

# Craig Talmage

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Stern Hall, 300 Pulteney Street, Geneva, NY 14456

## Skills

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- Job and Organizational Analyses
  - Six Sigma Improvement
  - Technical Writing
  - Statistical Analysis
  - Group Process Facilitation
  - Board Development
  - Survey Design
  - Client/Community Presentations
  - Validity and Reliability Research
  - Training/Curriculum Development
  - Advanced U.S. Census Research
  - Citizen Researcher Training
  - Performance Management
  - Entrepreneurial Coaching
  - Entrepreneurial Development
  - Assessment and Evaluation
  - Program and Policy Evaluation
  - Basic Web Editing
  - Selection Tool Development
  - Community Outreach
  - Project Management
  - Needs Assessment
  - Asset Based Community Development/Planning
  - Qualitative, Quantitative, and Mixed Methods Research
  - Long-Term Strategic Planning
  - Succession Planning
  - Business Plan Development
  - Co-working Development
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## Education

### **Arizona State University**

*Ph. D.*

Coursework Foci  
Dissertation Focus

*Phoenix, AZ*

**2010 – 2014**

Community Resources & Development  
Social Entrepreneurship; Assessment and Evaluation  
Psychological Social Capital Development

### **Minnesota State University, Mankato**

*Master of Arts*

Thesis Focus

*Mankato, MN*

**2008 – 2010**

Industrial-Organizational Psychology  
Job Applicant Reactions and Behaviors

### **The University of Arizona**

*Bachelor of Science*

Magna Cum Laude with Honors  
Honors Focus

*Tucson, AZ*

**2004 – 2008**

Family Studies & Human Development  
General Business Minor  
Economic Costs of Bullying and Harassment

## Teaching

### **Assistant Professor**

*Hobart & William Smith Colleges, Entrepreneurial Studies, June 2019-Present, Geneva, NY*

### **Visiting Assistant Professor**

*Jan. 2016-May 2019, Geneva, NY*

Courses: Entrepreneurial Studies 120 – Economic Principles for the Entrepreneur  
Entrepreneurial Studies 201 – Quantitative Tools for the Entrepreneur  
Entrepreneurial Studies 220 – Social Innovation for the Entrepreneur  
Entrepreneurial Studies 400 – Senior Capstone for the Entrepreneur  
Entrepreneurial Studies 450/456 – Independent Study for the Entrepreneur

- Grew the entrepreneurial studies minor from inception to the largest minor program with over 220 students.
- Provides students with a foundational understanding of entrepreneurship and innovation theory (e.g., Schumpeterian or Kirznerian) present across history and in the entrepreneurial enterprises in today's markets.
- Helps students acquire an understanding of the economic principles guiding various types of organizations and markets; rational behavior; competition vs. monopoly power; game theory; pricing strategies; and production.
- Provides instruction around Excel skills necessary for entrepreneurial success and success in today's workforce.
- Covers topics such as accounting terminology; analyzing financial statements; ethics considerations; budgeting; data collection; summarizing data; data visualization; hypothesis formulation and testing; sampling techniques; normal distributions; group differences, nonparametric tests; and, correlations and regression techniques.
- Leads students in applied projects and facilitate understanding through case studies and news reports.
- Instructs students in the foundations of social entrepreneurship, such as social innovation and social enterprise, so that they can apply their knowledge to solve real-world social problems during and outside of the course.
- Supervises students on internships or conducting summer research and holds independent study courses in downtown Geneva, New York with local entrepreneurs and community members in attendance.
- Developed and instructs a senior capstone course where students consult for local entrepreneurs/enterprises and students develop and pitch their own enterprise plans and analyze the potential for success of those plans.

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**Faculty Associate and Honors Faculty** *Arizona State University, Public Affairs*, Jan. 2015-Present, Phoenix, AZ  
*Arizona State University, Community Resources & Development*, June 2018-Present, Phoenix, AZ

Course: Public Affairs 560 – Community Resilience (online only)

Community Resources and Development – Inclusive Community Development (online only)

- Facilitated online learning activities, such as discussions, interactive MS PowerPoint presentations, and other multimedia experiences.
- Provided feedback based on assessment and evaluation plans to students regarding their coursework.

## Past Assignments

**Faculty Associate** *Arizona State University, Community Resources & Development*, Jan. 2015-July 2018, Phoenix, AZ

Courses: Nonprofit Leadership and Management 410 – Social Entrepreneurship (Spring 2015; Fall 2015)

Nonprofit Leadership and Management 402 – Assessment & Evaluation of Community Services (Fall 2015)

Parks and Recreation and Management 402 – Assessment & Evaluation of Community Services (Fall 2015)

Community Resources & Development 302 – Inclusive Community Development (Summer 2018)

- Led an Asset Based Community Based Development (ABCD) assessment project in the downtown Phoenix.
- Lectured, led discussions, provided feedback, and provided interactive instructional activities to students.
- Created evaluation and assessment plans for course projects.
- Led students in an assessment of local social entrepreneurship and assets for the We Are Downtown project.

## **Adjunct Faculty**

*Glendale Community College, Psychology*, Aug. 2012-Dec. 2015, Glendale, AZ

Courses: Psychology 101, 230 & 231 – Introduction to Psychology; Introduction to Statistics (Lecture & Laboratory)

- Lectured, led discussions, provided feedback, and provided interactive instructional activities to students.
- Facilitated and reviewed lab activities using SPSS software and other hands-on learning methods.
- Created evaluation and assessment plans for course projects.

## **Instructor**

*Arizona State University, Community Resources & Development*, August 2011-May 2014, Phoenix, AZ

Course: Tourism Development and Management 402 – Assessment & Evaluation of Community Services

- Led an ABCD assessment in central Phoenix (Fall 2013 & Spring 2014) for the We Are Downtown project.
- Led a survey effort regarding tourism in the western suburbs and parks of Phoenix (Spring 2013).
- Led an interview assessment process focusing on the experiences of students at ASU (Fall 2013).
- Led ABCD consultation with the Southwest Valley United Way in Phoenix, Arizona (Spring 2012).
- Led a tourism assessment with the Arizona Office of Tourism and Port Authority in Nogales, AZ (Fall 2011).

## Highlighted Guest Instructor Experience

*Hobart and William Smith Colleges, Geneva, NY*

- Epic Product Fails! Presented October 2018 to Epic Fails (FSEM 028-01)
- Measurement Issues and Personality and Prediction. Presented February 2017 to Personality (PSY 220-01)
- Jumpstart Your Entrepreneurship Potential: Exploring the Keys to the Entrepreneurial Mindset. Presented January 2017 at the Leadership Institute hosted by the Centennial Center for Leadership.
- Trust in Research. Presented February 2016 to Community-Based Research: Intro (SJSP 101-01)
- The Building Blocks of Social Entrepreneurship. Presented January 2016 at the Leadership Institute hosted by the Centennial Center for Leadership.
- Jumpstart Your Entrepreneurship Potential: Exploring the Keys to the Entrepreneurial Mindset. Presented January 2017 at the Leadership Institute hosted by the Centennial Center for Leadership.
- Exploring the Entrepreneurial Self. Presented January 2018 at the Leadership Institute hosted by the Centennial Center for Leadership.

*Geneva High School, Geneva, NY*

- How to Write Social Responsibility Statements. Presented 2018-2019 with Ashley Pereira, Economics Teacher, in preparation for the annual Panther Pitch.

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Wood Library, Canandaigua, NY

- Opportunities for Community Innovation: How Small Ideas Can Grow and Transform Communities. Presented 31 January 2019 with Professor Tom Drennen.

Glendale Community College, Glendale, AZ (Additional substitute and guest teaching experiences in the following courses)

- PSY 156 (Death and Dying); PSY 240 (Developmental Psychology); and, PSY 277 (Human Sexuality)

Arizona State University, Tempe and Phoenix, AZ

- Entrepreneurial Development. Presented October 2015 to Economic Development Planning (PUP 434/598)
- The Social Psychology of Neighborhoods: Discovering Knowledge and Wisdom in Your Community. Presented June 2015 to the Osher Lifelong Learning Institute at Arizona State University.
- Who is My Neighbor? And Why It Matters that You Know Them. Presented Feb. 2015 to the Osher Lifelong Learning Institute at Arizona State University.
- Motivation(s) to Volunteer / Volunteer Motivation(s). Presented Sept. 2011, Oct. 2012, Feb. 2013, Oct. 2013, and Nov. 2014 to Volunteer Action and Community Leadership (NLM 160).
- Job Analysis, Recruitment, & Selection: Applications of Industrial/Organizational Psychology in Non-Profits. Presented Sept. 2013 to Strategic Human Resource Management (NLM 540).
- Research in Civic Engagement. (Panel Discussant). Presented Jan. 2013 to Civic Engagement: Where Ideas Evolve Into Action (HON 394).
- Community Performance Measures. Presented Oct. 2012 to Community Recreation Systems (PRM 315).
- Consulting as Research. Presented April 2012 to Introduction to Travel and Tourism (TDM 205).
- Quantitative Research Methods. Presented Nov. 2011 to Introduction to Travel & Tourism (TDM 205).
- Means, Variances, and Standardized Variables. Presented Sept. 2010 to Statistical & Data Analysis (REC 502).

## Teaching Awards

- Academic Year 2018-2019. Inaugural Award Winner. The Hai Timiai Distinguished Faculty Award. *Awarded to honor a member of Hobart & William Smith Colleges Faculty whose work in creative inclusive and motivational spaces for learning is exceptional. Their passion for teaching and helping students to grow is infectious, and their care for and support of the minds of William Smith Students is unparalleled.*
- Spring 2019. Senior Dinner Faculty Speaker. Student nominated award through HWS student government.
- February 2012. Guest Coach. Student nominated award through ASU Tennis / Sun Devil Athletics.
- 2015-2017. Honors Faculty Status. Award by the Deans of Arizona State University.
- February 2016. Serving University Needs (SUN) Award. Arizona State University – School of Public Affairs.

## Teaching Supervisory Roles Outside of Independent Studies

- Spring 2019. Faculty Examiner for the Honor's Committee for Alexander Kerai '19.
- Spring 2016 to Present. Internship Advisor for HWS students (GCIP 401 / INT 199)
- Spring 2015. Honor's Enrichment Contract (NLM 410 student). "The Dark Side of Social Entrepreneurship."
- Fall 2015. Honor's Enrichment Contract (4 NLM 410 students). "Digging Deep into Social Entrepreneurship."
- Fall 2015. Honor's Thesis (Nicholas Forbes Shannon). "Tempe Late Night." Arizona State University.
- Fall 2015 to Present. Doctoral Thesis Advisor (Unnamed Students). Grand Canyon University.

## Advisory Roles

- Spring 2016 to Present. Advisor to the HWS Entrepreneurship Club.
- Spring 2016 to Present. Advisor to HWS Entrepreneurial Studies Minor students.
- Fall 2018 to Spring 2020. Supervisor for AmeriCorps VISTA focusing on social innovation and food security.
- Summer 2017 to Summer 2018. Summer HWS Science Student Research Advisor.

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## Teaching Table

<u>SEMESTER</u>	<u>INSTITUTION</u>	<u>DEPARTMENT</u>	<u>COURSE ID</u>	<u>COURSE TITLE</u>	<u>CREDIT HOURS</u>	<u>EVALUATION SCORES</u>
<u>Fall 2011</u>	Arizona State University (ASU)	Tourism Development and Management	TDM 402	The Assessment and Evaluation of Community Services	Single = 3 N = 29 Total = 87	<i>Student Evaluations</i> <u>1.18 (Avg.)</u> 1 = High to 4 = Low n = 16; SD = 0.39
<u>Spring 2012</u>	ASU	Tourism Development and Management	TDM 402	The Assessment and Evaluation of Community Services	Single = 3 N = 47 Total = 141	<i>Student Evaluations</i> <u>1.40 (Avg.)</u> 1 = High to 5 = Low n = 28; SD = 0.74
<u>Fall 2012</u>	ASU	Tourism Development and Management	TDM 402	The Assessment and Evaluation of Community Services	Single = 3 N = 48 Total = 144	<i>Student Evaluations</i> <u>1.26 (Avg.)</u> 1 = High to 5 = Low n = 24; SD = 0.59
	Glendale Community College (GCC)	Psychology	PSY 230/231	Introduction to Statistics (Lecture & Lab)	Single = 4 N = 21 Total = 84	<i>Student Evaluations</i> <u>2.00 (Avg.)</u> 1 = Less than Satisfactory; 2 = Satisfactory; 3 = More than Satisfactory N = 1; SD = 0.77
<u>Spring 2013</u>	ASU	Tourism Development and Management	TDM 402	The Assessment and Evaluation of Community Services	Single = 3 N = 60 Total = 180	<i>Student Evaluations</i> <u>1.27 (Avg.)</u> 1 = High to 5 = Low n = 23; SD = 0.13
	GCC	Psychology	PSY 101	Introduction to Psychology (8 Week Intensive)	Single = 3 N = 28 Total = 84	<i>Student Evaluations</i> <u>2.88 (Avg.)</u> 1 = Less than Satisfactory; 2 = Satisfactory; 3 = More than Satisfactory n = 26; SD = 0.06
	GCC	Psychology	PSY 230/231	Introduction to Statistics (Lecture & Lab)	Single = 4 N = 20 Total = 80	<i>Peer Evaluation</i> <u>2.00 (Avg.)</u> 1 = Less than Satisfactory; 2 = Satisfactory; 3 = More than Satisfactory N = 1; SD = 0.34 <i>Student Evaluations</i> <u>2.90 (Avg.)</u> 1 = Less than Satisfactory; 2 = Satisfactory; 3 = More than Satisfactory n = 17; SD = 0.09
<u>Summer 2013</u>	GCC	Psychology	PSY 230/231	Introduction to Statistics (Lecture & Lab)	Single = 4 N = 42 Total = 168	<u>N/A</u>
<u>Fall 2013</u>	GCC	Psychology	PSY 101	Introduction to Psychology	Single = 3 N = 35 Total = 105	<i>Student Evaluations</i> <u>2.92 (Avg.)</u> 1 = Less than Satisfactory; 2 = Satisfactory; 3 = More than Satisfactory n = 24, SD = 0.06
	GCC	Psychology	PSY 230/231	Introduction to Statistics (Lecture & Lab)	Single = 4 N = 21 Total = 84	<i>Peer Evaluation</i> <u>2.06 (Avg.)</u> 1 = Less than Satisfactory; 2 = Satisfactory; 3 = More than Satisfactory N = 1; SD = 0.24 <i>Student Evaluations</i> <u>2.98 (Avg.)</u> 1 = Less than Satisfactory; 2 = Satisfactory; 3 = More than Satisfactory n = 18, SD = 0.04

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	ASU	Tourism Development and Management	TDM 402	The Assessment and Evaluation of Community Services	Single = 3 N = 34 Total = 105	<i>Student Evaluations</i> 1.02 (Avg.) 1 = High to 5 = Low n = 10; SD = 0.06
<u>Spring 2014</u>	GCC	Psychology	PSY 230/231 (2 Sections)	Introduction to Statistics (Lecture & Lab)	Single = 4 N = 44 Total = 176	N/A
	GCC	Psychology	PSY 101 (Long-Term Substitute)	Introduction to Psychology	Single = 3 N = 23 Total = 69	N/A
	ASU	Tourism Development and Management	TDM 402	Assessment and Evaluation of Community Services	Single = 3 N = 44 Total = 132	<i>Student Evaluations</i> 1.46 (Avg.) 1 = High to 5 = Low n = 12; SD = 0.69
<u>Fall 2014</u>	GCC	Psychology	PSY 230/231 (2 Sections)	Introduction to Statistics (Lecture & Lab)	Single = 4 N = 48 Total = 192	N/A
<u>Spring 2015</u>	GCC	Psychology	PSY 230/231 (2 Sections)	Introduction to Statistics (Lecture & Lab)	Single = 4 N = 49 Total = 196	N/A
	ASU	Nonprofit Leadership and Management	NLM 410	Social Entrepreneurship	Single = 3 N = 22 Total = 66	<i>Student Evaluations</i> 1.20 (Avg.) 1 = High to 5 = Low n = 6; SD = 0.23
	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 76 Total = 228	<i>Student Evaluations</i> 1.66 (Avg.) 1 = High to 5 = Low n = 41; SD = 0.47
<u>Fall 2015</u>	GCC	Psychology	PSY 230/231	Introduction to Statistics (Lecture & Lab)	Single = 4 N = 25 Total = 100	N/A
	GCC	Psychology	PSY 101	Introduction to Psychology	Single = 3 N = 26 Total = 78	N/A
	ASU	Parks and Recreation/ Nonprofit Leadership and Management	PRM/ NLM 402	Assessment and Evaluation of Community Services	Single = 3 N = 43 Total = 129	<i>Student Evaluations</i> 1.11 (Avg.) 1 = High to 5 = Low n = 12; SD = 0.39
	ASU	Nonprofit Leadership and Management	NLM 410	Social Entrepreneurship	Single = 3 N = 15 Total = 45	<i>Student Evaluations</i> 1.04 (Avg.) 1 = High to 5 = Low n = 4; SD = 0.06
<u>Spring 2016</u>	Hobart and William Smith Colleges (HWS)	Entrepreneurial Studies	ENTR 120 (2 Sections)	Economic Principles for the Entrepreneur	Single = 4 N = 54 Total = 216	<i>Student Evaluations</i> (Overall Instructor Rating) 4.87 (Avg.) 1 = Low to 5 = High n = 15; SD = 0.35
	HWS	Entrepreneurial Studies	ENTR 201	Quantitative Tools for the Entrepreneur	Single = 4 N = 25 Total = 100	<i>Student Evaluations</i> (Overall Instructor Rating) 4.85 (Avg.) 1 = Low to 5 = High n = 13; SD = 0.55
	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 124 Total = 372	<i>Student Evaluations</i> (Instructor Item Ratings) 1.61 (Avg.) 1 = High to 5 = Low n = 26; SD = 0.22

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<u>Maymester 2016</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = 4 N = 9 Total = 36	<i>Student Evaluations Not Assessed</i>
<u>Fall 2016</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = 4 N = 33 Total = 132	<i>Student Evaluations (Overall Instructor Rating)</i> <u>4.88 (Avg.)</u> 1 = Low to 5 = High n = 8; SD = 0.35
	HWS	Entrepreneurial Studies	ENTR 201	Quantitative Tools for the Entrepreneur	Single = 4 N = 31 Total = 124	<i>Student Evaluations (Overall Instructor Rating)</i> <u>4.93 (Avg.)</u> 1 = Low to 5 = High n = 15; SD = 0.26
	HWS	Entrepreneurial Studies	ENTR 220	Social Innovation for the Entrepreneur	Single = 4 N = 33 Total = 132	<i>Student Evaluations (Overall Instructor Rating)</i> <u>5.00 (Avg.)</u> 1 = Low to 5 = High n = 14; SD = 0.00
	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 49 Total = 147	<i>Student Evaluations (Instructor Item Ratings)</i> <u>1.19 (Avg.)</u> 1 = High to 5 = Low n = 14; SD = 0.19
<u>Spring 2017</u>	HWS	Entrepreneurial Studies	ENTR 120 (2 sections)	Economic Principles for the Entrepreneur	Single = 4 N = 74 Total = 296	<i>Student Evaluations (Overall Instructor Rating)</i> <u>4.90 (Avg. – Sect. 1)</u> 1 = Low to 5 = High n = 29; SD = 0.31 <u>4.96 (Avg. – Sect. 2)</u> 1 = Low to 5 = High n = 25; SD = 0.20
	HWS	Entrepreneurial Studies	ENTR 400	Senior Capstone for the Entrepreneur	Single = 4 N = 11 Total = 44	<i>Student Evaluations (Overall Instructor Rating)</i> <u>5.00 (Avg.)</u> 1 = Low to 5 = High n = 10; SD = 0.00
	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 65 Total = 195	<i>Student Evaluations (Instructor Item Ratings)</i> <u>1.30 (Avg.)</u> 1 = High to 5 = Low n = 19; SD = 0.48
<u>Maymester 2017</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = 4 N = 11 Total = 44	<i>Student Evaluations Not Assessed</i>
<u>Summer 2017</u>	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 52 Total = 156	<i>Student Evaluations (Instructor Item Ratings)</i> <u>1.28 (Avg.)</u> 1 = High to 5 = Low n = 18; SD = 0.12
<u>Fall 2017</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = 4 N = 35 Total = 140	<i>Student Evaluations (Overall Instructor Rating)</i> <u>4.83 (Avg.)</u> 1 = Low to 5 = High n = 19; SD = 0.51

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	HWS	Entrepreneurial Studies	ENTR 201	Quantitative Tools for the Entrepreneur	Single = 4 N = 32 Total = 128	<i>Student Evaluations</i> (Overall Instructor Rating) <u>5.00 (Avg.)</u> 1 = Low to 5 = High n = 8; SD = 0.00
	HWS	Entrepreneurial Studies	ENTR 220	Social Innovation for the Entrepreneur	Single = 4 N = 37 Total = 148	<i>Student Evaluations</i> (Overall Instructor Rating) <u>4.64 (Avg.)</u> 1 = Low to 5 = High n = 11; SD = 0.81
	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 53 Total = 159	<i>Student Evaluations</i> (Instructor Item Ratings) <u>1.29 (Avg.)</u> 1 = High to 5 = Low n = 12; SD = 0.10
<u>Spring 2018</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = 4 N = 35 Total = 140	<i>Student Evaluations</i> (Overall Instructor Rating) <u>4.88 (Avg.)</u> 1 = Low to 5 = High n = 26; SD = 0.33
	HWS	Entrepreneurial Studies	ENTR 400	Senior Capstone for the Entrepreneur	Single = 4 N = 21 Total = 84	<i>Student Evaluations</i> (Overall Instructor Rating) <u>4.80 (Avg.)</u> 1 = Low to 5 = High n = 5; SD = 0.45
	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 44 Total = 132	<i>Student Evaluations</i> (Instructor Item Ratings) <u>1.47 (Avg.)</u> 1 = High to 5 = Low n = 20; SD = 0.17
<u>Maymester 2018</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = 4 N = 9 Total = 36	<i>Student Evaluations</i> <u>Not Assessed</u>
<u>Summer 2018</u>	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 28 Total = 144	<i>Student Evaluations</i> (Instructor Item Ratings) <u>4.63 (Avg.)</u> 1 = Low to 5 = High n = 11; SD = 0.48
	ASU	Community Resources and Development	CRD 302 (online)	Inclusive Community Development	Single = 3 N = 14 Total = 42	<i>Student Evaluations</i> <u>Not Assessed</u>
<u>Fall 2018</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = 4 N = 41 Total = 164	<i>Student Evaluations</i> (Overall Instructor Rating) <u>4.78 (Avg.)</u> 1 = Low to 5 = High n = 32; SD = 0.55
	HWS	Entrepreneurial Studies	ENTR 201	Quantitative Tools for the Entrepreneur	Single = 4 N = 37 Total = 148	<i>Student Evaluations</i> (Overall Instructor Rating) <u>4.86 (Avg.)</u> 1 = Low to 5 = High n = 29; SD = 0.44
	HWS	Entrepreneurial Studies	ENTR 400	Senior Capstone for the Entrepreneur	Single = 4 N = 24 Total = 96	<i>Student Evaluations</i> (Overall Instructor Rating) <u>5.00 (Avg.)</u>

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						1 = Low to 5 = High n = 8; SD = 0
	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 27 Total = 81	<i>Student Evaluations</i> <i>Student Evaluations</i> (Instructor Item Ratings) 4.53 (Avg.) 1 = Low to 5 = High n = 12; SD = 0.05
<u>Spring 2019</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = 4 N = 37 Total = 148	<i>Student Evaluations</i> (Overall Instructor Rating) 4.94 (Avg.) 1 = Low to 5 = High n = 18; SD = 0.24
	HWS	Entrepreneurial Studies	ENTR 400	Senior Capstone for the Entrepreneur	Single = 4 N = 18 Total = 72	<i>Student Evaluations</i> (Overall Instructor Rating) 5.00 1 = Low to 5 = High n = 1; SD = 0
	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 54 Total = 162	<i>Student Evaluations</i> (Instructor Item Ratings) 4.60 (Avg.) 1 = Low to 5 = High n = 26; SD = 0.14
<u>Maymester 2019</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = TBD N = TBD Total = TBD	<i>Student Evaluations</i> <u>Not Assessed</u>
<u>Summer 2019</u>	ASU	Public Affairs	PAF 560 (online)	Community Resilience	Single = 3 N = 43 Total = 129	<i>Student Evaluations</i> (Instructor Item Ratings) 4.37 (Avg.) 1 = Low to 5 = High n = 14; SD = 0.20
	ASU	Public Affairs	PAF 508 (online)	Organization Behavior	Single = 3 N = 23 Total = 69	<i>Student Evaluations</i> (Instructor Item Ratings) 4.04 (Avg.) 1 = Low to 5 = High n = 7; SD = 0.38
<u>Fall 2019</u>	HWS	Entrepreneurial Studies	ENTR 120	Economic Principles for the Entrepreneur	Single = TBD N = TBD Total = TBD	<i>Student Evaluations</i> TBD
	HWS	Entrepreneurial Studies	ENTR 201	Quantitative Tools for the Entrepreneur	Single = TBD N = TBD Total = TBD	<i>Student Evaluations</i> TBD
	HWS	Entrepreneurial Studies	ENTR 400	Senior Capstone for the Entrepreneur	Single = TBD N = TBD Total = TBD	<i>Student Evaluations</i> TBD
	ASU	Public Affairs	PAF 560 (online) (2 sections)	Community Resilience	Single = TBD N = TBD Total = TBD	<i>Student Evaluations</i> TBD



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## Research

### Peer-Reviewed Journal Publications

- Talmage, C.A. (2012). Applicant Quality: Exploring the Differences between Organizational and Third Party Websites. *Social Science Computer Review*, 30(2), 240-247.<sup>A</sup>
- Pstross, M., Talmage, C. A., & Knopf, R. C. (2014). A Story about Storytelling: Enhancement of Community Participation through Catalytic Storytelling. *Community Development*, 45(5), 525–538.<sup>A</sup>
- Talmage, C. A., Pstross, M., Knopf, R. C., Lacher, R. G., & Burkhart, K. (2015). Captivating Lifelong Learners in the Third Age: Lessons Learned from a University-Based Institute. *Adult Education Quarterly*, 65(3), 232–249.<sup>A</sup>
- Talmage, C. A., Dombrowski, R., Pstross, M., Peterson, C. B., & Knopf, R. C. (2015). Discovering Diversity Downtown: Questioning Phoenix. *Metropolitan Universities Journal*, 26(1), 113-146.<sup>A</sup>
- Talmage, C. A., Mark, R., Slowey, M., & Knopf, R. C. (2016). Age Friendly Universities and Engagement with Older People: Moving from Principles to Practice. *International Journal of Lifelong Education*, 35(5), 537-554.<sup>B</sup>
- Pstross, M., Corrigan, T., Knopf, R. C., Sung, H., Talmage, C. A., Conroy, C., & Fowley, C., (2016). The Benefits of Intergenerational Learning in Higher Education: Lessons from the International Age Friendly University Movement. *Innovative Higher Education*, 42(2), 157-171.<sup>B</sup>
- Pstross, M., Peterson, C. B., Talmage, C. A., & Knopf, R. C. (2017). In Search of Transformative Moments: Blending Community Building Pursuits into Lifelong Learning Experiences. *Journal of Education, Culture and Society*, 2017(1), 62-78.<sup>B</sup>
- Baams, L., Talmage, C. A., & Russell, S. T. (2017). Economic Costs of Bias-Based Bullying. *School Psychology Quarterly*, 32(3), 422-433.<sup>B</sup>
- Talmage, C. A., Figueroa, H. L., & Wolfersteig, W. L. (2018). Cultivating a Culture of Health in the Southwest: Linking Access and Social Determinants to Quality of Life amongst Diverse Communities. *Journal of Health and Human Services Administration*, 40(4), 397-432.<sup>B</sup>
- Talmage, C. A., Anderson, D. M., & Searle, M. S. (2018). Whither Recreation and Parks? Understanding Change in Public Services through a Preliminary Theory of Adaptive Publicness. *Perspectives on Public Management and Governance*, 2(1), 143-158.<sup>B</sup>
- Talmage, C. A., Searle, M. S., Wilson, K. (2018). Examining the State of Parks and Recreation Degree Programs: Implications for the Future of the Field and Practice. *SCHOLE: A Journal of Leisure Studies & Recreation Education*, 32(1), 26-48.<sup>B</sup>
- Talmage, C. A., Hansen, R. J., Knopf, R. C., & Thaxton, S. (2018). Directions for 21st Century Lifelong Learning Institutes: Elucidating Questions from Osher Lifelong Learning Institute Studies. *Alberta Journal of Educational Research*, 64(2), 109-125.<sup>B</sup>
- Dahlstrom, T., & Talmage, C. A. (2018). Entrepreneurial Skills for Sustainable Small Business: An Exploratory Study of SCORE, with Comparison. *Community Development*, 49(4), 450-468.<sup>B</sup>
- Talmage, C. A., Hagen, B. Pijawka, K. D., & Nassar, C. (2018). Measuring Neighborhood Quality of Life: Placed-Based Sustainability Indicators in Freiburg, Germany. *Urban Science*, 2(4), 106-122.<sup>B</sup>
- Talmage, C. A., Ross, A., Searle, M., & Knopf, R. C., (2018). The Social and Cognitive Transformation of Older Adult Women: An Analysis of Community Well-Being for a University-Based Lifelong Learning Community. *International Journal of Community Well-Being*, 1(1), 11-31.<sup>B</sup>
- Talmage, C. A., Figueroa, H. L., & Wolfersteig, W. L. (2018). Perceptions of Expanded Shared Use: A Mixed Method Examination of Pathways and Barriers to Community Empowerment, Health and Well-being. *School Community Journal*, 28(2), 297-320. <http://www.schoolcommunitynetwork.org/SCJ.aspx>.<sup>B</sup>
- Talmage, C. A., & Knopf, R. C. (2018). Wisdom and Curiosity Among Older Learners: Elucidating Themes of Well-Being from Beautiful Questions in Older Adulthood. *OBM Geriatrics*, 2(4), 025. <http://www.lidsen.com/journals/geriatrics/geriatrics-02-04-025>.<sup>B</sup>
- Talmage, C. A., Bell, J., & Dragomir, G.\* (2019). Searching for a Theory of Dark Social Entrepreneurship. *Social Enterprise Journal*, 15(1), 131-155. <https://doi.org/10.1108/SEJ-06-2018-0046>.<sup>B</sup>

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- Talmage, C. A., & Frederick, C. (2019). Quality of Life, Multimodality, and the Demise of the Autocentric Metropolis: A Multivariate Analysis of 148 Mid-size U.S. Cities. *Social Indicators Research*, 141(1), 365-390. <https://doi.org/10.1007/s11205-017-1829-4>.<sup>B</sup>
- Hansen, R. J., Talmage, C. A., Thaxton, S. P., & Knopf, R. C. (2019). Barriers to Age-Friendly Universities: Lessons from Osher Lifelong Learning Institute Demographics and Perceptions. *Gerontology & Geriatrics Education*, 40(2), 221-243. <https://doi.org/10.1080/02701960.2019.1572003>.<sup>B</sup>
- Talmage, C. A., Hansen, R. J., Knopf, R. C., Thaxton, S. P., McTague, R.,\* & Moore, D. B.\* (2019). Unleashing the Value of Lifelong Learning Institutes: Research and Practice Insights from a National Survey of Osher Lifelong Learning Institutes. *Adult Education Quarterly*, 69(3), 184-206.<sup>B</sup> <https://doi.org/10.1177/0741713619834651>.
- Talmage, C. A., & Knopf, R. C. (2019). Considering Family Stories and Phenomena in Older Adult Lifelong Learning. *HSA Journal of Gerontology & Geriatric Medicine*, 5, 033.<sup>B</sup>

## **Peer-Reviewed Policy and Practice Publications**

- Talmage, C. A., Pstross, M., & Knopf, R. (2016). Are We Using All the Tools in Our Toolkits? Considering Video Recordings for Community Development. *Community Development Practice*, 1(20), 5-13.<sup>B,C</sup>
- Mark, R., Talmage, C., & Knopf, R. (2018). Learning Later: responding to the evolving educational needs of older people. *Pascal International Observatory* (Briefing Paper 13). [http://pascalobservatory.org/sites/default/files/briefing\\_paper\\_13\\_mark\\_english.pdf](http://pascalobservatory.org/sites/default/files/briefing_paper_13_mark_english.pdf).<sup>B</sup>
- Yoder, G., & Talmage, C. A. (2018). Word Clouds as a Community Development Tool: Promises and Pitfalls. *Community Development Practice*, 1(22), 43-55.<sup>B</sup>

## **Peer-Reviewed Book Chapters**

- Talmage, C. A. (2014). Development. In Michalos A. C. (ed.), *Encyclopedia of Quality of Life and Well-Being Research* (pp. 1601-1604). Dordrecht, Netherlands: Springer.<sup>A</sup>
- Talmage, C.A. (2015). Making the Ordinary Extraordinary: A Fresh Look at Satisfaction in Communities. In F. Maggino (Ed.), *A New Research Agenda for Improvements in Quality of Life, Social Indicators Research Series* (pp. 61-86), 57. Dordrecht, Netherlands: Springer.<sup>A</sup>
- Talmage, C. A., Peterson, C. B., & Knopf, R. C. (2017). Punk Rock Wisdom: An Emancipative Psychological Social Capital Approach to Community Wellbeing. In Phillips, R. & Wong, C. (Eds.), *Handbook of Community Well-Being* (pp. 11-38). Dordrecht, Netherlands: Springer.<sup>B</sup>
- Talmage, C. A. & Knopf, R. (2017). Rethinking Diversity, Inclusion, and Inclusiveness: The Quest to Better Understand Indicators of Community Enrichment and Wellbeing. In Kraeger, P., Cloutier, S., & Talmage, C. A. (Eds.), *New Dimensions in Community Well-Being* (pp. 7-28). London and NY: Springer Publications.<sup>B,C</sup>
- Talmage, C. A., Mark, R., Slowey, M., & Knopf, R. C. (2018). Age Friendly Universities and Engagement with Older People: Moving from Principles to Practice. In Findsen, B. (Ed.), *Fresh Perspectives on Later Life Learning* (pp. 65-82). New York, NY: Routledge.<sup>B,D</sup>

## **Peer-Reviewed Journal Publications (in press)**

- Ross, A., Talmage, C. A., & Searle, M. (in press). Toward a Flourishing Neighborhood: The Association of Happiness and Sense of Community. *Applied Research in Quality of Life*. <sup>B</sup> <https://doi.org/10.1007/s11482-018-9656-6>.
- Talmage, C. A., Coon, D. W., Dugger, B. N., Knopf, R. C., O'Connor, K. A., & Schoffield, S. A. (in press). Social Leisure Activity, Physical Activity, and Valuation of Life: Findings from a Longevity Study. *Activities, Adaptation, and Aging*. <sup>B</sup> <https://doi.org/10.1080/01924788.2019.1581026>.
- Hansen, R. J., Talmage, C. A., Thaxton, S. P., & Knopf, R. C. (in press). Enhancing Older Adult Access to Lifelong Learning Institutes Through Technology-Based Instruction: A Brief Report. *Gerontology & Geriatrics Education*. <sup>B</sup> <https://doi.org/10.1080/02701960.2019.1618852>.
- Talmage, C. A., Pijawka, D., & Hagen, B. (in press). Proposing a Social Indicators Approach to Border Communities: Reexamining Quality of Life in Select U.S.-Mexican Border Cities to Inform Future Research and Practice. *International Journal of Community Well-Being*. <sup>B</sup> <https://doi.org/10.1007/s42413-019-00029-7>.

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## **Peer-Reviewed Book Chapters Publications (in press or in development)**

- Talmage, C. A., Lewis, R., & Flowers, K. (in press). Community Innovation and Small Liberal Arts Colleges: Lessons Learned from Local Partnerships and Sustainable Community Development. *The Research Handbook on Community Development*.
- Peterson, C. B., Talmage, C. A., & Knopf, R. C. (in press). Weaving Reflection, Action, and Knowledge Creation: A Cycle of Praxis for Community Development. *The Research Handbook on Community Development*.
- Talmage, C. A. (submitted update for 2<sup>nd</sup> edition). Development. In Maggino, F. (ed.), *Encyclopedia of Quality of Life and Well-Being Research* (2<sup>nd</sup> edition). Dordrecht, Netherlands: Springer.

<sup>A</sup> Published while at Arizona State University

<sup>B</sup> Published while at Hobart and William Smith Colleges

<sup>C</sup> Accepted for publication prior to serving as book/journal editor and/or removed self from peer-review process

<sup>D</sup> Reprint of original peer-reviewed and published journal article in an edited volume

\* Hobart & William Smith Colleges' Student

## **Submitted, Under Review, or Under Revision**

- Fisher, E. L., & Talmage, C. A. (resubmitted after invited second revision). Perceived Social Capital and Attitudes about Liberal and Conservatives: A Political Psychology and Community Development Examination of Politically Polarized Communities. *Community Development*.
- Ross, A., Talmage, C. A., & Searle, M. (resubmitted after invited second revision). The Impact of Neighboring on Changes in Sense of Community Over Time: A Latent Transition Analysis. *Social Indicators Research*.
- Talmage, C. A., & Gassert, T. A. (resubmitted after invited first revision). Unsettling Entrepreneurship by Teaching Dark Side Theories. *Entrepreneurship Education and Pedagogy*.
- Zibitsker, M.\* & Talmage, C. A. (under review). Enhancing Lifeguard Emergency Action Plans Through Advanced Technology: Examining Future Avenues to Improve Lifeguarding and the Aquatic Safety Sector. *International Journal of Aquatic Research and Education*.
- Talmage, C. A., Knopf, R. C., Wu, T., Winkel, D., Mirchandani, P., & Candan, K. S. (under review). Decreasing Loneliness and Social Disconnectedness among Community-Dwelling Older Adults: The Potential of Information and Communication Technologies and Ride-Hailing Services. *Activities, Adaptation, and Aging*.
- Talmage, C. A., Kher, R., & Cooley, C. (under review). Reflections on the Place of Coworking in Community Development and Community Well-Being Theory and Practice. *International Journal of Community Well-Being*.
- Talmage, C. A., Meyer, S., & Rath, E.\* (submitted) The Measured Impact of Small Community Innovations: Examining The Little Free Farmstand in Geneva, New York. *Journal of Agriculture, Food Systems, and Community Development*.

## **Peer-Reviewed Book Proposals Under Review, Submitted, or in Development**

- Talmage, C. A., Kraeger, P., Shockley, G., & Frank, P. (accepted peer-reviewed proposal, book due December 2020). The Dark Side of Social Innovation, Entrepreneurship, and Enterprise. *Routledge*.
- Talmage, C. A., & Kher, R., (invited, in development). Why Cities Should Invest in Coworking. *Lexington Books*.

## **Works in Development**

- Crow, M., Searle, M. S., Talmage, C. A., Whitman, K., & Anderson, D. M. (in development). Evolutionary Publicness in Higher Education: From Academy to Academic Enterprise. *Public Administration Review*.
- Talmage, C. A., Flood, G.,\* & Knopf, R. C. (in development). Linking Vibrancy, Purpose, and Community to Engagement in Older Adulthood: Unlocking the Wisdom of Lifelong Learners. *International Journal of Lifelong Education*.
- Kraeger, P., & Talmage, C. A. (in development). North Carolina's L3C Legislation: An Analysis of Policy Failure. *Social Enterprise Journal*.
- Trevan, E. & Talmage, C. A. (in development). Fostering New Community Innovators and Social Entrepreneurs: The Potential Role of Small Business Knowledge Spillover. *Journal of Social Entrepreneurship*.

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- Talmage, C. A., Anderson, D. M., & Kao, A. (in development). Organizational Incentives and Employee Job Involvement Among Public and Non-Profit Sector Professionals: Do Classic Axioms Hold Up?. *Nonprofit and Voluntary Sector Quarterly*.

## Completed Theses and Dissertations

- Talmage, C. A. (2014). The Search for Social Capital Transference in Associations: The Case of the Verrado Assembly. Arizona State University: Phoenix, AZ (Doctoral Dissertation). Committee Members: Knopf, R., Phillips, R., Hager, M., & Pijawka, D.
- Talmage, C. A. (2010). How to Make Web Recruitment Successful: An In-Depth Look at Source Differences and the Best Predictors of Pre-Hire Outcomes. Minnesota State University, Mankato: Mankato, MN (Master's Thesis). Committee Members: Stark, E., Lassiter, A., & Elliott, K.
- Talmage, C. A. (2008). Costs and Consequences: Exploring the Connection between Bias-Motivated Harassment and School Absenteeism. The University of Arizona: Tucson, AZ (Honors' Thesis). Advisor: Russell, S. T.

## Peer-Reviewed Conference Presentations

- Talmage, C.A., & Knopf, R. C. (2019). Searching for a Theory of Dark Community Development. *Presentation at the 2019 World Community Development Conference*. Dundee, Scotland UK.
- MacKenzie, D., Talmage, C.A., & Drennen, T. (2019). Regional Impacts of Food Innovations in Finger Lakes, New York USA. *Presentation at the 2019 Impact Hub Conference*. Inverness, Scotland UK.
- Talmage, C.A., & Knopf, R. C. (2019). Dark Community Development & Critical Analysis. *Lightning Talk Presentation at the 2019 Community Development Education Symposium*. Detroit, MI.
- Lewis, R., Cleckner, L., Talmage, C. A., & Flowers, K. (2019). Community Engagement and Experiential Education: Small Liberal Arts College Perspectives. *Panel Presentation at the 2019 Community Development Education Symposium*. Detroit, MI.
- Talmage, C.A., Knopf, R. C., Wu, T., Winkel, D., Fu, Y., & Xu, Y. (2019). Decreasing Loneliness and Social Disconnectedness Using Communication and Ride-Hailing Services. *Poster Presentation at the 2019 American Society on Aging: Aging in America Conference*. New Orleans, LA.
- Crow, M., Searle, M. S., Talmage, C. A., Whitman, K., & Anderson, D. M. (2019). Adaptive Publicness and Performance in Higher Education. *Presentation at 2019 ASU-SNU BK21 International Conference*. Phoenix, AZ.
- Talmage, C.A., Hains, B., & Hains, K. (2018). Bullying Behavior in Associations: Known and Unknown Toxic Players and Organizational Cultures. *Poster Presentation at the 2018 ARNOVA Conference*. Austin, TX.
- Hains, K., Hains, B., & Talmage, C.A. (2018). Incubating Community Change: Exploring the Nurturing Process in Nonprofit Networks. *Poster Presentation at the 2018 ARNOVA Conference*. Austin, TX.
- Talmage, C.A., Pstross, M., & Knopf, R. C. (2018). Building Age-Friendly Communities by Shifting Community Development Practice: Lessons from Lifelong Learning. *Paper Presentation at the 2018 World Community Development Conference*. Maynooth, Ireland.
- Hagen, B., Talmage, C. A., & Pijawka, K. D. (2018). The Social Dimension of Sustainable Neighborhood Design: Comparing Two Neighborhoods in Freiburg, Germany. *Paper Presentation at the 2018 World Community Development Conference*. Maynooth, Ireland.
- Talmage, C. A. (2018). Towards a Theory of Dark [Social] Entrepreneurship. *Paper Presentation at the 2018 World Community Development Conference*. Maynooth, Ireland.
- Hains, B., Lachapelle, P., & Talmage, C. (2018). Community Development? Leadership Perspectives from Community Development Professional Organizations. *Panel Presentation at the 2018 World Community Development Conference*. Maynooth, Ireland.
- Phillips, R., Talmage, C. A., Maupin, C., Ludwigs, K., & Johnson, J. (2018). Community Well-Being and Community Development: Connecting Across Organizations and Interests. *Conference Presentation at the 2018 International Society of Quality of Life Studies*. Hong Kong.
- Talmage, C. A. (2018). Towards a Theory of [Dark] Social Entrepreneurship and its Impact on Quality of Life and Well-Being. *Conference Presentation at the 2018 International Society of Quality of Life Studies*. Hong Kong.

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- Talmage, C., Knopf, R. C., Hansen, R. J., & Thaxton, S. (2018). The State of Institutes in the United States: Lessons from Osher Lifelong Learning Institutes to Inform the AFU Movement. *Paper Presentation at the 2018 Age Friendly University Conference*. Dublin City University, Dublin, Ireland.
- Eden, C., Curtin, C., O'Kelly, C., Knopf, R. C., & Talmage, C. (2018). Building Global Connectivity Among Older Adults through the AFU Platform: Advancing Advocacy, Public Policy, Lifelong Learning, and Citizen Research. *Paper Presentation at the 2018 Age Friendly University Conference*. Dublin City University, Dublin, Ireland.
- Kraeger, P. & Talmage, C. A. (2018). We the People vs. Corporate Rule. *Panel Presentation at the 2018 Participatory Democracy Conference*. Arizona State University, Tempe, AZ.
- Wu, T., Knopf, R. C., Talmage, C. A., Mirchandani, P., Candan, S., O'Neill, Z., Sazanov, E., & Wen, J. (2018). Smart, Connected, Engaged Senior Communities. *Poster presented at Smart Cities Connect Conference*, National Science Foundation Papers, Kansas City, Missouri, March 27.
- Talmage, C. A. & Kher, R. (2018). Incorporating Podcasts into Curricula Regarding Entrepreneurship Theory: Promises, Concerns, and Strategies. *Paper Presentation at the 2018 United States Association for Small Business and Entrepreneurship Conference*. Los Angeles, CA.
- Talmage, C.A., Carr, K.,\* & Williams, L.\* (2018). Intertwining the Fields of Entrepreneurship and Industrial-Organizational Psychology. *Paper Presentation at the 2018 United States Association for Small Business and Entrepreneurship Conference*. Los Angeles, CA.
- Kher, R., Talmage, C. A., & Zachary, R. (2018). Incorporating MakerHub Activities in Classroom Curriculum: Challenges and Opportunities. *Paper Presentation at the 2018 United States Association for Small Business and Entrepreneurship Conference*. Los Angeles, CA.
- Talmage, C. A., Kraeger, P., Shockley, G., & Frank, P. (2017). The Dark Sides of Social Entrepreneurship and Social Enterprise. *Panel Presentation at the 2017 ARNOVA conference*. Grand Rapids, MI.
- Talmage, C. A., Figueroa, H. L., & Wolfersteig, W. L. (2017). Cultivating a Culture of Health in the Southwest: Linking Access and Social Determinants to Quality of Life amongst Diverse Communities. *Paper Presentation at the 2017 Northeast Conference on Public Administration*. Burlington, VT.
- Talmage, C. A., Ross, A., Pstross, M., Searle, M., Knopf, R. C., & Wilson, K. (2017). The Social and Cognitive Empowerment of Older Adult Women: An Analysis of a University-Based Lifelong Learning Community. *Poster Presentation at the 2017 Annual International Conference of the Community Development Society*. Big Sky, MT.
- Talmage, C. A., Figueroa, H. L., & Wolfersteig, W. L. (2017). Cultivating a Culture of Health in the Southwest: Linking Access and Social Determinants to Quality of Life amongst Diverse Communities. *Paper Presentation at the 2017 Annual International Conference of the Community Development Society*. Big Sky, MT.
- Talmage, C. A., & Frederick, C. (2017). Quality of Life, Multimodality, and the Demise of the Autocentric Metropolis: A Multivariate Analysis of 148 Mid-size U.S. Cities. *Paper Presentation at the 2017 Urban Affairs Association Conference*. Minneapolis, MN.
- Ross, A., Talmage, C. A., & Searle, M. (2017). Are Happy People Found in Connected Neighborhoods? Exploring the Relationship Between Happiness and Sense of Community. *Poster Presentation at the Art & Science of Health Promotion Annual Conference*. Colorado Springs, CO.
- Baams, L., Talmage, C. A., & Russell, S. T. (2017). An Economic Analysis of Bias-Based Bullying and School Absenteeism. *Paper Symposium at the 2017 Biennial Meeting of the Society for Research in Child Development*. Austin, TX.
- Kraeger, P., Talmage, C., Ming, H. X., Phillips, R., Shockley, G., & Ashcraft, R. (2016). The Power and Promise of Social Enterprise: The Cases of Vermont, California, and North Carolina. *Panel Presentation at the 2016 ARNOVA Conference*. Washington, D.C.
- Talmage, C. A. & Drennen, T. (2016). Theory on Entrepreneurship: Teaching Approach. *Presentation at 2016 Annual Global Consortium of Entrepreneurship Centers Conference*. Rochester, NY.
- Talmage, C. A. Hamm, K., & Wolfersteig, W. (2016). A New Look at Outcomes in Teen Pregnancy Prevention: Facilitation and Community Service. *Poster Presentation at the Annual 2016 Conference of the American Evaluation Association*. Atlanta, GA.
- Talmage, C. A. & Knopf, R. C. (2016). Unorthodox Assessment Methods: Exploring Alternative Tools and Indicators of Community Well-Being. *Paper Presentation at 2016 Annual International Conference of the Community Development Society*. Bloomington, MN.

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- Talmage, C. A., Hamm, K., Mezey, M., & Wolfersteig, W. (2016). A New Look at Outcomes in Teen Pregnancy Prevention: Facilitation and Community Service. *Poster Presentation at NACCHO Annual 2016 Conference: Cultivating a Culture of Health Equity*. Phoenix, AZ.
- Talmage, C. A., Steffey, E., Knopf, R. C., & Pstross, M. (2015). Empowering Citizen Researchers through Community Foundations: A Community Case Study. *Presentation at By the People: Participatory Democracy, Civic Engagement and Citizenship Education*. Phoenix, AZ.
- Talmage, C. A., Peterson, C. B., & Knopf, R. (2015). Self-Expression and Elite-Challenging Activities: A Punk Rock Approach to Civic Engagement. *Paper Presentation at By the People: Participatory Democracy, Civic Engagement and Citizenship Education*. Phoenix, AZ.
- Pstross, M., Corrigan, T., Knopf, R., & Talmage, C. (2015). The Benefits of Intergenerational Learning in Higher Education: Lessons from the International Age Friendly University Initiative. *Paper Presentation at the Inaugural Age-Friendly Universities Conference*. Dublin, Ireland.
- Talmage, C. A. & Knopf, R. C. (2015). Unorthodox Assessment Methods: Exploring Alternative Indicators of Quality of Life. *Conference Presentation at the 2015 International Society of Quality of Life Studies*. Phoenix, AZ.
- Talmage, C. A., Peterson, C.B., & Knopf, R. C. (2015). Punk Rock Wisdom: An Emancipative Psychological Social Capital Approach to Community Wellbeing. *Conference Presentation at the 2015 International Society of Quality of Life Studies*. Phoenix, AZ.
- Talmage, C. A. & Knopf, R. C. (2015). Rethinking Diversity, Inclusion, and Inclusiveness: The Quest for Better Understand Indicators of Community Enrichment and Wellbeing. *Conference Presentation at the 2015 International Society of Quality of Life Studies*. Phoenix, AZ.
- Talmage, C. A., & Knopf, R. C. (2015). The Monster Mash: Prevalent Archetypes to Conquer in Community Development Practice. *Poster Presentation at the 2015 Annual International Conference of the Community Development Society*. Lexington, KY.
- Talmage, C. A., Steffey, E., Knopf, R. C., & Pstross, M. (2015). Empowering Citizen Researchers through Community Foundations: A Community Case Study. *Presentation at the 2015 Annual International Conference of the Community Development Society*. Lexington, KY.
- Pstross, M., Peterson, C. B., Knopf, R. C. & Talmage, C. A. (2015). In Search of Transformative Moments: Blending Community Building Pursuits into Lifelong Learning Experiences. *Poster Presentation at the 2015 Annual International Conference of the Community Development Society*. Lexington, KY.
- Trevan, E. & Talmage, C. A. (2015). The Psychosocial Factors Influencing Action: Empowering Local Entrepreneurs in Communities with Information and Knowledge. *Presentation at the 2015 Annual International Conference of the Community Development Society*. Lexington, KY.
- Figueroa, H. L., Talmage, C. A., & Wolfersteig, W. L. (2015). Opening Our Schools Up to Our Communities: Shared Stories Through Community Mapping and Engagement. *Presentation at the 2015 Annual International Conference of the Community Development Society*. Lexington, KY.
- Talmage, C. A., Pstross, M., Peterson, C. B., Knopf, R. C., & Shockley, G. (2014). Punk Rock, Critical Thinking, and Community Development: A History of Expressions of Emancipative Social Capital. *Paper Presentation at the 2014 Coalition of Urban and Metropolitan Universities Conference*. Syracuse, NY.
- Talmage, C. A., Dombrowski, R., Pstross, M., Peterson, C. B., Larsen, D. & Knopf, R. C. (2014). Discovering a Diverse Downtown Identity: Questioning Phoenix. *Paper Presentation at the 2014 Coalition of Urban and Metropolitan Universities Conference*. Syracuse, NY.
- Alter, T. R., Deery, D., Fortunato, M., Hains, B., Hustedde, R., Talmage, C. (2014). Humanizing Community Innovation: New Strategies for Creative Collaborative Development Practice. *Pre-Conference Workshop at the 2014 Annual International Conference of the Community Development Society*. Dubuque, IA.
- Talmage, C. A., & Knopf, R. (2014). Involvement in the Associational Community: Assessing Overlooked Indicators of Well-Being. *Conference Paper Presentation at the 2014 Annual International Conference of the Community Development Society*. Dubuque, IA.
- Pstross, M., Sung, E., Mendoza, M., Talmage, C., & Knopf, R. (2014). Community Service Learning as a Path to Abundance: Lessons Learned from a Long-Term University-Community Partnership. *Conference Poster Presentation at the 2014 Annual International Conference of the Community Development Society*. Dubuque, IA.

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- Knopf, R., Pstross, M., Ross, A., Searle, M., & Talmage, C. A. (2014). Sense of Community: An Indicator of Individual and Community Well-Being in a Lifelong Learning Program. *Conference Paper Presentation at the 2014 Annual International Conference of the Community Development Society*. Dubuque, IA.
- Talmage, C. A., Pstross, M., Peterson, C. B., & Knopf, R. (2014). Three Essential Questions: Discovering the Downtown Phoenix Identity. *Conference Poster Presentation at the 2014 Annual International Conference of the Community Development Society*. Dubuque, IA. Award: Most Visually Appealing Poster.
- Talmage, C. A., Shepherd, A., & Knopf, R. (2014). Punk Rock, Critical Thinking, and Community Development: A History of Expressions of Emancipative Social Capital. *Conference Paper Presentation at the 2014 Annual International Conference of the Community Development Society*. Dubuque, IA.
- Wohkittel, J. M., Ono, M., & Talmage, C. (2014) A Mindfulness Model for Organizations: Moving beyond Mysticism. *Conference Paper Presentation at the 2014 IO/OB Conference*. Los Angeles, CA.
- Talmage, C. A., Shepherd, A., & Knopf, R. (2014). Punk Rock, Critical Thinking, and Community Development: A History of Expressions of Emancipative Social Capital. *Conference Paper Presentation at the 2014 International Association for Community Development Conference*. Glasgow, Scotland.
- Pstross, M., Sung, E., Mendoza, M., Talmage, C., & Knopf, R. (2013). Creating Community Abundance through Service Learning (Workshop). *2013 Arizona Summit on Volunteerism and Service-Learning*. Phoenix, AZ.
- Talmage, C. A., & Knopf, R. (2013). What If We Could See Satisfaction: A Qualitative Approach to Indicators of Community Satisfaction. *Conference Roundtable Discussion at the 2013 Coalition of Urban Metropolitan Universities Conference*. Louisville, KY.
- Talmage, C. A., Pstross, M., & Knopf, R. (2013). A Story About Storytelling: Questions as Catalysts in Stimulating Community Change. *Conference Poster Presentation at the 2013 Coalition of Urban Metropolitan Universities Conference*. Louisville, KY.
- Talmage, C. A., Pstross, M., & Knopf, R. (2013). Lifelong Learning in the Metro-City: What's Trending in Education in the Third Age. *Conference Poster Presentation at the 2013 Coalition of Urban Metropolitan Universities Conference*. Louisville, KY.
- Talmage, C. A., & Knopf, R. (2013). What If We Could See Satisfaction: A Qualitative Approach to Indicators of Community Satisfaction. *Conference Paper Presentation at the 2013 Annual International Conference of the Community Development Society*. Charleston, SC.
- Talmage, C. A., Pstross, M., & Knopf, R. (2013). A Story About Storytelling: Questions as Catalysts in Stimulating Community Change. *Conference Paper Presentation at the 2013 Annual International Conference of the Community Development Society*. Charleston, SC.
- Talmage, C. A., Pstross, M., & Knopf, R. (2013). Lifelong Learning in the Metro-City: What's Trending in Education in the Third Age. *Conference Poster Presentation at the 2013 Annual International Conference of the Community Development Society*. Charleston, SC.
- Talmage, C., Pstross, M., & Knopf, R. (November 2012). Making the Extraordinary Ordinary: A Fresh Look at Individual Action with Communities. *Conference Presentation at the 2012 International Society of Quality of Life Studies*. Venice, Italy.
- Pstross M., Talmage, C., Smith, K., Knopf, R., Mook, L., & Phillips, R. (November 2012). Helping Children and Youth Succeed: Advancing the Avenues for Community Quality of Life assessment. *Conference Presentation at the 2012 International Society of Quality of Life Studies*. Venice, Italy.
- Talmage, C., Pstross, M., & Knopf, R. (July 2012). Enriching the Youth in Our Community: How Do We Do It? *Conference Paper Presentation at the 2012 Annual International Conference of the Community Development Society*. Cincinnati, OH.
- Smith, K., Pstross, M., Talmage, C., & Knopf, R. (July 2012). Striving for Success: Promoting K-12 Success through Research, Community and Action. *Conference Paper Presentation at the 2012 Annual International Conference of the Community Development Society*. Cincinnati, OH.
- Talmage, C. A. (March 2011). Exploring the Dimensions of a Great University Workplace: A University Culture and Climate Assessment. *Poster Presentation at the 2011 Annual Industrial Organizational/Organizational Behavior Conference*. San Diego, CA, Alliant University.



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- Talmage, C. A., & Stark, E. (March 2010) How to Make Web Recruitment Successful: An In-Depth Look at Source Differences and the Best Predictors of Pre-Hire Outcomes. *Presentation at the 2010 Annual Industrial Organizational/Organizational Behavior Conference*. Houston, TX, University of Houston-Downtown Campus.

## **Other Conference Presentations**

- Talmage, C. A., (2019). What Can Liberal Arts Students Learn about the Dark Side of Entrepreneurship? *Guest Lecture at the HWS Reunion 2019*. Geneva, NY, Hobart & William Smith Colleges.
- Talmage, C. A., Mackenzie, D., & Drennen, T. (2019). “Waste Not, Want Not”: Cultivating the Zero Waste Movement In Geneva, New York through Entrepreneurship Senior Capstone Partnerships. *Poster Presentation at the Community Engaged Scholarship Forum*. Geneva, NY, Hobart & William Smith Colleges.
- Verbitsky, R., Collado, K. M., & Talmage, C. A. (2019). Food Access Research Project. *Poster Presentation at the Community Engaged Scholarship Forum*. Geneva, NY, Hobart & William Smith Colleges.
- Talmage, C. A., Lewis, R., & Flowers, K. (2019). Community Innovation and Small Liberal Arts Colleges: Perspectives from HWS and Geneva. *Presentation at Friday Faculty Lunch Sponsored by the Office of Academic and Faculty Affairs*. Geneva, NY, Hobart & William Smith Colleges.
- Talmage, C. A. (2018). Searching for Theory of Dark Social Entrepreneurship. *Presentation at Friday Faculty Lunch Sponsored by the Office of Academic and Faculty Affairs*. Geneva, NY, Hobart & William Smith Colleges.
- Wu, T., Knopf, R., Talmage, C., Mirchandani, P. Candan, S., O’Neil, S., and Sazanov, W. (2018). SCC-Planning: Smart, Connected, Engaged Senior Communities, CNS#1737454. *Poster Presentation at the 2018 NSF Smart and Connected Communities PI Meeting*. Kansas City, Missouri.
- Talmage, C. (December 2014). A Punk Rock Approach to Teaching Community Development. *College of Public Programs, School of Community Resources and Development Graduate Symposium*, Phoenix, AZ, Arizona State University.
- Talmage, C. (December 2012). Making the Extraordinary Ordinary: A Fresh Look at Individual Action with Communities. *College of Public Programs, School of Community Resources and Development (SCRD) Graduate Symposium & Poster Presentation at the 2012 Community Well-Being Collaborative*. Phoenix, AZ, Arizona State University.
- Talmage, C. A. (December 2011). Community Enrichment: Looking at Community Incidents Driving Motivation. *College of Public Programs, SCR D Graduate Symposium*. Phoenix, AZ, Arizona State University.
- Talmage, C. A. (April 2011). What’s Satisfaction Have to Do With It? Positing a Two-Factor Theory of Community Satisfaction. *College of Public Programs, Doctoral Student Research Conference*, Phoenix, AZ, ASU.
- Talmage, C. A. (December 2010). What’s Satisfaction Have to Do With It? Infusing the Survival Growth Approach into Understanding Civic Engagement. *College of Public Programs, School of Community Resources and Development Graduate Symposium*, Phoenix, AZ, Arizona State University.
- Talmage, C. A., Russell, S. T. (October 2007). Costs and Consequences: Exploring the Connection between Bias-Motivated Harassment and School Absenteeism. *Homecoming Showcase*, Tucson, AZ, The University of Arizona. Second Place Award for Research in Education
- Talmage, C. A., Russell, S. T. (May 2007) Costs and Consequences: Exploring the Connection between Bias-Motivated Harassment and School Absenteeism. *Poster Presentation at 2007 College of Agriculture and Life Sciences’ UMPIRE Conference*, Tucson, AZ, The University of Arizona.
- Talmage, C. A., Russell, S. T. (May 2006) Race-Based Bullying Has Its Costs. *Poster Presentation at 2006 College of Agriculture and Life Sciences’ UMPIRE Conference*, Tucson, AZ, The University of Arizona.

## **Technical Papers and Reports**

- Milligan, B.\* & Talmage, C. (2019). The Relationship Between NFL Dead Money and Team Performance: A Short Report on the 2018-2019 Season. Entrepreneurial Studies Independent Study Project. DOI: 10.13140/RG.2.2.10390.19526
- Talmage, C., Bizari, E., Collado, K., & Verbitsky, R.\* (2018). A Fresh Start: Exploring the Feasibility of a Food Market in the City of Geneva, New York. Geneva, NY. Entrepreneurial Studies Fall 2018 Capstone Project. Hobart & William Smith Colleges, Entrepreneurial Studies Department. DOI: 10.13140/RG.2.2.28541.20969
- Talmage, C. (2018). Background on the State of Open Workspaces. Rochester, NY: Evelo Consulting. DOI: 10.13140/RG.2.2.12051.17441

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- Mackey, C., Trujillo, J. Wolfersteig, W., & Talmage, C. (2017). Smoking Cessation Opportunities for Public Housing Residents, Maricopa County, AZ: Arizona State University's Southwest Interdisciplinary Research Center, Office of Evaluation and Partner Contracts.
- Talmage, C. A., & Wolfersteig, W. L. (2017). Evaluation of Arizona State University's Tobacco-Free Campus Policy, Follow Up Assessment Report, Phoenix, AZ: Arizona State University's Southwest Interdisciplinary Research Center, Office of Evaluation and Partner Contracts.
- Figueroa, H. L., Talmage, C. A., & Wolfersteig, W. L. (2016). Coordinated Community Health Needs Assessment: Focus Group Results, Final, Phoenix, AZ: Arizona State University's Southwest Interdisciplinary Research Center, Office of Evaluation and Partner Contracts.
- Talmage, C. & Knopf, R. C. (2016). The Formation of Spiritual Community: A Vital Signs Assessment, Phoenix, AZ: Arizona State University Partnership for Community Development.
- Figueroa, H. L., Morales, K., Talmage, C. A., & Wolfersteig, W. L. (2015). Expanded Shared-Use in the Roosevelt School District: A Health Impact Assessment (Follow-Up Report), Phoenix, AZ: Arizona State University's Southwest Interdisciplinary Research Center, Office of Evaluation and Partner Contracts.
- Figueroa, H. L., Wolfersteig, W. L., & Talmage, C. A. (2015). Expanded Shared-Use in the Roosevelt School District: A Health Impact Assessment, Phoenix, AZ: Arizona State University's Southwest Interdisciplinary Research Center, Office of Evaluation and Partner Contracts.
- Talmage, C. & Knopf, R. C. (2015). Verrado: Building and Leading Psychologically Engaging Social Experiences Daily, Phoenix, AZ: Arizona State University Partnership for Community Development.
- Steffey, E., Talmage, C. & Knopf, R. C. (2015). Community Needs Assessment: Final Report to Foothills Community Foundation, Phoenix, AZ: Arizona State University Partnership for Community Development.
- Dombrowski, R. & Talmage, C. (2014). We Are Downtown Chapbook, Phoenix, AZ: Arizona State University Partnership for Community Development.
- Knopf, R. C., Pstross, & M., Talmage, C. (2014). Balsz Community Scan: Findings from the Scan User Questionnaire, Phoenix, AZ: Arizona State University Partnership for Community Development
- Talmage, C. (2013). Community Enrichment Report: A Study of the 2013 Synod Assembly, Phoenix, AZ: Arizona State University's Partnership for Community Development.
- Knopf, R. C., Pstross, M., Talmage, C., & Smith, K. (2012). Balsz Community Scan (Prologue): Executive summary, Phoenix, AZ: Arizona State University Partnership for Community Development
- Knopf, R. C., Pstross, M., Talmage, C., & Smith, K. (2012). Balsz Community Scan (Part A): The Story of Our Community, Phoenix, AZ: Arizona State University Partnership for Community Development
- Knopf, R. C., Pstross, M., Talmage, C., & Smith, K. (2012). Balsz Community Scan (Part B): Themes, Phoenix, AZ: Arizona State University Partnership for Community Development
- Knopf, R. C., Pstross, M., Talmage, C., & Smith, K. (2012). Balsz Community Scan (Part C): Community Vital Signs and Assets Inventory, Phoenix, AZ: Arizona State University Partnership for Community Development
- Knopf, R. C., Pstross, M., Talmage, C., & Smith, K. (2012). Balsz Community Scan (Epilogue): Bridging two planning approaches, Phoenix, AZ: Arizona State University Partnership for Community Development
- Talmage, C. A. (2012). Tourism Resources and Opportunities Assessment for Nogales, Arizona Nogales Tourism Assessment, Phoenix, AZ: Arizona State University
- Talmage, C. A. (2009). Work Climate Survey Report: A Report to the Great Place to Work Task Force, Mankato, MN: Organizational Effectiveness Research Group
- Talmage, C. A. (2009). 21st Century Community Learning Centers: One-Year Grant Evaluation Report, Mankato, MN: Organizational Effectiveness Research Group.
- Russell, S. T., Talmage, C., Laub, C., & Manke, E. (2009). The Economic Costs of Bullying at School (California Safe Schools Coalition Research Brief #5). San Francisco, CA: California Safe Schools Coalition.

## **Professional Publications**

- Talmage, C. (August 2013). With Much Gratitude. *Vanguard*. Community Development Society.
- Talmage, C. (August 2015). Community Development Society Recognizes This Year's Award Winners. *Vanguard*. Community Development Society.

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- Talmage, C. (August 2015). Summer Camp for Adults - Our Annual International Conference. *Vanguard*. Community Development Society.
- Talmage, C. (November 2016). Big Ideas for Innovative Practice Need to be Shared. *Vanguard*. Community Development Society.

## **Grants Applied For and/or Received**

- 2019 Open Society Fellowship (External). *Hobart and William Smith Colleges*. (Not Funded, \$80,000+).
- 2019 Katherine D. Elliott WS'66 Grant (Internal). *Hobart and William Smith Colleges*. (Funded, \$5,000).
- 2017-2020 Faculty Research Grants (Internal). *Hobart and William Smith Colleges*. (Funded, Varying Amounts).
- 2017-2018 SCC-Planning: Smart, Connected, Engaged Senior Communities. *National Science Foundation*. (Funded, \$100,000)
- 2017-2018 Institutional Capacity Grant. *Community Development Society*. (Funded).
- 2017 Center for Teaching and Learning Grant (Internal). *Hobart and William Smith Colleges*. (Funded).
- 2016-2017 Faculty Research Grant (Internal). *Hobart and William Smith Colleges*. (Funded).
- 2015-2016 Coordinated Community Health Needs Assessment. *Maricopa County*. (Funded).
- 2015 Professionalization RFP. *ASAE Foundation*. (Finalist, Not Funded).
- 2013 Academic Excellence through Diversity Program (Internal). *Arizona State University*. ASU's Office of the Executive Vice President and University Provost and the Committee for Campus Inclusion. (Funded).
- 2013 Arizona Summit on Volunteerism Mini-Grant. *State of Arizona*. (Not Funded).
- 2011-2012 Membership Engagement Models of the Future RFP. *ASAE Foundation*. (Not Funded).
- 2006 & 2007 UMPIRE Grant (Internal). *University of Arizona, College of Agriculture and Life Sciences*. (Funded).

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## Relevant Work Experience

*Over ten years of combined not-for-profit, nonprofit, and public sector research and leadership experience*

**Community Health Researcher** *Banner Sun Health Research Institute*, January 2015 – Present, Sun City, AZ (Remote)

- Served as researcher for the Longevity Study: Learning from our Elders, Center for Healthy Aging, Banner Sun Health Research Institute in collaboration with Arizona State University (12/14 - present).
- Primarily researched the physical and psychosocial components of healthy and successful aging.

**Chief Consultant and Founder** *Community Enrichment and Wellbeing LLC*, April 2015 – December 2018, Tempe, AZ

- Planned, managed, and executed assessments as an independent consultant to improve community wellbeing.
- Worked with community partners to secure new community assessment and development projects.
- Researched and developed new community assessment and development practices.
- Managed the finances and various affairs of the small business.

**Postdoctoral Researcher** *Arizona State University (ASU), Office of the Provost*, May 2015 – December 2015, Phoenix, AZ  
*ASU's School of Community Resources & Development* Phoenix, AZ  
*Southwest Interdisciplinary Research Center (SIRC), School of Social Work at ASU* Phoenix, AZ

- Worked under ASU's Provost and Chief of Staff Mark Searle to complete research projects aimed at academic journal publications. Projects focused on the future of parks and recreation practice and education in the U.S.
- Worked through SIRC to plan, manage, and execute research projects focused on individual and community empowerment, health, and wellbeing, which included survey questionnaires, interviews, and focus groups.
- Worked through SIRC to design and implement a community mapping technique for addressing food insecurity, physical activity, and general community wellbeing.
- Through SIRC, created and facilitated a training program to empower community members to utilize and analyze substance abuse data.
- Collaborated with colleagues and supervised university students to ensure timeliness in project completion.

**Researcher & Website Manager** *Osher Lifelong Learning Institute at ASU*, August 2011 – December 2015, Phoenix, AZ

- Developed new research programs to better the experiences of this community of Third Age learners.
- Led and assisted institutional research efforts regarding lifelong learning and evaluations of course offerings, which also included outreach to other older adult research entities, locally and globally.
- Created and maintained social media websites (Facebook, Ning.com, and Twitter) for the institute to start discussions amongst lifelong learners and build a virtual community of lifelong learners.
- Instituted, developed, and maintained the institute's online registration system (RegOnline.com) and homepage.

**Facilitator & Grant Writer** *We Are Downtown Initiative*, December 2013 – December 2015, Phoenix, AZ

- Authored and attained a \$5000 grant from ASU's Academic Excellence through Diversity Program from the Office of the Executive Vice President and University Provost and the Committee for Campus Inclusion.
- Facilitated and established informal and formal university-community partnerships.
- Collected data via video and traditional means from secondary sources and downtown stakeholders regarding three essential questions: Who is Downtown; What is Downtown; and Where is Downtown?
- Compiled and authored a chapbook titled *We Are Downtown* and a research publication with Rosemarie Dombrowski providing initial answers and further questions based on the essential questions of the project.

**Senior Research Associate** *ASU's Partnership for Community Development*, August 2011 – December 2015, Phoenix, AZ

- Conducted a large-scale asset-based community development assessment sponsored by the United Way.
- Created and implemented evaluation and assessment plans for community research opportunities.
- Conducted focus groups with different community groups as a part of a larger community assessment.
- Readied and wrote technical research reports that could be translated into academic journal submissions.
- Presented research findings and partnership methods at conferences and community events.

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**Ministry Associate/Director**      *University Lutheran Church and Campus Ministry, July 2010 – May 2013, Tempe, AZ*

- Synthesized religious commentaries and literary works for presentation at public speaking occasions.
- Led student discussion groups, fundraising events, and weekly lectures on different topics.
- Oversaw, directed, and supervised the ministry's leadership team to fulfill its mission and plan its events.
- Developed relationships with local religious, educational, business, and non-profit leaders in Arizona.
- Wrote, co-directed, and produced a holiday play to create community connections and build group cohesion.

**Associate Research Consultant**      *Organizational Effectiveness Research Group, August 2008 – May 2010, Mankato, MN*

- Assisted in questionnaire design, on-line distribution, statistical analysis, presentations, and action planning.
- Implemented Six Sigma process and cycle time improvements.
- Statistically analyzed, reviewed, and provided recommendations for a school district's grant program.
- Conducted and evaluated Minnesota State University, Mankato's Work Climate Survey.

**MBA & E-Mentoring Coordinator**      *Minnesota State University-Mankato, August 2008 – May 2010, Mankato, MN*

- Developed and administered surveys and analyzed data for the professors in the department.
- Managed the College of Business' E-Mentoring program (e.g., recruited, matched, and evaluated).
- Managed prospective and current students' academic records and program websites.

**Human Resources Intern**      *Augsburg Fortress Publishers, May 2009 – August 2009, Minneapolis, MN*

- Developed and evaluated the company's peer-mentoring and employee engagement programs.
- Statistically analyzed recruitment sources for revision of the company's web recruitment strategies.
- Reviewed and graded applicants' resumes based on fit and conducted interviews with potential job candidates.

**Summer Intern**      *Evangelical Lutheran Church in America – Churchwide Office, June 2008 – August 2008, Chicago, IL*

- Helped support marketing and leadership development efforts of the national organization.

**Ministry Associate**      *Lutheran Campus Ministry at The University of Arizona, March 2006 – May 2008, Tucson, AZ*

- Directed programming, led discussions, lectured, and oversaw the weekly and annual activities of the ministry.

**Family Studies Research Lab Manager**      *The University of Arizona, September 2005 – May 2008, Tucson, AZ*

- Conducted and presented research and data analysis regarding school safety and problems in adolescence.
- Directed and supported fellow undergrad students in the lab with new and ongoing research projects.

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## Service

### Professional Consulting

**Roosevelt Elementary School** October 2008 – March 2010, Faribault, MN

- Evaluated Roosevelt Elementary Schools' after school program targeted for students that receive free lunches from the school district and did not speak English as their first language. Both State and Federal governments have decided based on positive and clear evaluations to implement the million-dollar program district-wide.

**Minnesota State University, Mankato** October 2009 – May 2010, Mankato, MN

- Worked with the university president and staff to conduct a work climate assessment. 1,600 university employees were surveyed. The results and recommendations were presented to university and union leaders.

**Christ the King Lutheran Church** May 2010 – June 2010, Mankato, MN

- Facilitated the discussion, review, and construction of the church's strategic plan and provided consultation on goal setting and group processes.

**ING®** January 2009 – June 2010, Minneapolis, MN

- Worked to implement multiple process improvements for ING's life insurance unit by utilizing the Six Sigma methodology. The process improvements and resources developed save the company money annually.

**Juba Eco Touring** December 2010 – March 2011, Tempe, AZ & Juba, (South) Sudan

- Coached a young entrepreneur as he worked to create a business plan for an ecotourism business in New Sudan and assisted in the construction and review of the business plan.

**Social Services Advisory Board of Buckeye, Arizona** January 2011 – February 2011, Buckeye, AZ

- Facilitated the discussion and construction of the government agency board's strategic plan and provided consultation on goal setting and group processes.

**City of Phoenix Planning Department** January 2011 – May 2011, Phoenix, AZ

- Created a community assessment toolkit, which included multiple community indicators, to aid the planning department in achieving the Making Arizona Competitive in the 21<sup>st</sup> Century (MAC 21) statewide goals.

**Tirosh Movement of Arizona** January 2011 – March 2012, Goodyear, AZ & Tempe, AZ

- Designed and implemented a training evaluation program for non-profit organization, facilitated the discussion of the results, and provided recommendations for organizational interventions.

**Arizona Ecumenical Council** May 2011 – March 2012, Phoenix, AZ

- Designed and implemented a succession plan for the executive director of the council and helped facilitate long-term strategic planning for the council.

**Arizona Office of Tourism** August 2011 – March 2012, Phoenix, AZ & Nogales, AZ

- Designed and implemented a high-level assessment of tourism experiences and services offered in the City of Nogales and greater Nogales, Arizona area to aid the city in long-term tourism planning.

**Apache Fair Trade Cooperative** March 2012 – December 2012, Phoenix, AZ & San Carlos, AZ

- Assisted in the development of a modified business plan, utilized job analysis to create position descriptions for both paid and unpaid positions, and used Six Sigma methods to product buying and selling processes.

**Valley of the Sun United Way/Balsz Elementary School District** October 2011 – December 2012, Phoenix, AZ

- Assisted in an asset-based community development assessment process to identify pathways to success for children and youth in an inner-city neighborhood in Phoenix, Arizona.

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## **Esperanza Lutheran Church** May 2013 – June 2013, Phoenix, AZ

- Facilitated the discussion and training for church council members regarding community development, leadership, goal setting, and group processes.

## **Grand Canyon Synod – Evangelical Lutheran Church in America** June 2013 – August 2013, Phoenix, AZ

- Assessed (w/mixed methods) event satisfaction at the regional faith-based organization's annual conference.

## **The Williams Institute/City of Gilbert Human Services Department** April 2014 – May 2014, Gilbert, AZ

- Analyzed data from a quantitative questionnaire regarding human services needs in the City of Gilbert, AZ.

## **Qualia Agency LLC/Gila River Telecommunications Inc.** April 2014 – August 2014, Phoenix, AZ

- Constructed a quantitative and qualitative online questionnaire and interview protocol to be used to assess individual community telecommunications needs of the Gila River Indian Community in Arizona.

## **DMB Associates, Inc./Verrado/Verrado Assembly** December 2013 – September 2014, Buckeye, AZ

- Qualitatively (i.e., interviews and town halls) and quantitatively (i.e., online questionnaires) assessed satisfaction with and involvement in their neighborhood association, the Verrado Assembly.

## **Qualia Agency LLC/PN Law.** January 2015 – February 2015, Phoenix, AZ

- Quantitatively assessed potential pricing strategies for new legal products to be offered to small businesses.

## **City Square United Methodist Church.** January 2015 – May 2015, Phoenix, AZ

- Wrote, conducted, and analyzed a mixed method questionnaire on community involvement and engagement.

## **Anishnabe LLC/Southwest Interdisciplinary Research Center (ASU).** February 2015 – June 2015, Phoenix, AZ

- Conducted and analyzed self-report and geographic information systems (GIS) data from community mapping sessions regarding community enrichment, health, safety, and quality of life.

## **Maricopa County Department of Public Health/**

## **Southwest Interdisciplinary Research Center (SIRC) at ASU.** July 2015 – June 2016, Phoenix, AZ

- Conducted and analyzed focus groups around health care access and disparities with target populations across Maricopa County, Arizona.

## **American Lung Association and Habitat for Humanity / SIRC at ASU.** July 2015 – June 2016, Phoenix, AZ

- Analyzed survey and focus group data to assist ASU researchers.

## **Feed My Starving Children – Arizona.** December 2018 – March 2019, Phoenix, AZ

- Analyzed donation and sales data to evaluate philanthropy efforts for the nonprofit organization.

## **Subject Matter Expert Work**

### **Assessment Center**

- **Personnel Board of Jefferson County**, April 2008, Birmingham, Alabama

### **Rapporteur For**

- *Community Well-Being Collaborative: An Interdisciplinary Dialogue for Improving Arizona's Quality of Life and Livability.* (December 2012). Phoenix, AZ, Arizona State University (ASU).

### **Moderator For**

- *The Inaugural Age-Friendly Universities Conference* (2015)
- *The International Society of Quality of Life Studies Conference* (2015; 2018)
- *Community Development Society* (2015, 2016)

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## Professional and Editorial Service

- **International Journal of Community Well-Being**, Editorial Board Member, 2018-Present
- **Community Development Society (CDS)**, Awards and Recognition Committee Co-Chair, 2013-2017, Nominations Committee Member, 2015-2017, Board of Directors, 2015-2018, Vice President, 2017-2018.
- **New Dimensions in Community Well-Being** book by London and NY: Springer, Co-Editor, 2015-2016  
For Book Review: <https://doi.org/10.1007/s11482-018-9633-0>
- **Community Development Practice**, Editor-in-Chief (3 Issues), 2016-2018.  
Editorial (2016/8): Revitalizing Practice: Introduction to a Refreshed Community Development Practice  
Editorial (2018/1): Transformative Global Community Development  
Editorial (2018/8): The Pursuit of the Future of Community Development

## Professional Memberships

- **American Association of University Professors, Member**, 2018-Present
- **Association for Research on Nonprofit Organizations and Voluntary Action**, Member, 2015-Present
- **International Association for Community Development**, Member, 2014-Present
- **International Society of Quality of Life Studies, ISQOLS**, Member, 2012-Present
- **National Recreation and Parks Association**, Member, 2015-2017
- **American Evaluation Association**, Member, 2015-2017
- **Society for Community Research and Action**, Member, 2014-2016
- **Coalition of Urban and Metropolitan Universities**, Member, 2013-2014
- **Community Development Society, CDS**, Member, 2012-2018
- **Coalition of Urban and Metropolitan Universities**, Member, 2013-2014
- **Adjunct Faculty Association (Maricopa Community Colleges)**, Member, 2012-2015
- **World Leisure Organization, WLO**, Member, 2010-2011, 2013-2014
- **Society for Industrial and Organization Psychology, SIOP**, Member, 2009-2010
- **Minnesota Professionals for Psychology Applied to Work, MPPAW**, Member, 2008-2010

## University and Academia

### Peer Reviewer For

- *Journal of Economic Issues* (Journal), 1 article review, 2019
- *Journal of Aging Research and Gerontology Studies* (Journal), 1 article review, 2019
- *Journal of Social Entrepreneurship* (Journal), 1 article review, 2018
- *Gerontology and Geriatrics Education* (Journal), 1 article review, 2018
- *United States Associate for Small Business and Entrepreneurship Conference*, 5 abstracts, 2017
- *Community Development Society Conference*, 21 abstracts, 2015, 9 abstracts, 2016, 10 abstracts, 2017
- *Nonprofit Management & Leadership* (Journal), 1 article review, 2015
- *Computers in Human Behavior* (Journal), 2 article reviews, 2010-2011
- *Industrial Organizational / Organizational Behavior Conference*, 1 abstract, 2010

## Hobart & William Smith Boards and Service

- **Executive Committee**, Untenured Faculty Representative, Fall 2018 to Spring 2020
- **Student Evaluations of Teaching Review Committee**, Member, Spring 2019
- **Greek Life Accreditation Review Committee**, Member, Spring 2019
- **Theme House Review Committee**, Member, Spring 2019
- **Senior Symposium**, Panel Moderator, Spring 2019
- **Assessment Committee**, Member, Fall 2018 to Spring 2019
- **Alternative Spring Break**, Trip Leader to Warrenton/Norlina, NC, March 2018
- **Hobart Lacrosse Team**, Faculty Fellow, Spring 2018-Present
- **Sustainable Community Development minor**, Advisory Committee Member, Spring 2018-Spring 2019
- **Residential Education**, Faculty Fellow for the Mini-Quad, Fall 2017-Present



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- **Residency Exception Committee**, Member and Reviewer, Fall 2017-Present
- **Center for Civic Engagement and Service Learning**, Advisory Committee Member, Fall 2017-Present
- **Entrepreneurial Studies Visiting Faculty Search Committees**, Member, Spring 2017, Fall 2017, Fall 2018
- **Fribolin Farm**, Advisory Committee Member, Spring 2016-Present
- **Centennial Center**, Advisory Committee Member, Spring 2016-Present
- **Admissions**, Faculty Panelist at Open Houses, Spring 2016-Present
- **Centennial Center – Pitch Competition**, Faculty Support & Program Leader, Spring 2016-Present
- **Centennial Center – Hackathon**, Faculty Support & Program Leader, Spring 2016-Present
- **Centennial Center – Leadership Institute**, Faculty Presenter, Spring 2016-Spring 2019
- **Centennial Center – Innovation Academy**, Faculty Support & Program Leader, Spring 2016
- **POSSE PLUS Retreat**, Attendee, Spring 2016

## Community Boards

- **City of Geneva Food and Beverage Innovation Summit**, Incubator and Accelerator Workgroup, 2019
- **Geneva High School Panther Pitch**, Attendee, 2017, Judge, 2018-2019, Guest Lecturer, 2018-2019
- **City of Geneva – Port 100 Co-Working Advisory Committee**, Member, 2016-2019
- **City Square United Methodist Church in downtown Phoenix**, Participant, 2013-2015
- **University Lutheran Church**, Member, 2010-2015
- **Community Resources and Development Graduate Students (Club)**, President, 2013-2014
- **Community Resources and Development Graduate Student Seminar**, Committee Member, 2013-2014
- **Council of Religious Advisors – ASU Downtown & Tempe Campus**, Vice-President/Member, 2010-2013
- **Lutheran Tiros Movement**, 2001-2007, 2010-2012 Participant; Leader; Director; Board Advisor
- **Lutheran Confirmation Youth Camp**, Counselor 2003-2006, Counselor Trainer 2007, 2011
- **Lutheran Student Movement**, Treasurer 2006, Regional President 2007, National President, 2008-2011
- **World Student Christian Federation**, Regional Committee Member, 2009-2010
- **Psychology Graduate Student Association**, Webmaster, 2008-2010, Secretary, 2009-2010
- **Lutheran Campus Ministry–The Crossroads**, Student President, Board Treasurer, 2008-2010
- **Family Studies and Human Development Ambassadors**, Member, 2007-2008

## Honors and Recognitions

### Invited Keynote Speeches

- HWS Senior Class Graduation Dinner, Faculty Keynote Speaker, 2019

### Financial Scholarships and Awards

- Graduate Student Fellowship, Arizona State University, 2012-2014
- Graduate Student Travel Award Scholarship, Community Development Society, July 2013
- Family Studies Departmental Scholarships, 2006-2008 (Ruth R. Cowden & Jean M. Stewart Awards)
- President's Award for Excellence & University of Arizona Achievement Award, 2004-2008
- Thrivent Financial for Lutherans' Scholarship, 2004-2008
- Academic Semester Achievement Awards (Dean's List & Honorable Mention), 2004-2008

### Acknowledged Work

- Foster, M. (Producer), Larre, P. A. (Producer), Leonard, D. (Producer), Whitworth, T. (Producer), & Whitworth, T. (Director). (2018). *Poacher* [Motion Picture]. UK/Kenya: Verily Pictures and Quite Bright Films.
- Pstross, M. (2014). Where is the place for jazz in community development? *Oxford Journal of Community Development*.
- Toomey, R. B., McGuire, J. K., & Russell, S. T. (2012). Heteronormativity, school climates, and perceived safety for gender nonconforming peers. *Journal of adolescence*, 35(1), 187-196.
- Golden, K. (January 2010). Taking a page from Book of Faith leaders: Here's how they encourage the ELCA Bible initiative, *The Lutheran*, Chicago, IL.

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- Brookes, J. (22 January 2009). Lutheran Student Movement Votes to Align Itself with the ELCA. ELCA News Service, Chicago, IL.
- Russell, S. T., Clarke, T. J., & Clary, J. (2009). Are teens “Post-Gay”? Contemporary adolescents’ sexual identity labels, *Journal of Youth and Adolescence*, 38(7), 884-890.
- Rao, A. S. (2008). *Academic stress and adolescent distress: The experiences of 12th standard students in Chennai, India*. ProQuest.

## **Public Interviews, News Articles, and Features**

- Snyder, B. (17 May 2019). Celebrating Connections at Senior Dinner. *The HWS Update*, Geneva, NY. <https://www2.hws.edu/celebrating-connections-at-senior-dinner-2019/>.
- Martinez Diaz, C. (26 April 2019). Viewpoint #13. *The Herald* (HWS). <https://hwsherald.com/2019/04/26/viewpoint-13/>.
- Pietrorazio, G. (11 April 2019). FILLING A VOID: Waste Not looks to succeed Mother Earth Natural Foods in Geneva this summer. *FingerLakes1.com*. [http://fingerlakes1.com/2019/04/11/filling-a-void-waste-not-looks-to-succeed-mother-earth-natural-foods-in-geneva-this-summer/?fbclid=IwAR3fPu1MQV4nBFoF7ZMaPLqgKq-OjMoQP\\_w2487C1pIBwmcnQo1gS8urzzA](http://fingerlakes1.com/2019/04/11/filling-a-void-waste-not-looks-to-succeed-mother-earth-natural-foods-in-geneva-this-summer/?fbclid=IwAR3fPu1MQV4nBFoF7ZMaPLqgKq-OjMoQP_w2487C1pIBwmcnQo1gS8urzzA).
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## **Training and Certifications**

- NSF I-Corps Training at HWS Spring 2019, Participant
- Six Sigma Green Belt Certification (Completed May 2010)
- Proficiency with Microsoft Office products (Word, Excel, PowerPoint, Access, Publisher & Visio)
- Intermediate Proficiency with Web Editing Tools (Dreamweaver, SiteEdit, HTML & MS SharePoint)

# Craig Talmage

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- Advanced Proficiency with SPSS® – Statistical analysis software
- Co-Active Coaching Training –*Coaching 101* program developed by Robert Logan
- EDU 250 – Teaching and Learning in the Community College (taken at Glendale Community College)