



EDUCATION

DIPLOMAS

2023-25	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	B.S., Business Administration. Cornerstone University.

TRAINING

2023	U.S. HHS & 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.

EXPERIENCE

TEACHING EXPERIENCE

2022-23	Western Michigan University. School of Public Affairs and Administration. Faculty Specialist I. <i>Spring 2023:</i> <ul style="list-style-type: none">• 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) <i>Fall 2022:</i> <ul style="list-style-type: none">• PADM 3000 Foundations of Nonprofit Management (In-Person)• PADM 6010 Economic Principles for Public Service (In-Person)• PADM 6520 Health Care Economics & Finance (Hybrid)
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RESEARCH EXPERIENCE

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

2023-2010	Surfus Style eCommerce- eBay, Mercari, & Poshmark. Entrepreneur. The Surfus Foundation. Founder, President, & Treasurer.
2022-23	ASPA LGBT Advocacy Alliance Section. Chair (2022-23); Vice Chair (2022).
2019	Western Michigan University. Doctoral Assistant.
2014-23	ASPA Michigan Capital Area Chapter <ul style="list-style-type: none">• President (2019-23)• VP Membership (2017-19)• At-Large Board Member (2015-17)• Board Liaison to Western Michigan University (2014-15)



SERVICE

UNIVERSITY

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

PROFESSION

2023- Journal of Public and Nonprofit Affairs. Reviewer.
2022-23 Policy Studies Journal. Reviewer (Reviewed 2 articles).
2022-23 Journal of Vocational Rehabilitation. Editorial Board (Reviewed 3 articles).

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) & 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. (2025). 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>

**BOOK CHAPTERS**

1. Surfus, C.R. (2025). 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.
2. Surfus, C.R. (2025). 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.
3. Surfus, C.R. (2025). 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.
4. Surfus, C.R. (2025). The politics and policy of public health funding. 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. (2025). The U.S. Census Household Pulse Survey and U.S. LGBTQ populations. 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., & Fullerton, A. (2025). 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.
7. 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.
8. 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.
9. 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.
10. 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.
11. 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.

NEWS ARTICLES

Surfus, C.R., & Swan, W. (2024). The current level of attacks on the LGBTQ+ community is both a national and worldwide phenomenon. *PA Times*. American Society for Public Administration.



PRESENTATIONS

CONFERENCES

1. Surfus, C.R. (2024). 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.
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. Swan, W., & Surfus, C.R. (2024). Undermining our rights: A national emergency for the LGBTQ+ community. American Society for Public Administration. Online (webinar). Presenter.
2. Surfus, C.R. (2023). SPAA public service engagement series. Western Michigan University. Online. Moderator.
3. Murphy-Greene, C., & Surfus, C.R. (2022). Environmental justice and resiliency in an age of uncertainty. American Society for Public Administration. Online (webinar). Presenter.
4. 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.
5. Surfus, C.R. (2021). Reclaiming our time: From discrimination to dignity. American Society for Public Administration Section on Democracy and Social Justice. Online. Chairperson.
6. 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.
7. 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. The Surfus Foundation.

NOT AWARDED (ELIGIBLE)

1. National Institute on Disability, Independent Living, and Rehabilitation Research. Switzer Fellowship Program. \$90,000 (1 year). Individual Applicant.
2. National Institute on Disability, Independent Living, and Rehabilitation Research. Field Initiated Projects Program (Research). \$600,000 (3 years). The Surfus Foundation.
3. EPA Environmental Justice Thriving Communities Grantmaking Program. \$50,000,000 (3 years). The Surfus Foundation.
4. Steelcase Foundation. Early-Stage Operations and Planning Fund Grant. \$150,000 (3 years). The Surfus Foundation.
5. U.S. Department of Commerce MBDA. Capital Readiness Program. \$3,000,000 (4 years). The Surfus Foundation.
6. 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). The Surfus Foundation.
7. National Institute on Disability, Independent Living, and Rehabilitation Research. RRTC on Disability Statistics and Demographics. \$4,375,000 (5 years). The Surfus Foundation.
8. eBay Up & Running Grant. \$10,000. The Surfus Foundation & Surfus Style.

NOT AWARDED (NOT ELIGIBLE)

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

AWARDS

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| 2024 | American Society for Public Administration LGBT Advocacy Alliance Section. Best Paper Award. Nominated.
"A Statistical Understanding of Disability in the LGBT Community" |
| 2023 | American Society for Public Administration LGBT Advocacy Alliance Section. Paula Overby Memorial Award. Awarded. |
| 2023 | Taylor & Francis Group. Disability Pride Month Best Publication. Awarded.
"A Statistical Understanding of Disability in the LGBT Community" |
| 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 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. |
| 2011-12 | 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 League & Michigan Municipal Executives
MNA	Michigan Nonprofit Association
	Pi Alpha Alpha
PATNET	Public Administration Theory Network
YNPN	Young Nonprofit Professionals Network of Grand Rapids.