

**JAMES M. MANDIBERG, MSW, PhD**  
**Silberman School of Social Work at Hunter College**  
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## **EDUCATION**

<b>University of Michigan, Doctor of Philosophy in</b> Social Work and Organizational Psychology	2000
Dissertation: Strategic Technology Transfer in the Human Services	
Chairs: David Tucker (Social Work) and Richard Saavedra (Psychology)	
Members: Mayer Zald (Sociology) and Jane E. Dutton (Business)	
 <b>State University of New York at Stony Brook</b>	 1978
Concentration: Administration and Community Organizing	
 <b>Earlham College</b>	 1973
Graduation: Honors	
Majors: Philosophy and Psychology	

## **HONORS & AWARDS**

Invited Plenary address. 34 <sup>th</sup> Annual Meeting of the Japanese Society for the Study of Social Work (July 22), Sapporo, Japan. <i>Dealing with “Wicked Problems” by Crossing Professional and Disciplinary Boundaries</i>	2017
Invited Keynote address. Social Enterprise Research Colloquium Australasia 2016, Centre for Social Impact, Swinburne University of Technology. <i>Research on Social Enterprise and Innovation: Dealing with Hybridity and Complexity in a Siloed Environment</i>	2016
Invited Plenary address. Recovery Institute Conference, University of Texas at Austin Center for Social Work Research and Via Hope Texas Mental Health Resource Center. <i>If You Can’t Join ‘em, Beat ‘em! Economic Development By and For People with Serious Mental Health Conditions</i>	2014
Abe Fellowship, Japan Foundation & Social Science Research Council	2003-2006
University of Michigan, Rackham One-Term Dissertation Fellowship	1997
University of Michigan, Department of Psychology, Departmental Associate (attendance and voting privileges at faculty meetings)	1996

University of Michigan, Japan Technology and Management Program, Research award for Japan related dissertation research.	1996
University of Michigan, School of Social Work, Research Partnership Award, Spring-Summer.	1996
University of Michigan, Henry J. Meyer Writing Award.	1995
University of Michigan, Interdisciplinary Committee on Organizational Studies Research Partnership Award.	1994
University of Michigan, Rackham Non-Traditional Fellowship.	1993-94
Duquesne University Department of Psychology, Research Fellowship	1974-75

## **SPECIALIZED TRAININGS & CERTIFICATIONS**

OB/OMT Junior Faculty Consortium, Academy of Management Annual Meeting. Toronto, Ontario, Canada	2000
Licensed Clinical Social Worker California State License No: LCS 8365 Date of Licensure:	1980; inactive
Certified Social Work Manager (CSWM) Network for Social Work Management License No: B52	1999

## **ACADEMIC APPOINTMENTS**

Visiting Researcher, School of Social Work, Rikkyo University (Tokyo, Japan - Invited)	Feb-Mar 2023
Visiting Associate Professor, School of Social Welfare, Sophia University (Tokyo, Japan) Canceled due to Covid-19 restrictions	<del>June-July 2020</del>
Associate Professor, Silberman School of Social Work at Hunter College, CUNY	2013-Present
Associate Professor, Social Welfare PhD Program, The Graduate Center, CUNY	2014-Present
Assistant Professor of Management & Social Enterprise, Columbia University School of Social Work	2005-2013
Visiting Associate Professor, School of Social Welfare, Sophia University (Tokyo, Japan)	2006
Assistant Professor, School of Social Work, University of Wisconsin-Madison	2000-2004
Lecturer, School of Social Work, University of Wisconsin-Madison	1997-2000
Graduate Student Instructor, Department of Psychology, University of Michigan	1993-1997
Associate Professor, Department of Social Welfare, Shikoku Gakuin University (Zentsuji, Japan)	1991-1993

# PUBLICATIONS

## PEER-REVIEWED ARTICLES

Gearing, R. E., Washburn, M., Brewer, K. B., Kovach, J. V., Mandiberg, J. M., Borja, S., Barthelemy, J., Savani, S., Smith, L., Robinson, A., & Gardner, J. (2022). Center for Mental Health Research and Innovations in Treatment Engagement and Service (MH-RITES Center) at the University of Houston. *Research on Social Work Practice*.

Mandiberg, J.M. & Kim, S.M. (2021). A Matrix Form of Multi-Organizational Hybridity in a Cooperative-Union Venture. In Chen, K. K., & Chen, V. T. (Eds.) (2021). *Organizational imaginaries: Tempering capitalism and tending to communities through cooperatives and collectivist democracy*. Vol. 73 of *Research in the Sociology of Organizations*. Bingley, UK: Emerald.

Gearing, R.E., Brewer, K.B., Mian, I., Moore, K. Fisher, P.W., Hamilton, J. & Mandiberg, J.M. (2018). First-episode psychosis: Ongoing mental health service utilization during the stable period for adolescents. *Early Intervention in Psychiatry*. 12, 677-685. DOI: 10.1111/eip.12366

Mandiberg, J.M. & Gates, Lauren B, (2017). A Community of Practice for Peer Mental Health Workers: Lessons Learned. *American Journal of Psychiatric Rehabilitation*. 20(2), 156-174.

Gearing, R., Brewer, K., Mian, I., Moore, K., Fisher, P., Hamilton, J., & Mandiberg, J. (2017). Beyond the crisis: Ongoing psychiatric treatment and service utilization after initial symptom stabilization following first-episode psychosis for adolescents. *European Psychiatry*, 41(S1), S337-S337. doi:10.1016/j.eurpsy.2017.02.290

Mandiberg, J.M. (2016). Social Enterprise in Mental Health: An Overview. *Journal of Policy Practice*, 15(1-2), 5-24.

Mandiberg, J.M. & Edwards, M. (2016). Business incubation for people with severe mental illness histories: The experience of one model. *Journal of Policy Practice*, 15(1-2), 82-101.

Mandiberg, J.M. (Ed.). (2016). Special Issue on Mental Health Consumer-involved Social Enterprise, *Journal of Policy Practice*.

Mandiberg, J. M. (2016). Introduction to the Issue on Mental Health Consumer-Survivor Participation in Social Enterprise. *Journal of Policy Practice*, 15(1-2), 1-4.

Warner, R & Mandiberg, J.M. (2013). Social Networks, support and early psychosis: Mutual support within service-user communities. *Epidemiology and Psychiatric Sciences*, 22(2), 151-154. doi:10.1017/S2045796012000686

Mandiberg, J.M. & Warner, R. (2013). Is mainstreaming always the answer? The social and economic development of service user communities. *The Psychiatrist*, 37, 153-155.

Mandiberg, J.M. & Edwards, M. (2013). Collective identity formation in the Mental Health Clubhouse Community. *International Journal of Self-Help and Self-Care* (Special Issue on Mental Health Clubhouses), 7(1), 19-39.

Demangeot, C., Adkins, N., Mueller, R.D., Henderson, G.R., Ferguson, N., Mandiberg, J.M., Roy, A., , Johnson, G., Kipnis, E., Pullig, C., Broderick, A. & Zuniga, M. (2013). Toward intercultural competency in multicultural marketplaces. *Journal of Public Policy and Marketing*, 32 (Special Issue), 156-164. doi: 10.1509/jppm.12.051

Kipnis, E., Broderick, A.J., Demangeot, C., Adkins, N.R., Ferguson, N.S., Henderson, G.R., Johnson, G., Mandiberg, J.M., Mueller, R.D., Pullig, C., Roy, A., Zuñiga, M. (2013). Branding beyond prejudice: Navigating multicultural marketplaces for consumer well-being. *Journal of Business Research*, 66(8), 1186-1194. <http://dx.doi.org/10.1016/j.jbusres.2012.08.011>

Mandiberg, J.M. & Warner, R. (2012). Business Development and Marketing within Communities of Social Service Clients. *Journal of Business Research*, 65(12), 1736-1742.

- Mandiberg, J.M. (2012). The Failure of Social Inclusion: An Alternative Approach through Community Development. *Psychiatric Services*, 63(5), 458-460.
- Broderick, A.J., Demangeot, C., Adkins, N., Henderson, G., Johnson, G., Kipnis, E., Ferguson, N., Pullig, C., Mandiberg, J.M., Roy, A., Zuniga, M. (2011). Consumer empowerment in multicultural marketplaces: Navigating multicultural identities to reduce consumer vulnerability. *Journal of Research for Consumers*, 19, 1-13.
- Broderick, A.J., Demangeot, C., Kipnis, E., Zuñiga, M., Roy, A., Pullig, C., Mueller, R., Mandiberg, J.M., Johnson, G., Rosa Henderson, G.R., Ferguson, N.S. & Ross Adkins, N. (2011). No harm done? Culture-based branding and its impact on consumer vulnerability: A research agenda. *Social Business*, 1(3), 263-280.
- Gates, L. B., Mandiberg, J. M., & Akabas, S. H. (2010). Building capacity in social service agencies to employ peer providers. *Psychiatric Rehabilitation Journal*, 34(2), 145-152.
- Herman, D. & Mandiberg, J. M. (2010). Critical time intervention: Description and implications for timing in social work interventions. *Research on Social Work Practice*, 20(5), 502-508.
- Mandiberg, J. M. (2010). Another way: Enclave communities for people with mental illness. *American Journal of Orthopsychiatry*, 80(2), 167-173.
- Mandiberg, J. M. & Warner, R. (2009). Questioni di specificità negli interventi di salute mentale: flessibilità del progetto in due modelli americani (English: Specificity issues in mental health interventions: Design resilience in two American models). *NOOS*, 15(3), 239-256.
- Warner, R. and Mandiberg, J.M. (2006). An Update on Affirmative Businesses or Social Firms for People with Mental Illness. *Psychiatric Services*. 57, 1488-1492.
- Mowbray, C., Megivern, D., Mandiberg, J.M., Strauss, S., Stein, C.S., Collins, K., Curlin, C., Kopels, S., Curlin, C., Lett, R. (2006). Campus mental health services: Recommendations for change. *American Journal of Orthopsychiatry*, 76, 226-237.
- Warner, R. and Mandiberg, J.M. (2003). Changing the environment of schizophrenia at the community level. *Australasian Psychiatry*, Vol. 11(Suppl.), 58-64.
- Mandiberg, J.M. (1999). The sword of reform has two sharp edges: normalcy, normalization, and the destruction of the social group. *New Directions for Mental Health Services*, 83, 31-44.
- Mandiberg, J. M. (1996) The Japanese mental health system and law: social and structural impediments to reform. *International Journal of Law and Psychiatry*, 19, 413-435.
- Mandiberg, J. M., Kobayashi, N. & Kimura, T. (1996). Self-help and mutual aid among former psychiatric patients in Japan. *Breakthrough*, 1, 41-46
- Mandiberg, J. M. (1993a). Between a rock and a hard place: the mental health system in Japan. *New Directions for Mental Health Services*, 60, 3-12.
- Mandiberg, J. M. (Ed.). (1993b). *New Directions for Mental Health Services: Innovations in Japanese Mental Health Services*, 60.
- Mandiberg, J. M. (1991). Social policy implementation in America: Some lessons to learn from American mistakes (in Japanese), *Social Work Kenkyu (Social Work Research)*, 17, 54-62.
- Mandiberg, J. M. & Telles, L. (1990). The Santa Clara County Clustered Apartment Project. *Psychosocial Rehabilitation Journal*, 14, 21-28.

## PEER-REVIEWED PUBLICATIONS

### Book Chapters

Roy, M.J., Farmer, J., & Mandiberg, J.M. (2021). Chapter 1- Social Enterprise, health and wellbeing: a timely topic for uncertain times? In M. J. Roy & J. Farmer (Eds.). *Social Enterprise, Health and Wellbeing: Theory, Method and Practice*. Milton Park, UK: Routledge

Mandiberg, J.M., Kim, S.M. & Hattori, T. (2020). Fukakujitsusei to hi eiri kanri (Uncertainty and nonprofit management). In Hiro Tarumi & Atsuko Hattori (Eds.). *Gendai no kōkyō kanri (Modern Public Management)*. Tokyo: Minerva Shobo.

Mandiberg, J.M., Livingston, J.P.H., Silva, J. (2019). Social Innovation and Social Work Practice. In M. Nandan, T. Bent-Goodley, & G. Mandayam (Eds.). *Social Work Entrepreneurship, Intrapreneurship and Social Value Creation: Relevance for Contemporary Social Work Practice* (pp.47-69). Washington, D.C.: NASW Press

Mandiberg, J. M. (1995). Can interdependent mutual support function as an alternative to hospitalization? In R. Warner (Ed.), *Alternatives to Hospitalization for Acute Psychiatric Care* (pp.193-210). Washington, DC: American Psychiatric Press.

Mandiberg, J.M. & Miyaoka, K. (1994). Using PIE to teach social work skills in Japan. In Karls, J. M. and Wandrei, K. E. (Eds.), *The person-in-environment system* (pp.112-128). Washington, DC: National Association of Social Workers Press.

## NON PEER-REVIEWED PUBLICATIONS

### Book Chapters

Mandiberg, J.M. & Warner, R. (2012). The Value of Mutual Support through Client Communities in the Design of Psychiatric Treatment and Rehabilitation Programs. In A. Azzopardi & S. Grech, (Eds). *Inclusive communities: A critical reader*. Rotterdam: SensePublishers.

Mandiberg, J. M. & Sakamoto, I. (1994). Sexual and gender harassment at Japanese universities (in Japanese). In Kiyō Inagaki (Ed.), *Beyond Adam and Eve: Women and Human Rights*. Zentsuji, Japan: Shikoku Gakuin University Press. Page 97-111

Mandiberg, J. M. (1993c). Shifting paradigms in the organization of mental health services (in Japanese), *Shikoku Gakuin Daigaku Ronshu*, 82, 185-202

Mandiberg, J.M. and Yanaka, T. (1993). What is self-help to raise self-esteem (in Japanese). *Seishinshogai to Shakaijukkai* (Mental Disorder and Social Reintegration), 12(3), 4-12

### Books

Mandiberg, J.M. (Ed.). (2000). *Social Work*. Boulder: Coursewise Publishing, Inc.

### Proceedings

Mandiberg, J.M. (2017). *Dealing with "Wicked Problems" by Crossing Professional and Disciplinary Boundaries*. Proceedings of the 34<sup>th</sup> Annual Meeting of the Japanese Society for the Study of Social Work, Sapporo, Hokkaido, Japan

### Book Reviews

Mandiberg, J.M. (2015). Review of Hansen-Turton, Tine and Torres, Nicholas D. (2014) (Eds.). *Social Innovation and Impact in Nonprofit Leadership*. New York: Springer Publishing Company. *Journal of Teaching in Social Work*, 35(3), 337-339.

## PROFESSIONAL REPORTS

de Raismes III, J.N. & Mandiberg, J.M. *Position Statement 31: Development of Employment Services for Adults in Recovery from Mental Health and Substance Use Conditions*. Mental Health America  
(<http://www.mentalhealthamerica.net/positions/employment>)

## UNDER REVIEW

Kim, S-M, and Mandiberg, J.M. (under review). Job crafting by home healthcare aides in a worker-owned cooperative. *Journal of Services Research*.

## **RESEARCH & TRAINING GRANTS**

### FUNDED RESEARCH - PI

PSC-CUNY Grant (April 15, 2022). <i>Is New York State's Business Enterprise Program a Replicable and Scalable Model</i> \$6,000.	2022-2023
Fountain House, NYC, <i>Training in Evaluating Internal Operational Structures and Processes at Fountain House</i> . \$41,515. Co-PI, Larry Davidson.	2017-2019
CUNY Workforce Development Initiative (Co-PI, Dan Herman), August 11, 2014, <i>Mental Health Peer Workforce Development Initiative</i> \$12,000.	2014
PSC-CUNY Grant (Co-PI, Kristin Ferguson-Colvin), December 15, 2013. <i>An Alternative Vocational Model for People with Serious Mental Illnesses: Microfranchising</i>	2013
<i>Creating Capacity among Peer Providers to Activate Strategies that Promote Workplace Inclusion</i> (Co-PI with Lauren Gates). Center to Study Recovery in Social Contexts, Nathan Kline Institute. \$47,390.	2010
<i>Creating Social Value through Business and Social Cross Sector Enterprises</i> (CO-PI with Atsuko Hattori and Hiro Tarumi) Center for Global Partnership (Japan Foundation) /DSIA, Japan. ¥ 2,970,000 (\$38,000 converted on 5/4/2012)	2010
<i>Are Stigma and Civil Society Participation Affected by Program Model Type for People with Co-occurring Histories of Homelessness and Severe Mental Illness: A Feasibility Study of Measures and Procedures</i> . Columbia Center for Homelessness Prevention Studies. \$19,095.	2009
The Development of Social Enterprise in the Social Service Sector in Japan: An Exploratory and Analytic Study. Japan Foundation and the Social Science Research Council Abe Fellowship (awarded 2003-2004, delayed to 2005-2006). \$100,000.	2003-2005
Four Areas of Unrecognized Economic Activity in Welfare Dependent Populations: An Exploratory Study. Graduate School Faculty Research Grant, University of Wisconsin – Madison. \$25,000.	2001
University of Michigan Rackham-School of Social Work Research Partnership Grant (Richard Saavedra, Co-PI). \$2,500.	1996
Interdisciplinary Committee on Organizational Studies and Office of the Vice President for Research Conference Development Grants (David J. Tucker, Co-PI). \$5,000.	1996
University of Michigan Interdisciplinary Committee on Organizational Studies Research Partnership Grant (David J. Tucker, Co-PI). \$3,000.	1994

Shikoku Gakuin University Faculty Development Research Grant. ¥ 500,000  
(\$ 6,380 converted on 5/4/2012) 1992

Robert Wood Johnson Foundation. Client owned cooperative pharmacies: Feasibility Study. (Loren Mosher, Paul Polak, Richard Warner, Co-PIs) 1990

State of California Department of Mental Health AIDS/HIV Demonstration Grant. 1989

Robert Wood Johnson Foundation Mental Health Services Development Program. The Santa Clara County Clustered Apartment Program. (Kenneth Meinhardt, Co-PI). \$600,000. 1988

FUNDED RESEARCH – Co-investigator

*Social Work Practice in a Pandemic: Perceptions, Implications, and Resiliency.* Center for Mental Health Research and Innovations in Treatment Engagement and Services (The MH-RITES Research Center). MH-RITES No.: 02020103S2, Co-Investigators: Gearing, R. E., Mandiberg, J.M., Eigege, C., Bickel, J., Cabrera, A., Robinson, A., & Blanchard, K. \$ 2,000.00. 2020 - 2022

Peer Providers in Social Service Agencies: Creating Work Settings for Mutual Support. The Langeloth Foundation. CO-PIs: Shelley Akabas and Lauren Gates. \$299,412. 2006

Organizational Dimensions of Welfare Reform in Milwaukee. IRP Poverty Center Project (Department of Health and Human Services, ASPE funded). Co-PIs: Irving Piliavin and Mark Courtney. \$20,000. 2000

Dane County Women and Mental Health Project. Substance Abuse and Mental Health Services Administration (SAMHSA). Co-PIs: Joy Newmann & Diane Greenley. \$1,052,880. 1998

UNFUNDED RESEARCH (recent)

In Preparation: The Randolph-Sheppard Act (1936 - creating businesses owned by people who are Blind in federal buildings and National Parks). Is this a viable model of business development for other populations with disabilities? Looking towards Department of Education, Research Services Administration grant or the Ewing Marion Kauffman Foundation. in preparation

Moving people who are homeless from shelters to hotels during the Covid-19 Pandemic: Is this a viable model going forward? With Ezra Susser, Daniel Herman, Jonathan Prince, Deborah Padgett, & Kelly Doran. We will look for funding after this pre-study. Current

Comparative Job Crafting between union represented and non-union represented home health care workers. Co-Principal investigators: Kim, S.M. & Mandiberg, J.M. 2019-current

The new movement of worker cooperatives in New York City compared to Cooperative Home Care Associates (the largest worker cooperative in the U.S.). (Several conference papers. Two draft papers: 1) Mandiberg, J.M. & Kim, S. Understanding the emergence of new worker cooperatives in New York City. (Special issue on Alternatives to Hierarchy edited by Joyce Rothschild, *Journal of Participation and Employ Ownership*. 2) Workplace Cooperatives of Very Low Income and Immigrant Women in York City: Meaning Making through Job Crafting and Collective Participation. With Seonmi Kim Ramapo College 2016-2019

Market Creation Study: How can Outsider Art/Art Brut created by social service clients be built into a market that produces revenue for the benefit of the clients? (Several conference papers. Two in-process papers: 1) Intellectual property rights in Outsider Art/Art Brut; 2) Market creation through infrastructure development: Creating equivalent infrastructure to that of recognized artists to support disabled artists). with Atsuko Hattori, Doshisha University.	2014-current
Jizo Dori (Sugamo, Tokyo, Japan) shopping district and how it provides some supports as customer services seniors that are equivalent to social services (First in-process paper: 1) is Jizo Dori an additional model of naturally occurring retirement community (NORC)	2011-2016
Creating a Credit Union for People with Serious Mental Health Histories in New York State	2010-2014
The Development of Autonomously Organized Homeless Camps in Three Nations: U.S., Canada, & Japan (with Izumi Sakamoto, University of Toronto)	2005-2008

## TEACHING EXPERIENCE

### Hunter College, CUNY

- Ways of Knowing – Human Service Organizations (MSW)
- Ways of Knowing – Mental Health (MSW)
- Organizational Behavior (Human Behavior in the Social Environment II for Organizational Management & Leadership) (MSW)
- Organizational Change (Human Behavior in the Social Environment III for Organizational Management & Leadership) (MSW)
- Social Entrepreneurship, Social Enterprise, and Social Innovation (MSW)
- Professional Seminar (MSW)

### City University of New York Graduate Center – PhD Program in Social Welfare

- Organizational Theory (PhD)
- Social Science Theory Development and Use (PhD)

### Columbia University:

- Social Enterprise Business Development (MS)
- Organizational Theory (PhD)
- Program Planning and Development (MS)
- International Social Welfare Services (MS)
- Boundary Management: Contracting (MS)
- Professional Identity Seminar (MS)
- Program development (MS)

### University of Wisconsin - Madison:

- Administration in Social Work (MSW)
- Administering Public Social Services (MSW)
- Affecting Change in Social Agencies (MSW)
- Human Service Organizations (PhD)



- International Aspects of Social Work: Globalization & Development Policy (MSW)
- Introduction to Social Work (BS)
- Psychosocial Rehabilitation Services (MSW)

#### University of Michigan

- Introduction to Organizational Psychology (BA/BS)

#### Shikoku Gakuin University:

- Community Mental Health (MSW)
- Introduction to Social Work (BSW)
- International Social Work (BSW)
- Program Evaluation (MSW)
- Research Seminar (BSW)
- Psychosocial Rehabilitation (MSW)

## **DISSERTATION EXAM COMMITTEES**

### Completed

Joshua Livingston, CUNY (Chair) (2019)

Jocelyn Lewiskin, CUNY (2018)

Erik Shumar, Columbia University, (Sponsor) (2013)

Tara Batista, Columbia University (2013)

Ihab Al-Daqaqq, Columbia University (Co-sponsor) (2012)

Anita Gundanna, Columbia University

Colleen McGinn, Columbia University

Donna Van Alst, Columbia University

Alissa Schwartz, Columbia University (Co-sponsor/Chair)

Traci Schwinn, Columbia University

Gina Miranda, University of Wisconsin

Marya Sosulski, University of Wisconsin

Maria Hernandez, University of Wisconsin

### In Process

Melva Miller, CUNY

Trang Kelly, CUNY

Bertha Fountain, CUNY

Keri Mabry CUNY

## **PRESENTATIONS**

### **PEER REVIEWED PRESENTATIONS**

Society for the Advancement of Socio-Economics (SASE). (July). *How studying emergent, transformative, change-oriented organizations through qualitative research can help us understand creativity and inclusion* (with Katherine Chen)

2022

Network for Social Work Management (June ). <i>Management Strategies for Precarious Workers' Job Crafting</i> (with Seon Mi Kim)	2022
Society for Social Work & Research, Washington, D.C. (January 14), <i>How do Labor Unions Approaches Shape Job Crafting of Home Care Workers?</i> (with Seon-Mi Kim).	2022
Annual Social Work Theory and Practice Conference at the Interuniversity-Centre, Dubrovnik, Croatia. (Attended remotely to an in-person conference) (September 6) <i>USA Experience in Deinstitutionalization.</i>	2021
Society for the Advancement of Socio-Economics (SASE). (Remotely, July 4). <i>Disaggregation and Re-Aggregation: A Design Method for Social Innovation</i> (with Joshua Livingston).	2021
Society for the Advancement of Socio-Economics SASE). (Remotely, July 2). <i>Autonomously Organized Homeless Encampments in three Countries: Formal Organizational Options and Choices</i> (with Izumi Sakamoto).	2021
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Indianapolis (remotely) (November 12). <i>Hybridity Issues Beyond Organizational Identity and Multiple Logics: A Study of a Joint Cooperative – Union Initiative</i> (with Seon-Mi Kim)	2020
International Social Innovation Research Conference (ISIRC). Manchester, UK (remotely) (September 2.). <i>Unanticipated Outcomes in Hybrid Organizational Arrangements: A Study of a Unionized Cooperative in the U.S.</i> (with Seon-Mi Kim)	2020
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). San Diego, CA (November 22). <i>Social Enterprise and Complex Organizational Forms</i>	2019
Seventh EMES International Research Conference on Social Enterprise, Sheffield, UK. (June 25). <i>Market Creation, Market Capture, and New Market Niche Creation in Social Enterprise</i>	2019
Seventh EMES International Research Conference on Social Enterprise, Sheffield, UK. (June 25). <i>Social Enterprise and Complex Organizational Forms</i>	2019
OUR ECONOMY! Economic Democracy and System Change, NYC (April 12) <i>Workplace Cooperatives of Very low Income and Immigrant Women in New York City: Meaning Making through Job Crafting and Collective Participation</i> (with Seon-Mi Kim)	2019
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Austin, TX (November15). Colloquium presenter: <i>The State of Nonprofit Theory</i> (with co-presenters Richard Steinberg and Rikki Abzug).	2018
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Austin, TX (November 16). <i>The Disaggregation and Re-aggregation of Social Services in Light of Hybridity.</i>	2018
International Social Innovation Research Conference in Heidelberg, Germany (September 4). <i>An Identity Community Development Approach to Social Innovation.</i>	2018
Society for the Advancement of Socio-Economics, Kyoto, Japan (June 24). <i>Identity Economic Development as an Alternative to Market Capitalism: The example of Identity Communities for People with Serious Mental Health Conditions.</i>	2018
7th Subsistence Marketplaces Conference, Urbana, IL (June 23). <i>Workplace Cooperatives of Very low Income and Immigrant Women in New York City: Meaning Making through Job Crafting and Collective Participation</i> (Seonmi Kim, first author & presenter).	2018
Sixth EMES International Research Conference on Social Enterprise, Catholic University, Louvain-La-Neuve, Belgium (July 4). <i>The Emergent Social Movement of Worker Cooperatives in the U.S.: Are these Social Enterprises?</i> (with Seonmi Kim, Ramapo College)	2017

- Sixth EMES International Research Conference on Social Enterprise, Catholic University, Louvain-La-Neuve, Belgium (July 5). *Building a Financially Sustainable Economic Ecosystem of Social Enterprise based upon a Community Development Approach* (with Atsuko Hattori, Rikkyo University, Tokyo) 2017
- Society for the Advancement of Socio-Economics, Lyon France (June 29). *The Emergent Social Movement of Worker Cooperatives in the U.S.* (with Seonmi Kim, Ramapo College) 2017
- Society for Social Work & Research (January 14). *Design Meets Psychiatric Disability: Designing Environments That Don't Disable.* 2017
- Society for Social Work & Research (January 13). *Going to Scale: Disseminating Empirically Supported Social Work Interventions* (with R.J. Macy, B. Henwood, C. Pettus-Davis, & D.B. Herman). 2017
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Washington, D.D. (November 19). *How Social Enterprise Affects Wellbeing in Marginalized Groups* (Co-author: Malin Gawell, Södertörn, University, Stockholm) 2016
- Inter-University Centre, Social work and deinstitutionalisation - Cross-narratives of deinstitutionalisation, Dubrovnik, Croatia: *Inclusion through Economic Development* 2016
- International Social Innovation Research Conference, Glasgow Caledonian University: *Reflections on social enterprises role for marginalized groups' wellbeing* (Co-author: Malin Gawell, Södertörn, University, Stockholm) 2016
- International Social Innovation Research Conference, Glasgow Caledonian University *Design meets psychiatric disability: Design paradigms in meeting the needs of people with serious mental health conditions* 2016
- International Social Innovation Research Conference, Glasgow Caledonian University: *Can social innovation and social enterprise affect structural inequality?* 2016
- Subsistence Marketplace Conference, Urbana, IL: *Market Creation within Economically Marginal and Excluded Stigmatized Social Service Communities* 2016
- Subsistence Marketplace Conference, Urbana, IL: *Can Social Enterprise and Social Entrepreneurship Affect structural Inequality? A Response to Persistent Critique* 2016
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Chicago, IL (November 21). *Financing Intermediaries for Nonprofit and other Mission-based organizations.* 2015
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Chicago, IL (November 20). *Do Formal Social Services Crowd-out other Approaches to meeting Need? A Study of the Sugamo Neighborhood, Tokyo.* 2015
- Fifth EMES International Research Conference on Social Enterprise, Helsinki, Finland (June 30 – July 3, 2015). *A community development approach to social enterprise for economically and socially stigmatized and excluded populations.* 2015
- Society for Social Work and Research, New Orleans, LA. (January, 2015). Panel: *Going to scale: Disseminating Empirically Supported Social Work Interventions.* 2015
- Network of Social Work Managers, Boston, MA (June 4, 2015). *A Social Work Manager's Guide to Social Enterprise Development: Advanced Course* 2014
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Denver, CO. (November, 2014). *A Community Development Approach to Social Enterprise.* 2014
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Denver, CO. (November, 2014). Co-author: Suda, Y. *Sector & Incorporation as Strategic Choice* 2014

University of Illinois College of Business, Fifth Subsistence Marketplaces Conference (June 13-15). <i>Market Creation within Economically Marginal and Excluded Social Service Communities</i>	2014
Network of Social Work Managers, Boston, MA (June 5-6). <i>A Social Work Manager's Guide to Social Enterprise Development</i>	2014
WHO Collaborating Centre, International Seminar "Recovery and Occupation", Trieste, Italy (November 7-8, 2013). <i>Innovative Models with Users as Protagonists in Social Enterprises in the USA.</i>	2013
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Hartford, CT. (November, 2013). <i>Mental Health Peer Providers: Low-Wage/Low-Influence Mirage or Revolution?</i>	2013
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Hartford, CT. (November, 2013). <i>Social Enterprise Infrastructure Development within Identity Communities of People with Serious Mental Health Conditions: Two Linked CBPR Social Enterprise Projects</i>	2013
Meiji University School of Business Administration, Tokyo, Japan (March 9, 2013). <i>How Social Enterprises in the U.S. Tackle Social (&amp; Economic) Exclusion &amp; Inspire Social Innovation</i>	2013
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Indianapolis, IN. (November, 2012). <i>Credit Unions for People with Severe Mental Health Conditions</i>	2012
Fourth Subsistence Marketplace Conference, Chicago, IL. <i>Credit Unions for People with Severe Mental Health Conditions: A Collective Asset Development Approach</i>	2012
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Toronto, Canada. (November, 2011). <i>Disclosure and Mental Health Peer Providers</i> (with L. Gates)	2011
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Toronto, Canada. (November, 2011). <i>Acquired identity and Transnational Identity Communities</i> (with I. Sakamoto)	2011
Institute on Psychiatric Services. (October 2011). <i>Innovations in Psychiatric Rehabilitation: Creating Business and Economic Infrastructure in Identity Communities of Adults with Severe Mental Illness Histories</i>	2011
The Second International Research Conference on Community Inclusion for Individuals with Psychiatric Disabilities (September, 2011). Temple University, Philadelphia, PA. <i>Training Institute on Social Enterprises and Community Inclusion.</i>	2011
New York Association for Psychiatric Rehabilitation Services Annual Conference. (September, 2011). <i>Influencing and Changing your Workplace as a Peer Provider</i>	2011
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Arlington, VA. Paper: <i>Putting theory into practice</i>	2010
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Arlington, VA. Paper: <i>Comparative social movements: Mental health reform in Italy and the U.S.</i>	2010
UCLA Social Enterprise Conference (October 2010). <i>Social Enterprises for Enclave Communities</i>	2010
Third Subsistence Marketplace Conference, Chicago, IL: <i>Developing Business Infrastructure in Very Low Income Communities of People with Severe Mental Illness Histories: The Example of Mental health Pharmacies</i>	2010

- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Cleveland, OH. *The origin of organization in autonomously organized homeless camps.* 2009
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Philadelphia, PA. *Incorporation Status and Organizational Form in Times of Regulatory Transition: Cases from Contemporary Japan* 2008
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Philadelphia, PA. *Alternative Social Services or Alternative to Social Services?* 2008
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Chicago, IL. *How Non-conforming Organizations Survive in the Face of Environmental Isomorphic Pressures* 2007
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Chicago, IL. *Social Enterprise in Japan: A preliminary Report.* (November 2006). 2006
- Canadian Conference on Homelessness, York University, Toronto. Sakamoto, Izumi, Mandiberg, James M., Grewal, Lily, & Mandamin, Rose. *International homelessness: A transnational community or a transnational social movement?* (May 18, 2005) 2005
- Canadian Conference on Homelessness, York University, Toronto. Sakamoto, Izumi, Mandiberg, James M., Ricardi, Josie, Mandamin, Rose & Grewal, Lily. *Coming together: Homeless women, housing and social support.* (May 19, 2005). 2005
- Warner, R. and Mandiberg, J.M. *The diffusion of the psychosocial clubhouse model.* Psychosocial Rehabilitation Conference, Florence, Italy (November 2004). 2004
- Wisconsin Association on Alcohol and Other Drug Abuse Spring Conference, Madison, WI. *The Management Institute.* (May 2004). 2004
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Denver, CO. *Relative Competitive Advantage Between Nonprofit and For-profit TANF agencies in Milwaukee.* (November 2003). 2003
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Denver, CO. *Self-organization of Encampments by People Who Are Homeless: A Three Country Comparison.* (November, 2003). 2003
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Toronto, Canada. *Branding in Human Services: Strategies and Cases.* (November, 2002). 2002
- Association for Research on Nonprofit Organizations and Voluntary Action –ARNOVA, Miami, FL (November 30). *Survival and Growth Strategies of a For-Profit Welfare Organization in a Public and Nonprofit Institutional Environment.* 2001
- Association for Research on Nonprofit Organizations and Voluntary Action –ARNOVA, Miami, FL (December 1). *Nonprofit Business Incubation of For-Profit businesses Owned by People with Histories of Mental Illness.* 2001
- Society for Social Work and Research, Atlanta, GA. (January 21). *The Sequencing of Human Services Innovations: A Natural or a Strategic Process?* 2001

### **INVITED PRESENTATIONS**

- Toyo University, Tokyo, Japan (June 13). Social work in the U.S. 2018
- Plenary: 34<sup>th</sup> Annual Meeting of the Japanese Society for the Study of Social Work (July 22), Sapporo, Japan. *Dealing with “Wicked Problems” by Crossing Professional and Disciplinary Boundaries* 2017

Japan NPO Research Association, Rikkyo University, Tokyo: <i>The recent trend of Social enterprise research: What are the hot issues and research questions for the US and Japan?</i>	2016
Panel on disaster relief: <i>Hokkai-Gakuen University, Hokkaido: Beyond the Earthquake in Kumamoto: What can For-Profits, Nonprofits, and Universities Do for Disaster Relief?</i>	2016
Sophia University, Tokyo: <i>Current Trends in Social Work Management</i>	2016
Swinburne University of Technology, Centre for Social Impact, Melbourne: <i>Thinking about Social Enterprise Systemically: Examples, Design Considerations, and Research Implications</i>	2016
Keynote: Social Enterprise Research Colloquium Australasia 2016, Centre for Social Impact, Swinburne University of Technology: <i>Research on Social Enterprise and Innovation: Dealing with Hybridity and Complexity in a Siloed Environment</i>	2016
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Washington, D.C. (November 19). Discussant: <i>Theory Use and Theory Building in Nonprofit and Voluntary Studies.</i>	2016
Canadian Psychosocial Rehabilitation Conference, Vancouver (June 18, 2015). <i>Social Enterprise Approaches to Work for People in Recovery.</i>	2015
Institute of Population and Public Health/Canadian Institutes of Health Research. New Pathways to Health and Well-being through Social Enterprise, Toronto, Ontario, Canada (February, 2015). <i>Some Contrasting Concepts in Social Enterprise with Public Health Populations.</i>	2015
Rutgers University School of Social Work Doctoral Colloquium. <i>Enterprise</i> (November, 2014) <i>Social Work-Related Issues in Social Enterprise.</i>	2014
Japan Social Work Research Conference, Toyo University, Tokyo (June 28, 2014). <i>An Identity Community Development Approach to Social Services and Supports: Examples from U.S. and Japan Research</i>	2014
University of Texas at Austin, Center for Social Work Research, Via Hope Texas Mental Health Resource, Recovery Institute Conference (April 7-8, 2014). <i>If You Can't Join 'em, Beat 'em! Economic Development By and For People with Serious Mental Health Conditions</i>	2014
Illinois Governor's Task Force on Social Innovation, Social Entrepreneurship, and Social Enterprise (Chicago, IL, October 24, 2013). <i>Infrastructure development that supports the creation and success of social enterprises and social innovation: The necessary, the possible, and policy implications.</i>	2013
Centre for Addiction and Mental Health, Toronto, Canada (November 16, 2011). <i>Creating Business &amp; Economic Infrastructure in Identity Communities of Adults with Severe Mental Illness Histories</i>	2011
Faculty Development Talk at Columbia University School of Social Work (April 2011). <i>If you can't Join 'em, Beat 'em.</i>	2011
Columbia Center for Homeless Prevention Studies. (May 2011). <i>Achieving Social Inclusion through Participation in Identity Communities</i>	2011
The American Center, U.S. Embassy, Tokyo, Japan. <i>Social Enterprise through Identity Community Development</i>	2010
Rikkyo University, Tokyo, Japan. <i>Social Enterprise Business Development. Panel Presentation</i>	2010
Hokkai-Gakuen University lecture, Sapporo, Japan. <i>Social Enterprise Development in Social Services</i> (December 10, 2010)	2010

Sapporo, Japan Community lecture. *The Design of Social Businesses by and for People with Disabilities* (December 11) 2010

Yale University, Department of Psychiatry( November, 2010). *Social enterprises for enclave communities.* 2010

Columbia University Center for Homeless Prevention Services. *Developing Capacity & Infrastructure in Client Communities: Some Theory and Examples in Homelessness and Mental Health* (October 30) 2009

State of Oregon Department of Health Services, Division of Addictions and Mental Health, Salem, OR (August 18, 2009). *Client Community Model Residential Services.* 2009

Center of Global Communication of the International University (GLOCOM) In Tokyo (December 2008). *Scaling-up Social Enterprises.* 2008

Columbia University Center for Homeless Prevention Services, Executive Committee. *Social and Economic Development of client communities.* (January 14) 2008

Rotman School of Business, University of Toronto, *Organizational Options for Business Incubation of Mental Health Consumer Owned Businesses.* 2008

Centre for Addiction and Mental Health, Toronto, *Economic Development of Client Communities.* 2008

Columbia University Psychiatric Epidemiology Training (PET) Seminar. *If you can't join 'em, beat 'em: Client sub-community options for the failure of community supports* (November 29) 2007

Taisho University, *Client Communities and Social Enterprise Development*, Tokyo, Japan (12/25). 2006

Yadokari no Sato, *Social Enterprise and Mental Health*, Saitama, Japan (12/16). 2006

Japan Psychiatric Social Workers Association, Kobe, Japan. *Social Enterprise in Mental Health* (12/3). 2006

Tohoku Koeiki University, Yamagata, Japan. *Strategic Social Enterprise Development* (10/26) 2006

Japan Psychiatric Social Workers Association (Shikoku Gakuin University, Zentsuji, Japan). *Social Enterprise Development in Mental Health Programs.* (October 17, 2006) 2006

Sophia University, Tokyo, Japan. Mandiberg, James M. *A New Welfare Culture Created by Clients: Social Enterprise in Social Work.* (July 26, 2006). 2006

Meiji University School of Business and the Centre for Active Community Research Group and Network for Social Entrepreneurs, Tokyo, Japan. Mandiberg, James M. *A Strategic Approach to Social Enterprise.* (July 18, 2006) 2006

Mandiberg, J.M. *Untangling the Origins of Social Entrepreneurship in Social Service Organizations: A View towards Future Developments and a Report on Some Research.* Korean Federation of Industries, Seoul, Korea (July 2004) 2004

Mental Health Center of Boulder, CO. *Breaking with Tradition: The Development of Client Communities* (November, 2003) 2003

Wisconsin Council on Social Work Education. Wisconsin, Dells. *Teaching International Development in Social Work Education.* (April 10, 2003) 2003

Second Clubhouse Research Conference, Wooster, MA. *An Organizational Taxonomy for Community-Based Mental Health Programs.* (July, 2002). 2002

State of Wisconsin Management and Evaluation Project (MEP), Madison, WI. *Some Preliminary Findings in the Organizational Assessment of Milwaukee's W-2 Project.* (January 25). 2002

Japan Association of Psychiatric Social Workers, Marugame, Kagawa Prefecture (December 23). <i>Extending the Period of Support: What Works and Why.</i>	2001
Japan Association of Psychiatric Social Workers, Marugame City, Kagawa Prefecture (December 24). <i>How the Lack of "Social Space" prevents the Deinstitutionalization of Japanese Psychiatric Patients: Creating Community Infrastructure.</i>	2001
National Association of Social Workers – Wisconsin 26 <sup>th</sup> Annual State Conference. Panel: Women, Co-Occurring Disorders, and Violence: A National Action Research Project (May 11)	2000
Fifth Midwest Clubhouse Seminar, Milwaukee, WI. <i>History of the Clubhouse model.</i> Panel: <i>Grant writing.</i> Panel: <i>The Clubhouse Movement</i>	2000

## PROFESSIONAL EXPERIENCE

Executive Manager, Santa Clara County Health Department (Director, Community Mental Health Services and Director, Community Support Services), Santa Clara County, California.	1981-1991
Senior Program Administrator, San Francisco Housing Authority, San Francisco, California.	1980-1981
Executive Director, Transitional Living Centers for Los Angeles County, Inc.	1979-1980
Director of Satellite Housing/Research Associate, University of Southern California, Division of Community Psychiatry, Alternatives to Hospitalization Project.	1978-1979
Clinical Director, Transitional Services for New York, Inc., Queens, New York and	1976-1978
Intake Director, Transitional Services for New York, Inc., Queens, New York.	1975-1976

## SERVICE TO ACADEMIC INSTITUTIONS

### University Service

Hunter Senate Administrative Committee	2018-current
Hunter Senate Governance Committee	2018-current
Hunter College Strategic Plan (Chair)	2021-current

### School Service

<u>Silberman School of Social Work</u>	
CUNY PhD in Social Welfare Faculty Committee	2014-current
CUNY PhD in Social Welfare Executive Committee	2017-current
Chair, Organizational Management and Leadership program	2013-current
Curriculum Committee	2013- current
Health & Mental Health Field of Practice	2013- current
World of Work Field of Practice	2014-2015
Dean's Council	2014-2018



Field Work Committee	2014- current
Silberman CSWE Reaffirmation Committee	2016-2018
Faculty Search Committee	2015-2016
Personnel & Budget Committee (Alternate)	2020 - current

### Columbia University

Co-Chair, Social Enterprise Administration	2005 – 2013
International Committee, Columbia University School of Social Work.	2009 – 2010
Committee member, Budget Committee, Columbia University School of Social Work.	2008 – 2013
Diversity Advisory Committee, Columbia University School of Social Work.	2005 – 2007
Dual Degree/Minor Program Coordinator, Business.	2006 – 2013
Doctoral Committee, Columbia University School of Social.	2006 – 2013
Committee on Seminar on Professional Identity.	2005 – 2007
Committee on Students, Columbia University School of Social Work.	2005 – 2006

## **PROFESSIONAL & CIVIC ACTIVITIES**

### Professional

Co-Chair, Social Workers in Social Entrepreneurship and Social Innovation International	2020-current
Course Director's Committee, Annual Social Work Theory and Practice Conference At the Interuniversity-Centre in Dubrovnik, Croatia.	2020-current
Advisory Board member – Center for the Advancement of Critical Time Intervention	2014-current
Board member - Center for Mental Health Research and Innovations in Treatment Engagement and Services (MH-RITES Center), Houston, Texas.	2016-current
Editorial Board, <i>Human Service Organizations: Management, Leadership, and Governance</i>	2019-current
Editorial Board, <i>Journal of Policy Practice</i>	2016-2018
Editorial Board, <i>Social Enterprise Journal</i>	2016-current
Reviewer, <i>Social Enterprise Journal</i>	2015
Reviewer, <i>Psychiatric Rehabilitation Journal</i>	2014-current
Reviewer, <i>Human Service Organizations Management, Leadership &amp; Governance</i>	2015-current
Reviewer, <i>Nonprofit Management &amp; Leadership</i>	2015-current
Reviewer, <i>New Directions in Child and Adolescent Development</i>	2015
Reviewer, Network of Social Work Managers annual conference	2014
Reviewer, <i>International Marketing Review</i>	2014
Abstract Editor, <i>The Nonprofit Review</i>	2012-2018
Reviewer, <i>Psychiatric Services</i>	2012-2014
Reviewer, <i>Journal of Business Research</i>	2010-2011

Reviewer, <i>Voluntas</i>	2010-current
Institute for Research on Poverty, Faculty Affiliate	2000-2011
Advisory Committee, National Center for Clubhouse Research, University of Massachusetts School of Medicine	2000-2008
Reviewer, Japan Foundation	2005-2009
Great Lakes Supported Education Replication (GLASER) project (FIPSE –Fund for the Improvement of Post-Secondary Education funded project: Carol Mowbray PI)	2000-2005
Reviewer, Academy of Management, Business Policy and Strategy (BPS) Division.	2000-2003
Reviewer, <i>Nonprofit and Voluntary Sector Quarterly</i>	2002-current
Reviewer, <i>Small Group Research</i> journal.	1999, 2000
Reviewer, <i>Administrative Science Quarterly</i>	2009
Reviewer, <i>Journal of Rural Mental Health</i>	
Reviewer and Track Chair, Association for Research on Nonprofit Organizations and Voluntary Action annual conference – Track Co-Chair 2008 – Social Justice Track; 2009 – International Track	2007-2010
Executive Committee, Theories, Issues and Boundaries Section, Association for 2011 Research on Nonprofit Organizations and Voluntary Action	2005-2013-2016
Doctoral Student Mentoring, Association for Research on Nonprofit Organizations and Voluntary Action, <i>Theories, Issues &amp; Boundaries</i> Interest Group.	2015
Track Chair, <i>Theory</i> , Subsistence Marketplace Conference.	2016
<u>Civic</u>	
Board, Recovery Trust, Boulder, CO.	2015-2019
<i>pro bono</i> strategic planning consultation, The Empowerment Center, Mount Vernon, NY	2014
Advisory Board, Weston United-Casita Unida Clubhouse, NYC	2013-2014
<i>pro bono</i> social enterprise consultation, Renaissance Community Development Corporation, Chinatown, NYC.	2012
<i>pro bono</i> organizational development consultation, Youth Education through Sports (YES, Inc.), NYC.	2010 – 2018
SE4JOBS Working Group, Social Enterprise Alliance	2012 – 2016
Income Generating Program Committee, Brooklyn Community Services	2011
Strategic Development Board, The Empowerment Center, Mount Vernon, NY.	2009 – 2014
Board, Empowerment Federal Credit Union, Mount Vernon, NY.	2010 – 2014
Consultant ( <i>pro bono</i> ) Sanagitachi NPO/Funnybee, Yokohama, Japan.	2006 –2008
Member, Madison – Obihiro Sister City Mental Health Committee	2002 – 2005
Board member, Wisconsin (Mental Health) Clubhouse Coalition.	2000 – 2004
Dane County Mental Health System Redesign Committee and Dane County. Managed Behavioral Health Care Management Implementation Committee.	2000 – 2004
Board of Directors and Secretary, The Enterprise People (a nonprofit business incubator), Madison, WI.	1998 – 2004

Consultant (pro bono), M-M Project (A psychiatric Hospital deinstitutionalization project), Marugame, Japan.	1992 – 2003
Advisory Committee, Grassroots Empowerment Project, Madison WI	1997 – 1999

## **PROFESSIONAL AFFILIATIONS**

Academy of Management (AoM)

Association for Community Organization and Social Action (ACOSA)

Association for Consumer Research (ACR)

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

EMES International Research Network on Social Enterprise

Impact Capital Forum (former Microfinance Club of NY)

Macromarketing Society

Marketing Science Institute (MSI)

Network of Social Work Managers (NSWM)

Social Enterprise Alliance (SEA)

Social Work Innovation Network (SWIN)

Society for the Advancement of Socio-economics (SASE)

Society for Social Work and Research