

Ratna B. Dougherty
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EDUCATION

PHD IN PUBLIC AFFAIRS, School of Public Administration, University Central Florida, Orlando, Florida **May 2023**

FIELD: Public Policy and Governance

DISSERTATION: *Interorganizational Networks and Coordination in Emergency Management: Policy and Practice in Response to Disasters*. A study using mixed-methods and triangulation of survey, content analysis, social media and focus group data to understand how policy/plan and implementation of interorganizational networks depict effectiveness during disaster response, and impact continuing public policy decisions regarding emergency management planning.

Committee: Naim Kapucu (Chair), Yue “Gurt” Ge, Claire Knox, Luis Santiago, and Christopher Zobel

MASTER OF PUBLIC ADMINISTRATION (MPA), School of Public Affairs, University of South Florida, Tampa, Florida **December 2015**

GRADUATE CERTIFICATE, NONPROFIT MANAGEMENT, School of Public Affairs, University of South Florida, Tampa, Florida **August 2014**

BA IN POLITICAL SCIENCE, School of Politics, Security, and International Affairs, University Central Florida, Orlando, Florida **August 2013**

PROFESSIONAL AND ACADEMIC POSITIONS

ASSISTANT PROFESSOR, School of Public Affairs, University of South Florida, Tampa, Florida **August 2023 – Present**

GRADUATE RESEARCH ASSISTANT, School of Public Administration, University of Central Florida, Orlando, Florida (with Dr. Naim Kapucu) **January 2021 – May 2023**

GRADUATE TEACHING ASSOCIATE, School of Public Administration, University of Central Florida, Orlando, Florida **August 2021 – May 2023**

GRADUATE RESEARCH ASSISTANT, School of Public Administration, University of Central Florida, Orlando, Florida (with Dr. Tom Bryer) **May 2020 – August 2020, January 2021 – May 2021**

SPECIAL PROJECTS INTERN, Planning and Development Services, City of Sanford, Florida, **February – November 2019**

LOCAL GOVERNMENT MANAGEMENT FELLOW, International City and County Managers Association, City of Fort Lauderdale, Florida **August 2016 – September 2018**

RESEARCH AND PUBLICATIONS

Peer-Reviewed Articles:

Entress, R., **Dougherty, R. B.** & Knox, C. C. (*in press*). Hurricane Evacuation and Administrative Burdens: Special Needs Shelter Policies During Hurricane Irma. *American Review of Public Administration*.

Abukhalaf, A. H. I., **Dougherty, R. B.**, Naser, A. Y. (2025). Understanding hurricane preparedness behaviors: The case study of Florida college students. *International Journal of Disaster Risk Reduction*, 116.

Witkowski, K., **Dougherty, R. B.**, and Neely, S. R. (2024). Public Perceptions of Artificial Intelligence in Healthcare: Ethical Concerns and Opportunities for Patient-Centered Care. *BMC Medical Ethics*, 25. 1-11.

Noor, N., **Dougherty, R. B.**, Kapucu, N., Ge, Y., Hasan, S. (2024). Social Media-based Crisis Communication: Assessing the Engagement of Local Agencies in Twitter during Hurricane Irma. *International Journal of Information Management Data Insights*, 4(2), 100236.

Moore, P. and **Dougherty, R. B.** (2024). Embedding social equity in disaster response: Simulation case study. *Journal of Public Affairs Education*, 30(1), 136-167.

Abukhalaf, A. H. I., **Dougherty, R. B.**, Naser, A. Y., von Meding, J., Cohen, S. L., Mehdipour, H., & Abusal, D. M. (2023). COVID-19 outbreak impact on the wellbeing of migrants in US college towns: The Case of Gainesville, Florida. *International Journal of Disaster Risk Reduction*, 96, 103973.

Sadiq A. A., **Dougherty, R. B.**, Tyler, J., & Entress, R. (2023). Public Alert and Warning System Literature Review in the USA: Identifying Research Gaps and Lessons for Practice. *Natural Hazards*, 1-34.

Kapucu, N., **Dougherty, R. B.**, Ge, Y., & Zobel, C. (2022). The Use of Documents for Creating, Analyzing, and Visualizing Network Data in Emergency and Crisis Management. *Natural Hazards*.

Kapucu, N., **Dougherty, R. B.**, & Hu, Q. (2022). Network Governance for Coordinated Disaster Response. *Public Administration Quarterly*.

Peer-Reviewed Book Chapters:

Dougherty, R. B. & Kapucu, N. (*forthcoming, 2025*). Networked governance for coordinated disaster response. In K. Moloney, G. Billingsley, B. G. Jeong, T. E. Thornton, P. S. Pulido, & E. Zeemering (Eds.). *The Routledge Handbook on Crisis and the Public Sector*. Taylor & Francis.

Hoang, T., **Dougherty, R. B.**, Hwang, J., Sabharwal, M. (2025). Breaking the Glass Cliff: Understanding and Overcoming Challenges for Women in the Public Sector Leadership Roles. *Making Sense of Identity and Equity in Public Sector Workplaces*. Taylor & Francis.

Dougherty, R. B. & Henley, T. N. (2024). Call the Budget Police! How the Public Service Value of Ontology and Epistemology can Support Public Administrators in an Environment of Unpoliced Grey Budgeting and Finance. In A. M. Olejarski and S. M. Neal (Eds.). *Empowering Public Administrators*.

Book Review Essay:

Dougherty, R. B. (2024). Review of the book *Intersectionality and Crisis Management: A Path to Social Equity* by H. J. Knepper, M. D. Evans, and T. J. Henley (Eds.), New York, NY, Routledge, 2023. 148 pp. In *Teaching Public Administration*.

Dougherty, R. B. (2021). Review of the book *The Routledge Handbook of Ethics and Public Policy* by A. Lever and A. Poama, New York NY: Routledge, 2018. 560 pp. In *Public Administration Review*.

Non-Peer-Reviewed Works:

Dougherty, R. B. (2025, January 14). *Request for Comment: National Cyber Incident Response Plan Update* [Docket No. CISA-2024-0037]

Dougherty, R. B. (2024, December 22). *Artificial Intelligence and Critical Infrastructure: The Advent of the Future*. FIU Jack D. Gordon Institute for Public Policy, Policy Innovation Series
<https://gordoninstitute.fiu.edu/research/policy-innovation-series/>

Dougherty, R. B., & Havird, S. (2024, March). *Disaster Blame Game: 2023 Maui Wildfires' Coordination Failures and Initial Findings*. PA Times. <https://patimes.org/disaster-blame-game-2023-maui-wildfires-coordination-failures-and-initial-findings/>

Works in Progress:

Azevedo, L., **Dougherty, R. B.**, Remington C., Witkowski, K., & Nahme, L. (*submitted*). Capacity building for crisis preparation and community resilience: Lessons from Maui

Dougherty, R. B. & Bukalova, D. (*submitted*). Where are all the women? Leadership in public administration and policy.

Dougherty, R. B. & Kapucu, N. (*submitted*). Public policy and humanitarian crises: Global perspectives. *Handbook on Humanitarian Crisis*. Edward Elgar Publishing.

Dougherty, R. B. & Koeniger, E. (*submitted*). Collaborative governance in response to disasters: The disparities between county-level disaster plans and after-action reports for hurricane Irma.

Sadiq, A. A., **Dougherty, R. B.**, Entress, R., Adhikari, B., Rott, E., McCoy, K., Chikoto-Schultz, G. (*submitted*). Mitigating and Preparing for Disasters at the Organizational Level: A Global Systematic Literature Review.

Witkowski, K., **Dougherty, R. B.**, Azevedo, L., & Remington C. (*submitted*). Visual methods in disaster research: Cultural and ethical challenges in implementation.

Dougherty, R. B. (*revising*). Assessing social media based crisis communication of local agencies during hurricane Irma.

Dougherty, R. B., Witkowski, K. & Neely, S. R. (*in progress*). Opportunities and Challenges for Incorporating AI in Emergency and Crisis Response.

Dougherty, R. B., Chikoto-Schultz, G., McCoy, K., Entress, R., Adhikari, B., Rott, E., Sadiq, A. A. (*in progress*). Disaster mitigation and preparedness at the organizational level: What practical recommendations do researchers have for practitioners?

Anderson, K., Remington C., Witkowski, K., **Dougherty, R. B.,** & Azevedo, L. (*in progress*). Learning from disaster: FEMA's adaptive strategies in the 2023 Maui wildfires.

Conference Papers and Presentations:

Dougherty, R. B., Havird, S. & Corn, M. (2024, November). *Disaster Blame Game: 2023 Maui Wildfires' Organizational Mitigation and Preparedness*. Association for Public Policy Analysis and Management (APPAM) Annual Conference. (Baltimore, MD).

Dougherty, R. B. & Witkowski, K. (2024, November). *Local Voices of Lahaina Burned: Critical Visual Reflections from the 2023 Maui Wildfires*. Association for Public Policy Analysis and Management (APPAM) Annual Conference. (Baltimore, MD).

Dougherty, R. B. & Bukalova, D. (2024, September). *Women in Local Government Leadership—Examining Lived Experiences*. International City/County Management Association (ICMA) Annual Conference. (Pittsburgh, PA).

Dougherty, R. B. & Kapucu, N. (2024, April). *The Role of Multi-Level Network Governance in Implementing Resilience Plans and Policies*. International Research Society for Public Management (IRSPM) Annual Conference. (Tampere, Finland).

Dougherty, R. B. – panel convener (2024, April). *World in Disasters: Resilient Communities, Adaptable Practices and Future Needs*. American Society for Public Administration (ASPA) Annual Conference. (Minneapolis, MN).

Dougherty, R. B. & Kapucu, N. (2023, November). *Resilience Policies for Regional Coordination in Response to Disasters*. Association for Public Policy Analysis and Management (APPAM) Annual Conference. (Atlanta, GA).

Dougherty, R. B. & Bukalova, D. (2023, September). *Where Are All The Women? Leadership in Public Administration and Policy*. International City/County Management Association (ICMA) Annual Conference. (Austin, TX).

Dougherty, R. B. (2023, June). *Interorganizational Networks and coordination in Emergency Management: Policy and Practice in Response to Disasters*. Public Management Research Association (PMRA) Annual Conference. (Utrecht, Netherlands).

Dougherty, R. B. (2023, April). *Assessing Social Media-Based Crisis Communication of Local Agencies During Hurricane Irma*. International Research Society for Public Management (IRSPM) Annual Conference. (Budapest, Hungary).

Dougherty, R. B. (2022, March). *Interorganizational Networks and coordination in Emergency Management: Policy and Practice in Response to Disasters*. American Society for Public Administration (ASPA) Annual Conference. (Virtual).

Haupt, B., Knox, C. C., Brown, C., and **Dougherty, R. B.** (2022, October). *Teaching Cultural Competence and Social Justice in Emergency Management and Homeland Security Programs – Panel*. Network of Schools of Public Policy, Affairs and Administration (NASPAA) Annual Conference. (Chicago, IL).

Dougherty, R. B. (2022, September). *Local Government and its Public: The Impacts of the Terminology on Decision-Making*. International City/County Management Association (ICMA) Annual Conference. (Columbus, OH).

Dougherty, R. B. (2022, September). *Interorganizational Networks and Coordination in Emergency Management: Policy and Practice in Response to Disasters*. International City/County Management Association (ICMA) Annual Conference. (Columbus, OH).

Noor, N., Hasan, S., **Dougherty, R. B.**, Kapucu, N., Ge, G. (2023, January). *Social Media based Crisis-Communication: Assessing the Engagement Activities of Local Agencies in twitter during Hurricane Irma*. Transportation Research Board Annual Meeting. (Washington, D.C.).

Kapucu, N., **Dougherty, R. B.** (presenter), Ge, Y. and Zobel, C. (2022, May). *The Use of Documents for Creating, Analyzing, and Visualizing Network Data in Emergency and Crisis Management*. Public Management Research Association (PMRA) Annual Conference. (Phoenix).

Kapucu, N., **Dougherty, R. B.** (presenter), and Hu, Q. (2022, March). *Network Governance for Coordinated Disaster Response*. American Society for Public Administration (ASPA) Annual Conference. (Jacksonville).

Kapucu, N., **Dougherty, R. B.** (presenter), Ge, Y. and Zobel, C. (2022, March). *The Use of Documents for Creating, Analyzing, and Visualizing Network Data in Emergency and Crisis Management*. American Society for Public Administration (ASPA) Annual Conference. (Jacksonville).

Dougherty, R. B. (2022, March). *Interorganizational Networks and Coordination in Emergency Management: Policy and Practice in Response to Disasters*. Public Administration Research Conference (PARC) Annual Conference. (Orlando).

Dougherty, R. B. (2021, June). *Government 3.0 and service provision: Examples from the Republic of South Korea? What People Leave Behind* (WPLB) Annual Conference. (Virtual).

Dougherty, R. B. (2021, March). *Home Rule Preemption: Punitive or Regulatory?* 15th Public Administration Research Conference (PARC) Annual Conference. (Virtual).

FUNDED RESEARCH

Multi-User Research Capital Investment Award (MuRCIA)

University of South Florida Research & Innovation award to support the purchase of capital to support collaborative groups of faculty to improve research productivity and secure new external funding. (March 2025; \$150,000 award)

Core responsibilities:

- Serve as a member of a consortium that is a collaborative, faculty-led framework for sharing essential AI and robotics resources

- Provide community engagement connectivity and access for experimentation, local community participants and use case needs in emergency management

Natural Hazards Center (NHC) – Wildfire Ready Quick Response Research Award

Weather Ready Research Award Program based on work supported by the National Science Foundation (NSF Award:#1635593). Field work research of post-wildfire recovery activity for the 2023 Maui wildfires. (April – September, 2024; \$7,000 award)

Co-Principal Investigator

Core responsibilities:

- Build a photo-elicitation survey to share with residents – on “disaster recovery perceptions”
- Work with local stakeholders to distribute flyers for survey and engage local population
- Survey residents and nonprofit organizations about their experiences and recovery perceptions
- Based on survey image results, host a gallery opening for residents, local stakeholders and other agencies to showcase local resident perceptions
- Submit final report of activities and findings to NHC

University of South Florida (USF) Humanities Institute Summer Grant

USF Humanities Institute, College of Arts and Sciences, offers competitive grants to enhance research and creative activities that have a relevance to the humanities. Field work research of lived experiences of individuals and organizations in the aftermath of the 2023 Maui wildfires. (April – October, 2024; \$5,000 award)

Principal Investigator

Core responsibilities:

- Interview lived experience individuals and organizations about their wildfire recovery perceptions
- Based on qualitative results identify the core concerns and trends noted in interviews
- Submit final report to Humanities Institute

National Science Foundation (NSF) Grant

Leveraging Smart Technologies and Managing Community Resilience through Networked Communities, (Award #1952792; September 1, 2020 – August 31, 2023; \$1,225,000 award)

Graduate Research Assistant

Core responsibilities:

- Built content codebook using plans and policies of eight (8) Central Florida counties and Orlando
- Completed literature reviews for manuscript
- Worked collaboratively to publish one (1) manuscript in *Public Administration Quarterly*, one (1) manuscript forthcoming to *Natural Hazards*, one (1) accepted conference presentation with another subproject group of the grant, and a forthcoming book chapter for a Routledge handbook
- Presented research for both manuscripts at the American Society for Public Administration (ASPA) annual conference
- Presented research for one manuscript at the Public Management Research Conference (PMRC)

Downtown Community Engaged Research

Cross-Sector Partnerships and the University of Central Florida Downtown Community Engaged Research Efforts, Graduate Research Assistant

- Reached out to faculty and compiled data on those working on downtown community engaged research
- Created mock-ups of completed projects for possible website feature, including aligned UN Sustainable Development Goals
- Organized faculty directory, including relevant headshots, associated projects and any other resources provided

Research Interests:

Network Governance, Emergency and Crisis Management, Local Government, Smart Cities, Public Policy in Practice, Gender and Leadership in Public Service

Skills and Competencies:

METHODOLOGY COMPETENCY: MAXQDA (Qualitative Data Analysis), SAS and SPSS (Statistical Analysis), EndNote (Citation Analysis), Prezi (Virtual Presentation), UCINET (Network Analysis), Dedoose (Qualitative Data Analysis)

COMPUTER COMPETENCY: Microsoft Office (Word, Excel, PowerPoint, Access, Teams), Apple Operating System, Windows Operating System, Zoom Video Conferencing

LANGUAGE SKILLS: Gujarati (native), English (fluent), Hindi (fluent), Spanish (conversational)

TEACHING

Graduate Courses:

PAD 6134 Project Management	Spring 2025
PAD 6275 Political Economy for Public Manager	Fall 2024
PAD 6060 Public Organizational Theory	Spring 2024, Fall 2024
PAD 6934 Local Government Issues and Stakeholders (Online)	Summer 2024

Undergraduate Courses:

LDR 3301 Strategic Leadership in Public Service	Spring 2025
PAD 3003 Introduction to Public and Community Service (Online)	Fall 2023
PAD 4720 Research Methods in Public Administration (Research-Intensive Designation)	Fall 2022
PAD 4395 Disaster Response and Recovery (Online)	Spring 2022, Spring 2023, Summer 2023
PAD 4390 Hazard Mitigation and Preparedness	Fall 2021

CERTIFICATES

University of South Florida – Online Instruction Certification

September 2023

<i>Emergency Management Higher Education Symposium, FEMA, 3.2 IACET CEU</i>	June 2022
<i>Preparing Tomorrow's Faculty, UCF, Professional Development Course</i>	May 2021
<i>FEMA Independent Study (IS) 0393.b Hazard Mitigation and Preparedness, UCF, Career Development Course</i>	August, 2021

SERVICE

University Service:

<i>University of South Florida</i>	<i>2023-Present</i>
<i>School of Public Affairs</i>	
<ul style="list-style-type: none"> - Member of the Faculty Advisory Committee charged with bringing faculty concerns to monthly School meetings 	

<i>University of Central Florida</i>	
<i>UCF International City/County Managers Association (ICMA) Student Chapter</i>	
	2020 – 2023
<ul style="list-style-type: none"> - Served as the Vice President and now President for the student chapter, during which time we seamlessly transitioned our speakers to Zoom, and successfully received \$500 from Student Government to sponsor the networking social at the Public Administration Research Conference (PARC) 	

<i>University of South Florida</i>	
<i>USF Bobby Green ICMA Student Chapter</i>	
	2014 – 2016
<ul style="list-style-type: none"> - Served as the Secretary/Treasurer, Vice President, and finally the President for the student chapter, during which time we secured an annual \$1,000 donation from the City of Auburndale, raised over \$500 through 50/50 raffles during the annual FCCMA conferences, and organized ICMA conference attendance of up to 9 student members 	

Professional & Community Service:

<i>American Society for Public Administration (ASPA)</i>	<i>2019 – Present</i>
<ul style="list-style-type: none"> - Section on Emergency Management (SECM) communications team (2023 – Present); Communications Co-Chair (2024 – Present) - Section on Complexities and Network Studies (SCNS) at-large Board member (2024 – 2026); Communications team (2022 – 2023) - Section on Professional and Organizational Development (SPOD) at-large Board member (2023 – 2025) - Conference volunteer for the 2022 annual conference in Jacksonville 	

<i>International City/County Management Association (ICMA)</i>	<i>2014 – Present</i>
<ul style="list-style-type: none"> - Conference planning committee for the 2023 conference, Austin, TX (2022-2023) - Welcome Ambassadors committee (2018 – 2019) - ICMA Local Government Management Fellow (LGMF), Fort Lauderdale, FL (2016 – 2018) 	

<i>Florida City and County Managers Association (FCCMA)</i>	<i>2014 – Present</i>
<ul style="list-style-type: none"> - Conference Planning Committee (2018 – 2020; 2023 – 2025) - FCCMA Next Generation Taskforce (2023 – Present); Vice-Chair (2024 – 2025) - Communications Committee – Assist with City presentations for milestone council-manager 	

government years, and write for *Management Matters* monthly newsletter (2021 – 2023)

- Professional Development & Training (2018 – 2020) Committees

The Junior League of Greater Fort Lauderdale

2016 – 2018

- Served as Assistant and then Chairwoman of the annual Fall Fundraisers, presiding over a team of 15 volunteer members to procure sponsorships, donations and raise almost \$50,000 over the course of two years

JOURNAL REVIEWS

Public Administration Quarterly – editorial board

International Journal of Disaster Risk Reduction

International Journal of Public Administration

Journal of Emergency Management

Natural Hazards Review

Natural Hazards

Public Integrity

Public Management Review

Review of Public Personnel Administration

Urban Governance

HONORS, AWARDS, & RECOGNITIONS (AWARDED)

APPAM Equity and Inclusion Young Professional Fellowship, Association for Public Policy Analysis & Management, 2024 (APPAM presentation and conference attendance support, along with \$1,000 stipend)

ASPA Founders' Fellowship Award, American Society for Public Administration, 2023 (ASPA presentation and conference attendance support)

Emerging Leaders Scholarship, Florida City and County Management Association, Annual Conference, 2023 (fully funded conference attendance)

The Section on Professional and Organizational Development Scholarship, American Society for Public Administration, Annual Conference, 2023 (\$250 monetary award)

Public Management Research Association (PMRA) Academic Writing Workshop, Bogota, Colombia, 2023 (fully funded for conference including travel)

3 Minute Thesis Finalist, University of Central Florida, 2022 (Presenting final November 2022)

ICMA Form of Government Graduate Student Symposium Presentation Award, International City/County Management Association, Annual Conference, 2022 (\$1,000 monetary award)

The Dr. Thomas T.H. Wan Endowed Scholarship, University of Central Florida, 2022 (\$1,000 monetary award)

The Gerald-Mark Breen Memorial Scholarship, University of Central Florida, 2022 (\$1,000 monetary award)

The Meier Public Management Research Conference Travel Inclusion Award, Public Management

Research Association, Annual Conference, 2022 (\$500 monetary award)

Raymond C. Sittig Scholarship, Florida City and County Management Association, Annual Conference, 2021 (\$5,000 monetary award)

Member, Pi Alpha Alpha, The National Honor Society for Public Affairs and Administration for excellence in the study and practice of public affairs and administration, 2015

PROFESSIONAL MEMBERSHIPS, & AFFILIATIONS

American Society for Public Administration (ASPA)

Section on Complexities and Network Studies

Section on Emergency and Crisis Management

Section on International and Comparative Administration

Florida City and County Management Association (FCCMA)

International City/County Managers Association (ICMA)

International Research Society for Public Management (IRSPM)

Pi Alpha Alpha, National Honor Society for Public Affairs and Administration

Public Management Research Association (PMRA)

UNSUCCESSFUL AWARD AND GRANT APPLICATIONS

USF Women in Leadership and Philanthropy 2025 Dr. Kathleen Moore Faculty Excellence Award (\$5,000)

USF Women in Leadership and Philanthropy 2024 Dr. Kathleen Moore Faculty Excellence Award (\$5,000)

The ICMA Tranter-Leong Fellowship, International City/County Management Association, 2024 (\$5,000 award for global knowledge exchange travel)

UCF 2023 Outstanding Dissertation in the Social Science, Humanities, Education, Business, Art and Health Category, University of Central Florida, 2024

UCF 2023 Outstanding Teaching in the Social Science, Humanities, Education, Business, Art and Health Category, University of Central Florida, 2024

UCF 2023 Outstanding Activity in the Social Science, Humanities, Education, Business, Art and Health Category, University of Central Florida, 2024