



EDUCATION

DIPLOMAS

- 2023- Master of Public Health (MPH). Western Michigan University.
2014-21 Ph.D. in Public Administration. Western Michigan University.
2013-14 Master of Business Administration. Grand Valley State University.
2012-13 Graduate Certificate in Nonprofit Leadership. Grand Valley State University.
2011-13 Master of Public Administration. Grand Valley State University.
2008-10 Business Administration. Cornerstone University.

TRAINING

- 2023 U.S. Department of Health and Human Services & The Surfus Foundation. Federalwide Assurance. Signatory Official.
2022 CITI Program. Human Subjects Institutional Review Board Training Certificate.
2022 Johns Hopkins University & Coursera. Epidemiology Specialization.
2021 University of Colorado Boulder & Coursera. Anti-Racism Specialization.

SKILLS

SOFTWARE. Stata; SPSS; NVIVO; Adobe CC; MS Office; Teams; Webex; Zoom; Zotero; Wordpress.
DATASETS. U.S. Census Bureau Household Pulse Survey. Phase 3.2-3.10.

APPOINTMENTS

TEACHING

- 2022-23 Western Michigan University. School of Public Affairs and Administration. Faculty Specialist I.
Spring 2023: PADM 2000 Introduction to Nonprofit Leadership (Online); PADM 3000 Foundations of Nonprofit Management (Online); PADM 6060 Applied Research Methods (In-Person); PADM 6435 Marketing and Community Engagement (Hybrid).
Fall 2022: PADM 3000 Foundations of Nonprofit Management (In-Person); PADM 6010 Economic Principles for Public Service (In-Person); PADM 6520 Health Care Economics & Finance (Hybrid).

RESEARCH

- 2021-22 University of New Hampshire. Institute on Disability. Postdoctoral Research Associate.

SERVICE

UNIVERSITY

- 2022-23 Western Michigan University. Undergraduate and Graduate Curriculum Development Committee.
2022 University of New Hampshire. Thesis (Sawyer Rogers).
2019 Western Michigan University. Doctoral Assistant for NASPAA Accreditation Project.

PROFESSION

- 2023- Journal of Public and Nonprofit Affairs. Reviewer.
2022- Journal of Vocational Rehabilitation. Editorial Board (Reviewed 3 articles).
2022- Policy Studies Journal. Reviewer (Reviewed 2 articles).
2022-23 ASPA LGBT Advocacy Alliance Section. Chair (2022-23); Vice Chair (2022).
ASPA Michigan Capital Area Chapter. President (2019-23); VP Membership (2017-19); At-Large Board Member (2015-17); Board Liaison to Western Michigan University (2014-15).

COMMUNITY

- 2010- The Surfus Foundation. Founding President & Treasurer.
2020-21 ASPA Michigan Capital Area Chapter. Strategic Plan & Fund Development Plan.
2015-16 NASPAA-Batten Student Simulation Competition. Public Policy Simulation.
2014 Grand Rapids Symphony Orchestra. Marketing Plan Class Project.
2010-14 Grand Rapids Pride Center. Facilitator (2012-14) & Steering Committee Co-Chair.
2013 Grand Rapids Red Project. Fund Development Plan Class Project.
2012 Disability Advocates of Kent County. Strategic Plan Class Project.



PUBLICATIONS

DISSERTATION

Surfus, C. R. (2021). Michigan municipal manager perceptions on LGBTQ+ inclusion: A narrative policy framework case study. [Doctoral dissertation, Western Michigan University].

JOURNALS

1. Surfus, C.R., Amoateng, E., Hadley, W., & Edwards, V. (2024). A comparative review to understand disability and educational attainment among Gen Z.
2. Brucker, D. L., Surfus, C. R., & Henly, M. (2023). Mental health experiences in 2021 for adults with disabilities who are lesbian, gay, bisexual, or transgender. *Rehabilitation Psychology*, 68(4), 374–384. <https://doi.org/10.1037/rep0000511>
3. Jablonski, E. S., Surfus, C. R., & Henly, M. (2023). Full-time caregiving during COVID-19 based on minority identifications, generation, and vaccination status. In J. J. Kronenfeld (Ed.), *Social Factors, Health Care Inequities and Vaccination* (Vol. 40, pp. 43–64). Emerald Publishing Limited. <https://doi.org/10.1108/S0275-495920230000040003>
4. Surfus, C. R. (2023). The COVID-19 impact on employment for LGBT individuals with disabilities: An examination of the 2021 Household Pulse Survey. *Journal of Disability Policy Studies*. <https://doi.org/10.1177/10442073231205605>
5. Surfus, C. R. (2023). A statistical understanding of disability in the LGBT community. *Statistics and Public Policy*. <https://doi.org/10.1080/2330443X.2023.2188056>
6. Surfus, C. R. (2013). "Equity issues in LGBT funding: Inequality remains despite national progress," *SPNHA Review* (9)(1), Article 7. <http://scholarworks.gvsu.edu/spnhareview/vol9/iss1/7>

BOOKS

1. Surfus, C.R. (2024). The Flint water crisis, the aftermath, and implications for administrative law and social equity. In Holzer, M. & Williamson, A. (Eds.), *Public Administration and Nonprofit Management in Practice: A Case Study Collection*. New York, NY: Routledge.
2. Surfus, C.R. (2024). Intersectional health disparities in the LGBTQIA+ community. In Swan W., Surfus, C.R., & Drake, D. (Eds.), *LGBTQIA+ Communities, Pandemics, and Policy Responses: Connecting the Dots*. New York, NY: Routledge- Taylor & Francis.
3. Surfus, C.R. (2024). The LGBTQIA+ experience of COVID-19 and Long-COVID. In Swan W., Surfus, C.R., & Drake, D. (Eds.), *LGBTQIA+ Communities, Pandemics, and Policy Responses: Connecting the Dots*. New York, NY: Routledge- Taylor & Francis.
4. Surfus, C.R. (2024). Mpox and emergent epidemiological threats facing the LGBTQIA+ community. In Swan W., Surfus, C.R., & Drake, D. (Eds.), *LGBTQIA+ Communities, Pandemics, and Policy Responses: Connecting the Dots*. New York, NY: Routledge- Taylor & Francis.
5. Surfus, C.R., & Fullerton, A. (2024). The transgender community: Data and disparities under COVID-19 and Mpox. In Swan W., Surfus, C.R., & Drake, D. (Eds.), *LGBTQIA+ Communities, Pandemics, and Policy Responses: Connecting the Dots*. New York, NY: Routledge- Taylor & Francis.
6. Surfus, C. R. (2022). COVID-19 and the impact on LGBT disabled Americans. In Swan, W. (Ed.), *COVID-19, the LGBTQ+ Community and Public Policy* (pp. 92-98). New York, NY: Routledge.
7. Surfus, C. R. (2022). An international pandemic, misinformation, and policy harms. In Swan, W. (Ed.), *COVID-19, the LGBTQ+ Community and Public Policy* (pp. 1-17). New York, NY: Routledge.
8. Surfus, C. R. (2022). Reclaiming our time: From discrimination to dignity. In Swan, W. (Ed.), *COVID-19, the LGBTQ+ Community and Public Policy* (pp. 265-272). New York, NY: Routledge.
9. Surfus, C. R., & Sanner, C. (2022). The Flint water crisis. In Murphy Greene, C. (Ed.), *Environmental Justice and Resiliency in an Age of Uncertainty* (pp. 54-71). New York, NY: Routledge-Taylor & Francis.
10. Surfus, C. R. (2018). Challenges and opportunities for the LGBTQ community at the state and local levels. In Swan, W. (Ed.), *The Routledge Handbook of LGBTQ Administration and Policy* (pp. 356-361). New York, NY: Routledge.



PRESENTATIONS

CONFERENCES

1. Surfus, C.R. (2023). Queering public policy research. Conference on Public Policy Research (COPPR). Syracuse, NY. Presenter.
2. Surfus, C.R. (2023). LGBT Advocacy Alliance Section panel and business meeting. American Society for Public Administration Annual Conference. Online. Chair/Presenter.
3. Surfus, C.R. (2023). Narrative Policy Framework and qualitative research. International Public Policy Association (ICPP6). Toronto, ON, Canada. Presenter.
4. Surfus, C.R. (2023). Protecting the bureaucracy from LGBTQ+ data erasure. Social Equity Leadership Conference. Kansas City, MO. Presenter.
5. Surfus, C.R. (2023). Public policy methodologies and innovations in diversity administration. International Public Policy Association (ICPP6). Toronto, ON, Canada. Chair/Presenter.
6. Murphy-Greene, C., & Surfus, C.R. (2022). Environmental justice and resiliency in an age of uncertainty." Northeast Conference on Public Administration. Online. Presenter.
7. Surfus, C.R. (2022). COVID-19 and the impact on LGBT disabled Americans. Social Equity Leadership Conference. Online. Moderator/Presenter.
8. Surfus, C.R. (2022). The COVID-19 impact on disability, LGBTQ+, and employment: An examination of the 2021 Census Household Pulse Survey. American Society for Public Administration Annual Conference. Jacksonville, FL. Moderator/Presenter.
9. Surfus, C.R. (2022). COVID-19, the LGBTQIA+ community, and public policy. Saint Louis County, MN Health and Human Services Conference. Online. Presenter.
10. Surfus, C.R. (2022). COVID-19, the LGBTQIA+ community, and public policy. Southeast Conference on Public Administration. Lexington, KY. Moderator/Presenter.
11. Surfus, C.R. (2022). Learning from the 2021 Census Household Pulse Survey to create innovative public service agencies. Midwest Public Affairs Conference. Springfield, IL. Presenter.
12. Surfus, C.R. (2022). LGBTQ+ data collection and COVID-19 statistics in public administration. Korean Association for Public Administration. Online. Moderator/Presenter.
13. Surfus, C.R. (2022). National petition of South Korea. Korean Association for Public Administration. Discussant.
14. Surfus, C.R. (2022). Participatory budgeting. Korean Association for Public Administration. Online. Discussant.
15. Surfus, C.R. (2022). Understanding the pandemic, LGBTQ+ people, and public policy. Northeast Conference on Public Administration. Online. Moderator/Presenter.
16. Surfus, C.R. (2022). U.S. Census Household Pulse Survey, Mpox data project, and *COVID-19, the LGBTQIA+ Community, and Public Policy*. National LGBTQ Health Conference. Chicago, IL. Poster Presenter.
17. Aljanahi, M.H., & Surfus, C.R. (2021). Public leadership and crisis management. International Public Policy Association. International Conference on Public Policy (ICPP5). Barcelona, Spain. Co-Chair.
18. Surfus, C.R. (2021). COVID-19 and implications for the LGBTQ+ community. American Society for Public Administration Annual Conference. Online. Presenter.
19. Surfus, C.R. (2021). Understanding the 2021 Census Pulse Survey and the current state of inclusion. Northeast Conference on Public Administration. Online.
20. Surfus, C.R. (2020). Challenges and opportunities for the LGBTQ community and the state and local levels in the modern era. American Society for Public Administration Annual Conference. Anaheim, CA. Presenter.
21. Surfus, C.R. (2020). Graduate student panel presentations on COVID-19. Northeast Conference on Public Administration. Online.
22. Surfus, C.R. (2020). Innovation and practices in the public sector. Presenter. Accepted proposal/COVID-19 cancelled.
23. Surfus, C.R. (2019). Challenges and opportunities for the LGBTQ community and the state and local levels in the modern era. American Society for Public Administration Annual Conference. Washington, D.C. Presenter.
24. Surfus, C.R. (2019). Challenges and opportunities for the LGBTQ community and the state and local levels in the modern era. Midwest Public Affairs Conference. Indianapolis, IN. Presenter.
25. Surfus, C.R. (2019). Challenges and opportunities for the LGBTQ community at the state and local levels in the modern era. Northeast Conference on Public Administration. Online.



CONFERENCES (continued)

- 26. Surfus, C.R. (2019). Challenges and opportunities for the LGBTQ community at the state and local levels in the modern era. Opportunity Conference. Minneapolis, MN. Presenter.
- 27. Surfus, C.R. (2018). Emergency management, environmental racism, and the new Jim Crow. Baltimore, MD. Moderator/Presenter.
- 28. Surfus, C.R. (2017). Modeling for LGBTQ inclusion in public administration. Midwest Public Affairs Conference. Omaha, NE. Presenter.
- 29. Surfus, C.R. (2016). LGBTQ+ inclusion in public organizations: A catalyst for collaborative environments. Harrisburg, PA. Presenter.

INVITED TALKS

- 1. Surfus, C.R. (2023). SPAA public service engagement series. Western Michigan University. Online. Moderator.
- 2. Murphy-Greene, C., & Surfus, C.R. (2022). Environmental justice and resiliency in an age of uncertainty. American Society for Public Administration. Online (webinar). Presenter.
- 3. Surfus, C.R., Benson, J., Mingus, M.S., Grossmann, M. (2022). Current elections in Michigan, featuring Michigan Secretary of State Jocelyn Benson. American Society for Public Administration Michigan Capital Area Chapter. Online. Chair/Moderator.
- 4. Surfus, C.R. (2021). Reclaiming our time: From discrimination to dignity. American Society for Public Administration Section on Democracy and Social Justice. Online. Chairperson.
- 5. Surfus, C.R., Bagdasarian, N., Swan, W., & Overby, P. (2021). COVID-19 and implications for the LGBTQ+ community. American Society for Public Administration Michigan Capital Area Chapter. Online. Chair/Moderator.
- 6. Surfus, C.R., & Schor, A. (2020). Moving Lansing’s economy ahead under COVID-19, featuring Lansing, MI Mayor Andy Schor. American Society for Public Administration Michigan Capital Area Chapter. Online. Chair/Moderator.

GRANTS

AWARDED

State of Michigan & Michigan Nonprofit Association. Michigan Nonprofit Relief Fund. \$25,000.

ELIGIBLE (APPLIED; PENDING)

- 1. National Institute on Disability, Independent Living, and Rehabilitation Research. Switzer Fellowship Program. \$90,000 (1 year).
- 2. National Institute on Disability, Independent Living, and Rehabilitation Research. Field Initiated Projects Program (Research). \$600,000 (3 years).

ELIGIBLE (APPLIED; NOT SELECTED)

- 1. EPA Environmental Justice Thriving Communities Grantmaking Program. \$50,000,000 (3 years).
- 2. Steelcase Foundation. Early-Stage Operations and Planning Fund Grant. \$150,000 (3 years).
- 3. U.S. Department of Commerce MBDA. Capital Readiness Program. \$3,000,000 (4 years).
- 4. National Institute on Disability, Independent Living, and Rehabilitation Research. RRTC Community Living and Participation Among Transition Age Youth with Serious Mental Health Conditions from Disadvantaged, Vulnerable, and Marginalized Backgrounds. \$4,375,000 (5 years).
- 5. National Institute on Disability, Independent Living, and Rehabilitation Research. RRTC on Disability Statistics and Demographics. \$4,375,000 (5 years).

NOT ELIGIBLE (APPLIED)

- 1. National Institute on Disability, Independent Living, and Rehabilitation Research. RRTC on Aging Among Adults with Serious Mental Illnesses. \$4,375,000 (5 years).
- 2. National Institute on Disability, Independent Living, and Rehabilitation Research. RRTC on Physical Disabilities. \$4,375,000 (5 years).

AWARDS

	American Society for Public Administration LGBT Advocacy Alliance Section	
2024	Best Paper Award “A Statistical Understanding of Disability in the LGBT Community”	Nominated
2023	Paula Overby Memorial Award	Awarded



2023	Taylor & Francis Group Disability Pride Month Best Publication “A Statistical Understanding of Disability in the LGBT Community”	Awarded
2022	Marquis Who’s Who in America America’s Top Public Administrators	Awarded
2015	Western Michigan University Thurgood Marshall Doctoral Fellowship	Alternate
2014	Point Foundation Point Foundation LGBTQ+ Scholarship	National Semifinalist
2013	Point Foundation LGBTQ+ Scholarship	National Semifinalist
2012	Point Foundation LGBTQ+ Scholarship	National Semifinalist
2011-12	Grand Valley State University GVSU Peace and Justice Scholarship	Awarded
	West Shore Aware LGBT Scholarship	Awarded

MEMBERSHIP

ASPA American Society for Public Administration; **ASA** American Sociological Association; **ASA** American Statistical Association; **APPAM** Association for Public Policy Analysis and Management; Delta Alpha Pi; **ICMA** International City/County Management Association; **IPPA** International Public Policy Association; **MML/MME** Michigan Municipal Executives; **MNA** Michigan Nonprofit Association; Pi Alpha Alpha; **PATNET** Public Administration Theory Network; **YNPN** Young Nonprofit Professionals Network of Grand Rapids.