

EDUCATION

School of Public and International Affairs, Virginia Tech, Alexandria Campus, VA <i>Doctor of Philosophy in Public Administration and Public Affairs</i> <u>Dissertation</u> : <i>Skin Color Bias and the Street-Level Bureaucrat</i>	December 2017 (expected)
School of Social Work, Columbia University, New York, NY <i>Master of Science in Social Work, Social Administration</i>	May 2007
Department of Social Work, Morgan State University, Baltimore, MD <i>Bachelor of Science in Social Work, Urban Social Work</i>	May 2006
Community College of the Air Force, Montgomery, AL <i>Associate in Applied Science, Contracts Management</i>	August 2005

RESEARCH EXPERIENCE

Graduate Student , Virginia Tech, Alexandria, VA <i>Advisors</i> : Drs. Adam Eckerd and Joe Rees Projects: Presidential pork and disaster declarations. State and local policy agreement. <u>Proficiencies</u> : Mixed methods, Atlas.ti, interviewing, project design, cleaning data, NetLogo	August 2013 - Present
Research Assistant , Virginia Tech, Alexandria, VA <i>Advisors</i> : Drs. Patrick Roberts, Adrienne Edisis Project: Reaccreditation/self-study of MPA program. Survey of MPA programs. <u>Proficiencies</u> : Quantitative and qualitative analysis, survey design, ArcGIS, STATA, Tableau	August 2013 - Present
Summer Analyst/Intern , U.S. Government Accountability Office, Washington, DC <i>Supervisor</i> : Wesley Johnson Project: Analysis of physical security of federal buildings located on the National Mall <u>Proficiencies</u> : Policy review, interviewing, protocol development, writing and oral communication	May - August 2016
Summer Research Fellowship , Nat. Assembly of State Art Agencies, Washington, DC <i>Supervisor</i> : Ryan Stubbs Project: The influence of state leadership composition on budgets for state art agencies. <u>Proficiencies</u> : Qualitative and quantitative analysis, STATA, longitudinal analysis, writing	June - September 2015
Membership Research Intern , Meals on Wheels America, Alexandria, VA <i>Supervisor</i> : Dr. Uche Akobundu Project: Quantitative data analysis of membership agencies and webinar training. <u>Proficiencies</u> : STATA, data cleaning, MS Excel, data visualization, quantitative analysis	October - December 2014
Emerging Scholar , Urban Institute, Washington, DC <i>Supervisor</i> : Dr. Saunji Fyffe Project: Data analysis on the National Center for Charitable Statistics database <u>Proficiencies</u> : SQL, MS PowerPoint and Excel, writing, web research	May - August 2014
NIMH-COR Scholar , Morgan State University, Baltimore, MD <i>Advisor</i> : Dr. Annette Woodroffe Project: Analyzed 1,216 suicide cases to identify potential risk factors for veterans. <u>Proficiencies</u> : MS Access and Excel, STATA, quantitative analysis, codebooks	September 2005 - May 2006

Health Policy Summer Program (HPSP) Intern, Harvard Medical School, Boston, MA June - August 2005
Advisors: Drs. David Hemenway, Deborah Azrael and Matthew Miller
Project: Preliminary inquiry of 2001 NVISS data and selected cases of completed suicides.
Proficiencies: STATA, quantitative analysis, report writing, data mining, visual stories

TEACHING

Teaching Assistant, Virginia Tech, Alexandria, VA August 2013 - December 2017

Tasks: Provided instructional and technical support for a hybrid course
Scheduled and managed weekly WebEx sessions
Made recommendations for course sequence and grading
Clarified course expectations for students
Coordinated student roundtables
Tracked and graded assignments

Future Professoriate Certificate Program, Virginia Tech, Alexandria, VA August 2016 - August 2017

Courses Taken: Preparing the Future Professoriate, Pedagogical Practices, & Design for Learning

Instruction: *Exploring ePortfolio Options*, 2 sessions Fall 2015 & Spring 2016

Lecture: *The Impact of Colorism on the Imprisonment of African Americans*, Virginia Tech April 2014

PUBLICATIONS

U.S. Government Accountability Office, *National Mall: Actions Needed to Better Manage Physical Security Risks*, GAO-17-479SU (Washington, D.C.: May 22, 2017)

Smart, H. *An Agent-Based Model of Colorism and Local Policing: Insights On How We Theorize and Manage Our Response to Skin Color Bias* (under review).

Smart, H. *Evidence of One Hand Washing the Other: Disaster Declarations and Presidential Pork* (in draft).

Cowell, M., Eckerd, A., **Smart, H.**, and C. Tacey. *Regimes at the Fringe: Governance and Development in Northern Virginia's Wine Country* (in draft).

COMMENTARY

Smart, H. *Untie Your Hands for Freddie Gray and Others Like Him* (April 2015). An entry for the American Society for Public Administration's blog, <https://aspanational.wordpress.com/2015/04/30/untie-your-hands-for-freddie-gray-and-others-like-him>.

Smart, H. *SNAP 2016 and Beyond: As We Prepare This Table...for All of Us* (January 2015). An entry for the American Society for Public Administration's blog, <https://aspanational.wordpress.com/2015/01/29/snap-2016-and-beyond-as-we-prepare-this-tablefor-all-of-us>.

Smart, H. *American In Waiting: The Disconnect between the Definition and the Doing* (October, 2014). An entry for the American Society for Public Administration's blog, <https://aspanational.wordpress.com/2014/10/30/american-in-waiting-the-disconnect-between-the-definition-and-the-doing>.

Smart, H. *Quality care for veterans: Can the nonprofit sector save the day?* (July 2014). An entry for the Urban Institute's blog, <http://blog.metrotrends.org/2014/07/quality-care-veterans-nonprofit-sector-save-day>.

PRESENTATIONS & CONFERENCES (abbreviated)

Smart, H. *An Agent-Based Model of Colorism and Local Policing: Insights On How We Theorize and Manage Our Response to Skin Color Bias* (June 2017). Conference Paper at the [Public Management Research Conference 2017](#), Washington, DC.

Smart, H. *The Potential Use of Agent-Based Modeling to Enhance GAO Recommendations: The Case of Implicit Bias (Colorism) and Local Policing* (June 2017). Oral presentation at the U.S. Government Accountability Office, Washington, DC.

Smart, H. *An Agent-Based Model of Local Policing and Colorism: Exploring Potential Policy Responses to Skin Color Discrimination* (March 2017). Conference paper at the American Society for Public Administration's (ASPA) Annual Conference, Atlanta, GA.

Cowell, M., **Smart, H.**, Eckerd, A., and C. Tacey. *Regimes at the Fringe: Governance and Development in Northern Virginia's Wine Country* (September 2016). iPoster presentation at the 2016 American Political Science Association (APSA) Annual Meeting, Philadelphia, PA.

Smart, H., Castillo, R., and L. Daniels. *Racial Equity Conference* (April 2016). Section Moderator for *The Intersectionality of Colorism, Labels and Identity - Its Implications on Organizational Effectiveness* at the [Linking the Silos of Racial Equity Work Conference](#), Arlington, VA.

Smart, H. *Criminal Justice Panel* (April 2016). Discussant at the 2016 the Association for Public Policy Analysis and Management (APPAM) Regional Student Conference, Arlington, VA.

Smart, H., Cowell, M., Eckerd, A. and C. Tacey. *No Wine for Me, Please: The Influence of Risk Perception on Local Policy* (March 2016). Oral presentation at Virginia Tech's 32nd Annual Graduate Student Assembly Research Symposium & Exposition, Blacksburg, VA.

Smart, H. *Money, Power, Motives: Factors that Influence Disaster Declarations* (November 2015). Conference paper at the Association for Public Policy Analysis and Management (APPAM) 2015 Fall Research Conference, Miami, FL.

Smart, H. *Utilizing Geospatial Technology to Develop Strategic Public-Private Partnerships* (April 2015). Oral presentation (panelist) at the National Forum for Black Public Administrators (NFBPA), Tampa, FL.

Smart, H. *Potential Risk Factors for Completed Suicides Among Military Veterans* (April 2006). Oral presentation at the 39th American Association of Suicidology Annual Conference, Seattle, WA.

Smart, H. *Completed Suicides Among Military Veterans* (February 2006). Oral presentation at the 2006 Military Suicide Prevention Conference, Hollywood, FL.

GRANTS

Linking the Silos of Racial Equity Work Conference, \$10,000

Sponsor: National Capital Region, Virginia Tech

Project Dates: August 2015 – April 2016

Role: Conference Planner

SERVICE

Board Member, *National Forum for Black Public Administrators*, 2015 - 2017

Conference Planner, *Racial Equity Conference*, April 2016

Site Selection Committee Member, *Public Administration Theory Network*, 2016 - June 2017

HONORS

<i>Larry Terry Paper Award</i> , Virginia Tech, Blacksburg, VA	2017
<i>Pi Alpha Alpha Honor Society for Public Affairs and Administration</i> , Washington, DC	2015
<i>MBRS First Place Psychology Award-Poster</i> , Baltimore, MD	2006
Multiple Awards - <i>Outstanding Academic Achievement Award</i> , <i>Outstanding Research Award</i> <i>Dr. Elmer P. Martin Outstanding Student of the Year</i> , and the <i>Dr. Mildred McKinney</i> <i>Community Service Award</i> , Department of Social Work, Morgan State University, Baltimore, MD	2006
<i>Phi Alpha Honor Society</i> , Kappa Zeta Chapter, Morgan State University, Baltimore, MD	2006
<i>Inspector General Coin Recipient</i> , Headquarters Air Combat Command, Langley, VA	2005

OTHER EXPERIENCE

<i>Operations Coordinator</i> , The Trust for Public Land, New York, NY	October 2010 - June 2013
<i>Independent Consultant / Facilitator / Instructor</i> , New York, NY	July 2008 - June 2012
<i>Teacher</i> , Upward Bound, Morgan State University, Baltimore, MD	June - July 2006
<i>Program Coordinator</i> (part-time), The DOME Project, New York, NY	October 2008 - June 2009
<i>Contract Specialist</i> (part-time), 175th Wing, Maryland ANG, Baltimore, MD	January 2001 - January 2007
<i>Contract Specialist</i> , Transportation Security Administration, Arlington, VA	August 2002 - August 2003
<i>Analyst</i> , CSX Technology, Jacksonville, FL	April 1998 - August 2002
<i>Legal/Administrative Clerk</i> , U.S. Marine Corps, London, UK	June 1992 - April 1997

TECHNICAL SKILLS

Qualitative Research (efficient), Quantitative Research (efficient), Mixed Methods Research (efficient), Tableau (efficient), NetLogo (intermediate), Qualtrics (efficient), ATLAS.ti (intermediate), SQL (intermediate), STATA (efficient), ArcGIS (efficient), WebEx (efficient), Polycom (efficient), Scholar-TLOS (efficient), Canvas (efficient), MS Word & PowerPoint (expert), MS Access & Excel (intermediate), Wix (intermediate), WordPress (efficient), Prezi (intermediate).

PROFESSIONAL MEMBERSHIPS

American Society for Public Administration
Law and Society Association
American Political Science Association
Public Administration Theory Network
Public Management Research Association
National Forum for Black Public Administrators
William Averette Anderson Fund, BAF Fellow
Southern Political Science Association
Midwest Political Science Association