

MARCY H. SCHNITZER

EDUCATION

PhD, Planning, Governance and Globalization (Government and International Affairs). Virginia Tech. Blacksburg, VA. Dec. 2010.

- **Dissertation:** Actually Existing Democracy and Energy Justice in the Transnational Public Sphere: The Case of the Coalfields Delegation to the United Nations.
- **Committee:** Max O. Stephenson Jr. (chair), Carol Bailey, Wolfgang Natter, Richard Rich.
- **Certificates:** ASPECT (Alliance for Social, Political, Ethical, and Cultural Thought): Major Concentration – Political Theory; Minor Concentration – Ethical Thought. Graduate School Preparing the Future Professoriate certificate.

Master of Science (Management). Virginia Tech. Blacksburg, VA. 1995.

- Focus on Employment Law, Labor Relations, and Alternative Dispute Resolution.

Bachelor of Science (Biology major; Chemistry and English minors). Virginia Tech. Blacksburg VA. 1987.

- **Honors:** Magna Cum Laude, Phi Beta Kappa, Phi Kappa Phi.

Teaching, Scholarship, and Service in Environmental Justice, Diversity, Ethics/Social Justice, and Democratic Participation.

TEACHING/LEARNING

Adjunct Faculty, Departments of Political Science; Religion and Culture; History; and Urban Affairs and Planning, Virginia Tech. Fall 2008 – Spring 2016; Fall 2019.

Environmental Justice

- PSCI 5584 Environmental Politics and Policy.
Provides a broad introduction to the key ideas, actors and institutions related to environmental politics and policy in the United States, with some coverage of global issues. Two classes, 27 students.
- UAP 4184 Community Involvement.
Delves into issues, concepts, and techniques of citizen participation in community development. Institutional frameworks and their historical precedents. Exercises developing group communications skills, public meeting facilitation, and design of community involvement programs. Five classes, 210 students.
- HIST 3144 American Environmental History.
Reviews attitudes about nature and wilderness, political decisions, supervisory institutions, and environmental problems that accompanied utilization of America's natural resources. Five classes, 135 students.

Ethics/Justice

- UAP 1024 Urban Public Issues.
Introduces some of the most vital concerns and issues challenging democratic urban societies today. One class. 81 students.
- PSCI 3724 Poverty and Welfare Policy.
Explores public policies regarding the poor, impact of current policies, future policy options. One class, 36 students.
- REL 1044 Religious Ethics.
Focuses on differing ethical frameworks (Virtue, Deontology, Utilitarianism, Nihilism, etc.) as they are observed in the major international religions. Case studies are emphasized. Four classes. 107 students.

Philanthropy/Leadership

- UAP 5534, Nonprofit Leadership and Governance (online)
Major conceptual issues related to developing an understanding of the foundations and roles of leadership and governance of third sector and nongovernmental organizations. One class, 5 students. (GTA) One class, 15 students.
- UAP 5454, Nonprofit Organization and Management (online).
Examines the nonprofit sector in American society and compares those roles with the roles the sector plays in other advanced democracies as well as in developing countries. One class, 10 students.
- UAP 5594 Nonprofit Law and Ethics (online).
Analyzes the legal, ethical and normative systems affecting non-profit and non-governmental organizations, domestically and internationally. One class, 5 students.

- UAP 5364 NGOs in International Development (online).
Explores theory and cases of non-governmental organizations in international development. Analyzes various roles of NGOs, and their interactions with local communities, government agencies, international organizations, and private businesses. Three classes, 20 students.
- Residential Leadership Community: Exploring Student Leadership.
Reviews core leadership theories and asks students to apply them in various social contexts. One course. 25 students.
- BUAD 485. Strategic Management. University of Virginia's College at Wise.
Industry and competitive analysis, components of an effective strategic plan, demands of operating in global environment. Case studies are emphasized. One class. 15 students.

Master's, Dissertation Committees

- Doctoral Committee. Martin, Perry. (2018). Higher Education and Leadership Development for students.
- Master's Committee. Hastings, Jessica. (2012). Rockbridge 4H: The Case of Boxerwood.
- Master's Committee. Walker, Matthew. (2011) Water and Sanitation in Bunkpurugu, Ghana: An Analysis of Current Resources and Options for Community Action.

SCHOLARSHIP

Environmental Justice

- Schnitzer, M. (2011). Actually existing democracy. *Northeast Political Science Association*. Providence, RI. Nov. 2011.
- Pautz, M. and Schnitzer, M. (2008). Policymaking from below: The role of environmental inspectors and publics. *Administrative Theory and Practice: Public Administration at the Margins*. 30(4). 450 - 475. DOI: 10.1080/10841806.2008.11029665.
- Pautz, M. and Schnitzer, M. (2008). Policymaking from below: The role of environmental inspectors and publics. *21st Ann. Meeting of the Public Administration Theory Network*. Richmond, VA. May 2008.

Diversity

- Schnitzer, M. (2016-18). Annual reporting and research for the Vice President for Strategic Planning and Vice Provost for Inclusion and Diversity.
- Schnitzer, M. (2018) Black lives matter and human security. *114th Ann. American Political Science Association: Democracy and its Discontents*. Boston, MA. Aug. 2018.
- Schnitzer, M. (2018). Diversity and the performance of difference: Towards a re-definition of inclusion. *Virginia Social Science Association*. Apr. 2018.

- Schnitzer, M. and Fang, F. (2015). LGBT Climate Survey Report. Virginia Tech. 48pp.
- Fang, F., Smart, H., Gomez Beane, D., Lawrence, K., and Schnitzer, M. (2017). Graduate Student Climate Survey Report. Virginia Tech Graduate School. 32 pp.
- Gomez Beane, D., Schnitzer, M., Fang, F., and Johnson, N. (2014). Graduate Student Climate Survey Report. Virginia Tech Graduate School. 18 pp.
- Schnitzer, M. (2015). Inclusive VT: Past, Present, Future. Virginia Tech. 34pp.
- Schnitzer, M. and Wemhoener, J. (2013). Diversity Strategic Plan, 2013-18. 32pp.

Ethics/Justice

- Zanotti, L., Stephenson, M., Schnitzer, M. (2015). Biopolitical and disciplinary peacebuilding: Sport, reforming bodies and rebuilding societies. *International Peacekeeping*. pp.186-201.
- Schnitzer, M., Stephenson, J. M., Zanotti, L., & Stivachtis, Y. (2013). Theorizing the role of sport for development and peacebuilding. *Sport in Society*, 16, 5, 595-610.
- Schnitzer, M., Stephenson, M., Zanotti, L. and Stivachtis, I. (2011). The role of sport as a strategy for peacebuilding: A review of efforts in three nations. *Olympic Truce Centre*. Athens, Greece.
- Schnitzer, M. and Stephenson, M. (2007). Theorizing network learning and humanitarian relief: Can a punctuated equilibrium approach help? *36th Ann. ARNOVA (Association for Research on Nonprofit Organizations and Voluntary Action) Conference*. Atlanta, GA. Nov. 2007.
- Schnitzer, M. and Stephenson, M. (2007). Confronting the problem of polycentricity in humanitarian relief: Challenges and prospects. *American Behavioral Scientist Symposium: Democracy in an Age of Networked Governance: Charting the Currents of Change*. Blacksburg, VA. Jun. 2007.
- Schnitzer, M. (2007) Paper Respondent. Nancy Fraser, Reframing justice in a globalizing world, *ASPECT (Alliance for Social, Ethical, and Cultural Thought) Graduate Symposium*. Apr. 2007.
- Schnitzer, M. and Stephenson, M. (2007) Confronting the problem of polycentricity in humanitarian relief.. *68th Ann. American Society for Public Administration Conference*. Washington, DC. Mar 2007.
- Stephenson, M. and Schnitzer, M. (2006). Inter-organizational trust, boundary spanning and humanitarian relief coordination. *Nonprofit Management & Leadership*. 17(2). 211 - 233.
- Schnitzer, M. (2006). Radical pluralism, homo sacer, and the subaltern: Reconstituting the field of democracy. *7th Ann. International Social Theory Consortium Conference*, Roanoke, VA. May 2006.
- Schnitzer, M. and Stephenson, M. (2006) Inter-organizational trust, boundary spanning and humanitarian relief coordination. (with Max Stephenson). *67th Ann. American Society for Public Administration Conference*. Denver, CO. Apr. 2006.

Philanthropy/Leadership

- Stephenson, M., Schnitzer, M., Arroyave, V. (2009). Nonprofit governance, management and organizational learning: Exploring the implications of one 'mega-gift'. *American Review of Public Administration*. 39(1). pp. 43-59.
- Stephenson, M. and Schnitzer, M. (2009). Exploring the challenges and prospects for polycentricity in international humanitarian relief. *American Behavioral Scientist: Democracy in an Age of Networked Governance*. 52(6). 919 - 932.
- Schnitzer, M. and Stephenson, M. (2006). Crisis governance, management and organizational learning: Exploring the dynamics of one 'super gift'. *35th Ann. ARNOVA (Assoc. for Research on Nonprofit Organizations and Voluntary Action) Conference*, Chicago, IL. Nov. 2006.
- Adaptive leadership, social networks, and civic change. *G05 Global Democracy: Civil Society Visions and Strategies*, Montreal, Canada. Jun. 2005.

Student Engagement

- Schnitzer, M. and Stephenson, M. (2012). Reimagining the links between graduate education and community engagement (book chapter). In Gilvin, A., Roberts, G. & Martin, C. *Collaborative futures: Critical reflections on publicly active graduate education*. New York: The Graduate School Press, Syracuse University.
- Schnitzer, M. (2011). Teaching and learning in practice. *CIDER 2011 Conference on Higher Education Pedagogy*. Virginia Tech. Feb. 2011.
- Schnitzer, M. (2005). The job characteristics model and placement quality (book chapter). *Advances in Service-Learning Research (5th ed)*. Information Age Publishing.
- Schnitzer, M. (2004). The job characteristics model and placement quality. *Theory to Practice: Advancing Research to Improve Service-Learning Outcomes*. Clemson, SC. Oct. 2004.
- Schnitzer, M. (2003). Service-learning student outcomes: Perspectives from alumni. *Advances in Service-Learning Research: Service-Learning as Civically Engaged Scholarship*. Salt Lake City, UT. Nov. 2003.
- Blieszner, R. and Schnitzer, M. (1999). Virginia Tech (case study). In McCrea, J. M., Nichols, A. H., Newman, S., Association for Gerontology in Higher Education & Generations Together. *Intergenerational service-learning in gerontology: A compendium*. Washington, D.C: Corporation for National Service.
- Schnitzer, M. (1999). Service-Learning in Rural Communities. *Appalachian Studies Association*. Abingdon, VA. Mar. 1999.
- Schnitzer, M., (1997). Virtual placement and other tools for facilitating service-learning placement, training, and reflection campus-wide (book chapter). *Best Practices in Cyberserve*. Service-Learning Center at Virginia Tech, Michele James-Deramo, Ed.

- Service-learning and youth services. *Comprehensive Services Act Conference College of Human Resources and Education*. Abingdon, VA. Nov. 1997.
- Evaluation to enhance mentoring practice. *BP International Conference on Tutoring and Mentoring*. London, UK. Apr. 1997.

EMPLOYMENT

Virginia Tech Office for Inclusion and Diversity / Diversity and Inclusion. Assistant Provost for Diversity and Strategic Planning, Jul. 2016 - present. Assoc. Director for Strategic Planning and Improvement, Oct. 2013 – Jun. 2016. Planning Consultant, Sep. 2012 – Oct. 2013.

- Facilitated dialogues and collaboration: Virginia Tech American Indian tribal summit (2017); women faculty and staff (2016); diversity charrette with ten faculty/staff caucuses and alliances (2015); university-wide diversity summit (2014); stakeholders for the VT Diversity Strategic Plan (2013).
- Reviewed, analyzed, and consulted on college, department, and senior management diversity strategic plans.
- Liaised with Virginia Tech's ten diverse faculty/staff caucuses to connect with university resources, provide data and analysis demographics, and trends.
- Collaborated with other offices and with caucuses to develop and coordinate climate surveys and reports for executive leadership to strengthen data informed institutional change.
- Authored the 2013-18 Diversity Strategic Plan, conducted data collection, reporting, and analysis to the Vice Provost for Inclusion and Diversity to facilitate decision-making.
- Implemented on-line diversity training for students and faculty.

Development Consultant. Christiansburg Institute, Inc. Sep. 1997 – May 2013.

- Advised a national board of directors and alumni association of Christiansburg Institute, Inc., a national historic landmark and former African American school in Christiansburg, VA.
- Coordinated fundraising and proposal development, annual and capital campaigns, special events fundraising, and program development.

Institute for Policy and Governance. Research Associate / Assistant, Spr. 2005 – 2013.

- Conducted research with international non-government organizations on humanitarian relief coordination in Kosovo in 1999, and in Banda Aceh during the 2005 Asian tsunami.
- Secured IRB approval, contacted, scheduled, and interviewed aid workers, analyzed transcripts and co-authored research.

- Consulted with nonprofit organizations on board development, governance, and strategic planning.
- Online teaching in Nonprofit Leadership, Philanthropy, and International Development. Managed Institute for Distance and Distributed Learning (IDDL) courses for the Nonprofit Masters Certificate program.
- Researched and wrote funding proposals; coordinated grants management team.

Service Learning Center / VT Engage. Assistant Director and co-founder, Dec. 1995 – Jul. 2000. Program Evaluator, Jul. 2000 – Jul. 2004. Graduate Assistant, Aug. 2008 – May 2009.

- Collaborated with community-based organizations to facilitate academic partnerships.
- Coordinated training/orientation for faculty, students, and community-based organizations.
- Oversaw evaluation and continuous improvement of service-learning partnerships, student impacts, and course effectiveness; collected and analyzed data; authored research.
- Developed and submitted funding proposals for program partnerships; supported student proposal development; reviewed mini-grants from faculty and community organizations.
- Created and maintained departmental web pages.

The University of Virginia's College at Wise. Grant Writer, Jan. 2001 – Feb. 2004.

- Worked with faculty and university leadership to plan, develop, and submit funding applications to private, state, and federal funders; conducted funding prospect research.
- Conducted demographic and academic research to support proposal development.
- Assisted faculty investigators in setting measurable goals and objectives, assessment plans, and budgets.
- Worked collaboratively with the College's Finance and Administration department to ensure accounting standards for grant budgets were maintained.

DIVERSITY

- Office Liaison and member, Women's Alliance. Jan. 2016 – 2019.
- Office Liaison and member, LGBT Faculty/Staff Caucus. Fall 2016 – 2019.
- Office Liaison and member, Disability Alliance and Caucus. Fall 2016 – 2019.
- Board Member, Christiansburg Institute, Inc. Fall 2012 – present.
- College of Architecture and Urban Studies Diversity Committee. Fall 2008 – Spr. 2011.

- Undoing Racism training. People's Institute for Survival and Beyond. Guilford College, NC. Mar. 2007.
- Alliance for Undoing Racism. June 2005 - August 2007.
- Chesapeake Regional Scholars Summer Seminar in African American Studies: Building African-American Digital History Archives. Carter G. Woodson Institute. University of VA. Jun. 2000.
- And see items above under Employment, Consulting, Grant Writing.

CONSULTING / TRAINING

Conflict Resolution

- Facilitator, Environment Virginia, Virginia Department of Environmental Quality (DEQ), Lynchburg, VA. Apr. 2012.
- Alumni, Virginia Natural Resources Leadership Institute, Class of 2006.

Non-profit organizations

- Incorporation Consultant. Somali-Bantu organization. Roanoke, VA. Dec. 2009 – Jun. 2010.
- Board Capacity Building and Governance Consultant. Three area non-profits, through the Virginia Tech Institute for Policy and Governance. Aug. 2005 – May 2007.
- Grants Budget Consultant. Virginia Interfaith Childcare Center. Dec. 2004.
- Demographic Research on Regional Youth. Southwest Virginia Area Health Education Center, Marion, VA. November 2002.
- Trainer. Effective Grant Writing. Day long workshop for local government officials. Virginia Institute of Government. University of Virginia. May 2002.
- Nonprofit State and National Incorporation Consultant. Christiansburg Institute Alumni Association/ Christiansburg Institute, Inc. 1999 – 2001.

DEVELOPMENT/FUNDRAISING

Higher Education

- Four Year RN-BSN Program. The University of Virginia's College at Wise. Appalachian Regional Commission, \$99,847. Mar. 2004.

- Appalachian Writing Project. The University of Virginia's College at Wise. National Writing Project, \$40,000. Mar. 2003.
- Integrated Science, Technology and Engineering Program. The University of Virginia's College at Wise. Appalachian Regional Commission, \$53,439. Jan. 2003.
- Center for Entrepreneurial Leadership. The University of Virginia's College at Wise. Appalachian Regional Commission, \$40,000. Jun. 2001.

Non-profit organizations/Diversity

- Christiansburg Institute Wayside Signage: Christiansburg Institute, Inc. Virginia Foundation for the Humanities, \$8,000. June 2019.
- Edgar A. Long Building Roof Repair: Christiansburg Institute, Inc. Montgomery County, VA, \$75,000. May 2019 (also \$10,000- 2014, 2015, and 2019).
- Edgar A. Long Building Roof Repair: Christiansburg Institute, Inc. Town of Christiansburg, VA, \$75,000. June 2019 (also \$10,000- 2010, 2011, 2012, 2013).
- Edgar A. Long Building Roof Repair: Christiansburg Institute, Inc. Town of Blacksburg, VA, \$7,500. April 2019
- (2019 Submitted) African American Cultural Heritage Trust, Ford Motor Corporation, Richard and Caroline Gwathmey Foundation, Mary Morton Parsons Foundation, Marietta Morgan Foundation, Community Foundation of the New River Valley.
- Virtual Christiansburg Institute: Historic Exhibit Premier. Christiansburg Institute, Inc. Virginia Foundation for the Humanities, African American Heritage Trail Grant Program, \$9,920. Jan. 2001.
- Rosa Peters Playground: Construction and Renovation. Rosa Peters Playground Board of Trustees. Carilion Foundation, \$26,800. Nov. 2000.

SERVICE

University

- Human Resources Advisory Committee. Fall 2016 – Present.
- Future Faculty selection committee. Fall 2015 – Fall 2017.
- Women and Minorities Artists and Scholars selection committee. Fall 2014 – Present.
- Paper Reviewer

- Public Knowledge (VT Student Journal). Feb. 2011
- Nonprofit Management and Leadership. Sep. 2007.
- Proceedings from the 3rd Annual Conference on International Service-Learning Research. Jan. 2004.
- 4th Annual Conference on International Service-Learning Research. May 2004.
- Co-Founder. PGG Student Association. Fall 2007 -- Fall 2009.

Community

- Christiansburg Institute, Inc. Christiansburg, VA. 1997 – 2002; 2007 – present.
- Webmaster. Citizen’s First for Blacksburg. Blacksburg, VA. Sep. – Dec. 2009.
- Community Solutions (multi-party mediation) committee. Conflict Resolution Center. Roanoke, VA. Jan. 2005 – Jan. 2006.
- Montgomery Co. Human Services Commission (member, Treasurer, Budgets Review Committee Chair). May 1993 – May 2000.

MEDIATION TRAINING

- Virginia Natural Resources Leadership Institute. Institute for Environmental Negotiation. University of Virginia. Sep. 2005 – Jun. 2006.
- Multi-Party Facilitation. Conflict Resolution Center, Roanoke, VA and the Institute for Environmental Negotiation (UVA). Jan. 2003.
- Virginia Supreme Court Certification. Nov. 2000.

HONORS AND AWARDS

- Women’s Leadership and Mentoring Program. Virginia Tech. 2018 – 2019.
- Richard E. Zody Award for Outstanding Dissertation in Planning, Governance, and Globalization. Spr. 2011.
- Travel Grant Award, American Society of Public Administration. Denver, CO. 2006.
- Scholarship and Travel Award, Virginia Natural Resources Leadership Institute and the College of Architecture and Urban Studies/School of Public and International Affairs. 2005 – 2006.

- Conference Travel Award, College of Architecture and Urban Studies/School of Public and International Affairs, Spr. 2007.
- Conference Travel Award, Virginia Tech Graduate Student Association. Fall 2006.
- Conference Travel Award, institute for Policy and Governance. Jun. 2005.
- Full-tuition and 20-hour assistantship for PhD studies, Virginia Tech Department of Political Science, 2004 – 2005; Institute for Policy and Governance, 2005 – 2010.
- AAUW/YMCA Women’s Leadership Award. August 1999.

REFERENCES

(shared in a separate document).