RASHEDA L. WeaveR, PhD

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**EDUCATION**

**PhD in Public Affairs-Community Development**, Rutgers University, received May 2017

Dissertation Title: *Social enterprise and the capability approach: Examining the quest to humanize business*

Chair: Lorraine Minnite, PhD

**Master of Science in Public Affairs,** Rutgers University, received October 2015

**Master of Arts in Applied Psychology (Valedictorian),** New York University Steinhardt School of Education, Culture, and Human Development, received May 2013

**Bachelor of Arts in Psychology (magna cum laude and with honors**)*,* Lehman College of the City University New York, received June 2011

**SPECIAL TRAINING**

**Qualitative and Mixed Methods Training for Social Enterprise Research,** EMES Training School, EMES International Research Network, Marseille, France (06/2018)

**Mixed-Methods Research Training**, Interuniversity Consortium for Political and Social Research (ICPSR), University of North Carolina, Chapel Hill (07/2015)

**Global Social Change Leadership Institute**, Research Center for Leadership in Action at New York University Wagner School for Public Service (06/2012-07/2012)

**Cross-Cultural Counseling and Group Dynamics in Stressful Environments**, New York University in Tel Aviv, Israel (05/2012-06/2012)

**ACADEMIC APPOINTMENTS**

09/2018 – Present Assistant Professor of Entrepreneurship and Innovation, Hynes Institute for Entrepreneurship and Innovation, Iona College

02/2018 – 05/2018 Faculty Co-Director, Innovation and Entrepreneurship Learning Community, University of Vermont

08/2017 – 05/2018 Assistant Professor of Community Entrepreneurship, Department of Community Development and Applied Economics, University of Vermont

06/2017 – 08/2017ResearchAssistant Professor, Department of Community Development and Applied Economics, University of Vermont

01/2017 – 05/2017Part-Time Lecturer,Department of Public Policy and Administration, Rutgers University

**TEACHING ACTIVITIES**

***Academic Courses Taught***

University of Vermont

* Strategic Planning for Community Entrepreneurs (Spring 2018) (29 undergraduate students)
* Intro to Community Entrepreneurship (Spring 2018) (108 undergraduate students)
* Strategic Planning for Community Entrepreneurs (Fall 2017) (24 undergraduate students)

Rutgers University

* Social Entrepreneurship, Civic Engagement, and Community Development (Spring 2017)

(5 undergraduate students)

***Curriculum Development***

**Faculty Co-Director and Instructor,** Innovation and Entrepreneurship Learning Community,University of Vermont (Spring 2018)

* Currently developing theInnovation and Entrepreneurship Learning Community at the University that aims to equip students with an understanding of role innovation plays in our everyday life and providing students a living environment that conveys that. Students will enroll in the course “Innovation Explored” where they will engage in bus and walking tours of entrepreneurial towns and support organizations throughout Vermont. This learning community and course launches in Fall 2018. The learning community is expected to house 290 undergraduate students and the course will have 167 first-year undergraduate students.

**Course Developer and Lecturer**, Department of Public Policy and Administration, Rutgers University (Spring 2017)

* Designed the undergraduate course “Social Entrepreneurship, Civic Engagement, and Community Development.” The course aims to advance knowledge about social entrepreneurship as a community development strategy. Engaged civic learning, a pedagogical technique that emphasizes community engagement and experiential learning, is used to foster conceptual and practical learning. Conceptual learning methods include academic readings, case studies, and videos. Community engagement methods include a community-based research and field visits.

**Member**, Civic Engagement and Social Change Certificate Committee, Office of Civic Engagement, Rutgers University (Spring 2016- Spring 2017)

* Served on the design committee for the“Civic Engagement and Social Change” certificate program for undergraduate students aiming to develop civic skills and cultural competence. The certificate consists of taking several civic-minded courses, engaging in 100 hours of service activities, developing an e-portfolio, and completing a capstone project that requires students to work on local community development efforts.

***Teaching Assistantship***

* **Civic Engagement Graduate Fellow/ Teaching Assistant**, Office of Civic Engagement, Rutgers University (08/2013 – 06/2016)
  + Lectured in and hosted written and oral critical reflection sessions for engaged civic learning graduate and undergraduate courses. Coordinated university-community civic engagement activities.
  + Courses:
    - Urban Sociology (Spring 2016)
    - Social Stratification (Spring 2016)
    - Urban Education with Civic Engagement (Fall 2015)
    - Business Organizations (Fall 2014)
    - Camden, Philadelphia, and the Region (Spring 2014)
    - Ecology: The Urban Science? (Spring 2014)
    - Social Welfare Policies and Services I (Fall 2013)

**PUBLICATIONS**

***Peer-Reviewed Journal Articles***

Weaver, R.L. (forthcoming). Social enterprise and the capability approach: Exploring how social enterprises are humanizing business. **Journal of Nonprofit and Public Sector Marketing.**

Danley, S. & Weaver, R.L. (2018). “They’re not building it for us”: Displacement Pressure, Exclusion, and Protesting Neighborhood Investment. **Societies.**

Weaver, R. L. Danley, S. & Otero-Vera, I. (2018) Learning from failure: Barriers to using experiential education in graduate nonprofit research training. **Journal of Nonprofit Education and Leadership, 8 (3), 305-321.**

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Weaver, R. L. (2018). Re-conceptualizing social value: Applying the capability approach in social enterprise research. **Journal of Social Entrepreneurship, 9 (2), 79-93.**

# Kato, S., Weaver, R. L., & Ashley, S. (2017). Insights for measuring social value: Classification of measures related to the capabilities approach. VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations, 1-24.

Weaver, R. L. (2016). Social enterprise self-employment programs: A two-dimensional human capital investment strategy. **Social Enterprise Journal, 12 (1).**

* **Recognition:**
  + Highly Commended Paper Award, 2017 Social Enterprise Journal’s Emerald Literati Network Awards for Excellence (2017)

***Manuscripts Under Review***

Weaver, R.L. (Under Review).Social Enterprise Laws and Their Influence on Social Service Delivery. Submitted December 2018. **Public Management Review.**

Weaver, R.L.(Under Review).From research to practice: Employing a social enterprise business model in the classroom. Submitted September 2018. **Journal of Nonprofit Education and Leadership.**

***Manuscripts in Preparation***

Weaver, R.L. & Mbacke, M. Using Weaver’s Social Enterprise Directory to Teach and Engage Students in Social Enterprise Research. Expected submission July 2019. **Entrepreneurship Education and Pedagogy.**

Weaver, R.L. Institutional sufficiency theory: Context and the emergence of social enterprise. Expected submission August 2019. **Journal of World Business.**

Weaver, R.L. Social enterprise in the United States: An empirical overview of their social and economic activities. Expected submission August 2019. **Small Business Economics**.

***Book Chapters***

Weaver, R. L. (forthcoming). Engaged civic learning: Advancing student learning and community development*.* **Cambridge Handbook of Organizational Community Engagement and Outreach**.

***Policy Briefs***

Weaver, R.L. (2015). How to help profit-making social enterprises combat pressing social problems. **Scholars Strategy Network.** Access policy brief [here](http://www.scholarsstrategynetwork.org/node/28103).

**RESEARCH GRANTS**

* Weaver’s Social Enterprise Directory: A National Public Directory for Social Enterprises in the United States. Office of the Vice-President for Research Express Grant, $3,000 (2018).
* Exploring Social Enterprise as a Strategy for Community Development in Vermont, University of Vermont, Vermont Agricultural Experiment Station Hatch Grant, $10,000 (2017)
* Dissertation Fellowship, Rutgers University, $3,000 (2016)
* GA/TA Professional Development Fund Grant, Rutgers University, $700 (2016)
* Conference Scholarship & Travel Grant, ARNOVA, $250 (2015)
* Research Grant, Center for Urban Research and Education, $500 (2015)
* GA/TA Professional Development Fund Grant, Rutgers University, $827 (2015)

**OTHER GRANTS, SCHOLARSHIPS, AND FELLOWSHIPS**

* Faculty Engaged Civic Learning Course Grant, $360 (2017)
* Faculty Fellows Program, Rutgers University Office of Civic Engagement, $1,000 (2017)
* Open and Affordable Textbook Grant, Rutgers University, $1,000 (2017)
* Graduate Fellow Scholarship, Scholars Strategy Network, $500 (2015-2016)
* Graduate Assistantship, Rutgers University Department of Public Policy, $26,000 annually (2013-2017)
* Civic Engagement Graduate Fellowship, Rutgers University Office of Civic Engagement, $2,000 annually (2013-2016)
* Professional Development Reimbursement Fund, NYU Steinhardt GSO, $600 (2012)
* Scholarship, Global Social Change Leadership Institute, $5,000 (2012)
* Bernard R. Ackerman Award, NYU Steinhardt Department of Applied Psychology, $500 (2012)
* Site Leader Scholarship, New York University Alternative Breaks, $500 (2012)
* Steinhardt Study Abroad Scholarship, New York University, $2,000 (2012)
* Kay Wilson Officer Team Leadership Award, Psi Chi: The International Honor Society in Psychology, $100 (2012)
* Steinhardt Scholarship, NYU Steinhardt, $16,000 (2011-2012)

**AWARDS AND HONORS**

* Diversity Scholars and Leaders Award, ARNOVA, $250 (2017)
* Highly Commended Paper, 2017 Social Enterprise Journal’s Emerald Literati Network Awards for Excellence (2017)
* Diversity Scholars and Leaders Award, ARNOVA, $250 (2016)
* PhD Candidate of the Year Award, Public Administration Students Association (2015)
* Commendation of Excellence Poster Presentation Award, National Society of Experiential Education (2014)
* Chancellor’s Award for Student Civic Engagement, Rutgers University (2014)
* Star Award, NYU Steinhardt Graduate Student Organization (2013)
* Valedictory Banner Bearer, NYU Steinhardt Commencement Ceremony (2013)
* Student Ambassador Award, NYU Steinhardt Human Development and Social Intervention Master’s Program (2013)
* President’s Service Award, NYU (2013 and 2012)
* Departmental Honors Research Project in Psychology (2011)
* Best Poster Presentation, LSAMP Einsteins in the City Research Conference (2011)
* Excellence in Civic Engagement Award, Herbert H. Lehman College (2011 and 2010)
* Presidential Scholar, Herbert H. Lehman College (2010 and 2009)

**CONFERENCES**

***Conferences Organized***

2018

* *What We Know About Social Entrepreneurship*. Social Entrepreneurship/Enterprise Section Research Colloquium at the University of San Diego, CA.

2016

* *State and Local Economic Development Policy: What Works for Distressed U.S. Cities?* at Rutgers University in Camden, NJ.

2013-2014

* *Chancellor’s Signature Series Symposia on Urban Poverty and Inequality* at Rutgers University in Camden, NJ.

2013

* *Steinhardt Scholarship Day*at New York University’s Steinhardt School of Culture, Education, and Human Development in New York, NY.

***Conference Paper Presentations***

2018

* *Institutional sufficiency theory: Context and the emergence of social enterprise.* What We Know About Social Entrepreneurship. Social Entrepreneurship/Enterprise Section Research Colloquium at the University of San Diego, CA.

2017

* *Social enterprise and the capability approach: Empirically exploring how social enterprises seek to address human needs.* ARNOVA 46th Annual Conference in Grand Rapids, MI.
* *Social enterprise in the United States: An empirical overview of their social and economic activities.* 2017 Northeast Conference on Public Administration in Burlington, VT.
* *Institutional sufficiency theory: Context and the emergence of social enterprise*, State and Local Economic Development Graduate Student Conference in Camden, NJ.

2016

* *Exploring social enterprises as a strategy for development in distressed cities****:***  *A review of empirical research*, State and Local Economic Development Graduate Student Conference in Camden, NJ.
* *Measuring social impact: Using the capability approach in social enterprise research*, 46th Annual Urban Affairs Association Conference in San Diego, CA.
* *Measuring social impact: Using the capability approach in social enterprise research*, 8th Annual Krueckeberg Conference in New Brunswick, NJ.

2015

* *Measuring social value: Potential applications of the capability approach*, ARNOVA 44th Annual Conference in Chicago, IL.
* *Opportunity identification and creation: Using the capability approach in social enterprise practice and research*, ARNOVA 44th Annual Conference in Chicago, IL.

2014

* *Survey of community attitudes and utilization of cooper river park west*, Federal Reserve Bank Community Development Graduate Research Forum in Philadelphia, PA.

***Poster Sessions***

2016

* *Measuring social impact: Using the capability approach in social enterprise research*, 44th Annual Urban Affairs Association Conference in San Diego, CA.

2014

* *South sudanese asylum seekers in israel*, National Society of Experiential Education’s 43rd Annual Conference in Baltimore, MD.

2012

* *Lying and object relations in intimate relationships*, New York University for the Human Development and Social Intervention Master’s Conference, New York, NY.

**INVITED KEYNOTE SPEAKER**

2018

* *How Believing in Yourself Can Transform Your Community*, Grand Rapids Neighborhood Summit. Hosted by the City of Grand Rapids, Michigan’s Mayor’s Office. (over 500 people)

**RESEARCH TALKS**

2018

* *The Essentials of Community Development.* Hosted by LINC First Fridays inGrand Rapids, Michigan (approximately 50 people)

2017

* *Social enterprise in the United States*, Researcher, ARNOVA Talks, ARNOVA 46th Annual Conference in Grand Rapids, MI.

**WORKSHOPS**

2018

* *Strategically Using Business to Advance Community Development*, Grand Rapids Neighborhood Summit. Hosted by the City of Grand Rapids, Michigan’s Mayor’s Office.

2017

* *Emerging Scholars Professional Development Workshop: Combating Biases in Academia and Practice*, ARNOVA 46th Annual Conference in Grand Rapids, MI. (60 people)

**CAMPUS TALKS**

2018

* *Social Enterprise Day*, Creator and Coordinator, University of Vermont.

2017

* *Social Enterprise: The Quest to Humanize Business*, Speaker, Center for Urban Research and Education, Rutgers University.
* *Can you students afford their textbooks?*, Panelist, Rutgers-Camden eLearning Conference Rutgers University.

2016

* *Gentrification in Camden, New Jersey*, TED Tuesdays, Rutgers University.

2015

* *South Camden Farms: A local social enterprise*. Panel Organizer at Rutgers University.

**RESEARCH EXPERIENCE**

**Principal Investigator,** University of Vermont (08/2017- Present)

*Project:*Social Enterprise as Community Development Strategy in Vermont

*Activities:* Exploring the history and use of social enterprise as a community development strategy in Vermont using quantitative and qualitative research methods.

**Research Assistant,** School of Business, Rutgers University (08/2014- 01/2016)

*Project*: Potential Applications of the Capability Approach, *Principal Investigator:* Shoko Kato

*Activities*: Used content analysis to review literature on the capability approach then developed a social value measurement guide for assessing impact of nonprofit organizations and social businesses.

**Principal Investigator,** Latin American Economic Development Association (08/2014-07/2015)

*Project:* Entrepreneurial Development Training Program Evaluation*, Director:* Ray Lamboy

*Activities:* Conducted a quantitative pilot study, funded by the Center for Urban Research and Education, to assess evaluation readiness of a microenterprise program.

**Research Analyst**,Honors College, Rutgers University (01/2014 -08/2014)

*Project:* Survey of Utilization and Attitudes Towards Cooper River Park West (CRPW)

*Activities:* Used chi square analysis and content analysis to analyze local perspectives of CRPW, a park at the center of an open space injustice debate after being closed for over a decade. Results informed the Camden County Municipal Utilities Authority restoration efforts.

**Project Manager,** Department of Applied Psychology,New York University (11/2011- 12/2015)

*Project:*Communication in Marriage, *Principal Investigator*: Samuel Juni

*Activities:* Managed a five-staff study that used grounded theory and Pearson correlation analysis to explore the relationship between lying and different personality types in marital relationships. Developed a psychological scale for identifying communication styles.

**Research Assistant,** New York University College of Nursing (09/2011 – 08/2012)

*Project:*Infection Control Practices in Nursing Homes, *Principal Investigator:* Laura Wagner

*Activities:* Developed and analyzed the paper and pencil *Nursing Home Infection Control Survey* that was used to examine infection control and prevention procedures in nursing homes throughout the United States. Prepared and obtained numerous grant submissions to funding agencies.

**PRACTICAL EXPERIENCE**

**Creator and Principal Investigator** (08/2017- Present)

*Project:*Weaver’s Social Enterprise Directory Project

*Activities:* Created an online public directory that provides the contact information for over 1,000 social enterprises throughout the United States to other social entrepreneurs, policy makers, and researchers. Access the directory at: [www.socialenterprisedirectory.com](http://www.socialenterprisedirectory.com)

**Consultant,** South Camden Farms (07/2014-12/2014)

*Project:* Starting and Branding the Social Enterprise

*Activities:* Designed the logo and description for a start-up social enterprise marketing campaign.

**ACADEMIC SERVICE**

* **Section Chair,** Social Entrepreneurship and Social Enterprise Section, Association for Research on Nonprofit Organizations and Voluntary Action (11/2017- Present) (111 Research Members)
* **Track Chair,** Innovation and Entrepreneurship Track Co-Chair, Association for Research on Nonprofit Organizations and Voluntary Action 2018 Conference (11/2017- Present)
* **Entrepreneurship Forum**, Office of the Vice-President for Research, University of Vermont (08/2017- 05/2018)
* **Committee Member,** Entrepreneurship and Innovation Living/Learning Community (10/2017 –01/2018)
* **Research Partner**, International Comparative Social Enterprise Models Project (12/2016-05/2017)
* **Conference Proceedings Reviewer**, State and Local Economic Development Policy: What Works for Distressed U.S. Cities? conference*,* Rutgers University (04/2016-06/2016)
* **Member,** Experiential Learning Advisory Council,Rutgers University (01/2016-05/2016)
* **Graduate Fellow**, Scholars Strategy Network-New Jersey Chapter, (08/2015- 05/2016)
* **Doctoral Student Representative**, Professor Hiring Committee, Rutgers University Department of Public Policy and Administration (09/2014-12/2014)
* **Graduate Representative,** Graduate Advisory Council, Rutgers University (09/2013-05/2015)
* **Graduate Representative**, Strategic Planning Committee NYU Steinhardt (03/2012- 05/2013)
* **Vice-President,** Public Administration Student Association, Rutgers University (08/2013-05/2014)
* **Creator and Coordinator,** Steinhardt GSO Serves at NYU Steinhardt(08/2012-05/2013)
* **President,** NYU SteinhardtGraduate Student Organization (08/2012- 05/2013)
* **Treasurer**, NYU SteinhardtGraduate Student Organization (08/2011-05/2012)

**CIVIC AND COMMUNITY ENGAGEMENT**

**Trustee and Policy and Program Committee Chair**, Center for Environmental Transformation (07/2014-04/2016)

*Duties:* Spearheaded the organizational strategic planning process. Managed policies and programs on the board of trustees.

**Volunteer**, Lowernine.org, New Orleans, Louisiana (07/23/12- 07/27/12)

*Duties:* Engaged in restoration efforts for a home devastated by Hurricane Katrina.

**Site Leader and Participant,** Alternative Breaks Program, Center for Student Activities, Leadership, and Service**,** New York University, New York, New York (09/2011-04/2013)

*Duties:* Organized a service trip to Washington, D.C. with Youth Service Opportunities Project (YSOP) for students to engaged in service with homeless communities. Participated in a service trip to Moorish Spain and Morocco to bring awareness to gender inequality and stigmatization.

**Volunteer,** New Orleans Liberation Academy, New Orleans, Louisiana (04/2011 – 05/2014)

*Duties:* Hosted school supply donation drives throughout New York City for a grassroots school in New Orleans. Mentored youth in “street libraries”, pop-up libraries on public green space.

**Volunteer,** Common Ground Relief, New Orleans, Louisiana (07/2011 - 08/2011)

*Duties:* Remodeled homes and cultivated urban gardens damaged by Hurricane Katrina.

**Site Leader and Member**, Lehman L.I.F.E. (09/2009- 04/2011)

*Duties:* Developed and coordinated an alternative spring break service trip to New Orleans, Louisiana for a group of students and faculty to build a home for a family that lost theirs to Hurricane Katrina. Participated in a social justice education program and volunteered in soup kitchens, food banks, homeless shelters, and daycare centers in effort to aid Cincinnati, Ohio’s expanding homeless population.

**PROFESSIONAL MEMBERSHIPS**

* EMES International Research Network
* Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
* National Society for Experiential Education
* Psi Chi: International Honor Society in Psychology