**Rachel Emas**

MA-ENRP Co-Director

Associate Teaching Professor

Trachtenberg School of Public Policy and Public Administration at George Washington University

[Emas.Rachel@gmail.com](mailto:Emas.Rachel@gmail.com)

**Education**

*Florida International University, Miami, FL*

Doctor of Philosophy in Public Affairs 2015

Dissertation: “Successes and Shortcomings in the Implementation of National Sustainable Development

Strategies: From the Greening of Governance to the Governance of Greening”

*University of Central Florida, Orlando, FL*

Master of Arts in Political Science and Policy Analysis 2009

Thesis: “Achievement Gaps throughout the Education Pipeline: Tracking the Trends Before and After

the Florida Education Governance Reorganization Act of 2000”

*Florida State University, Tallahassee, FL*

Bachelor of Science in Interdisciplinary Social Sciences 2007

Concentrations: Economics and Political Science



**Administrative Experience**

*Trachtenberg School of Public Policy and Public Administration, George Washington University* August 2022- Present

Co-Director, Master of Environmental Resource Policy August 2022- Present

* Manage academic progress of about 35-40 students
* Oversee student internships, independent studies, and course transfer and overload requests
* Set and implement admissions standards, criteria, and decision-making processes
* Manage student grade appeals, grievances, and issues of academic integrity and conduct
* Work with staff on planning, scheduling, and staffing courses, review applications from and

make decisions on the appropriateness of instructors

* Assist staff with efforts in student recruitment, admissions, enrollment, retention, etc.

*School of Public Affairs and Administration (SPAA), Rutgers University-Newark*

Director, Master of Public Administration Programs October 2018- June 2022

Assistant Director, Master of Public Administration Programs March - October 2018

* Managed academic progress of about 275-400 students in all program modalities
* Oversaw student internships, independent studies, and transfer and overload requests
* Supported the MPA committee in assessment and identification of curricular improvements
* Set and implemented admissions standards, criteria, and decision-making processes
* Managed student grade appeals, grievances, and issues of academic integrity and conduct
* Worked with staff on planning, scheduling, and staffing Master-level courses, review

applications from and make decisions on the appropriateness of instructors

* Assisted staff with efforts in student recruitment, admissions, enrollment, retention, etc.
* Participated in reaccreditation initiatives as they arise

Coordinator, Executive Education and Recruiting July 2017- Present

* Developed and delivered program materials for graduate executive degree program
* Engaged with university officials and groups, local organizations, and relevant professional associations to forge partnerships
* Assisted in planning of information sessions and events
* Monitored marketing efforts and results, and made improvements as needed

Coordinator, Global Executive Online Master of Public Administration January 2016- July 2017

* Recruited a cohort of graduate student applicants from various public service organizations throughout the world
* Created and distributed marketing and advertising materials
* Developed program curriculum, materials, and instructional resources

*International Commission on Accreditation of Public Administration Education and Training (ICAPA)*

Executive Director July 2013 – July 2019

* Composed and revised accreditation documents, including Self-Assessment Guides, Site Visit Handbook, Site Visit Reports, and Training Manuals
* Collaborated and communicated with program representatives, electronically and in person, during accreditation preparation and processes
* Proposed suggestions to ICAPA and its governing bodies regarding changes and developments to accreditation procedures



**Teaching Experience**

*Trachtenberg School of Public Policy and Public Administration, George Washington University* 2022-Present

Associate Teaching Professor

* MPA
  + Introduction to Public Administration (campus)
  + Capstone (campus)

*School of Public Affairs and Administration (SPAA), Rutgers University-Newark*

Assistant Teaching Professor 2016- 2022

* MPA courses
  + Introduction to Public Administration (campus)
  + Managing Public Organizations (campus)
  + Applied Statistics (campus)
  + Applied Research Design (online and campus)
  + Capstone (campus)
  + Internship (online and campus)
  + Independent Study (online and campus)
* Executive MPA courses
  + Introduction to Public Administration (online)
  + Applied Research Design (online)
  + Capstone (online)

*Department of Public Administration and Policy, Florida International University*

Teaching Assistant to Professor Allan Rosenbaum 2009-2015

* MPA courses (campus)
  + Introduction: Political, Social & Economic Context of Public Administration
  + Capstone: The Practice of Public Management



**Peer-Reviewed Publications**

**Rachel Emas**, Megan E. Hatch, Tia Sherèe Gaynor, and Del Bharath (2022). Strategies for Introspection and Instruction towards Anti-Racism in Public Management and Administration. *Journal of Public Management and Social Policy.*

**Rachel Emas** and Jonathan Jones (2022). Setting the Table for Policy Intrapreneurship: Public Administrator Perspectives on Local Food System Governance. *Policy Design and Practice,* 5:2, 245-259, [DOI: 10.1080/25741292.2021.1978691](https://doi.org/10.1080/25741292.2021.1978691)

**Rachel Emas** (June 2021). Growing a Greener Lens: Connecting Concepts of Public Affairs and Sustainability from a Food Systems’ Frame, in *Food Policy and Politics: Administering and Managing the U.S. Food System*, eds. B. Hoflund, M. Pautz, and J. Jones. Lanham, MD: Lexington Books.

**Guest Editorials, Research Reports, and Other Publications**

Wendy Bolyard and **Rachel Emas** (2022). Steps to Adopting Open Educational Resources (OER). *PA TIMES.* [*https://patimes.org/steps-to-adopting-open-educational-resources-oer/*](https://patimes.org/steps-to-adopting-open-educational-resources-oer/)

RaJade M. Berry-James, Brandi Blessett, **Rachel Emas**, Sean McCandless, Ashley E. Nickels, Kristin Norman-Major, and Parisa Vinzant (2021). Stepping Up to the Plate: Making Social Equity a Priority in Public Administration’s Troubled Times. *Journal of Public Affairs Education*, 27:1, 5-15, [DOI: 10.1080/15236803.2020.1820289](https://doi.org/10.1080/15236803.2020.1820289).

**Rachel Emas** (2019). Facing Food (In)Security and its Stigma on College Campuses. *White Paper presented to Rutgers University-Newark’s Campus Hunger Taskforce.*

**Rachel Emas** (2018). Local Food Policy GreenPrint: Building a Community Food System in the City of East Orange. *White Paper requested by the Department of Policy, Planning, and Development in East Orange, NJ*.

**Rachel Emas** (2018). Practicing Public Service Values: Inclusion and Diversity in the Classroom. *PA Times Online.* American Society for Public Administration (ASPA).

**Rachel Emas** (2015). The Concept of Sustainable Development: Definition and Defining Principles. *Global Sustainable Development Review*. New York: United Nations Division for Sustainable Development.

**Rachel Emas** (2015). Environmental Nonprofits. *Global Encyclopedia of Public Administration, Public Policy and Governance*, ed. A. Farazmand, SpringerMeteor.

**Rachel Emas** (2015). Public Administration Education and Training around the World: Review of Selected Institutional Case Studies,in *In Quest of Excellence: Approaches to Enhancing the Quality of Public Administration Education & Training*, ed. A. Rosenbaum. Bratislava: NISPAcee Press.

**Rachel Emas** (August 2014). Smarter Government. *PA Times*. American Society for Public Administration.

**Rachel Emas** (January 2011). Effectiveness of State Green Business Climates. *Green Labor Journal.* American Federation of Labor and Congress of Industrial Organizations (AFL–CIO).

**Rachel Emas** (November 2010). A Green Job Recovery. *Green Labor Journal*. AFL–CIO.

**Rachel Emas** (October 2010). Green Jobs in the U.S. *Green Labor Journal*. AFL–CIO.

Allan Rosenbaum, Cristina Rodriguez Acosta, and **Rachel** **Emas** (2009). Global Water for Sustainability Program: Monitoring and Evaluation Report. Prepared for the *U.S. Agency for International Development*, Washington, DC.

**Working Papers**

Stephanie Dolamore, Geoffrey Whitebread, **Rachel Emas**, Darrell Lovell, Del Bharath, Rashmi Chordiya, and Peter Jones. Self-Perceptions by Students in Public Administration Graduate Education: Dismantling the Impostor Syndrome and Promoting Student Engagement.

Jonathan Jones, **Rachel Emas**, Leland Waters, Cara Cuite, Melanie Bean, and Brian Raison. Facing Food Insecurity During COVID-19: The Emerging Case of Little Free Food Pantries.

Jonathan Jones and **Rachel Emas.** A Conceptual Model of Urban Food Enterprises.

Jonathan Jones and **Rachel Emas**. A Seat at the Table: Analyzing Potential Host Organizations for a Food Policy Intrapreneur.

**Rachel Emas** and Jonathan Jones. Tiers and Evolutions of Urban Community Food Systems.

Seth Meyer and **Rachel Emas**. Public Administration’s White Supremacy Problem.

Kathryn Wassel and **Rachel Emas**. 20 Years of Sustainable Development in Public Administration Research.



**Conference Presentations**

Presenter. “Resumes and CVs: Marketing Yourself on the Page”. *American Society for Public Administration (ASPA) Annual Conference*. March 18, 2022. Jacksonville, Florida.

Panelist. “NASPAA-AWPA Roundtable of Women MPA Directors”. *Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Annual Conference*. October 29, 2021. Online.

Panelist and Presenter. “Addressing Social Inequalities in Public Administration Education: Exploring the Use of Open Educational Resources in Public Administration Courses”. *NASPAA Annual Conference*. October 27, 2021. Online.

Presenter. “Facing Food Insecurity on Rutgers-Newark Campus”. *American Society for Public Administration (ASPA) Annual Conference*. April 9, 2021. Online.

Moderator and Panel Organizer. “Local Food Inequities”. *Social Equity Leadership Conference*. June 5, 2019. Newark, New Jersey.

Moderator and Presenter. “Practicing Public Service Values in the Classroom” in the Advancing Public Service ThroughTeaching Panel. *ASPA Annual Conference*. March 8, 2019. Washington, D.C.

Presenter. “Community Food Systems: Calling on an Old Solution to New Public Service Problems”. *ASPA Annual Conference*. March 8, 2019. Washington, D.C.

Invited Panelist. “International Commission on Accreditation of Public Administration Education and Training (ICAPA)” on the Panel “MPA Accreditation Around the World”. *Sino-US International Conference for Public Administration*. June 17, 2018. Beijing, China.

Presenter. “Mission Sustainable: Concepts and Components in Action”. *ASPA Annual Conference*. March 10, 2018. Denver, Colorado.

Moderator and Presenter. “Facing the Future of Finance: Concepts, Case Studies and Challenges of Cryptocurrency” in the Panel “Technology in the Public Sector”. *ASPA Annual Conference*. March 18, 2017. Atlanta, Georgia.

Invited Moderator. United Nations Department of Economic and Social Affairs (UNDESA) Panel on “Achieving Sustainable Development Goals and Leaving No One Behind: Public Administration, Poverty Eradication and Inequality”. *ASPA Annual Conference*. March 17, 2017. Atlanta, Georgia.

Invited Panelist. “Trends in Accreditation and the Quest for Excellence in Public Administration Education and Training”. *International Institute of Administrative Sciences (IIAS)-International Association of Schools and Institutes of Administration (IASIA) Joint Congress.* September 23, 2016. Chengdu, China.

Presenter. “Assessing Patterns of Participation and Partnerships in National Sustainable Development Strategies: The Case of South Africa”. *IIAS-IASIA Joint Congress*. September 22, 2016. Chengdu, China.

Invited Presenter. “Accreditation Site Visitors’ Training Session”. *IIAS-IASIA Joint Congress*. September 21, 2016. Chengdu, China.

Discussant. “Multidisciplinary Approaches to Public Service Learning”. *Teaching Public Administration Annual Conference*. May 24, 2016. Newark, New Jersey.

Presenter. United Nations Department of Economic and Social Affairs Panel “New Traditions in Public Administration: Reflecting on Challenges, Harnessing Opportunities for Transforming and Strengthening Public Administration Institutional and Human Resource Capacities to Implement the 2030 Agenda for Sustainable Development”. *ASPA Annual Conference*. March 21, 2016. Seattle, Washington.

Presenter. “New Traditions and Practiced Principles: Challenges, Successes, and Opportunities of the International Commission on Accreditation of Public Administration Education and Training Programs”. *ASPA Annual Conference*. March 20, 2016. Seattle, Washington.

Presenter. “Principles in Practice: Progress to Date on the International Accreditation of Public Administration Education and Training Programs”. *IASIA Annual Conference*. July 7, 2015. Paris, France.

Invited Panelist. “Accreditation and the Quest for Excellence in Public Administration Education and Trainings”. *IASIA Annual Conference*. July 9, 2015. Paris, France.

Presenter. “Public Administration Education and Training: Selected Institutional Case Studies from Around the World”. *IASIA Annual Conference*. July 3, 2014. Port Elizabeth, South Africa.

Presenter. “Smarter Government 2014”. *ASPA Annual Conference*. March 16, 2014. Washington, D.C.

Invited Presenter and Discussant. “Leadership”. *Florida International University-Ecole Nationale D'Administration Seminar*. March 3, 2014. Miami, Florida.

Presenter. “Factors Driving Green Car Sales”. *International Sustainable Development Research Conference.* July 2, 2013. Stellenbosch, South Africa.

Presenter. “What is Driving Alternative Fuel Vehicle Sales in the U.S.?”. *IASIA Annual Conference.* July 23, 2012. Bangkok, Thailand.

Presenter. “State Incentives Driving Green Cars”. *ASPA Annual Conference*. March 2, 2012. Las Vegas, Nevada.

Invited Presenter and Discussant. “Public Goods”. *Florida International University-Ecole Nationale D'Administration Seminar.* September 15, 2011. Strasbourg, France.

Presenter. "Brazil’s Successful Administration of the Clean Development Mechanism". *IASIA Annual Conference.* June 14, 2011. Rome, Italy.

Presenter. “Green Jobs: States with a Comparative Advantage”. *ASPA Annual Conference*. March 15, 2011. Baltimore, Maryland.

Presenter. “Green Jobs in the U.S.: Identifying those States with the Early Advantage”. *IASIA Annual Conference*. July 15, 2010. Bali, Indonesia.

**Invited Presentations and Keynotes (excluding conferences)**

Presenter. “Institutional Resilience: Addressing Basic Needs”. *Coalition of Urban Serving Universities, Association of Public and Land-Grant Universities*. May 29, 2020. Virtual, via Zoom.

Presenter. “Community Engaged Scholarship: Building a Community Food System in the City of East Orange, NJ”. *University of La Verne*. November 9, 2019. La Verne, California.

Presenter and Workshop Leader. “Practicing Public Service Values in Pedagogy”. *University of La Verne*. November 8, 2019. La Verne, California.

Keynote Speaker. “Seeking Sustainability: Looking at Local Food Systems”. *Northern New Jersey High School Eco-Summit*. May 18, 2019. Livingston, New Jersey.

Speaker. “The ‘How’ and ‘Why’ of Teaching”. *Association of College and University Educators (ACUE) Luncheon at* *Rutgers University-Newark*. March 2019. Newark, New Jersey.

Keynote Speaker. “Community Food Systems: Looking at Local Solutions for Sustainability”. *4th Annual Acting Locally for a More Sustainable World Conference*. January 19, 2019. Montclair, New Jersey.



**Service to the School and University**

Campus Hunger Taskforce Member September 2019-Present

*Rutgers University-Newark*

University Honor and Conduct Board Member January 2018- Present

*Rutgers University-Newark*

Alumni Practitioner Awards Committee Member Spring 2018

*School of Public Affairs and Administration, Rutgers University-Newark*

MPA Committee Chairperson March 2018- Present

MPA Committee Member January 2016- Present

*School of Public Affairs and Administration, Rutgers University-Newark*

Graduate School Academic Grievance and Misconduct Committee Member 2012 - 2015

*Florida International University*

Graduate Advisory Board Member 2010- 2015

*Florida International University*

Graduate Student Senator and Committee Chairperson 2010- 2012

*Florida International University*

University Graduate School Dean Search and Screen Committee Member 2010- 2011

*Florida International University*

**Service to the Profession**

NASPAA Annual Conference Planning Committee 2022

*Network of Schools of Public Policy, Affairs, and Administration*

Section for Women in Public Administration (SWPA) Executive Board Member 2022- Present

Newsletter Committee Member 2020- Present

SWPA Member 2016- Present

*American Society for Public Administration*

Founders’ Fellows Program Co-Chair 2021- 2022

*American Society for Public Administration*

Book Review Co-Editor 2021- Present

*Journal of Public Affairs Education*

Awards Committee Member 2021- Present

*American Society for Public Administration*

Accreditation Committee Member 2021- Present

*International Commission on Accreditation of Public Administration Education and Training*

Site Visitor Training Certificate Summer 2021

*Network of Schools of Public Policy, Affairs, and Administration*

Diversity, Equity, and Inclusion Task Force Member 2020

*Network of Schools of Public Policy, Affairs, and Administration (NASPAA)*

NASPAA NEXT: Leadership Development Institute for Public Affairs Education 2019

*Network of Schools of Public Policy, Affairs, and Administration*

Transatlantic Dialogue (TAD) Conference Planning Committee Member 2018- 2019

*School of Public Affairs and Administration, Rutgers University-Newark*

Membership Task Force Member 2017- 2018

Student and New Professional Membership Subcommittee Chairperson 2017- 2018

*American Society for Public Administration*

Commission Member 2017- 2019

*International Commission on Accreditation of Public Administration Education and Training*

Section on Public Administration Education (SPAE) Executive Board Member 2017- Present

SPAE Member 2016- Present

*American Society for Public Administration*

Teaching Public Administration Conference Planning Committee Member 2016

*American Society for Public Administration*

Associate Editor 2010- 2012

*Green Labor Journal*

Pi Alpha Alpha Honors Society Member 2010- 2015

*Florida International University*

Association Member 2009- Present

*American Society for Public Administration*

**Service to the Community**

Board of Management Member 2019- Present

*East Orange Sustainable Food Alliance*

Food and Fitness Impact Team Member 2018- Present

*Believe in a Healthy Newark*

Green Spaces Committee Member 2018- Present

*Office of Sustainability, City of Newark*

Food Buying and Inventory Committee Member 2018- Present

*Office of Sustainability, City of Newark*

Building a Local Food Community, Policy Research Project 2018- 2020

*City of East Orange*

Strategic Management Advisor and Advisory Board Member 2018- 2019

*Newark Science and Sustainability, Inc.*



**Certificates**

Certificate for Lifelong Learning in Inclusive & Equitable Teaching Fall 2021

*Rutgers University-Newark Center for Teaching Advancement & Assessment Research and the University Equity and Inclusion Office*

Syllabus as a Tool to Promote Student Equity, Belonging, and Growth Certificate Fall 2020

*Student Experience Project*

Creating an Inclusive and Supportive Online Learning Environment Micro-Credential Fall 2020

*Association of College and University Educators*

National Certificate in Effective Teaching Practices Spring 2017

*Association of College and University Educators*



**Grants and Awards**

First Day Project Syllabus Redesign Grants Spring 2021

*P3 Collaboratory,* *Rutgers University-Newark*

Open and Affordable Textbooks Grant Program, *Applied Research Design* Fall 2018

*Dana Library, Rutgers University-Newark*

Chancellor’s Seed Grant: Disaster Recovery and Resilience in Post-Hurricane Puerto Rico 2018- 19

*Rutgers University-Newark*

Faculty Teaching Award (Inaugural) 2018

*School of Public Affairs and Administration, Rutgers University-Newark*

Open and Affordable Textbooks Grant Program, *Introduction to Public Administration* Spring 2017

*Dana Library, Rutgers University-Newark*

Dissertation Year Fellowship Fall 2014- Spring 2015

*Florida International University*

Founders’ Forum Fellowship 2014- 2015

*American Society for Public Administration*

Dissertation Evidence Acquisition Fellowship Fall 2013

*Florida International University*

Natacha P. Seijas Women in Public Service Award 2013

*American Society for Public Administration, South Florida Chapter*

Best Paper from a Young Researcher 2011

*IASIA-IBM*