

Grace Catherine De Oro, M.P.P

PROFILE

- Leader in higher education with a focus on holistic student development and success
- Ten years seasoned professional in higher education spanning from undergraduate to graduate level
- A nonprofit scholar with a focus on nonprofit resilience from a management and leadership perspective
- Highly active in shared governance and service to the institution

EDUCATION

University of Maryland, Baltimore County (UMBC)	Baltimore, MD
Ph.D. Student in Public Policy with a concentration in Public Management	ABD
Post-Baccalaureate Certificate (P.B.C) in the Nonprofit Sector	December 2022
Master of Public Policy (M.P.P.) with a concentration in Environmental Policy	May 2019
St. Mary's College of Maryland (SMCM)	St. Mary's City, MD
Bachelor of Arts in Environmental Policy, Student-Designed Major	May 2017

AREAS OF EXPERTISE

- Public Management
- Public Policy
- Nonprofit Organizations
- Nonprofit Management and Leadership
- Organizational Theory and Resilience
- Qualitative Interview Methods
- Quantitative Methods
- Community-Based Participatory Research
- Student Affairs/ Student Advocacy
- Holistic Student Wellbeing
- Student Experience Programming
- Database Management
- Justice, Equity, Diversity, Inclusion, Belonging Initiatives

RESEARCH EXPERTISE

Dissertation: *Bouncing Forward: Using the COVID-19 Pandemic to Rethink Nonprofit Resilience*

Chair: Dr. Lauren Hamilton Edwards (UMBC)

Master Capstone: *Taking The Lead with Lead: A Policy Evaluation on Lead Contamination in Maryland Public Schools Drinking Water*

Advisor: Dr. John Rennie Short (UMBC)

RESEARCH

Publications not Peer Reviewed

Adler, Marina, De Oro, Grace, Gaines, Corey, Hunter-Cevera, Jon, Sannella, Lydia, Shanbhag, Geeta and Zepp, Aubrie. (2022). Learning About Community Needs and the Baltimore Builders Program in Brooklyn, MD Research Report. 10.13140/RG.2.2.23287.60323.

Works in Progress or Under Review

De Oro, Grace. The Role and Relevance of Resilience in the Nonprofit Sector: A systematic review of the literature", *Journal of Public and Nonprofit Affairs*

Conference Presentations

De Oro G., Bouncing Forward: Exploring Nonprofit Resilience during COVID-19 through Emergency Management, ARNOVA, November 2023, Orlando, FL

De Oro G., Good Morning Commuters: The Most Important Meal of the Day, Assessment 360 UMBC, February 2023

De Oro G., Resilience: How do we define it, foster it, and grow it in the nonprofit section? A systematic review of the literature, ARNOVA, November 2022, Raleigh, NC

PROFESSIONAL EXPERIENCE

Graduate Assistant, UMBC, Off-Campus Student Services (OCSS)

August 2019 – February 2024

- Assist students in navigating their academic careers through programming, advising, and personal development
- Designed an assessment plan, cycle, and program/learning outcomes
- Skilled with working under pressure and adapting to new situations by pivoting programming and student support to an online platform
- Supervise and collaborate with 12 student staff in programming to build opportunities for leadership within the office
- Planned and executed Transfer and Commuter Student Welcome Day for 200+ students
- Host weekly Commuter Student breakfasts (60-100 students), a signature Commuter Program, and utilize social media outreach to build community

- Implemented a feedback system that allowed students to provide advice and express their needs to make remote learning and social experiences more efficient and enjoyable
- Use assessment and data-driven decision-making to develop programming, events, and other activities designed to increase and improve the outcomes of our students
- Leveraged knowledge of budgets and campus partners to facilitate the development of cost-effective and beneficial programming for targeted student populations

Course Instructor (TRS 201) the University of Maryland, Baltimore County (UMBC)

August 2022 - December 2023

- Design and conduct weekly lectures and facilitate classroom discussions with 15-20 undergraduate students over 14 weeks
- Co-create and co-facilitate lectures with an undergraduate Teaching Assistant
- Identify academic materials that have been identified as a barrier to the success of transfer students within their first or second year
- Advise transfer students holistically to connect them to on-campus resources in student affairs and academic affairs

Graduate Student Intern, Maryland Department of Health Behavioral Health Administration, Office of Service Access, and Practice Innovation

August 2017- May 2019

- Assisted in the development of multi-million dollar public outreach campaigns regarding the opioid and heroin crisis
- Analyzed and evaluated the impact of previous and current projects through analysis of impressions and audience reach
- Assisted the Director of Public Awareness in budget management of programs as well as executing purchase requisitions while working closely with procurement to provide all necessary document
- Worked with the Prescription Drug Monitoring Program to develop data collection tools and visuals for better reporting during the legislative session
- Managed multiple social media accounts on substance use disorders, providing Marylanders with statewide information

**UMBC Graduate Student Researcher, Mayor’s Office of Executive Function
Subcommittee of Baltimore City Charter Review**

January - March 2018

- Reviewed sections of the Baltimore City Charter regarding the Mayor’s powers
- Reviewed other city charters to examine the language used in their respective charter
- Developed weekly literature review reports

PROFESSIONAL DEVELOPMENT

ARNOVA Annual Conference Orlando, FL | November 2023

JEDI-CCE Institute, Towson University |November 2023

University System of Maryland Women’s Annual Forum, The Universities at Shady Grove |October 2023

Preparedness Summit, Recover. Renew: Reprioritizing All-Hazards Preparedness Atlanta, GA |May 2023

Center for Social Science Scholarship (UMBC), Grad Student Grant Garage, Angela Schaffer | June 2023

The School of Public Policy (UMBC), The Done Dissertation Blueprint, Dr. Ramon Goings |March 2023

Eastern Sociological Society 93rd Annual Meeting “Dignity and Society”, Baltimore, MD |February 2023

ARNOVA Annual Conference Raleigh, NC |November 2022

Hendrick Adult Learner Conference- Penn State (Online) | May 2022

AWARDS OR GRANTS RECEIVED

Graduate Student Association Professional Development Grant, \$750 November 2023

Renato DiPentima Fellowship, UMBC School of Public Policy September 2023

2023 ARNOVA Annual Conference Scholarships, \$390 August 2023

Graduate Student Association Professional Development Grant, \$750 November 2022

School Of Public Policy Professional Development Travel Grant, \$850 November 2022

SERVICE TO THE INSTITUTION

Graduate Student Association (GSA), President	July 2023 - Present
GSA, Senate Speaker (Inaugural)	November 2022 - June 2023
GSA, Committee Chair-Strategic Planning Committee	March 2023 - June 2023
GSA, College of Arts Humanities and Social Science Senator	July 2021 - June 2023
UMBC Chapter of Young Alumni, Secretary	July 2021 - December 2022
EMPOWER Advisor	May 2021 - June 2023
<i>A cohort-based program for transfer students who self-identify as women and femmes of color</i>	

Present UMBC Committee Membership

- JEDI-CCE Institute Campus Delegation
- University Steering Committee
- Graduate Student Success Committee (GSA)
- College of Arts Humanities and Social Science Dean's Graduate Student Advisory Board
- The Women's Center Advisory Board
- Search Committee for Hiring Assistant Director for Transfer Student Success (OCSS)
- Search Committee for UMBC Transit Driver
- Discontinuing GRE Discussion Group

ADDITIONAL EXPERTISE AND PROFESSIONAL CERTIFICATIONS

- BlackBoard Ultra
- WebEx, Google Meet, Zoom
- Google Suite and Microsoft
- Data Management, Rex Database, PeopleSoft
- Ten years managing a small business
- Adult Mental Health First Aid, National Council for Mental Wellbeing October 2022