Senior Center (\$4,771) for strategic planning assistance
- 1988 Philadelphia Foundation (\$15,000), Union Benevolent Association (\$3,000), Resource Center for Human Services, for replication of neighborhood needs assessment study
- 1987 Center for Responsible Funding (\$20,000), Institute for Public Policy Studies, Temple University, for study of charitable campaigns in the corporate workplace
- 1985 Samuel Fels Fund (\$16,000), Institute for Public Policy Studies, Temple University, for study of local economic development activities (with David Bartelt)
- 1978 Russell Sage Foundation (\$27,600), Anthropology Department, Temple University, for study of ethnic food behavior (with Judith Goode and Janet Theophano)

School, College and University Service

- 2006-present School of Urban Affairs & Public Policy institutional representative to Urban Affairs Association
- 2006-present School of Urban Affairs & Public Policy, Human Subjects Review Committee, Member
- 2004 School of Urban Affairs & Public Policy, Sussman Prize Award Committee
- 2004 CHEP Research Grant Review Committee
- 2003-2004 Chair, CHEP Graduate Curriculum Committee
- 2003-2004 Urban Affairs & Public Policy Program, Ph.D. Committee
- 2002 School of Urban Affairs & Public Policy, Faculty Work Load Policy Committee
- 2002 School of Urban Affairs & Public Policy, By-Laws Committee

2002	School of Urban Affairs & Public Policy, Honors Day Awards Committee
2001-2003	College of Human Services, Education, & Public Policy, Graduate Curriculum Committee
2001	Salzburg Seminar Selection Committee
2001	Center for Community Development & Family Policy, Community Development Resource Center Coordinator Search Committee
2001	University Competitive Fellowships Selection Committee
2000-2002	School of Urban Affairs & Public Policy, Promotion and Tenure Committee
2000-present	Nonprofit Leadership & Management Curriculum Task Force
2000-present	Undergraduate Social Science Scholar Awards Selection Committee
1999-2000	Center for Community Development & Family Policy, Strategic Planning Core Committee
1998-present	Urban Affairs & Public Policy Program, Student Recruitment Committee
1997-2004	Board of Senior Thesis Readers, Honors Program, University of Delaware
1997-1998	Department of Individual & Family Studies, Assistant Professor Search Committee
1997-1998	College of Human Resources, Education, & Public Policy, Evaluation Specialist Search Committee
1996	College of Urban Affairs & Public Policy, Center for Community Development Expansion Sub-Committee
1996	Colleges of Human Resources, Education & Public Policy, Sub-Committee on Structure
1996	Colleges of Human Resources, Education & Public Policy, Professional Staff Steering Committee
1996	College of Urban Affairs & Public Policy, Urban Affairs & Public Policy Program Representative to College Reorganization Steering Committee
1996	College of Urban Affairs & Public Policy, College Reorganization Name Committee
1996	College of Urban Affairs & Public Policy, Urban Affairs & Public Policy Program, Admissions Committee, Chair
1995-1996	College of Urban Affairs & Public Policy, Faculty Promotion and Tenure Committee

1994-1996	College of Urban Affairs & Public Policy, Professional Staff Promotion & Review Committee, Chair 1995-1996
1994	College of Urban Affairs & Public Policy, Women of Excellence Selection Committee
1994	College of Urban Affairs & Public Policy, Distinguished Alumni Award Committee, Chair
1994	College of Urban Affairs & Public Policy, Mark Haskell Award Committee
1993-1995	University Faculty Senate, College of Urban Affairs & Public Policy Senator
1993	Women's Studies Interdisciplinary Program, Judge, Student Research on Women Conference
1992	University Faculty Senate, College of Urban Affairs & Public Policy Senator
1992	College of Urban Affairs and Public Policy, Women's Faculty Caucus
1992	College of Urban Affairs & Public Policy, Professional Staff Career Ladder Development Committee
1991	College of Urban Affairs & Public Policy, Professional Staff, Strategic Planning Sub-Committee
1991	College of Urban Affairs & Public Policy, Urban Affairs & Public Policy Program, MA Core Committee
1990-91	University Faculty Senate, College of Urban Affairs & Public Policy Senator
1990	College of Urban Affairs & Public Policy, Urban Affairs & Public Policy Program Director Search Committee
1990	College of Urban Affairs & Public Policy, Chair, Selection Committee, Public Service Advisory Committee
1989-Present	College of Urban Affairs & Public Policy, Social Policy Group

PROFESSIONAL MEMBERSHIPS, OFFICES AND SERVICE

American Anthropological Association, Fellow, Member, Committee on Public Policy (2004-2006)

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

Association for the Study of Food and Society

Council for Nutritional Anthropology, Programs and Meetings Committee (1985)

National Association for the Practice of Anthropology, Chair, Professional Development Committee (1991-1994), Secretary/Editor (1990 - 1992), Nominations Committee (1986)

Philadelphia Association of Practicing Anthropologists, Steering Committee (1985-1992), Secretary (1984-85), Program Chair (1983-84)

Social Welfare Action Alliance

Society for Applied Anthropology, Fellow

Society for Urban, National and Transnational Anthropology (formerly Society for Urban Anthropology), Councilor (2006-2008), Treasurer (1994-1996), Councilor (1986-1989), American Anthropological Association Annual Meeting Program Chair (1988), Co-Chair, Task Force on Poverty and Homelessness (1992-present)

Urban Affairs Association

Editorial, Proposal and Manuscript Review

American Anthropologist, 1998 - present

Canadian Journal of Urban Research, 2001 - present

City and Society, 1988 - Present

Families in Society, Consulting Editor, 2003 - Present

Human Organization, 1990 - Present

Journal of Urban Affairs, 1992 - Present

Publius, 2004 - Present

Urban Anthropology, 1989 - Present

Aspen Institute, Nonprofit Sector Research Fund, Dissertation Proposal Review, 2002-2004.

Canada Council for the Arts, Killam Research Fellowship Review, 2003 - Present

National Oceanic and Atmospheric Administration
National Sea Grant College Program, 1990 - 1998

Social Sciences and Humanities Research Council of Canada, 1997- Present

Waveland Press, 1999 - Present

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