**Ruth Sessler Bernstein, D.M.**

Associate Professor of Nonprofit Management

Pepperdine University

Business Administration Division - CCB 305

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**Education:**

Weatherhead School of Management

Mandel Center for Nonprofit Organizations

Case Western Reserve University, Cleveland, Ohio

Doctor of Management, May 2011

Specialization: Nonprofit Management/Diversity & Inclusion

Center on Philanthropy

Indiana University, Indianapolis, Indiana

M.A. Philanthropy, Dec. 2008

School of Public and Environmental Affairs

Indiana University, Indianapolis, Indiana

Graduate Certificate in Nonprofit Management, Dec. 2008

Brown University, Providence, Rhode Island

M.S. Geology, May 1982

Specialization: Petrology

Rensselaer Polytechnic Institute, Troy, New York

B.S. Geology, May 1979

**Experience:**

2022-present **Associate Professor of nonprofit Management**

Business Administration, Seaver College,Pepperdine University, Malibu, CA

BA 498: *Service Leadership (9 sections)*

*NPM 302: Financial Development of Nonprofit Organizations (3 sections)*

*NPM 301: Management and Leadership of Nonprofit Organizations (3 sections)*

2020-2022 **Assistant Professor of Nonprofit Management**

Business Administration, Seaver College,Pepperdine University, Malibu, CA

BA 498: *Service Leadership (6 sections)*

*NPM 302: Financial Development of Nonprofit Organizations (2 sections)*

*NPM 330: Community-Based Research*

*NPM 301: Introduction to Nonprofit Management*

2016-2020 **Assistant Professor, Nonprofit Studies** and **iTECH Fellow** (May 2018)

University of Washington, Tacoma, WA

*TNPRFT 531: Community Organizations and the Nonprofit Sector (3)*

*TNPRFT 231: Introduction to the Nonprofit Sector (6)*

*TNPRFT 490/590: Nonprofit Practicum (9)*

*TNPRFT 453/553: Nonprofit Financial Literacy (3)*

*TNPRFT 451/551: Essentials of Grant Writing (3)*

*TMGMT 465-466 Board Governance (2)*

*TNPRFT 455/555: Philanthropy and Social Change (2)*

*TIAS 496: Nonprofit Management Internship (1)*

*TIAS 596: Directed Readings (1)*

*TNPRFT 590: Independent Study (1)*

*TNPRFT 700 (10 credits)*

2015-2016 **Full-Time Lecturer, Nonprofit Studies**

University of Washington, Tacoma, WA

*TNPRFT 431/531: Community Organizations and the Nonprofit Sector (1)*

*TNPRFT 451: Grant Writing and Fundraising (1)*

*TNPRFT 457: Nonprofit Capstone (2)*

*TNPRFT 453/553: Nonprofit Financial Literacy (1)*

*TNPRFT 231: Introduction to the Nonprofit Sector (1)*

*TNPRFT 490/590: Nonprofit Practicum (1)*

*TIAS 496: Nonprofit Management Internship (1)*

2015 **Part-Time** **Lecturer, Nonprofit Studies**

University of Washington, Tacoma, WA

*TNPRFT 457: Nonprofit Capstone (1)*

*TIAS 496: Internship (1)*

2014-2015 **Visiting Assistant Professor in Business-Management and Nonprofit Studies**

School of Business

Pacific Lutheran University, Tacoma, WA

*BUSA 340 – Nonprofit Management*

*BUSA 190-Introduction to Business*

2013-2015 **Part-Time** **Lecturer**

University of Washington, Seattle, WA

Daniel J. Evans School of Public Affairs

*PB AF 598 A* *Volunteer Management Skills Workshop*

*PB AF 598 A Nonprofit Board Management Skills Workshop*

2012-2014 **Contingent Faculty in Business**

School of Business

Pacific Lutheran University, Tacoma, WA

*BUSA 340 – Nonprofit Management*

*BUSA 190-Introduction to Business*

2013-2014 **Part-Time** **Lecturer**

University of Washington, Tacoma, WA

*TNPRFT 431: Community Organizations and the Nonprofit Sector (1)*

*TNPRFT 451: Grant Writing and Fundraising (1)*

*TNPRFT 457: Nonprofit Capstone (1)*

*TIAS 496: Internship (1)*

2012-2013 **Adjunct Faculty**

Seattle University, Seattle, WA

*NPLR 215 / PUBA 215–Introduction to the Nonprofit Sector*

2011-present **Nonprofit Management Consultant**

Olympic Nonprofit Consulting, Seabeck, WA

*Nonprofit Governance, Nonprofit Start-up, Board Training*

2012-2013 **Senior Research Associate**

National Center for Program Management and Fiscal Operations,

Office of Head Start**,** Cleveland, OH

**Publications in Peer-Reviewed Journals:**

* *Bernstein, R.S. & Salipante, P. (2025).**Teaching Cases for Inclusion and Equity.* ***Business Case Journal,*** *32(1), p. 54-59.*
* Bernstein, R.S., Fredette, C., & Postlethwaite, B. (2025). Nonprofit Chief Executive Compensation: Implications of Board Governance Activities. **Compensation and Benefits Review.** <https://doi.org/10.1177/08863687241275237>
* Bernstein, R.S. & Aspin, T. (2024). Cascade Public Media Case. **Nonprofit Education and Leadership.**, 14(2), 17-41. https://doi.org/10.18666/JNEL-2024-12386
* Bernstein, R. S. & Salipante, P. (2023).Embedding Inclusive, Equitable Diversity Practices in Nonprofit Organizations: Developing Policy to Account for System Dynamics. ***Nonprofit Policy Forum****.* <https://doi.org/10.1515/npf-2022-0042>
* Schaffer, R. H., & Bernstein, R. S. (2023). Nonprofit Programs in Business Schools: A Win-Win Across Sectors. ***Journal of Nonprofit Education & Leadership***, *13*(3), p.1-6. https://doi.org/10.18666/JNEL-12095
* Sessler Bernstein, R., & Fredette, C. (2023). Decomposing the Impact of Leadership Diversity Among Nonprofit Organizations. ***Nonprofit and Voluntary Sector Quarterly***, 08997640221145119.
* Rolf, S., Tuggle, C., Schlachter, S. D., & Sessler Bernstein, R. (2023). Predictors of Nonprofit Ethno-Racial Diversity: Examining Local Community Demographics and Political Ideology. ***Nonprofit and Voluntary Sector Quarterly*,***52*(4), 1029-1057.
* Bernstein, R.S. & Aspin, T. (2022). Leveraging Social Justice During the COVID-19 Pandemic. ***Journal of Nonprofit Education and Leadership,*** Vol. 12(2), 4-16.
* Fredette, C. & Bernstein, R.S.(2021).Governance Effectiveness: The Interaction of Ethno-Racial Diversity and Social Capital. ***Nonprofit Voluntary Sector Quarterly****,* Vol. 50(4), 816-841. <https://journals.sagepub.com/doi/pdf/10.1177/0899764020977698> [Best Research Paper, ARNOVA**,** Governance Section, 2021]
* Bernstein, R.S. & Aspin, T. (2020). Rescue Mission’s Dilemma: Moral Values vs. Service Provision. ***Journal of Nonprofit Education and Leadership,*** 10(3), 307-318.
* Bernstein, R. S., Bulger, M., Salipante, P., & Weisinger, J. Y. (2019). From Diversity to Inclusion to Equity: A Theory of Generative Interactions. ***Journal of Business Ethics*,** Vol. 167(3), 395-410. <https://link.springer.com/content/pdf/10.1007/s10551-019-04180-1.pdf>
* Fredette, C. & Bernstein, R.S.(2019).Ethno-racial Diversity on nonprofit Boards: A Critical Mass Perspective. ***Nonprofit Voluntary Sector Quarterly****.* 48(5), 931-952. [Selected as Editor’s Choice Top Article from 2018-2019 in Nonprofit Voluntary Sector Quarterly] <https://journals.sagepub.com/topic/collections-nvs/nvs-1-editors_choice/nvs>]
* Bernstein, R.S., Aulgur, J., & Freiwirth, J (2019). Case Studies: Racial Equity, Diversity, and Inclusion in Nonprofit Governance. ***Journal of Nonprofit Education and Learning,*** 9(4), 378-418.
* Towey, W. & Bernstein, R.S. (2019). Incorporating Community Grant Writing as a Service Learning Project in a Nonprofit Studies Course: A Case Study. ***Journal of Nonprofit Education and Leadership****,* 9(3), 300-318.
* Aulgur, J., & Bernstein, R.S. (2018). Invisible Children: Advocacy and Accidental Viral Marketing. ***Journal of Nonprofit Education and Learning,*** 8, 198-201.
* Bernstein, R.S. (2018) ARNOVA Governance Symposium Case Studies for Use in the Classroom and Practitioner Training Study Guide. ***Journal of Nonprofit Education and Learning,*** 8, 214-229.
* Bernstein, R.S. & Salipante, P. (2017). Intercultural Comfort through Social Practices: Exploring Conditions for Cultural Learning.  ***Frontiers in Leadership in Education.*** Vol. 2, Article 31.

doi:10.3389/feduc.2017.00031.

<http://journal.frontiersin.org/article/10.3389/feduc.2017.00031/full?&utm_source=Email_to_authors_&utm_medium=Email&utm_content=T1_11.5e1_author&utm_campaign=Email_publication&field=&journalName=Frontiers_in_Education&id=272155>

* Bernstein, R. S. (2017). The Legacy of the American Legacy Foundation. ***Journal of Nonprofit Education and Learning.*** Special Issue 2, 33-46.
* Bernstein, R.S., & Aulgur, J. (2017). What Went Wrong at the Wounded Warrior Project. ***Journal of Nonprofit Education and Learning.*** Special Issue 2, 28-32.
* Bernstein, R.S., Buse, K., & Bilimoria, D. (2016). Exploring the Impact of CEO Tenure and Effective Board Performance on Organizational Change. ***American Journal of Management****, 16(4),* 26-38.
* Bernstein, R.S., Buse, K., & Bilimoria, D. (2016). Revisiting Agency and Stewardship Theories: Perspectives from Nonprofit Board Chairs and CEOs**. *Nonprofit and Management Leadership,*** *26(4),*489-498.
* Buse, K., Bernstein, R.S., & Bilimoria, D. (2016). Exploring the Influence of Nonprofit Board Diversity (Racial/Ethnic, Age, and Gender), Diversity Practices, and Inclusion Behaviors on Board Performance. ***Journal of Business Ethics,*** 133(1), 179-191.

<http://link.springer.com/article/10.1007/s10551-014-2352-z#/page-1>

* Bernstein, R., Ambrosio, F., & Slatten, L.A. (2015). The Challenges of Foundation Stewardship: When a Philanthropic Gift Becomes a Burden. **Journal of Applied Case Research**, V 13 (1), 32-52. [http://swcra.net/wpcontent/uploads/2016/02/V13\_N1d\_Gift\_Case.pdf](http://swcra.net/wp-content/uploads/2016/02/V13_N1d_Gift_Case.pdf)

<http://swcra.net/journal-of-applied-case-research/cases/journal-of-applied-case-research-jacr-volume-13-number-1/>

* Bernstein, R. S., Hamilton, J. B., & Slatten, L.A. (2015). Understanding Donor Intent: Legal and Ethical Lessons from a Religious Nonprofit. ***Journal of Leadership, Accountability and Ethics****, 12*(4), 45-58.
* Bernstein, R.S. & Salipante, P. (2015). Comfort versus discomfort in interracial/interethnic interactions. ***Equality, Diversity & Inclusion: An International Journal***, 34(5), 376-394.

<http://www.emeraldinsight.com/doi/pdfplus/10.1108/EDI-06-2014-0050>

* Bernstein, R.S., Buse, K., & Slatten, L.A. (2015). Nonprofit Board Performance: Board Members’ *Understanding* their Roles and Responsibilities. ***American Journal of Management,*** 15(1) 24-35. [http://www.nabusinesspress.com/AJM/BernsteinR\_Web15\_1\_.pdf](http://www.na-businesspress.com/AJM/BernsteinR_Web15_1_.pdf)
* Bernstein, R.S. & Bilimoria, D. *(*2013). The influence of Organizational Diversity Perspectives on Minority Nonprofit Board Member Inclusion. ***Equality, Diversity & Inclusion: An International Journal.*** 32(7), 636-653.

<http://www.emeraldinsight.com/doi/pdfplus/10.1108/EDI-02-2012-0010>

**Books:**

* Bernstein, R.S., Schaffer, R.H., & Johnson, Amy (Forthcoming; Submitted to publisher, August 2025 with anticipated publication in Spring 2026) *How to create high-performance student teams: Techniques and strategies for cultivating inclusive teams in higher education.* Edward Elgar Publishing.
* Bernstein, R. S., & Salipante, P. (2025). *Sustainable Diversity through Performance-Driven Practices: An Evidence-Based, Dynamic Systems Framework.* Cambridge Element(Book in Peer-reviewed, Edited Series)*,* Cambridge University Press.
* Bernstein, R. S., Salipante, P., & Weisinger, J. Y. (2022). *Performance through Diversity and Inclusion: Leveraging Organizational Practices for Equity and Results.* Routledge.
* Bernstein, R.S. & Fredette, C. (2021). *Diversity and Inclusion in Nonprofit Governance—No More Excuses!* Sagamore-Venture Publishing. https://sagamorepub.com/products/diversity-and-inclusion-in-nonprofit-governance-no-more-excuses

**Book Chapters:**

* Bernstein, R.S. & Salipante, P.F. (Forthcoming, 2025). “Practices for Inclusion, Equity and Performance from Diversity in Social Enterprises” in *Encyclopedia of Social Enterprise* (Eds. Frumpkin, P., Kim, M., & Yoon, N. Edward Elgar Publishing (U.K.).
* Bernstein, R.S. & Salipante, P.F. (2024). *“*Diversity and Inclusion in Nonprofit Organizations*” in The Jossey-Bass Handbook of Nonprofit Leadership and Management 5th Edition (Eds. David O. Renz and Associates).* Jossey-Bass Publishing*.*
* Weisinger, J. Y., Salipante, P., & Bernstein, R. S. (2024). “Human Resource Management Practices for Diversity with Inclusion” *in Managing Human Resources in the Nonprofit Sector:  Equipping Organizations to be Democratic, Diverse, Inclusive, and Employee-Friendly (ed. Amanda Janis Stewart)* Sagamore-Venture Publishing, pp. 73-100. [*https://sagamorepub.com/products/managing-human-resources-in-the-nonprofit-sector-equipping-organizations-to-be-democratic-diverse-inclusive-and-employe-friendly-ebook?\_pos=8&\_sid=efcb9406c&\_ss=r*](https://sagamorepub.com/products/managing-human-resources-in-the-nonprofit-sector-equipping-organizations-to-be-democratic-diverse-inclusive-and-employe-friendly-ebook?_pos=8&_sid=efcb9406c&_ss=r)
* Bernstein, R.S., & Salipante, P.F. (2023). "Diversity, Equity, and Inclusion in Nonprofits (Staff and Executive Leadership)" in Encyclopedia of Nonprofit Management, Leadership, and Governance (Eds. Kearns, K. & Wang, W.) Edward, Elgar Publishing Ltd. Elgar Online, 171-177.
* Bernstein, R.S. (2019). “Nonprofit Boards of Directors: Laws and Duties” in Nonprofit Law: A Guide for Administrators (eds. Dolch, N.A. & Herson, B.) Sagamore Venture Publishing.
* Bernstein, R.S., Bilimoria, D., Crary L., & Blancero, D. (2015). “Reflections on Diversity and Inclusion Practices at the Organizational, Group, and Individual Levels” in Oxford Handbook on Diversity in Organizations (eds Bendl/Bleijenberg/Hentonnen/Mills). Oxford, England: Oxford University Press. Pp. 109-126.

**In the Media:**

* San Mateo Daily Journal (forthcoming article on nonprofit closed due to fraud, interviewed 8/22/25).
* Podcast, **How to create an inclusive culture when DEI is a dirty word.** Nonprofit Science Institute (Episode 44).
* Wall Street Journal, 12/11/23. <https://www.wsj.com/articles/openais-unusual-board-should-it-change-its-structure-to-govern-effectively-e3d5ee76>
* Bernstein, R.S., Weisinger, J. Bulgar, M., & Weisinger, M. Maximizing Equity & Inclusion in Nonprofit and Public Sector Institutions. Reflections on Professional Development Workshop for the Academy of Management Annual Meeting Chicago, Illinois, August 2018. ***SIMian Newsletter***, September 2018, Social Issues in Management Division of the Academy of Management. P. 22-23.

**Guest Editor: Journal Special Issue**

* Bernstein, R.S., & Freiwirth, J. (2017). ARNOVA Governance Symposium Case Studies

For Use in the Classroom and Practitioner Training. **Journal of Nonprofit Education and Leadership.** Special Issue 2, 1-3.

**Guest Editor: Journal Special Section**

* Bernstein, R.S., & Freiwirth, J. (2018). ARNOVA Governance Symposium Case Studies For Use in the Classroom and Practitioner Training. **Journal of Nonprofit Education and Leadership,** 8(2), 196-197.
* Bernstein, R.S., Crary, L., & Bilimoria, D. (2015). Working Effectively Across Differences—Diversity and Inclusion at the Individual, Team, and Organizational Levels. ***Equality, Diversity & Inclusion: An International Journal,*** 34(5), 354-359.

**Conference Proceedings:**

* Bernstein, R.S. & Salipante, P. 2024. Overcoming Policy Resistance to Diversity, Equity, and Inclusion Efforts. ***Proceedings of the 2024 System Dynamics Conference.***
* Bernstein, R.S. & Fredette, C. 2019.The Impact of Leadership Diversity among Nonprofit Organizations. ***Proceedings of the 2019 Annual Meeting of the Academy of Management***. Online ISSN: 2151-6561.
* Bernstein, R.S., Ambrosio, F. & Slatten, L.A. 2014. The Challenges of Foundation Stewardship: When a Philanthropic Gift becomes a Burden. ***Proceedings, 48th Annual Conference of the Northwest Accounting Research Group*,** Leavenworth, WA.
* Bernstein, R.S. & Salipante, P. 2011. The Practices of a Non-Diversity-Focused Organization and Their Impact on its Member’s Intercultural Behavioral Comfort. ***Proceedings of the First International Conference on Engaged Management Scholarship,*** Cleveland, Ohio.

**Manuscripts in Preparation:**

* Novell, C., Bernstein, R.S., & Fisher, K.Psychological Safety of Faculty.
* Bernstein, R.S. & Salipante, P. Structuring Intergroup Contact to Overcome Bias and Leverage Human Capital. Anticipate submitting to Journal of Business Ethics
* Collins, C., Salahieh, Z., & Berntstien, R.S. Exploring Ethical Frameworks and Decision-Making Processes during Diversity Whiplash in Community Healthcare Organizations

**Refereed Presentations:**

* Collins, C.,Salahieh, Z., & Bernstein, R.S. **Exploring Ethical Frameworks and Decision-Making Processes during Diversity Whiplash in Community Healthcare Organizations**. To be presented at the annual meeting of ARNOVA, Indianapolis, IN.
* Bernstein, R.S. & Salipante, P. 2025. **Structuring Intergroup Contact to Overcome Bias and Leverage Human Capital.** To be presented at the annual meeting of ARNOVA, Indianapolis, IN.
* Benrstein, R.S. & Salipante, P. 2025. **Applying System Dynamics Thinking to Diversity, Equity, and Inclusion,** West Coast Data Conference, San Diego, CA.
* Benrstein, R.S. & Salipante, P. 2024. **Overcoming Policy Resistance to Diversity, Equity, and Inclusion Efforts.** Presented at the International System Dynamics Conference, Bergen, Norway.
* Bishop, J., Jimenez, & Bernstein, R. S. 2024. **Colleagueship for Co-Innovation: Leading and Managing with Purpose in the Workplace.** Presented at the Academy of Management, Chicago, Illinois.
* Benrstein, R.S. & Salipante, P. 2023. **A Systems Dynamics View of Governing: Achieving Sustainable Inclusion for Mission and Equity.** Presented at the annual meeting of ARNOVA, Orlando, FL.
* Bernstein, R.S., Walker, V., Taylor, K., Suarez, D., and Freiwirth, J. 2022. **The Inseparable Dynamics of Racial Equity, Power, and Governance.** Presented at the annual meeting of ARNOVA, Rayleigh, NC.
* Schaffer, R.H. & Bernstein, R.S. 2022. **Nonprofit Programs in Business Schools: A Win-Win Across Sectors.** Presented at the annual meeting of ARNOVA, Rayleigh, NC.
* Bernstein R.S. & Salipante, P. 2022. **Overcoming Barriers to Diversity, Equity and Inclusion and Equitable Workforce Practices in Nonprofit Organizations.** 11th Nonprofit Public Policy Symposium, virtual.
* Bernstein R.S. & Fredette, C. 2021. **Nonprofit Chief Executive Compensation: Implications of Board Governance Activities**. Presented at the Academy of Management, Virtual Conference.
* Bernstein, R.S. & Aspin, T. 2020. **Rescue Mission’s Dilemma: Moral Values vs. Service Provision.** Governance Section Colloquy: Contemporary Ethical Challenges in Nonprofit Governance. Presented at the annual meeting of ARNOVA, virtual.
* Bernstein, R.S. & Aspin, T. 2020. **Oakland Museum of California.** Governance Section Pre-Conference Seminar: Nonprofit Governance in an Age of Disruption and Transition: Impacts of COVID-19.Presented at the annual meeting of ARNOVA, virtual.
* Rolf, S., Schlachter, S., Tuggle, C., & Bernstein, R. S. 2020. **Predictors of Organizational Diversity: Examining Community Demographics & Political Ideology.** Presented at the annual meeting of ARNOVA, virtual.
* Schaffer, R.H., Bernstein R.S., Hudson, M., & Harrison, Y. 2020. **Nonprofit and University Collaboration: How Can We Create Healthy Community-based Partnerships Without Causing Nonprofit Burnout?** Presented at the annual meeting of ARNOVA, virtual.
* Bernstein R.S. & Fredette, C. 2020. **Chief Executive Compensation: Implications of Board Governance Activities.** Presented at the annual meeting of ARNOVA, virtual.
* Fredette, C. & Bernstein R.S. 2020. **Influences on Nonprofit Chief Executive Compensation: An Examination of Penalties and Privileges.** Presented at the Association for Nonprofit and Social Economy Research (ANSER), London, Ontario.
* Bernstein R.S. & Fredette, C. 2019. **Penalties and Privileges: An Examination of Influences on Leader Compensation.** Presented at the annual meeting of ARNOVA, San Diego, CA.
* Guo, C., Renz, D., & Bernstein, R.S. (2019). **Exploring Power Dynamics in Nonprofit Governance.** Presented at the annual meeting of ARNOVA, San Diego, CA.
* Bernstein R.S. & Fredette, C. 2019. **Penalty-Costs of Ethno-Racial Board Diversity: A Social Capital Perspective.** Presented at the Academy of Management, Boston, MA
* Bernstein R.S. & Fredette, C. 2019. **The impact of Leadership Diversity among Nonprofit Organizations.** Presented at the Academy of Management, Boston, MA
* Fredette, C. & Bernstein R.S. 2019. **The Social Penalty Costs of Board Diversity.** Presented at the Association for Nonprofit and Social Economy Research (ANSER), Vancouver, BC.
* Fredette, C. & Bernstein R.S. 2019. **Decomposing how Leadership Diversity impacts Nonprofit Organizations.** Presented at the Association for Nonprofit and Social Economy Research (ANSER), Vancouver, BC.
* Bernstein, R.S. & Fredette, C. 2019. **Diversity and Inclusion in Nonprofit Governance—No More Excuses!** Presented at the MCNL Governance Conference,Kansas City, Missouri.
* Bernstein R.S. & Fredette, C. 2018. **Decomposing the impact of Leadership Diversity among Nonprofit Organizations.** Presented at the annual meeting of ARNOVA, Austin, TX.
* Bernstein, R.S. 2018. **From Diversity to Equity: Radical Transformation Through Application of The Inclusive Interaction Theory.** Presented at the Race and Pedagogy National Conference, Tacoma WA.
* Bernstein R.S. & Fredette, C. 2018. **Institutional Conformance or Strategic Imperative: Should Nonprofit Boards Push Diversity?** Presented at the Academy of Management, Chicago, IL.
* Fredette, C. & Bernstein R.S. 2017. **Enhancing Boardroom Performance: Evidence in Favor of Adopting Diversity and Inclusion as a Strategic Imperative.** Presented at the annual meeting of ARNOVA, Grand Rapids, MI.
* Bernstein, R.S., Fredette, C., Weisinger, J., Walker, V., & Bulgar, M. 2017. **From Diversity to Inclusion: Presenting the Inclusive Interaction Theory.** Presented at the annual meeting of ARNOVA, Grand Rapids, MI.
* Bernstein, R.S. 2017. **Leading for Purpose and Impact: Maximizing Nonprofit Board Diversity and Inclusion.** BoardSource Leadership Forum, Seattle, WA.
* Bernstein, R. S. & Fredette, C. 2017. **Diversity of Nonprofit Boards: A Critical Mass Perspective.**  Presented at the Academy of Management, Atlanta, Georgia.
* Bernstein, R.S. 2017. **The Many Faces of Nonprofit Governance: Maximizing Nonprofit Board Diversity.** Presented at the 2017MCNL Governance Conference*.* Kansas City, Missouri.
* Fredette, C. & Bernstein R.S. 2016. **Leadership Diversity in the Boardroom: A Critical Mass perspective of the Impact of Diversity on Board Governance and Performance.** Presented at the annual meeting of ARNOVA, Washington, D.C.
* Bernstein, R.S., Salipante, P., Weisinger, J, & Bulgar, M. 2016. **Evidence-Based Strategies for Diversity in Educational Institutions: The Strength of Indirect Policies.**  Presented at the annual meeting of ARNOVA, Washington, D.C.
* Jurgen, W., Reid, W., Ranz,, D., Brown, W., & Bernstein, R. 2015. **A One-Size-Fits-All or a Differentiated Governance Approach? An International Exploration of the Factors the Necessitate Fine-Tuning to the Nonprofit Governance Concept.** Presented at the annual meeting of ARNOVA, Chicago, IL.
* Bernstein, R.S. & Salipante, P. 2015. **Weak vs. Strong Norms of Civility for Cross-Cultural Development.** Presented at the annual meeting of ARNOVA, Chicago, IL.
* Bernstein, R. S., Buse, K., & Bilimoria, D. 2015. **Exploring the Impact of CEO Tenure and Effective Board Performance on Organizational Change and Oversight.** Presented at the annual meeting of ARNOVA, Chicago, IL.
* Bernstein, R. S., Buse, K., & Bilimoria, D. 2014. **Perspectives from nonprofit board chairs and CEOs on board operations and performance: Are they really working for the same agency?** Presented at the annual meeting of ARNOVA, Denver, CO.
* Brown, W., Tenuta, R., Bernstein, R, & Van Puyeide, S. 2014. **Governance data at BoardSource: Exploring opportunities for analysis.** Presented at the annual meeting of ARNOVA, Denver, CO.
* Bernstein, R.S., Ambrosio, F., & Slatten, L.A. 2014. **The Challenges of Foundation Stewardship: When a Philanthropic Gift becomes a Burden.** Presented at the 48th Annual Conference of the Northwest Accounting Research Group, Leavenworth, WA.
* Bernstein, R. S. 2014. **Creating meaningful intercultural interactions on Campus.** Presented at the 2014 Race & Pedagogy Conference, Tacoma, WA.
* Bernstein, R. S., Buse, K., & Bilimoria, D. 2013. ***Exploring the influence of nonprofit board diversity (racial/ethnic, age, and gender), diversity practices, and inclusion behaviors on board performance.*** Presented at the annual meeting of ARNOVA, Hartford, CT.
* Bernstein, R.S. & Davidson, D. 2012. ***Exploring the Link between Diversity, Inclusive Practices, and Board Performance: An Analysis of the national BoardSource Nonprofit Governance Index.*** Presented at the annual meeting of ARNOVA, Indianapolis, IN.
* Bernstein, R.S. & Bilimoria, D. 2011. ***The Influence of Organizational Diversity Perspectives on Minority Nonprofit Board Member Inclusion.*** Presented at the annual meeting of ARNOVA, Toronto, Canada.
* Bernstein, R.S. & Salipante, P. 2011. ***Improving Intercultural Behavioral Comfort in a Campus-Based Service Organization.*** Presented at the annual meeting of ARNOVA, Toronto, Canada.
* Bernstein, R.S. & Salipante, P. 2011. ***The Practices of a Non-Diversity-Focused Organization and Their Impact on its Members’ Intercultural Behavioral Comfort.*** Presented at the First International Conference on Engaged Management Scholarship, Cleveland, OH.
* Bernstein, R.S. & Salipante, P. 2011. ***The Impact of Non-Diversity-Focused Organizational Practices on Intercultural Behavioral Comfort.*** Presented at the Academy of Management, San Antonio, TX.
* Bernstein, R.S. 2011. ***Intercultural Interaction: Using Common Strategies to get Results.*** Presented at NASPA, Philadelphia, PA.
* Bernstein, R.S. & Salipante, P. 2010. ***Feeling Comfortable in Intercultural Interactions: Using Common Organizational Strategies to get Uncommon Results in Higher Education Voluntary Service Organizations.*** Presented at ARNOVA, Washington, D.C.
* Bernstein, R.S. & Salipante, P. 2010. ***Feeling Comfortable with Pluralistic Diversity.*** Presented at the Academy of Management, Montreal, Canada.

**Panels and Colloquy:**

* *Bernstein et al., 2025.* ***Nonprofit Governance Under Pressure: Executive Orders, Attacks on DEI, and Taking Action.*** *To be presented at the annual meeting of ARNOVA, Indianapolis, IN.*
* Bernstein, R.S., Schaffer, R.H., Swartz, B., Froberg, E., & Bauer, S. 2024. Imagining the future nonprofit workforce: Creative collaboration between scholars and practitioners to equip our students. Presented at the annual meeting of ARNOVA, Washington, D.C.
* Bishop, J., Jimenez, R., Austin, M., & Bernstein, R. S. 2023. **Advancing Diversity, Equity, Inclusion, and Justice in an Era of Disinformation, Mistrust, and Democratic Backsliding.** Colloquy presented at the annual meeting of ARNOVA, Orlando, FL.
* Bernstein, R.S., Freiwirth, J. Guo, C., McCambridge, R., Renz, D.2020. **Exploring Power Dynamics in Nonprofit Governance: A Deeper Dive.** Colloquy presented at the annual meeting of ARNOVA, virtual.
* Aspin, T., Aulgur, J., Black, D., Bernstein, R.S., Coventry, L., Dolch, N., Lott, C., & Harrison, Y. 2020. **Contemporary Ethical Challenges in Nonprofit Governance**. Colloquy presented at the annual meeting of ARNOVA, virtual.
* **Donor Plenary**. Thriving Organizations: Bright Futures. Nonprofit Learning Summit, Kitsap Center for Nonprofit Excellence. Seabeck, WA. March 15, 2020 (cancelled)
* Harrison, Y., Bernstein, R.S., Renz, D., & McCambridge, R.2019. **The Governance of University and Community Engagement.** Presented at the annual meeting of ARNOVA, San Diego, CA. Co-organizer and chair of this Governance Section Colloquy.
* Friewirth, J., Bernstein, R.S., Renz, D., Walker, V., McCambridge, R. & Chao, G. 2019. **Exploring Power Dynamics in Nonprofit Governance.** Colloquy presented at the annual meeting of ARNOVA, San Diego CA.
* Participant on the Community Engaged Learning Panel, 5/28/19.
* Emerging Scholars Research Roundtable: **Gender, Faith and Immigration**-Discussant at the 2018 annual meeting of ARNOVA, Austin, TX.
* Bernstein, R.S. & LeRoux, K. 2018. **Why are we Still Struggling with Diversity, Inclusion, & Equity in Nonprofit Governance?** Colloquy presented at the annual meeting of ARNOVA, Austin, TX. Co-organizer and chair. [This session became the subject of an article in Nonprofit Quarterly on 11/20/18 (<https://nonprofitquarterly.org/2018/11/20/why-are-we-still-struggling-with-diversity-equity-and-inclusion-in-nonprofit-governance/>). The article was subsequently flagged as one of the twenty most popular and influential articles of 2018.)
* **Fail Forward.** University of Washington Tacoma, 1/10/18
* **Best Practices in** **Sponsoring Student Internships: A Practical Guide to Supporting Students and Promoting Community Engagement.**  University of Washington Tacoma, 11/28/17
* Cornforth, C., Larson, O., Coventry, L., & Valeau, P. 2016**. A Pluralistic Perspective on Nonprofit Governance: How Should Context be Taken into Account?** Presented at the annual meeting of ARNOVA, Washington, D.C. Discussant.
* Renz, D.,Erwin, C., Molinari, C., & Friede, S. 2016. **Governance Across the Sectors in a Turbulent Environment: What We Can Learn from the Health Care Field?** Presented at the annual meeting of ARNOVA, Washington, D.C. Discussant.

**Professional Development Workshops:**

* Bernstein, R.S., Godwin, L., & Aurora, S.R. 2025. **Rethinking Our Approach to DEI: Exploring 3 Innovative Tools for Transformative Action in Orgs.** Presented at the Academy of Management, Copenhagen, Denmark.
* Dachner, A., Beaty, J., Bernstein, R.S., Paluch, R., & Case, S. 2025. **Teaching Diversity, Equity, and Inclusion in Business Schools: What to Expect in 2025 and Beyond.** Presented at the Academy of Management, Copenhagen, Denmark.
* Bernstein, R.S. 2025. Participatory Group Model-Building using STICKE. Case Western Reserve University.
* Bernstein, R.S. 2024. **Building an Inclusive Nonprofit Board.** Presented for California Lutheran university’s Nonprofit Center, Calabasas, CA.
* Bernstein, R.S. & Johnson, A. 2024. **Creating High Performance Inclusive Student Teams.** Presented at the annual meeting of Western Academy of Management, Long Beach, CA.
* Dachner, A., Beatty, J.E., Bernstein, R.S., Case, S., Dhanani, L.Y., & Saxena, R. 2023. **Challenges and Opportunities of Teaching DEI in 2023.** Presented at the Academy of Management, Boston, MA.
* Bernstein, R.S. & Johnson, A. 2022. **Creating High Performance Inclusive Student Teams.** Presented at the annual meeting of ARNOVA, Rayleigh, NC.
* Bernstein, R.S., 2021. **Leading with Intent: Diversifying Boards.** Presented at Executive Service Corps, Los Angeles, CA.
* Bernstein, R.S., 2018. **Improving Lives by Applying Theory to Practice: Maximizing Nonprofit Board Equity and Inclusion.** Presented at the Academy of Management, Chicago, IL.
* Antal, A.B., Bernstein, R.S., & Putnam, L. 2017. **Boundary-Crossing Perspectives.** Presented at the Academy of Management, Atlanta, GA.
* Buse, K. and Bernstein, R.S.2016. **Mid-Life Career Changers: Finding Meaning.** Presented at the Academy of Management, Anaheim, CA.
* Buse,, K. and Bilimoria, D. 2016. **Organizational Meaningfulness and the Contributions, Career Development, and Achievement of Women.** Presented at the Academy of Management, Anaheim, CA. (Invited Speaker-All Academy PDW).
* Bernstein, R.S. and Erwin, C. 2015. *Effective Board Governance: What can the Nonprofit and For-Profit Sectors Learn from Each Other?* Presented at the Academy of Management, Vancouver, B.C.
* Bernstein, R.S., Yergler, J., Buse, K., & O’Neil, D. 2015. *From Industry to Academia: Mid-life Career Changers*. Presented at the Academy of Management, Vancouver, B.C.
* Buse, K., Gublier, M. & Bernstein, R.S. 2013. ***Doctoral/Early-Career Faculty Consortium for Mid-life Career Changers from Industry to Academia.*** Presented at the Academy of Management, Orlando, FL
* Bernstein, R.S., Bilimoria, D. & Crary, M. 2012. ***Learning to Work Across Identities and Build Cultures of Inclusion in Organizational Settings.*** Presented at Academy of Management, Boston, MA.

**Keynote Speaker:**

* Bernstein, R. S. & Walker, V. 11/21/2022. **True Leadership: Empowering Your Board to Achieve Inclusion, Equity, and Impact.** Midwest Center for Nonprofit Leadership Conference, virtual.
* Bernstein, R. S. 10/25/22. **Making Inclusion and Diversity Work.** Outcomes Research Consortium session at the 2022 American Society of Anesthesiologists Annual Meeting. New Orleans, LA
* Bernstein, R. S. 9/28/22. **Faith and Philosophy.** Cultivating Generosity Conference. Westlake Village, CA.
* Bernstein, R. S. & Walker, V. 10/18/2017. **Missed Opportunities: Research and Reflection on Board Inclusion.** Keynote Panel Discussion, BoardSource Leadership ForumPurpose-Drive Practice: A Day of Learning and Sharing for Consultant Members, Seattle, WA.

**Student Research Presentations:**

* Bernstein, R.S., Busch, C. J., Callahan, M.M., Hao, Y., Leviste, A., & Ruffus-Miner, J. S. 2021. **Inclusivity of Non-Christian Students at a Christian University*.*** Presented at the annual meeting of ARNOVA, Atlanta, GA. (Student research poster presentation)
* Bernstein, R.S. (faculty supervisor), Leviste, A., Busch, C., Ruffus-Milner, J., Callahan, M., & Hao, Y. 4/23/21. **Inclusivity of Non-Christian Students at Pepperdine University.** Research and Scholarly Achievement Symposium, Pepperdine University, Malibu, CA.

**Additional Presentations/Invited Talks:**

* *Sustainable Diversity through Performance: A System Dynamics, Evidence-Based Framework,* ADEVI (Assessing Diversity and Equity in Volunteer Inclusion), 6/27/24
* *Nonprofit Careers,* Student Alumni Organization Panel, 3/13/24.
* *Applying a Systems Dynamics Approach for Fostering Inclusive Interactions, Equity, and Performance,* Research Presentation, Business Division, Pepperdine University, 1/24/24.
* DEI Business Panel, Delta Sigma Pi, Pepperdine University, 12/5/23.
* ARNOVA Governance Innovation Dialogues: Beyond Diversity: Transforming Nonprofit Governance with Racial Equity **-** A research to practice dialogue With Vernetta Walker, Vernetta Walker & Associates Consulting; and Ruth Sessler Bernstein, Pepperdine University.9/19/23.
* *DEI and Systems Dynamics.* Case Western Reserve University, 8/24/23.
* *Move the Needle-Making JEDI (Justice, Equity, Diversity & Inclusive) Flourish.* Case Western Reserve University, 3/23/23.
* *Performance Through Diversity and Inclusion: Leveraging Organizational Practices for Equity and performance.* IDEA Conference 2022, Virtual. 10/4/2022
* *Nonprofit Organizations: Diversity and Inclusion Research*. University of San Francisco, 9/20/22.
* TLC presentation: Bernstein, Ruth and Johnson, Amy, *Creating High Performance Inclusive Teams: Leveraging Servant Leadership Philosophies*, Pepperdine University, February 2022.
* Book Talk: *Performance through Diversity and Inclusion: Leveraging Organizational Practices for Equity and Results.* Pepperdine University, 11/2/2021
* *Nonprofit Organizations: Diversity and Inclusion Research.* University of San Francisco, 9/21/21.
* *Managing Your Organization. Thriving Organizations: Bright Futures.* Nonprofit Learning Summit, Kitsap Center for Nonprofit Excellence. 9/30/2020.
* BoardSource Finding: *Boards are Out of Touch with the Communities They Serve” –How We Can Help Client Boards with Diversity and Inclusion.* Executive Service Corps. 9/28/2020
* *Diversity and Inclusion Research in Nonprofit Organizations.* University of San Francisco. 9/21/2020.
* *Diversity on Nonprofit Boards: A Critical Mass Perspective.* Carleton University, Canada. 2/29/2020.
* *Writing ARNOVA Proposals and Navigating Conferences.* Weatherhead School of Management, Case Western Reserve University. Annually since 2013.
* UW Tacoma SIAS Brown Bag Talk 4/5/2017: *Changing the Focus from Diversity to Inclusion.*

**Symposia:**

* Co-organizer of post-ARNOVA conference symposium. 2017. **Advocacy: Governance Issues and Applications.**
* Co-organizer of post-ARNOVA conference symposium. 2016. **Hot Topics in Governance: Voices from the Field and Implications for Research.**

**Awards:**

* **COWlegial Award**, Business Administration Division, Seaver College, Pepperdine University, September, 2025. Awarded to faculty who “have gone above and beyond to be a great COWleague!” for mentorship to junior faculty in the division.
* **5-Years of Service** at Pepperdine, 8/1/23.
* **COWlegial Award**, Business Administration Division, Seaver College, Pepperdine University, March, 2024. Awarded to faculty who “have gone above and beyond to be a great COWleague!” for being available to assist faculty with their research.
* **Service to the Section, Governance Section, ARNOVA, 2023**
* **Nominated for Best PDW in MED Division, Academy of Management Annual Conference, Boston, MA 2023.**
* **2022-2023 and 2023-2024 Faculty Research Fellowship, Pepperdine University**
* **Best Research Paper, ARNOVA,** **Governance Section, 2021**, Governance Effectiveness: The Interaction of Ethno-Racial Diversity and Social Capital. ***Nonprofit Voluntary Sector Quarterly****,* Vol. 50(4), 816-841. <https://journals.sagepub.com/doi/pdf/10.1177/0899764020977698>
* **COWlegial Award**, Business Administration Division, Seaver College, Pepperdine University, Sept. 2021. Awarded to faculty who “have gone above and beyond to be a great COWleague!” for being “extra helpful in ways unexpected” for hosting a summer research writing group and assisting colleagues with writing of papers and proposals.
* **Best Paper, ARNOVA,** Governance Section,2019, Penalties and Privileges: An Examination of Influences on Leader Compensation.
* **Best Paper, Academy of Management,** Public and Nonprofits (PNP) Section, 2019, The Impact of Leadership Diversity among Nonprofit Organizations.
* Nominated for **University of Washington Tacoma 2019 Distinguished Teaching Award**
* Nominated for **2019 Distinguished Teaching Award for Innovation with Technology at University of Washington**
* **Lambda Mu**, Honor Society of Nonprofit Academic Centers Council, inducted May 2012.
* **Beta Gamma Sigma**, International Honor Society for Collegiate Schools of Business, inducted May 2011.
* 2008-2011 **Mandel Fellow** for Graduate Research in the area of Nonprofit Management, Case Western Reserve University, Cleveland, OH.
* 2005 **Golden Acorn Award**, Central Kitsap School District, Silverdale, WA.
* 2000 **Kitsap County Woman of the Year,** YWCA, Bremerton, WA.

**Professional Development**

* The Philanthropy Lab, Faculty Development, May 1-3, 2025.
* Learned Participatory Systems Dynamics Modeling, Fall 2024.
* DEI Affinity Group at Case Western Reserve University’s Weatherhead School of Management, 2008-present.
* Pepperdine University’s Faith and Pedagogy Retreat, 5-6-24, Westlake village.
* Pepperdine University Women’s research Writing Retreat, May 2023 & May 2024
* Hebrew and Trop Refresher Course, Winter 2023
* Becoming a More Equitable Educator (6 sessions), Spring 2023
* Pepperdine University New Faculty Retreat, July 2022
* Flexible Teaching Certificate (FTC) June 19-July 28, 2022
* iTECH Fellow, 2018
* Academy of Management Teaching and Learning Conference, 2017

**Journal Reviewer:** I conduct approximately 6 articles per year.

* Compensation and Benefits Review, 2024-present
* Nonprofit Management and Leadership, 2012-present
* Nonprofit and Voluntary Sector Quarterly, 2013-present (10 articles)
* Journal of Nonprofit Leadership and Education, 2022-present (2 articles)
* Ethnicity, Diversity, and Inclusion: An International Journal, 2013-present (8 articles)
* Academy of Management, 2014-present
* Frontiers in Psychology, 2015-present
* Journal of Business Ethics, 2015-present (5 articles)
* Journal of Nonprofit and Public Affairs, 2019-present

**Service:**

Pepperdine University, Seaver College and Seaver Business Division:

* Seaver New Faculty Mentor*, 2025-2026*
* Seaver Research Council, *2025-present*
* Bridges/SEED 2.0 Co-coordinator, *2025-2026*
* Faculty Mentor to Sedrie Orantes, *Spring 2025*
* Faculty advisor for Pepperdine chapter of Best Buddies, 2024-2025 & 2025-2026.
* Faculty Senate Fall 2023🡪present; Representative to Seaver Diversity and Belonging Council.
* Guest Lecturer: Professor Amy Johnson’s Service Leadership classes every semester: Spring 2022🡪present; Guest Lecture for Professor Chris Collins every semester: Spring 2024-present; Guest Lecture for Professor Christin Shatzer Roman: Spring 2024 and Fall 2024.
* Attended Professor Teaching Conference, New Orleans, June, 2023.
* Curriculum Review of BA 498 with Regan Schaffer and Amy Johnson. 5/2/23.
* Pepperdine Center for Teaching Excellence Workshops, *Creating High Performance Inclusive Teams: Leveraging Servant Leadership Philosophies.* 2/22/22 and 2/23/22 with Professor Amy Johnson.
* Teaching, Learning, and Technology Committee (SFA/SFS) 2021-2023.
* Search Committees: *Accounting tenure track, Fall 2024 & Spring 2025;* OB, Spring 2022; Management, Spring 2022; OB Visiting Prof., Summer 2002.
* RTP review: Regan Schaffer (5-year review), Spring 2025; Paul Carruth (third-year review), Spring 2025; Reka Lassu (third-year review), Spring 2025; Chris Collins (Fixed term), Fall 2023; Amy Johnson (Fixed Term), Fall 2023; Ron Collin (tenure), Fall 2022; Haley O’Stein (third-year review), Spring 2022.
* Academic Integrity Committee hearing, 4/20/22.
* Faith and Business Chapel: Planning Committee (2021); Facilitator and Speaker, Fall 2021- 2025.
* Organizer of BAD weekly writing groups, Summer, 2021-present.
* Advisor to 70-100 students per semester, Fall 2021-present.
* New Student Orientation (NSO) activities, 2021; 2022; 2023.
* Malibu Reception Day, 2024.

University of Washington Tacoma:

* University of Washington Faculty Senate, 2019-2020
* Master of Arts in Interdisciplinary Science Steering Committee, 2015-2020
* Community Based Learning Task Force, 2018
* Applied Statistic Search Committee, 2018-2019
* Coordinator of Nonprofit Studies Minor and Masters of Arts in Interdisciplinary Arts Nonprofit Track Programs 2015-2020
* Nonprofit Studies Minor and Masters of Arts in Interdisciplinary Arts curriculum redesign,UW-Tacoma 2015-2018

Scholarly:

* **ARNOVA Governance Section**, **Scholarship Committee,** 2023-present
* **ARNOVA Governance Section**, **Nominations Committee**, 2021-2022
* **ARNOVA Governance Section**, **Chair Nominations Committee**, 2020-2021
* **ARNOVA Governance Section** **Chair,** 2018-2020
* **ARNOVA Governance Section** **Chair-elect,** 2017-2018
* **ARNOVA Governance Section** **Treasurer,** 2016-2017
* **ARNOVA Governance Section** **Secretary,** 2014-2016
* **Masters of Arts Interdisciplinary Studies Steering Committee,** UW-Tacoma 2015-Present
* **Nonprofit Management and Leadership Minor Development**, PLU 2013-2014
* **Academy of Management, Gender and Diversity in Organizations**, 2012-2017
  + Membership Committee

**Community Boards and Organizations:**

* **Coalition of Christian Nonprofit Leaders,** charter member, 2023-present.
* **Executive Service Corps, Board Member***,* 2021-present, **Governance Committee** **Member** 2022-2023, **Chair of Governance Committee**, 2024-present, **Executive Committee**, 2024-present; **Transition Team Chair** for new Co-CEOs, 2025-present
* **Kitsap Community Foundation, Board Member/Secretary,** 2015-2020 and 2008-2011
  + Chair of the Scholarships Committee, 2015-2017
* **Women’s Giving Circle of Kitsap Peninsula, Co-Chair**, 2018-2020
* **Bremerton Symphony Association Advisory Council,** 2016-Present
* **Friends of Harbor Hill Environmental Sanctuary Advisory Council,** 2019-2020
* **Bremerton Symphony Association, Board Member/VP,** 2009-2016 & 1999-2002
  + Education & Conductor Search Committee Chair
  + Developed Concerto Competition
  + Chair of Education Committee
  + Member By-laws, Grant Writing, and Development Committees
* **Kitsap County Red Cross Advisory Board**, 2009-2013
* **Interlochen Center for the Arts, Alumni Board Member,** 2008-2010
* **Congregation Beth Hatikvah, Board Member,** 2000-2003 & 1994-1997

**Community Volunteering:**

* Congregation B’nai Israel: Rewriting of by-laws (Summer/Fall 2024)
* Executive Service Corps of Los Angeles: Rewriting of by-laws (Summer/Fall 2024)
* Kahanov Vineyards, Israel: Hanging grape vines (5-15-24).
* Arron’s Angles, Tel Aviv, Israel: Sorting donations for displaced families (5-12-24).
* Herron’s Landing at Nick’s Lagoon, Seabeck, WA. Incorporation Documents (Summer, 2023).
* Seabeck Community Center, Seabeck, WA: 20 hours/year of reviewing of incorporation documents, by-laws, and board training (2021-2022).
* Congregation Beth Hatikvah, Bremerton WA: 10 hours of governance advising (2021-2022).

**Professional Affiliations:**

* Academy of Management (2010-present)
* ARNOVA (2009-present)
* Women’s Philanthropy Institute Research Committee, Lilly family School of Philanthropy (2024-present)
* Western Academy of Management (2024-2025)
* System Dynamics Society (2024-2025)

**Grants:**

* Pepperdine Dean’s Research Grant, Spring 2025. $1,500.
* Pepperdine Faculty Research Fellow, *2022-2023; 2023-2024*, *($3,000 per year).*
* Bamford Foundation, Spring 2020, $7,000 for use in Philanthropy and Social Change course.
* Campbell Family Foundation, Spring 2020, $1,000 for use in Philanthropy and Social Change course.
* Scholarship and Teaching Fund Award, Spring 2019, $1,351.49 School of Interdisciplinary Arts and Sciences, University of Washington Tacoma.
* Kitsap Community Foundation, Winter 2019, $5,000 for use in Philanthropy and Social Change course.
* Center for Leadership and Social Responsibility-Milgard School of Business, May 2016, $1000 grant for integrating community engagement into TNPRFT 451, Essentials of Grant Writing.