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EDUCATION

PhD in Public Affairs, College of Health and Public Affairs, University of Central Florida, Orlando, FL. (2010)
Concentration: Public Administration
Dissertation: Low-Income Health Care Networks: Initial Conditions, Extent, and Intensity Relevant to County Government Participation (2010)

Master of Public Administration (MPA) Troy University, Troy, Alabama, 2003

Bachelor of Arts (BA), Urban Studies, Hunter College, City University of New York, 1990

CERTIFICATIONS

(2024) Harvard Institutes for Higher Education
Organizational Change In Uncertain Times: A Leadership Program for Higher Education

(2024) Harvard Institutes for Higher Education
Aligning Strategic Priorities with Financial Resources in Higher Education

(2024) Safe Colleges: **Active Shooter; Preventing Harassment & Discrimination**

(2022) Student Conduct Institute: **New York Education Law 129-B & Basic Compliance**

(2024) **Collaborative Institutional Training Initiative**, Citi Program

(2020) **COVID-19 Contact Tracing** Johns Hopkins University/Coursera [Cert.# W2MY46CYEQF6](#)

(2020) **Safe Colleges**

- Campus Security Authorities
- Coronavirus Awareness
- Crisis Response & Recovery

(2020) **Harassment & Discrimination Prevention** Everfi

(2018) **FERPA Basics** Everfi

ACADEMIC EXPERIENCE

2010-present Pace University

Professor (Sep 2021-present)

Associate Provost for Student Success (Jul 2021-Dec 2024)

Interim Associate Provost for Student Success (Jan 2020-Jul 2021)

- Created the new Office of Student Success to improve retention and graduation rates; exercised extensive interpersonal communications skills to unite, anchor, and support multiple student facing divisions during the turbulent Covid-19 semesters, which included hiring and terminating employees, supervising workers both remotely and on-campus, and managing through intense resource constraints and budget reductions.
- Improved on-time graduation rates to highest ever for Pace University. Reducing the gap between high-risk students and general population students by 2% points and increasing overall retention by 5.5% (underrepresented student retention improved 3-10% points).

- Serving as the lead Provost Office administrator for all Registrar issues related to the Pace Works Executive Steering Committee (VP administrators and above) during our multi-year comprehensive student facing systems redesign.
- Serving as the lead administrator for resolving all student academic problems that rise to the Provost and President's Offices, resolving conflicts with faculty, and challenges with the Registrar, Student Billing, Financial Aid, Veterans Affairs and Advising.
- Serving as the Title IX Provost's Office Appeals Officer.
- Negotiated consensus out of a highly contentious reorganizing of the University Libraries. We restructured two University Libraries into one library system, led by one University Librarian, where we achieved a balance between centralized and campus specific functions.
- Managed a similar process in the transformation of our multi-campus tutoring centers into a Learning Commons, with centralized leadership, common services across two campuses, the expansion to on-line academic supports, the integration of math and writing centers, and the addition of the science learning center.
- Centralized 35 academic advisors across five schools under a new Associate Dean for Advising focused on transforming academic advising processes to improve retention, based upon a collaborative plan developed by a university-wide Presidential Task Force on Advising (Centralized Processes/Expanded Professional Development/Created Greater Equity Across Positions/Coordinated Summer Melt Initiative).
- Supervising (and negotiating) budgets of over \$11.5 million dollars, managing significant budget reductions and reallocations during Covid-19, working collaboratively with the Assistant Vice President-Academic Finance, for six divisions, the University Library, and the Center for Community Action and Research.
- Provost Office senior lead for all Registrar related functions for PaceWorks, a university-side systems re-engineering of all student related processes and workflows.
- Supervising the Center for Community Action and Research for two years, which oversees civic engagement courses and community work for the University.
- Guiding and supporting multiple collaborative student retention initiatives, such as our annual Student Success Conference, recruitment and engagement events with parents and students, and administering T-Bone, our student success Chatbot.
- Improving systems and processes, including building more transparent pathways for students through the acquisition of a new academic catalog and the creation of new major maps, and clearing challenges and promoting solutions through collaboration across academic and non-academic departments. For example, moving all student success divisions to a single student academic and attendance alert system for documenting and addressing concerns. We have increased faculty utilization of this system by nearly 50%.
- Convening committees of faculty and staff to identify and resolve challenges in our academic and student support areas, including the Math Task Force, the Academic Scheduling Advisory Committee, the OnTrack Advisory Committee, the Associate Dean's Committee, the Westchester Task Force, and the Finish in Four committee, all aimed at improving processes for increased retention and timely graduation.
- Initiated Mosaic Medicine, a minority male athletes in medicine program, at Pace with our Arts & Sciences Dean and faculty, our Athletics Director, Mt. Sinai Medical School, the Associated Medical Schools of New York, and the NCAA.
- Facilitated the first successful effort to build eSports at Pace, in collaboration with our Athletics Director. (Now an award winning and retention forward division at Pace).
- Conducting performance management evaluations for seven direct reports and one indirect report. Approving their subordinate staff performance evaluations.
- Worked with an alumna on a new \$5,0000 annual scholarship.
- Wrote three large grants (one federal and two regional), with one highly recommended and the other recommended for resubmission, for a total of over \$1.5 million dollars. I obtained one \$100,000 grant to support a LabTech program and another for \$32,000 to support undergraduate internships.

Interim Associate Provost for Academic Affairs (Jan 2019-Dec 2019/September 1, 2021-December 6, 2021)

- Implemented the revised tenure and promotion process, sabbatical and scholarly research procedures and convened the Distinguished Professor selection committee, updating processes to accommodate decision-making in a more competitive environment. Successfully advocated for critical academic and scholarly research supports for faculty.
- Coordinated with the adjunct union and Human Resources to oversee and approve adjunct overages and assure compliance with the collective bargaining agreement and to mediate adjunct concerns.
- Analyzed faculty release time and stipend awards in an effort to improve faculty compensation equity and identify possible cost savings.
- Collaborated on building new degree programs and introduced new modalities, including new on-line degree programs, working with the Finance Office to build new Pro Forma applications, new budget systems, and new annual reports for all divisions- academic and nonacademic. Worked closely on NYS Program Applications.
- Worked closely with faculty on a number of collaborative governance issues, including the controversial transformation of our Challenges to Achievement program, an academic support program for academically vulnerable and underprepared students overseen by faculty. I convened a task force of faculty and staff and worked to collectively identify a more holistic and comprehensive tiered advising program to improve student retention among participants, taking this from a one-year to a four-year program that serves all students who evidence vulnerability at any point during their Pace tenure.
- Finalized a collaborative pre-medicine course of study with The Kings College for their high-achieving science students.
- Negotiated multiple dual admission agreements with area community colleges (three signed; four in process) and supporting the agreement with Bard Early College (national associate degree granting high school program) by supervising curricula mapping, negotiating between legal counsel offices across the colleges and universities, and establishing joint advising activities.
- Negotiated internally with the Pace Honors College on both campuses to participate in dual admission agreements with community colleges (and successfully hiring the Director for the Honors College-Pleasantville).
- Advocated for, and obtained, the expansion of \$25,000 annual scholarships for all transfer students with GPAs of 3.2 and above from our dual admission community college partners.

Associate Professor, Chair, Public Administration (Sep 2016-Dec 2018)

- Served as Department Chair
- Co-Chair, University reaccreditation self-study through the Middle States Commission on Higher Education.
- Taught 15 graduate classes
- Supported two junior faculty through mid-tenure reviews and promotion to associate professors.
- Supported the hiring of three new faculty members, including successfully advocating for the hiring of the department's first diversity hire.
- Co-authored six peer reviewed publications with my junior faculty.
- Sponsored three junior faculty professional publications in the *PA Times*.
- Arranged invited speaking engagements for my junior faculty, co-authored multiple conference papers, and organized multiple conference panels to showcase their research.
- Expanded graduate assistant access for the department and encouraged student-faculty research.
- Obtained University approval and funding for NASPAA accreditation, garnered funding for assessment support.
- Mentored junior faculty, advising them about their teaching, advising, service, and research goals.

- Managed staff on two campuses and facilitated workload for faculty, clinical professors, and multiple adjuncts.
- Reestablished the MPA Community Advisory Board.
- Initiated an annual departmental strategic retreat.
- Re-structured monthly department meetings to encourage research discussions.
- Pursued two external grants worth \$1.7 million

Assistant Professor, Public Administration (Sep 2010-Aug 2016)

- Taught 67 mostly graduate class sections.
- Developed 13 separate courses (11 graduate courses).
- 20 publications.
- 16 National/International and 34 State/Local presentations.
- Extensive service to the department, school, University, and discipline.

2015-2017 Icahn School of Medicine at Mt. Sinai

Lecturer

- Health Information Systems and Technology

2007-2010 University of Central Florida, Department of Public Administration

Visiting Professor (Jan 2010- Aug 2010)

Adjunct Instructor (Jan 2007-Dec 2009)

- Volunteer Management, Nonprofit Administration, Human Resource Management, Quantitative Methods, Strategic Planning, Planning & Improvement for Public Organizations

2006-2007 Troy University

Adjunct Instructor (August 2006-January 2007)

- State and Local Government

PACE UNIVERSITY TEACHING EXPERIENCE

Modalities: Face to Face, On-Line, Hybrid, Study Abroad/Travel

Undergraduate

PAA 101-Public Admin & Its Environment

PJS 101-Introduction to Peace & Justice Studies

650-The U.S. Health Care System

651-Community Health Assessment

652-Health Policy Studies

661- Hospital & Health Services Administration

665-Seminar in Health Services Mgmt (Introduction to Health Analytics; Trends in Healthcare Administration)

670-The Not-for-Profit Sector

695-Internship

699-Capstone Seminar

Graduate PAA Courses

601-Introduction to Public Administration

602-Organization Theory & Management

616-Project Development & Grant-writing

617-Management Issues in Gerontological Services

632- Policy Studies

644-Seminar in Government MGT Topics (**Study**

Abroad Contemporary Change & Conflict, Oxford, U.K.; Municipal & Regional Government)

Graduate MBA Course

717- Public Policy

PEER REVIEWED ARTICLES (* denotes junior faculty; + denotes Pace colleagues)

Evans, M. & **Knepper, H.** (2023). Women's Sports and Public Administration: A Parallel Path to Social Equity. *Administrative Theory & Praxis*. 46(4) 383-404. [DOI Link](#)

Evans, M., **Knepper, H.** & Henley, T. (2023). An Intersectional Consideration of Mentoring in Public Administration. *Journal of Public Administration Education*. [DOI Link](#)

Evans*, M., **Knepper, H.** (2020). Building Inclusive PA Classrooms: The Diversity Inclusion Model. *Teaching Public Administration*. 39(1) 84-106. [DOI Link](#)

Knepper, H., Scutelnicu⁺, G., Tekula⁺, R. (2020). The Slippery Slope: Struggling for Equity in the Academy in the Era of #MeToo. *Public Administration Review*. 80 (6) 1111-1117. [DOI Link](#)

Crosby, A. ^{* +}, **Knepper, H.**, Levine, H (2020). Predicting Hospital Closure Using Popular Financial Indicators: An Exploratory Study of Muhlenberg Hospital. *Public Administration Quarterly*. (44) 1 105-130. [DOI Link](#)

Scutelnicu, G. ⁺, Tekula, R. ⁺, **Knepper, H.**, Gordon, B⁺. (2019). Consistency and Perceptions: Evaluating Student & Instructor Perception of a Revised Department-wide Blackboard Course Template. *Teaching Public Administration*. 37(3) 274-292. [DOI Link](#)

Knepper, H., Scutelnicu, G. ^{* +}, Tekula, R. ^{* +} (2019). Why gender and research productivity matters in academia: Exploring evidence from NASPAA-accredited schools 26(1) 51-72. *Journal of Public Affairs Education*. [DOI Link](#)

Knepper, H., Sonenberg⁺, A., Savage, P. (2019). Evidenced Based Policy Decisions & Population Health: Policies, Disparities, And Data Integrity. *Public Administration Quarterly*. 43(1) 5-27. [DOI Link](#)

Scutelnicu, G. ^{* +}, **Knepper, H.** (2018). A Tale of Two Journals: Women's Representation in Public Administration Scholarship. *Public Integrity* 21(1), 38-53. [DOI Link](#)

Sonenberg⁺, A., **Knepper, H.** (2017). Considering disparities: How do nurse practitioner regulatory policies, access to care, and primary care health outcomes vary across four states? *Nursing Outlook*, 65(2), 143-153. [DOI Link](#)

Sonenberg⁺, A., **Knepper, H.**, & Pulcini, J. (2015). Implementing the ACA: The Influence of Nurse Practitioner Regulatory Policies on Workforce, Access to Care, and Primary Care Health Outcomes. *Poverty & Public Policy*, 7(4), 336-356. [DOI Link](#)

Knepper, H., D'Agostino M., Levine, H. (2015). Volunteer management practices during challenging economic times. *Journal of Public Management and Social Policy*. 20(2). 211-230 [DOI Link](#)

Knepper, H., Sonenberg⁺, A, Levine, H. (2015). Cost-savings of nurse practitioner managed diabetes primary care: A preliminary study. *International Journal of Services and Standards: Special Issue "Healthcare Management Quality and Standards in a Global World."* 10(1/2), 17-31. [DOI Link](#)

Knepper, H., (2012). Testing a Model of County Government Influence on Health Care Safety-Nets. *Journal of Health & Human Services Administration*. 35(1) 11-40. [DOI Link](#)

Knepper, H., Sitren, A., Smith, H. (2006). Government & governance: An examination and synthesis of two public administration concepts and their relevance for public administration students. *Public Affairs Review*. 6(1).

ARTICLES IN REFEREED JOURNALS & BOOKS

Knepper, H. and Evans, Michelle D. (forthcoming 2025). *Journal of Social Equity in Public Administration*.

Knepper, H. (September 2024). Fresh Voices and Sneak Peeks at Future Research- Meet Our Emerging Scholars. *Journal of Health & Human Services Administration*.

Knepper, H., Evans, M., and Henley, T. (2023). Considering Intersectionality and Its Implications for Crisis Management. (Chapter 1) In Knepper, Evans, Henley (Eds.) *Intersectionality and Crisis Management: A Path to Social Equity*. Routledge Taylor & Francis.

Evans, M., **Knepper, H.**, and Henley, T. (2023). The Integrative Crisis Management Model. (Chapter 6) In Knepper, Evans, Henley (Eds.) *Intersectionality and Crisis Management: A Path to Social Equity*. Routledge Taylor & Francis.

Knepper, H. and Henderson, A.C. (2020). Rethinking Distribution and Design: A New Look for the Journal of Health and Human Services Administration. *Journal of Health & Human Services Administration*, Vol 43.1.

Henderson, A.C. and **Knepper, H.** (2019). New Editors' Introduction: The Essential Nature of Health Care and Human Services. *Journal of Health & Human Services Administration*, Vol 42.1.

Knepper, H., Sonenberg⁺, A., Levine, H. (2018). Introduction. The socio-environmental context of our actions: Marginalization and its influence on building a culture of health. **Symposium Editor**, *Journal of Health & Human Services Administration*, Vol 40.4. Winter 2018.

Knepper, H., Sonenberg⁺, A., Levine, H. (2017). Introduction. The socio-environmental context of our actions: Marginalization and its influence on building a culture of health. **Symposium Editor**, *Journal of Health & Human Services Administration*, Vol 40.3. Fall 2017.

In Review/In-Progress

Evans, M, Scutelnicu-Todoran, G., Viswanath, S. & **Knepper, H.** (In submission). Why Gender Matters: A Reflexive Examination of Authorship in Public Administration Research.

Knepper, H., Evans, M., Irizarry, J. (in write up) I Want You to Want Me”: A Theoretical Examination of the Disconnect between Occupational Sector Choice, Advancement, and Compensation for Women in the Nonprofit Sector.

Braga-Alves, M., **Knepper, H.**, Mathew, E. (in write up). Political corruption and U.S. nonprofit organizations.

BOOKS

Knepper, H., Evans^{*}, M., Henley^{*+}, T. (2023). [*Intersectionality and Crisis Management: A Path to Social Equity*](#). Routledge Focus. (2024 Democracy & Social Justice Book of the Year)

Knepper, H. (2010). *Low-Income Health Care Networks: Initial Conditions, Extent, and Intensity Relevant to County Government Participation*. VDM Verlag: Saarbrucken, Germany.

(* denotes junior faculty; ** denotes student, + denotes Pace colleague)

REFEREED BOOK CHAPTERS

Evans, M. & **Knepper, H.** (2024). Gender Equity in a Global Workforce (Chapter 2). McCandless, S. and Guy, M. (Eds). *Achieving Social Equity: From Problems to Solutions 2nd edition*. Melvin & Leigh.

Moore, P., and **Knepper, H.** (In production) Homelessness, Social Equity, and Spanish Speaking Communities in Public Administration, Social Equity, and Spanish Speaking Communities. Ed. Jose Irizarry.

Evans, M., **Knepper, H.** & Henley, T. (2024). An Intersectional Consideration of Mentoring in Public Administration (Chapter 2). In Rinfret, Young, & McDonald (Eds.). *Mentorship in Higher Education*. Routledge. pp. 421-440.

Klobus, Z., Evans, M. ^{*}, & **Knepper, H.** (2022). Gender and Public Administration Scholarship (Chapter 24). In Shields, P. and Elias, N. (Eds.) *Handbook on Gender and Public Administration*. Edward Elgar Publishing. pp.364-382.

Evans ^{*}, M. **Knepper, H.** (2022). Gender and nonprofit administration: Past, present and future. In P. Shields & N. Elias (Eds) *Handbook on Gender and Public Administration*. Elgar Publishing. pp.195-211.

Knepper, H. (2021). Healthcare in the United States- Achieving Fiscal Health in the Marketplace or Delivering a Sustainable Public Good? Selected for inclusion in *Research Anthology on Public Health Services, Policies, and Education* (2 Volumes). Management Association, I. (Ed.). (2021). IGI Global. pp. 480-491. <http://doi:10.4018/978-1-7998-8960-1>

Knepper, H. (2017). Healthcare in the United States- Achieving Fiscal Health in the Marketplace or Delivering a Sustainable Public Good? in *Positioning Markets and Governments in Public Management*. Eds. Helisse Levine and Karina Moreno.

Knepper, H., (2013). Exploring health informatics: A 21st century public health tool in *Global Public Health Policy*. Editor, Michael W. Popejoy, Chinua Akukwe Nova Science Publishers, NY.

Knepper, H. (2008). Alternative service delivery: The role of nongovernmental organizations in public sector service delivery in *Public Administration in Transition: Managing the Public Sector in Emerging Democracies*. Terry H. Anderson, PhD., Editor. Georgian Institute of Public Affairs: Georgia.

PROFESSIONAL PUBLICATIONS (* denotes junior faculty; **denotes student; + denotes Pace colleague)

Knepper, H. (2020). [Goodbye 2020: Lessons Learned from a Year of Resilience Amidst a Confluence of Challenges](#). *PA Times On-Line*. December 12, 2020.

Knepper, H. (2020). [The First 100 Years—Women and the Vote](#). *PA Times On-Line*. September 15, 2020.

Knepper, H. (2020). [Public Service and the Responsibility for Action](#). *PA Times On-Line*. June 15, 2020.

Knepper, H. (2019). [Shifting Sands-Navigating Practitioner Academic Exchanges in a Post Social Media World](#) *PA Times On-Line*. December 14, 2019.

Knepper, H. (2019). [Us Against Them: Transitions & Perceived Barriers](#). *PA Times On-Line*. March 8, 2019.

Knepper, H. (2018). [Power to Truth & Public Service](#) *PA Times On-Line*. November, *PA Times On-Line*. 2018.

Scutelnicu, G. ^{*+}, **Knepper, H.**, Tekula, R. ^{*+} (2018). The state of women in public administration scholarship: Where we are, why we are here and why it matters. *PA Times*. Vol. 4(2).

Knepper, H. (2018). [Public Administration and Health Care-Examining This Complex Collaboration](#). *PA Times On-Line*. August.

Knepper, H. (2018). [Where Have All the Practitioners Gone? Securing the Active Practitioner for Adjunct Instruction](#). *PA Times On-Line*. February.

Knepper, H., Fung-Ross⁺, L. (2017). [The Relevance of Context: Public Management in a Complex Environment](#). *PA Times On-Line* October.

Matten, R. ^{**} **Knepper, H.** (2017). [Blurring The Lines Across Public Administration Borders – Public School Financing and Leadership in the 21st Century](#). *PA Times On-Line*. August.

Knepper, H., Dwyer⁺, P. (2017). [The Path Not Chosen: Effective Succession Planning](#). *PA Times On-Line*. February.

Knepper, H., Scutelnicu ^{*+}, G. (2016). Millennials at the Helm: Make Room for Women in 21st Century Public Service. *PA Times* Summer 2016 2(3).

Knepper, H., Godfrey⁺, C.J. (2013). Digital Media: What Do We Need, What Are We Getting and Why Are We Doing This? *PA Times On-Line*. August.

Godfrey⁺, C.J., **Knepper, H.**, (2013). Data Mining and Policy Development: Three New Reports on the Road Ahead For Policymakers and LGBT Communities. *PA Times On-Line*. July.

Moroney, P. **, **Knepper, H.**, Godfrey⁺, C.J. (2013). I Wish We Had Something That Would Help Us Share Information Better.... Oh Wait, We Do. Fusion Centers! *PA Times On-Line*. June.

Godfrey⁺, C.J., Bernal **, C., **Knepper, H.**, Spence **, D. (2013). Openness and Transparency: Is E-Government Learning to Listen? *PA Times On-Line*. May.

Moroney **, P., **Knepper, H.**, Godfrey⁺, C.J. (2013). The New Emergency Alert A-Z: From Amber Alerts to a Zombie Apocalypse. *PA Times On-Line*. April.

Lashley, M.B., Godfrey⁺, C.J., **Knepper, H.**, Chai **, A., Ollivierre **, L. (2013). Caregiving and Public Administrators: Looking in the Mirror, Redefining Support. *PA Times On-Line*. March.

Auguste **, S., **Knepper, H.**, Godfrey⁺, C.J. (2013). Digital Government: How Technologically Fit Are You? *PA Times On-Line*. February.

Godfrey⁺, C.J., Lashley, M.B., **Knepper, H.**, Chai **, A., Bernal **, C., Spence **, D. (2013) *The New Old(er) US: Are you ready for tech savvy older adults?* *PA Times On-Line*. January.

Knepper, H., Godfrey⁺, C.J., Quinonez **, A. (2012). *Net Neutrality and the Public Sector: Who is Responsible for That?* *PA Times On-Line*. December.

Godfrey⁺, C.J., **Knepper, H.**, Bernal **, C., Spence **, D. (2012). Growing Digital Health, Increasing Challenges for Public Administrators (Part I). *PA Times On-Line*. November

Knepper, H., Godfrey⁺, C.J., Auguste **, S., Moroney **, P. (2012). Digital Government – The Big Deal About Big Bird, *PA Times On-Line*. October.

** Student co-author * Junior faculty co-author ⁺ Pace Colleague

BOOK REVIEWS

Knepper, H. (2010). Book Review, Designing and managing programs, an effectiveness-based approach, 3rd Edition. *Administration in Social Work*. Vol. 34 1.

Knepper, H. (2007). Book Review, Managing at the leading edge: New challenges in managing nonprofit organizations. *Administration in Social Work*. Vol. 31, No. 2

COMMISSIONED REPORTS

Novak, H., Kalahar, T., **Knepper, H.** (2018). Volunteerism in Westchester County. The Pace University Center for Community Action and Research and the Michaelian Institute.

Knepper, H. (2006). The economics of child foster care in Central Florida. Report for the Center for Community Partnerships, University of Central Florida.

Knepper, H. (2006). The Lake County community access network stakeholder survey. Report for the Center for Community Partnerships, University of Central Florida.

GRANTS

External

Awarded

- \$100,000. NYS Empire State Development Fund, Regional Economic Development Council, Consolidated Funding Application: Mid-Hudson Life Sciences: Building Careers in MedTech (2021).
- \$28,431.54 Andrew W. Mellon Foundation Grant Sub-Award- for Pace student internships with the Sing Sing Prison Museum. (2019-2020)
- \$4,402.00 National Endowment for the Humanities for Grant Sub-Award- for Pace student internships with the Sing Sing Prison Museum. (2019-2020)
- \$3,500 New York City Council Fund-(2012) for the Pace LGBTQ Ambassador Program.

Recommended for funding

- \$333,441. NYS Consolidated Funding Application MidHudson Convergence Science Pace University's Career Resource Revitalization in Biotechnology and Life Sciences (Governor's Office declined funding) (2019)
- \$134,137- Robert Wood Johnson Grant, accepted into funding pool but not selected (with Andrea Sonenberg, College of Health Professions & Joyce Pulcini, George Washington University. Improving access to care through policy regulation of practice of primary care providers. (2013-14)

Internal

- Grant & Helene Wilson Center for Social Entrepreneurship Faculty Fellow.-\$5,000 2013-2015
 - Kenan Research Award- 2015- \$3,000
 - Scholarly Research Fund Award- 2012 (\$1,000), 2013 (\$1,050), 2014 (\$678), 2015 (\$670)
 - Verizon Thinkfinity Grant, 2011- 2012-\$14,975
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INVITED BLOG ENTRY

Klobus, Z., Evans, D., **Knepper, H.** (December 2022). [*Women in Public Administration Scholarship: Sowing the Seeds of Progress*](#). Initiative for Gender Equity in the Public Sector (IGEPS).

Scutelnicu, G., **Knepper, H.** & Tekula, R. (August 6, 2018). *Striving for Success by Overcoming the Gender Gap*. Gender Dialogues: A Space for Community and Conversation. John Jay College of Criminal Justice: Women in the Public Sector. [Striving for Success](#)

Media Interviews/Exposure

Knepper, H. (2025). Endorsement, *The Craft of Teaching in Public Affairs Instructors Reflecting on the Tools and Tips of their Trade*. Eds. Hatcher, Rauhaus, and McDonald III. Routledge.

Knepper, H. (2023). Interviewed for [Good Course The Interview](#) about Intersectionality and Community Building in

Higher Education.

Knepper, H. (2022). Interviewed for Scripps National News *Recruiting Black Doctors*.

Knepper, H. (2021). Inside Cover Book Jacket blurb, *TWEET: 365 Thought-Provoking Tweets to Ignite Your Brilliance and Power*. Small, Omar. Professional Standard Consulting: New York.

Knepper, H. (2021). Interviewed for Undark Magazine and quoted in *To Boost Black Men in Medicine, Advocates Turn to Sports* in [Undark](#) and in [MedScape](#); also available in *Black Men Are Pushed to Pursue Sports. Why Not Medicine?* in [Mother Jones](#) and *America needs more Black male doctors. College sports can help* in [Popular Science](#).

Knepper, H. (2020). Endorsement, *Maternity Leave Policy & Practice, 2nd Edition*. Gordon & Rauhaus. Routledge: New York.

Knepper, H. (November 2018), quoted in *City & State Magazine*. [Next Level Up](#) (quoted on pages 31-33).

Knepper, H. (August 2018). Profiles of Excellence. One of 16 women in public administration profiled by the American Society for Public Administration. *PA Times*. 4(2). [DOI Link](#)

Knepper, H., Scutelnicu, G. (April 2018). Interviewed for [national video podcast](#), Section on Ethics and Integrity, American Society for Public Administration, Topic: Research on Gender Representation in Public Administration Scholarship.

Knepper, H. *City & State* (February 2018), quoted in "City and State New York" about how "[Changing Political and Technological Landscapes are Making Advanced Degrees More Crucial Than Ever](#)" pgs. 25, 26, 28.

Invited Speeches, Webinars & Presentations

April 11-16 (2024). Finding and Securing the Job: Landing the Tenure-Track Position. American Society for Public Administration Annual Conference Annual Conference. Minneapolis, MN

March 5, 2024. Women's History Month. Knowing Your Value – An Honest Conversation. Moderator. Pleasantville, NY.

June 8, 2022. Journal Editors Social Equity Panel. 21st Social Equity Leadership Conference (SELC). University of San Francisco. (Virtual)

March 18-22, 2022. Invited Discussant, *GSPIA Session: Global Gender Equality in Public Administration*. American Society for Public Administration Annual Conference. Jacksonville, FL.

April 20-23, 2021. Panelist, *Academic Women of Public Administration (AWPA): Advancing the career paths of women in academia and addressing the challenges they may encounter especially during COVID 19*. International Research Society in Public Management (IRSPM Conference.). Virtual Due to Covid-19

November 7, 2020. Journal Editors: How to Get Published Workshop. 11th Annual Northeast Conference on Public Administration (NECoPA). (Virtual)

October 27, 2020. Rethinking Education: Higher Education Leader Roundtable. Rethink Education. (Virtual).

June-December 31, 2020. ASPA Webinar. May the Best Man Win? Inequity Drivers in Healthcare Policies & Practices. Andy Crosby*, Young Joo Park*, Hillary Knepper, Helisse Levine. My panel was asked to be one of approximately 30 panels selected among the hundreds from our National Conference. Webinar is being offered as part of the American Society for Public Administration 2020 Digital Conference (2020 Vision for Politics, Policy and Administration: The Digital Experience – available June- December 31, 2020).

October 10-13, 2018. Panelist. Leveraging Short-Term Study Abroad Programs on the Panel: Beyond the Classroom Doors: Strategies that foster a climate of cultural competence and inclusiveness in a socially, economic and politically disruptive state of affairs NASPAA- Network of Schools of Public Policy, Affairs, and Administration 2018 Conference Atlanta, Georgia

May 15, 2018. Considering Value, Risk Management, and Decision-making with Analytics. Westchester County Association Hudson Valley Workforce Academy-Healthcare Analytics.

May 1, 2018. Sources and Structure of ‘Big’ Health Care Data WCA Health Analytics. Westchester County Association Hudson Valley Workforce Academy.

August, 22, 2017. Invited Participant/Evaluator, Gender-Responsive Public Institutions Equality Gold Seal Tool Workshop held on August 22 at the United Nations Development Program (UNDP).

June 14, 2017. Invited Panelist, Forum on Preventing & Ending Homelessness, Providing Critical Services to People Experiencing Homelessness. New York, NY.

March 17, 2017. Invited Panelist, SWPA Workshop: Women in Leadership: Myths, [Mis]perceptions and Alternate Realities. Annual American Society for Public Administration (ASPA) Conference. Atlanta, GA.

March 1, 2017. Considering Value, Risk Management, and Decision-making with Analytics. Westchester County Association Hudson Valley Workforce Academy-Healthcare Analytics.

February 15, 2017. Sources and Structure of ‘Big’ Health Care Data WCA Health Analytics. Westchester County Association Hudson Valley Workforce Academy.

September 6, 2016. *Pace Convocation Speaker*-Westchester 2016 Get Grit: Passion, Perseverance, & Motivation.

July 20, 2016. *Applications in Health Analytics: Population Health- The Value Proposition, Risk Management & Integration*. Westchester County Association Hudson Valley Workforce Academy-Healthcare Analytics. (revised from previous year).

May 20, 2016. Université de Bourgogne Presentation: *U.S. Public Administration 101*. NY, NY (revised from previous year).

November 11, 2015. *Applications in Health Analytics: Population Health- The Value Proposition, Risk Management & Integration*. Westchester County Association Hudson Valley Workforce Academy-Healthcare Analytics.

March 13, 2015. *Applications in Health Analytics*. Westchester County Association Hudson Valley Workforce Academy-Healthcare Analytics.

November 11, 2015. *Population Health- The Value Proposition, Risk Management & Integration*. Westchester County Association Hudson Valley Workforce Academy-Healthcare Analytics.

October 15, 2015. *Genesis of a Healthcare Collaboration among Multiple Academic Institutions*. Middle Atlantic Association of Colleges of Business Administration Conference. (MAACBA), Lake

George, NY.

May, 21, 2015. Université de Bourgogne Presentation: *U.S. Public Administration 101*. NY, NY (revised from previous year).

March 13, 2015. *Applications in Health Analytics*. Westchester County Association Hudson Valley Workforce Academy-Healthcare Analytics.

May, 22, 2014. Université de Bourgogne Presentation: *U.S. Public Administration 101*. Invited Presenter to Université de Bourgogne MBA students. NY, NY.

March 19, 2014. *What's Happening Now? Emerging Trends Driving the Nonprofit and Public Service Sectors*. Encore Transition Program. New York, NY.

January 15, 2014. *Social Media: What do we need? What are we getting? And why are we doing this?* Social Media Webinar for NYS City/County Manager's Association based upon May 20, 2013 New York State City/County Manager's Conference presentation.

June 5th, 2013. Edward Williams Elementary School Career Day, Prepare and present for two hours to 4th & 5th grade elementary school students about importance of staying in school and my chosen career. *Note: This is not my child's school.*

May 20, 2013. *Social Media: What do we need? What are we getting? And why are we doing this?* New York State City/County Manager's Conference. Lake Placid, NY.

November 16, 2013. *What's happening now? Emerging trends driving the nonprofit & public service sectors*. NY, NY. For the Pace Encore Transition program.

March 27, 2013. Panelist, 2013 Metro NY ASPA Women's Empowerment Summit at John Jay College, NY, NY.

March 6, 2013. Moderator, Adapting to a Changing Landscape: Nonprofit Operations, Policy Changes and Giving. Sponsored the Wilson Center for Social Entrepreneurship & Hitachi America, LTD. White Plains, NY.

May 17th, 2012. Moderator, Westchester Business Association, Lunch & Learn: How the Coming Health Care Exchanges Can Impact Your Business, Tarrytown, NY.

February 8th, 2012- Host, Schimmel Theater, Honoring Women of Public and Civic Mind, Hosted By City & State.

CONFERENCE PRESENTATIONS

Refereed National/International

April 11-16, 2024. Evans, M. and **Knepper, H.** (2024). Intersectionality and (In)Equity: Women's Sports as Public Service Values Battleground. American Society for Public Administration Annual Conference. Minneapolis, MN.

April 11-16, 2024. Convenor Panel: Harmonizing the Evidence: Lessons in Collective Decision-making During Covid-19. American Society for Public Administration Annual Conference. Minneapolis, MN.

April 2-5, 2023. **Knepper, H.** and Evans, M. Women's sports and public administration: Parallel social equity paths. IRSPM Annual Conference. IRSPM, Budapest, Hungary.

March 20-24, 2023. **Knepper, H.** and Evans, M., Henley, T. *Intersectionality and Crisis Management: A Path to Social Equity*; Moore, P., and **Knepper, H.** *Homelessness, Social Equity and Spanish Speaking Communities*; Evans, M.,

Knepper, H. and Henley, T. *An Intersectional Consideration of Mentoring in Public Administration*; and Levine, H., y Knepper, H., D’Agostino, M., Rush-Griffin, S. *Perceptions of Leadership Legitimacy in the Public Sector: An Experimental Approach*. ASPA. Virtual.

October 20, 2022. **Hillary Knepper**. Panelist. *Innovative Public Service Pedagogy in Turbulent Climates: Preparing Public Service Leaders to foster Social Equity, Diversity, and Inclusion*. 2022 NASPAA Annual Conference – Chicago, IL.

June 9, 2022. **Hillary Knepper**. *Social Inequality in Crisis Management*. 21st Social Equity Leadership Conference (SELC). University of San Francisco. Presented Routledge Book, Intersectionality in Crisis Management (Virtual)

March 18-22, 2022. **Hillary Knepper**. Workshop Convener, *Round Robin with Journal Editors* (a speed dating style workshop with intimate conversations with editors aimed at Junior Faculty/Students). American Society for Public Administration Annual Conference. Jacksonville, FL.

March 18-22, 2022. **Hillary Knepper**. Panel Convener, *Social Inequality in Crisis Management: Exploring the Impact of Intersectionality*. American Society for Public Administration Annual Conference. Jacksonville, FL.

March 18-22, 2022. **Hillary Knepper**. Presenter, *Gender Bias: Predictor of Perceptions of Leadership Legitimacy*. American Society for Public Administration Annual Conference. Jacksonville, FL.

April 20-23, 2021. **Hillary Knepper**. (Presenting Author), Michelle Evans, Zoe Klobus. *New Intersections in Gender Scholarship: Pathways and Crisis*. International Research Society in Public Management (IRSPM Conference.). Virtual Due to Covid-19.

April 9-21, 2021. **Hillary Knepper**. Panel Convener/Moderator. *Catastrophe and Cumulative Disadvantage: Laying Bare Inequity & Identifying Opportunity*. American Society for Public Administration (ASPA.). Virtual Due to Covid-19.

April 3-7, 2020. **Hillary Knepper**. Panel Convener. *May the Best Man Win? Inequity Drivers in Healthcare Policies & Practices*. Paper: Is There a Doctor in the House? Predicting Hospital Closures With Fiscal Indicators. *Andy Crosby*^{*+}, *Young Joo Park*^{*}, **Hillary Knepper**, *Helisse Levine*. Annual American Society for Public Administration (ASPA) Conference. Anaheim, CA. Cancelled due to Covid-19.

March 8-11, 2019. **Hillary Knepper**. Panel Convener: Lighting up the Darkness: Building Awareness, Transparency and Action to Drive Away Marginalization. **Presentation** with Karina Moreno^{*}: *At the Crossroads of Health Care and Immigration: An examination of Latino immigrants’ anxiety over health care*. Annual American Society for Public Administration (ASPA) Conference. Washington D.C.

March 8-11, 2019. **Hillary Knepper**. **Presentation** with Gina Scutelnicu^{*} & Rebecca Tekula^{*}: *Why is the Research Productivity Gap Still Wide Between Men and Women PA Academics*. Annual American Society for Public Administration (ASPA) Conference. Washington D.C.

October 9-12, 2018. **Hillary Knepper**. Beyond the Classroom Doors: Strategies that Foster a Climate of Cultural Competence & Inclusion. **Presentation:** *How Can We Best Leverage Short-Term Study Abroad Courses to Achieve Cultural Competence and Build Inclusion in this era of Political, Social, and Economic Extremes?*. Network of Schools for Public Policy, Affairs, & Administration Annual Conference, Atlanta, GA.

March 9-13, 2018. **Hillary Knepper** Panel Convener: *Separate but Equal? Considering the Influence of Policies and Structures on Sustainable Population Health*. (Supported Dr. Tiffany Henley^{*+})

March 9-13, 2018. **Hillary Knepper**, Gina Scutelnicu[†], Rebecca Tekula[†]. **Presentation:** *Gender and 3 Perceptions of Opportunity: An Examination of Women’s Success in Public Administration Academe*. Annual American Society for Public Administration (ASPA) Conference. Denver, CO.

October 11-14, 2017. **Hillary Knepper**. Promoting Trust through “Cultural Relevancy” in the MPA Classroom.

Presentation: *Relevance of relevance in the age of Trump.* Network of Schools for Public Policy, Affairs, & Administration Annual Conference, Washington D.C.

September 28-30, 2017. Helisse Levine, Andy Crosby⁺, **Hillary Knepper**. *Is There a Doctor in the House? Using Fiscal Indicators to Predict Hospital Closures.* Association for Budgeting & Financial Management Conference. Washington, D.C.

March 17-21, 2017. Gina Scutelnicu^{*+}, **Hillary Knepper**- *How Does Gender Diversity Affect Research Productivity in Academia? Evidence from NASPAA Accredited & Affiliated MPA Programs.* Annual American Society for Public Administration (ASPA) Conference. Atlanta, GA.

March 17-21, 2017. Andy Crosby^{*+}, **Hillary Knepper**, Helisse Levine. *Managing the Financial Health of Community Hospitals: Does Financial Distress Predict Community Hospital Reorganization in the United States?* American Society for Public Administration Annual Conference.

March 17-21, 2017. **Hillary Knepper**, Panel Convener/Discussant: *What Have We Forgotten? Reconsidering Social Equity Progress & Representativeness in the Public Service.* Gina Scutelnicu^{*+} *Are We There Yet? Reconsidering Social Equity Progress & Representativeness in the Public Service* *How Do Gender and Diversity Impact the State of Public Administration Research? Assessing the Content of Two Key Public Administration Journals.* Annual American Society for Public Administration (ASPA) Conference. Atlanta, GA.

March 17-18, 2017. Andrea Sonenberg, **Hillary Knepper**, Jane Bear-Lehman. *Health Disparities Across Four States: Exploring Variation Among Health Workforce, Policies, Access to Care & Services, and Population Health Outcomes.* National Academies of Practice. Philadelphia, PA.

October 21, 2016. **Hillary Knepper**, Rebecca Tekula^{*+}, Lijun He^{*+}, Gina Scutelnicu^{*+}, Viviana Matwchuk^{**}. *Promoting cultural & gender competencies in the classroom.* Network of Schools for Public Policy, Affairs, & Administration Annual Conference. Columbus, OH.

June 25, 2016. Andrea Sonenberg⁺, **Hillary Knepper**. *Exploring Disparities: How Do Health Workforce, Policies, Access to Care, and Population Health Outcomes Vary Across Four States?* Academy Health Annual Research Meeting. Boston, MA

April 8, 2016. Andrea Sonenberg⁺, **Hillary Knepper**, Paul Savage. *Methodological challenges of investigating inter-professional workforce capacity to improve vulnerable population health outcomes.* National Academies of Practice Annual Meeting. Baltimore, MD.

March 18-21, 2016. **Knepper, H.** Panel Convener. **Panel Title^{**}:** What Have We Forgotten? **Presentation:** Gina Scutelnicu^{*+}, **Hillary Knepper:** *How Do Gender and Diversity Impact the State of Public Administration Research? Assessing the Content of Two Key Public Administration Journals.* Annual American Society for Public Administration (ASPA) Conference. Seattle, Washington.

February 17-19, 2016. **Hillary Knepper**, Andrea Sonenberg⁺, Helisse Levine. *Exploring Medicaid Billing, Health Outcomes, and the Impact of Nurse Practitioner Regulatory Policy.* Conference of Minority Public Administrators (COMPA). Jackson, MS. *Unable to present- called for jury duty.*

June 26-28, 2015. Andrea Sonenberg⁺, **Hillary Knepper**, Helisse Levine. *Cost Savings of Diabetes Outcomes: Impact of Nurse Practitioner Practice Regulatory Policy.* Academy Health 2015 Conference. Boston, MA.

June 26-28, 2015. Andrea Sonenberg⁺, **Hillary Knepper.** *Improving Efficiency and Expanding Effectiveness: An exploration of associations among nurse practitioner regulatory policy, access to care, and population health outcomes among Medicaid recipients in Alabama, Mississippi, Colorado,*

and Utah: *Methodological Challenges*. Academy of Health 2015 Conference. Boston, MA.

March 6-8, 2015. **Knepper, H.** Panel Convener. **Panel Title ****: Volatility, Uncertainty, Complexity and Ambiguity: It's A Wild Ride Navigating The Contentious And Cost-Driven Issues of Today's Public Management Environment. **Presentation Title**: *Driving Improved Health Care Cost Savings Through Nurse Practitioner Regulatory Policy*. **Hillary Knepper**, Andrea Sonenberg+, Helisse Levine. 76th Annual American Society for Public Administration (ASPA) Conference. Chicago, IL.

February 18-20, 2015. Gina Scutelnicu *, **Hillary Knepper**. *How Do Gender and Diversity Impact the State of Public Administration Research? An Assessment of the Content of Two Key Journals in the Public Administration Discipline*. Conference of Minority Public Administrators (COMPA). Philadelphia, PA.

November, 2014. *Accepted but unable to present due to fiscal constraints*. **Hillary Knepper**, Helisse Levine. *The Impact of Financial Constraints on Health Care Safety-Nets: Considering County Government Influences and Performance*. Association for Budgeting and Financial Management Conference. Grand Rapids, MI.

October 2014. Joyce Pulcini, Andrea Sonenberg+, **Hillary Knepper**, *Implementing the ACA: The influence of nurse practitioner regulatory policies on workforce, access to care, and primary care health outcomes*. American Academy of Nursing Annual Conference, Washington, D.C.

July 10-11, 2014. *Accepted but unable to present due to fiscal constraints*. **Hillary Knepper**. *Navigating dangerous waters: Improving public sector social media fluency*. European Conference on Social Media (ECSM) 2014, Brighton, U.K.

March 14-18, 2014. **Knepper, H.** Panel Convener. **Panel Title**: A kaleidoscopic approach to governance: Understanding the contentious and costly issues in today's public management environment **Hillary Knepper**. **Presentation Title**: *Navigating dangerous waters: Improving public sector social media fluency*. **Hillary Knepper**, Maria D'Agostino, Helisse Levine. **Presentation Title**: *Volunteer management practices during challenging economic times*. 75th Annual American Society for Public Administration (ASPA) Conference. Washington, D.C.

June 20-22, 2013. **Knepper, H.** *The competitive edge: Navigating dangerous waters: Improving public sector social media fluency for mpa students*. Public Management Research Association Conference (PMRA). Madison, WI.

March 15-19, 2013. **Knepper, H.** Panel Convener. Helisse Levine. **Panel Title**: Changing, contentious and costly issues in today's health care environment. **Presentation Title**: *The impact of financial constraints on health care safety-nets: Considering county government influences and performance*. 74th Annual American Society for Public Administration (ASPA) Conference. New Orleans, LA.

March 15-19, 2013. **Knepper, H.** Panel Convener. Andrea Sonenberg+, Joyce Pulcini. **Panel Title**: Changing, contentious and costly issues in today's health care environment. **Presentation Title**: *Implementing ACA: The role of public administrators and nurse practitioners in reframing state regulatory policy*. 74th Annual American Society for Public Administration (ASPA) Conference. New Orleans, LA.

October 17-20, 2012. **Hillary Knepper**, Mary Timney+, *The competitive edge: Emerging trends in digital portfolio use among mpa students*. National Association of Schools of Public Affairs and Administration (NASPAA) Conference, Washington D.C.

October 2012. Joyce Pulcini, Andrea Sonenberg+, **Hillary Knepper**. *The role of nurse practitioners in reframing & reforming state regulatory policy*. American Academy of Nursing 39th Annual Meeting and Conference (Poster).

June 20, 2012. Joyce Pulcini, Andrea Sonenberg+, **Hillary Knepper**. *Examining current state nurse practitioner regulatory policies and their potential impact on health care access*. Academy of Health 2012 Conference.

March 2-5, 2012. **Hillary Knepper**, *Community health-care safety nets- Who wields the power? Examining relationships among community health organizations*. 73rd Annual American Society for Public Administration (ASPA) Conference. Las Vegas, NV.

March 14, 2011. **Hillary Knepper**, *County governments & collaborative governance: Examining county participation in community based health care networks*. 72nd Annual ASPA (American Society for Public Administration) Conference. Baltimore, MD.

** Student presented a research paper

* Mentored junior faculty presentation +Denotes Pace colleague

Refereed State, regional, and local conferences

September 29, 2023. Evans, M. and Knepper, H. Women's sports and public administration: Intertwined paths to social equity. SECOA Conference. Atlanta, GA.

November 4-5, 2022. Panel Convenor. Navigating Crisis: Emerging Trends in Public and Nonprofit Health and Human Services Administration. AWWA Sponsored Submission. NECoPA. Virtual.

November 5-6, 2021. Panel Convenor. Intersectional Insights into Crisis Management. NECoPA. Virtual.

November 7, 2020. Panel Convenor/Moderator/Co-Author. Failed Promises: Systemic Inequity in Healthcare Policy & Practice. Paper: Crosby, A., **Knepper, H.**, Park, Y., Levine, H. Is There a Doctor in the House? Predicting U.S. Hospital Closures with Fiscal Indicators. 11th Annual Northeast Conference on Public Administration (NECoPA). (included 4 junior faculty research presentations) (Virtual)

November 7, 2020. Moderator. Virtual Discussion on Equitable Conferencing Workshop. 11th Annual Northeast Conference on Public Administration (NECoPA). (Virtual)

November 2-4, 2018. **Knepper, Hillary**. Editors Panel Presenter- for *Journal of Health & Human Services Administration*. **Panel Convenor:** The Chameleon Nature of Marginalization: Exposing

blindspots one perspective at a time? Journal Editor's Panel: Paper presented: Moreno^{*}, K., Knepper, H.: *At the Crossroads of Health Care and Immigration: An examination of Latino immigrants' anxiety over health care with lessons for practitioners* and Paper: *Whose voices are heard and why does it matter? Considering Women's Scholarship and Impact*. Gina Scutelnicu^{*}, **Hillary Knepper**, Rebecca Tekula^{*}. Paper Presented: *Does financial distress predict hospital closures? A panel study of New York State hospital closures*. Andy Crosby, YoungJoo Park, Hillary J. Knepper, Helisse Levine. Annual Northeast Conference on Public Administration. Baltimore, MD

May 17-18, 2018. Gina Scutelnicu⁺, Rebecca Tekula⁺, Beth Gordon⁺, Hillary Knepper, Victoria Gonzalez^{**} *How Consistency in Online Learning Can Contribute to Student Critical Thinking and Learning: The Story of the Public Administration Department*. Faculty Institute, Pace University.

March 27-28, 2018. Beth Gordon⁺, **Hillary Knepper (presenter)**, Victoria Gonzalez^{*}, Gina Scutelnicu⁺, Rebecca Tekula⁺. Northeast Conference Regional Computing Conference/Educause. *Consistency is Key: Evaluating a Collaborative Online Course Template*. Providence, Rhode Island.

November 3-5, 2017. **Panel Convenor (included junior faculty):** Hillary Knepper. **Panel Title:** It's

Costing Us A Fortune: Effectively Harnessing Public Administration to Figure Out Sustainable Healthcare 2017. Tiffany Henley^{*+}, Gina Scutelnicu^{*+} *Medicaid Expansion In The United States: A State Comparative Study Examining Factors That Influence State Decision Making*. How Do Healthy Eating and Active Living Policies Influence A Community's Health? The Case of Mississippi State Annual Northeast Conference on Public Administration. Burlington, VT.

May 16-17, 2017. Gina Scutelnicu^{*+}, Ally Kimmel⁺, Joe Seijo⁺, & **Hillary Knepper**. *How Can You Maximize the Quality Potential of your Online Course?* Faculty Institute, Pace University.

November 11-13, 2016. **Panel Convener** ^{**}: Public perceptions, private sector health services, and health system constructs – What does the future of healthcare hold amid changing governmental policies and turbulent social change? **Paper: Hillary Knepper, PhD**, Andy Crosby^{*+}, Helisse Levine. *Delivering Care in the Age of the Affordable Care Act: Can Hospital Failures Be Predicted Using Standard Financial Indicators?* 7th Annual Northeast Conference on Public Administration. Harrisburg, PA

November 10-12, 2016. Andy Crosby^{*+}, Helisse Levine, **Hillary Knepper**. *Managing financial strain, community need and financial sustainability in the wake of community hospital closures: A Case Study*. 43rd Annual Northeast Business & Economics Association Conference. West Point, New York.

May 17-18, 2016. **Hillary Knepper**, Gina Scutelnicu⁺, Lijun He⁺, Rebecca Tekula⁺, Joe Ryan⁺. *Engaging the Graduate Student & Fostering Collaboration Across Disciplines*. Faculty Institute. Pace University, NY, NY.

April 15, 2016. **Hillary Knepper**, Andrea Sonenberg⁺, Paul Savage. *Considering disparities: Do nurse practitioner regulatory policies, access to care, and health outcomes vary?* Dyson Day. Pace University, NY, NY.

April 15, 2016. Gina Scutelnicu⁺, **Hillary Knepper**. *How Do Gender and Diversity Impact the State of Public Administration Research? Assessing the Content of Two Key Public Administration Journals*. Dyson Day. Pace University, NY, NY.

February 26, 2016. *Considering the Implications of Flipping the Graduate Classroom*. Rebecca Tekula⁺, Lijun He⁺, Gina Scutelnicu⁺, **Hillary Knepper**. Best Practices Conference, Pace University, NY, NY.

November 6-8, 2015. *Exploring Medicaid Billing, Health Outcomes, and the Impact of Nurse Practitioner Regulatory Policy: Methodological Challenges*. **Hillary Knepper**, Andrea Sonenberg⁺. Annual Northeast Business and Economics Conference (NBEA). Jamaica, NY.

November 6-8, 2015. *Collaborative regulation: Can standardizing and modernizing nurse practitioner regulatory policies improve health outcomes?* **Hillary Knepper**, Andrea Sonenberg⁺, Helisse Levine. Annual Northeast Conference of Public Administrators (NECOPA). Portsmouth, NH.

May 14-15, 2015. Gina Scutelnicu⁺, **Hillary Knepper**, Rebecca Tekula⁺, Michelle Lang⁺ & Diana Dumitru^{**}. *Creating Customized Learning Communities: The Case of the MPA Program*. Pace University Faculty Institute. NY, NY.

April 22 & April 30, 2015. **Hillary Knepper**, Andrea Sonenberg⁺, Helisse Levine. *Cost Savings of Diabetes Outcomes: Impact of nurse practitioner practice regulatory policy*. Pace University 3rd Annual Research Day. NY, NY.

April 22 & April 30, 2015. Dean Parker^{**}, Gina Scutelnicu⁺, **Hillary Knepper**. *An Application of Marginalization & Social Exclusion Theory to NYC Public Schools in Bronx, NY*. Pace University 3rd Annual Research Day. NY, NY.

February 27, 2015. **Hillary Knepper**, Gina Scutelnicu+, Tony Soares+, Rebecca Tekula+. *Conversations about Mixed Methods in a New Context: Exploring the Use of Technology in Delivering Three Types of Graduate Education Classes*. Best Practices Conference, Pace University. NY, NY.

November 6-8, 2014. **Knepper, H.** Panel Convener. **Panel Title:** The Challenges of Collaborative Governance in Achieving Community Improvement. **Presentation Title:** *Collaborative regulation: Can standardizing and modernizing nurse practitioner regulatory policies improve health outcomes?* Annual Northeast Conference of Public Administrators (NECOPA). **Hillary Knepper**, Andrea Sonenberg, Helisse Levine. Portsmouth, NH.

November 1-2, 2013. Panel Convener. Maria D'Agostino, Helisse Levine, **Hillary Knepper**. *Navigating Turbulent Times: Strengthening Nonprofit Public Service Volunteer Capacity During Economic Uncertainty*. Annual Northeast Conference of Public Administrators (NECOPA). Newark, DE.

November 7-9, 2013. Maria D'Agostino, Helisse Levine, **Hillary Knepper**. *Human capital investment during times of fiscal austerity: Examining volunteer management effectiveness*. Annual Northeast Business and Economics Conference (NBEA). Bretton Woods, NH.

May, 2013. **Hillary Knepper**. Mary Timney, *The competitive edge: Emerging trends in digital portfolio use among mpa students*. Dyson Day, Pace University.

April, 2013. Andrea Sonenberg, **Hillary Knepper**. *Examining current state nurse practitioner regulatory policies and their potential impact on health care access*. Pace University 1st Annual Faculty Scholarship Day.

April, 2013. **Hillary Knepper, Christopher John Godfrey**. *Local government & Web 2.0: Emerging best practices or are we still just guessing?* Pace University 1st Annual Faculty Scholarship Day.

April, 2013. **Hillary Knepper, Helisse Levine**. *The impact of financial constraints on health care safety-nets: Considering county government influences & performance*. Pace University 1st Annual Faculty Scholarship Day.

November 2-3, 2012. *Panel Convener*. **Hillary Knepper**, Andrea Sonenberg+, Joyce Pulcini. **Panel Title:** Community health performance & equity: Meeting the need amid turmoil & fiscal austerity. **Presentation Title:** *Implementing ACA: The role of public administrators and nurse practitioners in reframing state regulatory policy*. Annual Northeast Conference of Public Administrators (NECOPA) Conference. Boston, MA (*unable to present due to Hurricane Sandy*.)

November 2-3, 2012. *Panel Convener*. **Hillary Knepper**, Helisse Levine. **Panel Title:** Community health performance & equity: meeting the need amid turmoil & fiscal austerity. **Presentation Title:** *The impact of financial constraints on health care safety-nets: Considering county government influences and performance*. Annual Northeast Conference of Public Administrators NECOPA Conference. Boston, MA (*unable to present due to Hurricane Sandy*.)

October 25-27, 2012. **Hillary Knepper**, Helisse Levine. *The impact of financial constraints on health care safety-nets: Considering county government influences and performance*, Northeast Business & Economics Association Port Jefferson, NY.

May 17, 2012. **Hillary Knepper**, Christopher Godfrey+, Andrea Sonenberg+, Joan Walker+. *Interdisciplinary Research at Pace: Crossing departments, intersecting universities, and pushing innovation*. Faculty Institute. Pleasantville, NY.

May 17, 2012. **Hillary Knepper**. Faculty Research Network, *Affiliation networks and county manager perceptions- Which relationships count in health care safety-nets?* Faculty Institute. Pleasantville, NY.

April 20th, 2012. **Hillary Knepper**, Mary Timney+. *The efficient public manager and the alienated public: Can theory save this relationship?* Hillary Knepper. New York State Political Science Association Conference **, Staten Island, NY.

April 20th, 2012. **Hillary Knepper**. Panel Convener: Bureaucracy, budgets, quality & good governance- The science of muddling through the 21st century. ** Multiple student presenters. New York State Political Science Association Conference, Staten Island, New York.

April 13, 2012. Linda Anstendig+, **Hillary Knepper**. *Exploring ePortfolio*. Dyson Day, Pace University. New York City, NY.

March 28, 2012. Linda Anstendig+, Beth Klingner+, Michelle Pulaski+, **Hillary Knepper** *ePortfolios as part of the Pace lifecycle*. Tech Expo, Pace University. Pleasantville, NY.

November 4-5, 2011. **Hillary Knepper**, Helisse Levine, *County government finance and health care safety networks*. Northeast Business & Economics Association (NBEA). Philadelphia, PA.

October 28-29, 2011. **Hillary Knepper**, *Local government & Web 2.0: Emerging best practices or are we still just guessing?* Northeast Conference on Public Administration. New York City, NY.

October 28-29, 2011. **Hillary Knepper**. Panel Convener: Service Delivery-A Comparison Of Local And International Perspectives.

April 8, 2011. Linda Anstendig, **Hillary Knepper**. *Exploring ePortfolio*. Dyson Day, Pace University. New York City, NY.

October, 2010. **Hillary Knepper**. **Panel Title:** Shared Services & Strategic Partnerships. **Paper Title:** *Examining county government impact on health care safety-nets*. 1st Annual Northeast Conference of Public Administrators (NECOPA) Conference. Newark, NJ.

April, 2010. **Hillary Knepper**. *Examining the role of county government in the delivery of health care services & its application to Orange County, FL*. Annual Public Administration Research Conference, Orlando, FL.

October, 2009. **Hillary Knepper**. *Examining regional community health care networks and their potential application to resource poor countries*. Annual Southeast Conference of Public Administrators (SECOPA) Conference. Louisville, KY.

February, 2009. **Hillary Knepper**. *Low-income health care networks: Initial conditions, extent, and intensity relevant to county government participation*. University of Central Florida, Public Administration Research Colloquium. Orlando, FL.

September, 2008. **Hillary Knepper**. *Low-income health care networks: Initial conditions, extent, and intensity relevant to county government participation*. Annual Southeast Conference of Public Administrators (SECOPA) Conference. Orlando, FL.

May, 2007. **Hillary Knepper**. *Health care service delivery networks: Examining the extent and determinants of county government involvement*. Florida ASPA Conference. Miami, FL.

March, 2007. **Hillary Knepper**. *The Outside Evaluation-The Love-Hate Relationship*. Grant Professionals Network State Conference. Tampa, FL.

May, 2006. **Hillary Knepper**. *A network analysis of Lake County's community access network for uninsured and underinsured residents*. Florida ASPA Conference. Orlando, Florida.

October, 2005. **Hillary Knepper**. *Government and governance: A comparison and integration of*

concepts for public administrators. Teaching Public Administration Conference. Panama City, FL.

October, 2005. **Hillary Knepper**. *Health and human service networks: The extent and determinants of county government usage* (poster). 2nd Annual Research Conference sponsored by UCF's College of Health and Public Affairs and the Center for Community Partnerships.

April, 2005. **Hillary Knepper**. *Appreciative Inquiry Introduction and Annotated Bibliography*. 4th Annual Central Florida Nonprofit Management Conference, Creating Extraordinary Nonprofit Organizations with the Newest Organizational Development Tool: Appreciative Inquiry

** *Student's presented research paper*

* *Mentored junior faculty presentation*

AWARDS & RECOGNITION

(2024) ASPA Section on Democracy & Social Justice 2024 Book of the Year Award for Intersectionality and Crisis Management: A Path to Social Equity (Routledge)

(2024) SWPA Outstanding Mentorship Award

(2024) Chester A. Newland Presidential Citation of Merit, American Society of Public Administration

(2023) Honorary Induction, First Year Honor Society, Alpha Lambda Delta

(2022) Rita Mae Kelly Distinguished Research Award, American Society for Public Administration/SWPA

(2021-2022) Pace University, Office of Residential Life Outstanding Faculty Support Award

(2021) President's Award for Outstanding Contribution, Covid Task Force

(2019) Nominee, Setter Leadership Awards (Student Nominated)

(2018) National Recognition by the American Society for Public Administration- One of 14 Women Recognized & Profiled in *Profiles of Excellence*, PA Times Vol 4 (2)

(2017) National Marcia P. "Marcy" Crowley Service to SWPA Award

(2015) Finalist, Pace University Kenan Teaching Award (Pace's Distinguished Teaching, nominated by students and faculty)

(2003) Inducted, Pi Alpha Alpha - National Honor Society for Public Affairs and Administration

PROFESSIONAL DEVELOPMENT TRAINING/WORKSHOPS

(2020) Conducting SEDI Research: Why Research Methods Matter. ASPA.

(2019) Doing the Work: An Equity Minded Approach to Inclusion and Justice in Public Administration. ASPA.

(2018) Ally Training for Social Equity, Diversity, & Inclusion. ASPA.

SERVICE

Pace University

- Co-Chair, Middle States Re-Accreditation Self-Study, Executive Committee. (2016-2019). Responsible for all facets of the accreditation process; oversee the work of eight working groups- chief responsibility for Governance and Compliance working groups; communicate with and engage the Pace community in the process, coordinate and write drafts and final report.

- Chair, Executive IT Governance Committee (Inaugural Chair). (2024-present)
- Lead Provost Office Representative, Executive Steering Committee, PaceWorks (2024-present). Systems re-engineering.
- Administrator, Recruitment/Development Travel Trip, Representing Pace University, China October 31- November 14, 2019 (four cities)
- Presenter, Graduate Commencement Honorary Degree Introduction of NYS Assembly Member Deborah J. Glick, 2019
- Convocation Speaker, New York and Pleasantville 2022, 2023; Westchester Convocation 2016
- Co-creator, The Faculty Research Forum. Worked with the Pace Faculty Center for Teaching & Learning to bring this concept to Pace University (2011-2012)
- Search Committee Member, Presidential Search 2016
- Marshal, Graduate Commencement Ceremony- 2017, 2018
- Mentor, Academic Portfolio Workshop (2018-Winter & Summer sessions). Mentor junior faculty in the production of their tenure and promotion portfolios
- Teaching Circle Instructor (2012-2014). Developed and led multiple ePortfolio Teaching Circles to train other faculty in the use of ePortfolio 2012- 2014
- Member, WFC Library Committee (2012-2018). Participate in planning activities for the library system
- Member, LGBTQ Task Force (2010-2018). Participate in various planning and support program including- Safezone Training (my office is a Safezone), writing grant applications (2011, 2012), and revising the Climate Survey (2012)
- Member, Westchester Faculty Council, (2010-present), Secretary, (2013-2014)
- Evaluator, ePortfolio Assessment Pilot (2012, 2013). Evaluated assessment tools for grading ePortfolio assignments.
- Member, Joint Faculty Council (2012-2018).
- Presenter, Pace University Professional development workshops: a) Best Practices Day (2015, 2016); b) Faculty Institute (2012, 2015,2016, 2018); c) Tech Day (2012); d) Research Day (2013, 2015, 2016)
- Evaluator, Pace University Lubin College- (2012-2016). Evaluate Executive MBA Student Public Policy Theses.
- Member, Convocation Committee (2013-present). Participate in planning activities for convocation and then perform prescribed duties at Convocation. Service on program sub-committee.
- Member, Peace & Justice Task Force, Member. 2010-2014. Worked to develop new course, participated in activities, met with student representatives.
- Participant, Convocation (2010-present)
- Participant, Commencement-Graduate (2011-present)

Dyson College

- Moderator, Student Panel, Dyson Society of Fellows, 37th Annual Meeting (2018)
- Member, Dyson Graduate Advisory Council (2012-2018.) Make recommendations; share information; contribute to graduate program developments
- Member, Dyson Faculty Council (2012-2018). Participate in planning activities, voting, and information dissemination
- Member, TAP Committee- Tim Waligore (Political Science, Economics, History) 2018-2019 Hasan Arslan (Criminal Justice), extensive edits 2017-2018; Emily Welty (Women & Gender Studies) 2017-2018
- Presenter, Pace University professional development workshops: Dyson Day (2011, 2012, 2013, 2015, 2016)
- Search Committee Member, Women & Gender Studies, (2013-2014); Political Science, served as AA rep (2015-2016). Political Science Chair Search (2017-2018)
- Member, Nonprofit Undergraduate Minor Working Group, (2012-2013). Developed curriculum and planned for the nonprofit minor.
- Member, Dyson Curriculum Committee (2011-2016). Review and vote on new courses to be offered within Dyson College

- Participant, Dyson Annual Award Ceremonies (2010-2018)

Public Administration Department

- Department Chair (September 1, 2016-December 31, 2018)
- Member, Mid-tenure Review Committees, Fall, 2020, Dr. Tiffany Henley; Fall 2019, Dr. Andy Crosby
- Pace University Welcome Speaker, Pi Alpha Alpha, 2019
- Advisor (2010-2019), 50 student formal advising load
- Graduate Assistant Advisor (2012-2017)
- Founding Faculty Advisor, MPA Student Association (2011-2016)
- Founding Newsletter Advisor, MPA Student Association (2011-2016)
- MPA Search Committee, Chair, MPA Search Committee (2016, 2015); committee member (2014)
- Capstone Evaluator, end of semester, twice annually (2011-2017)
- Participant, Open Houses, Orientations, & Award Ceremonies (2010-present) about six per year
- Co-Coordinator, MPA Three Decade Celebration (April 17, 2012)
- Coordinator, annual MPA Career Panel Night (2012-2015)
- Facilitator, Departmental Strategic Plan (2011; 2016-2018)

Service to the Community and the Profession

Editor and Editorial Review:

- Co-Editor-in-Chief, (July 2024-present), [Journal of Social Equity and Public Administration](#)
- Editor-in-Chief, (January 2019-December 2024), [Journal of Health & Human Services Administration](#)
- Editorial Board member, (2022-present), Public Money & Management
- Editorial Board member, (2017-2018), Journal of Health & Human Services Administration
- Reviewer, Public Administration Review (2021-present)
- Reviewer, Review of Public Personnel Administration (2024-present)
- Reviewer, Journal of Public Administration Education (2022-present)
- Reviewer, Journal of Health & Human Services Administration (2016-present)
- Reviewer, Administration & Society (2013-2014; 2018-present)
- Reviewer, Journal of Mental Health (2018-present)
- Reviewer, American Public Health Association (2017)
- Reviewer, Journal of Health Care for the Poor & Underserved (2013-2015; 2021)

Leadership/Advisory/Community:

- Executive Committee Member, Commission on Independent Colleges and Universities, New York Statewide Transfer Initiative, 2021-2024
- Co-President, Academic Women in Public Administration (2021-2023; Member, 2019-present)
- Academic Advisor, Westchester County Association, Health Care Academic Advisory Committee (2013-present)
- Committee Member, Westchester County Government's Bioscience Talent Pipeline, 2020-2024
- ASPA Section for Women in Public Administration
 - Immediate Past Chair (2017-2018)
 - Chair (2016-2017)
 - Vice Chair (2015-2016)
 - Section Secretary (2014-2015)
 - Awards Breakfast Chair (2013 & 2014)
 - National Awards Committee (Chair: 2017, 2018)
 - Member, Scholarship Committee (2017-2018; 2018-2019)
 - Newsletter Chair (2017, 2018)
 - Member since 2012

- American Society for Public Administration (member since 2003)
 - Co-Chair, ASPA National Conference 2024 (Minnesota)
 - District 1 National Council Representative- (2024-present)
 - ASPA Founders Fellow Mentor (2017-2018; 2018-2019, 2021-2022)
 - Member, Best Paper Committee, Conference of Minority Public Administrators/ASPA (2015)
 - Board member (2018-2021; 2017-2018), ASPA Section for Health & Human Services Administration
- NECoPA (Northeast Conference on Public Administration)
 - Founding Trustee (2011)
 - Trustee 2013-2017
- Manhattanville College: Dissertation Committee
 - Angela Adamu (2015-2016)
 - Esther Yoon, (2019-2024)
- The Tri-County Science & Technology Fair, Judge (2022)
- Council Member (2011-present) NY Metro ASPA

Please see next page for professional experiences prior to higher education.

PROFESSIONAL ADMINISTRATIVE EXPERIENCE

1998-2010 Self-Employed

Non-Profit Consultant

- Strategic planning and policy development (*clients: Center for Public & Nonprofit Management, multiple Central Florida nonprofit organizations, Lake County Government*). Community organizing and partnership building (*clients: Mid-Florida Homeless Coalition, Lake County Community Alliance*). Capacity building (resource development and Board development for multiple Central Florida nonprofit organizations)

1994-1998 Citizens' Commission for Children, The Lake County Board of County Commissioners *Director*

- Established Children's Services Division within the Department of Community Services; facilitated the citizen's advisory board
- Developed and managed departmental budget-annually about \$300,000
- Developed RFP Process for County Grants System; distributed and managed over \$750,000 in county grants to community organizations over 3.5 years
- Obtained private and public sector grants (other than county funding) for community organizations worth over \$ 1,000,000 over 3.5 years
- Founded the Lake-Sumter Children's Advocacy Center Program-Chief responsibility-securing stable funding
- Founded Big Brothers Big Sisters of Lake County-Chief responsibility, securing stable funding
- Developed and conducted program evaluations for county funded community organizations and the State of Florida Early Learning Coalition
- Capacity building activities to community based nonprofit child and family service programs

1991-1994 United Child Care, Child Care Resource & Referral Department *Coordinator*

- Directed the Childcare Resource & Referral Department & supervised five employees across three counties
- Developed and managed departmental budget-annually about \$125,000
- Secured annual contract with State of Florida via an RFP process for department funding
- Conducted market rate research across three counties of over 1,200 child care providers annually
- Specialized database development and management of over 1,200 child care providers
- Maintained extensive parent information database of over 2,000 clients
- Developed and implemented annual marketing campaign
- Principal grantwriter for Agency's annual State of Florida primary grant award for over \$6,000,000
- Service on multiple policy development committees for Central Agencies in Florida