

Tara Kolar Bryan, Ph.D.
School of Public Administration
University of Nebraska at Omaha
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ACADEMIC APPOINTMENTS

Associate Professor Baker School of Public Policy & Public Affairs University of Tennessee at Knoxville	2024-Present
Associate Professor School of Public Administration University of Nebraska at Omaha	2019-2024
Visiting Fulbright Professor Centre for Nonprofit Sector Research Faculty of Economics & Administration Masaryk University, Brno, Czech Republic	2021-2022
Assistant Professor School of Public Administration University of Nebraska at Omaha	2012-2019
Visiting Assistant Professor Center for Public Administration and Policy Virginia Tech	2011-2012

ADMINISTRATIVE LEADERSHIP

Chair, Masters of Public Administration Program School of Public Administration University of Nebraska at Omaha	2019-2024
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EDUCATION

Ph.D. in Public Administration and Public Affairs December 2011, Virginia Tech
Master of Public Service and Administration May 2004, Texas A&M University
Bachelor of Arts in Political Science May 2000, St. Mary's University

FELLOWSHIPS & FUNDED PROJECTS

Principal Investigator. "Advancing Black Entrepreneurs: A Case Study of Nonprofit Entrepreneurial Programs for People of Color". Midlands African Chamber. Status: Funded. Amount: \$25,000.

2023.

- Recipient. Fulbright Scholar Award, Czech Republic, Masaryk University, 2021-2022, Status: Funded. Amount \$41,000. August 2021-May 2022.
- UNO Faculty Development Fellowship, 2021-2022.
- Principal Investigator. "Empowering and Equipping Nonprofit Leaders of Color: A Multi-Year Program Evaluation & Analysis." Omaha Community Foundation. Status: Funded, Amount: \$108,000. 2020-present.
- Principal Investigator. "Building Capacity for Nonprofit Leadership and Governance: A Multi-Year Program Evaluation and Analysis." Omaha Community Foundation. Status: Funded. Amount: \$105,000. 2014-2020.
- Principal Investigator. "Evaluation of the Certified Advisors Program in Philanthropy". Omaha Community Foundation. Status: Funded. Amount: \$11,500. 2018.
- Principal Investigator. "Program Evaluation Capacity of Nonprofit Organizations." Peter Kiewit Foundation. Status: Funded. Amount: \$9,000. 2016-2017.

PEER-REVIEWED JOURNAL ARTICLES

- Robichau, R.W., Bryan, T.K., Lee, J. 2024. Sharing evaluation information to strengthen nonprofit accountability: the influence of learning and data utilization practices. *Nonprofit and Voluntary Sector Quarterly*, 08997640241230884.
- Bryan, T.K., Lea, M., & Hyaneck, V.. 2023. Resilience, ambiguous governance, and the Ukrainian refugee crisis: perspectives from NGO leaders in the Czech Republic. *Central European Economics Journal*, 10(57), 35-49.
- Benenson, J., Bryan, T.K., Ebdon, C., Glanz, T., Harrold, J., Jamieson, T., & Mwarumba, N. 2022. Uncertainty and unrest: A collaborative pedagogical response to pandemics, protests, and policy. *Journal of Public Affairs Education*, 28(3), 269-289.
- Bryan, T.K. & Nguyen, Emily. 2022. Building social capital through nonprofit capacity building programs: The case of Omaha Community Foundation. *Local Development & Society*, 1-7.
- Isett, K.R., Bryan, T.K., & St. Clair-Sims, R. 2022. Ambiguity among partners: understanding power and perception under conditions of mutuality. *Perspectives on Public Management and Governance*. 5(4), 303–316.
- Bryan, T.K., Robichau, R. W. & Esperance, G. 2021. Conducting and utilizing evaluation for multiple accountabilities: A study of nonprofit evaluation capacities. *Journal of Nonprofit Management and Leadership*, 31(3), 547-569.
- Bryan, T.K.. 2019. Toward a contingency model for the relationship between capacity and effectiveness in nonprofit organizations. *Nonprofit and Voluntary Sector Quarterly*, 48(4), 885- 897.
- Bryan, T.K., Lutte, R., Lee, J., O'Neil, P., Maher, C., & Hoflund, B. 2018. When do online education technologies enhance student engagement? A case of distance education at the University of Nebraska at Omaha. *Journal of Public Affairs Education*, 24(2), 255-273.
- Bryan, T.K and Isett, K.R.. 2018. Philanthropic foundation strategies to advance systems reform: Perceptions from frontline change implementers." *Nonprofit Policy Forum*, 9(2), 1-14.
- Bryan, T.K. 2017. Multilevel learning in nonprofit organizations: Exploring the individual, group, and organizational effects of a capacity building program" *Journal of Nonprofit Education and Leadership*, 7(2).
- Bryan, T.K and Brown, C.H. 2015. The individual, group, organizational, and community outcomes of capacity-building programs in human service nonprofit organizations: Implications for theory and practice." *Human Service Organizations: Management, Leadership & Governance*, 39(5), 426-443.
- Bryan, T.K. 2016. Capacity for climate change planning: Assessing metropolitan responses in the United States. *Journal of Environmental Planning and Management*, 59(4), 573-586.

- Bryan, T.K. & Wolf, James. 2010. Soft regionalism in action: Examining voluntary regional councils' structures, processes and programs. *Public Organization Review*, 10, 99-115.
- Wolf, James & Bryan, T.K. 2009. Identifying the capacities of regional councils of government. *State and Local Government Review*, 41(1), 61-68.

INVITED BOOK CHAPTERS

- Benenson, J. & Bryan, T.K. (forthcoming in 2024). Community as the classroom laboratory. In *Engaged Learning in the Public Service Classroom*. Routledge
- Bryan, T.K. 2020. Nonprofit Organizations: Strategic Management. In *Encyclopedia of Public Administration and Public Policy-5 Volume Set* (pp. 1-5). Routledge.
- Bryan, T.K. & Benenson, J. 2020. 15. Teaching strategic planning and evaluation: tools and techniques. *Teaching Nonprofit Management*, 254.

PROFESSIONAL REPORTS

- Bryan, Tara Kolar**, Lea, Monica, & Vladimir Hyaneek. "NGO Resilience in Czech Republic during Ukrainian Refugee Crisis" ERNOP Research Note. July 2024. https://ernop.eu/wp-content/uploads/2024/06/18_Hyaneek_ResearchNote_202406.pdf
- Shafau, Ibrahim, **Bryan, Tara Kolar**, & Nuri Heckler. "Empowering and Equipping Nonprofit Leaders of Color: A Program Evaluation, Cohort 3" Evaluation Report. July 2023.
- Niverson, Stephanie, **Bryan, Tara Kolar**, & Heckler, Nuri. "Empowering and Equipping Nonprofit Leaders of Color: A Program Evaluation, Cohort 2" Evaluation Report. May 2021
- Niverson, Stephanie, **Bryan, Tara Kolar**, & Heckler, Nuri. "Empowering and Equipping Nonprofit Leaders of Color: A Program Evaluation, Cohort 1" Evaluation Report. December 2020
- Henderson, Gabrielle and **Tara Kolar Bryan**. An Evaluation of the Omaha Community Foundation's Nonprofit Capacity Building Program: Cohort 7." Evaluation Report. May 2019
- Gabrielle Henderson and **Tara Kolar Bryan**. An Evaluation of the Omaha Community Foundation's Chartered Advisors in Philanthropy Program." Evaluation Report. May 2019.
- Bryan, Tara Kolar** and Gabrielle Henderson. An Evaluation of the Omaha Community Foundation's Nonprofit Capacity Building Program: Cohort 6." Evaluation Report. May 2018
- Bryan, Tara Kolar** and Megan McGuffey. An Evaluation of the Omaha Community Foundation's Nonprofit Capacity Building Program: Cohort 5." Evaluation Report. June 2017
- Bryan, Tara Kolar** and Del Bharath. An Evaluation of the Omaha Community Foundation's Nonprofit Capacity Building Program: Cohort 4." Evaluation Report. June 2015.
- Bryan, Tara Kolar** and Del Bharath. "An Evaluation of the Omaha Community Foundation's Nonprofit Capacity Building Initiative: Alumni Assessment - Cohorts 1, 2, and 3." Evaluation Report. January 2015
- Bryan, Tara Kolar. "Assessment and Evaluation of the Fremont Area Community Foundation's Nonprofit Resources Intensive Program: Year 2". Evaluation Report. August 2014
- Bryan, Tara Kolar** and Kimberley R. Isett. A Systems Change Analysis. Report of the Models for Change Initiative, John D. and Catherine T. MacArthur Foundation December 2009. Individual reports on: Pennsylvania, Illinois, Louisiana, Washington

RECENT INVITED LECTURES & PRESENTATIONS

- Adapting to Crisis: Czech NGO Resilience Strategies in Supporting Ukrainian Refugees. International Society for Third Sector Research Conference. Antwerp, Belgium. July 18, 2024.
- Prioritizing Your People: Pathways Between NGO Capacities and Decision-Making Priorities for Staff and Beneficiaries in Czechia. International Society for Third Sector Research Conference. Antwerp, Belgium. July 17, 2024.

The Invisible Sector: The Undervalued Roles of NGOs in the Czech Republic in Maintaining Democracy. Public Management Research Conference. Utrecht, Netherlands. June 28, 2023

Nonprofit Culture and Practice in the United States. Faculty of Economics and Administration, Masaryk University, April 30, 2023

Resilience, Ambiguous Governance, and the Ukrainian Refugee Crisis: Perspectives from NGO Leaders in the Czech Republic. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action Conference, Raleigh, NC. November 17, 2022

Theory-Method Alignment: An Illustration of the Research Process. Department of Civil Society Studies of Charles University, Prague, Czech Republic, November 24, 2021.

NGO Strategy Development, Workshop, NGO Bootcamp, U.S. Embassy in Prague, U.S. Department of State, January 24, 2022.

A Community-Based Approach to Academic Work. Faculty of Economics and Administration, Masaryk University, Brno, Czech Republic, March 29, 2022.

Telling Your NGO Story with Data, Workshop, NGO Bootcamp, U.S. Embassy in Prague, U.S. Department of State, March 31, 2022.

Using Data for Program Improvement. Presented at Network of Schools of Public Policy, Affairs and Administration (NASPAA) Conference, virtual. October 11, 2020.

Accountability to Beneficiaries: An Empirical Examination of Nonprofit Evaluation Capacity for Downward Accountability. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action conference, San Diego, CA. November 23, 2019.

Embracing our citizenship(ness): Scholar, teacher, and community impact perspectives. Roundtable. Network of Schools of Public Policy, Affairs and Administration (NASPAA) Conference, Los Angeles, CA. October 18, 2019

Academic as Citizen: A Counter-Cultural Perspective on the Nonprofit Ivory Tower. Presented at the Nonprofit Academic Centers Council (NACC) conference, London, UK. July 16, 2019.

The Relationship Between Capacity, Evaluation, and Types of Nonprofit Accountability” Presented at the Association for Research on Nonprofit Organizations and Voluntary Action conference, Austin, TX. November 15-17, 2018.

Stakeholder Engagement by Nonprofit Organizations: A Social Media Analytics Framework. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action conference, Austin, TX. November 15-17, 2018.

Adaptive Capacity in Nonprofit Organizations: Examining Individual and Organizational Factors. Presented at the International Conference of the International Society for Third Sector Research (ISTR), Amsterdam, Netherlands. July 12, 2018

Colloquium: Building Stronger Practitioner and Academic Relationships. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action conference, Grand Rapids, MI. November 17, 2017

A Case Study of a Nonprofit Client Based Service Learning Graduate Course. Presented at the Nonprofit Academic Centers Council Conference, Chicago, IL. July 15, 2015.

Capacity Building For What? Exploring a Multi-level Framework for Understanding the Impact of Capacity Building Initiatives for Small Nonprofit Organizations.” Presented at the Association for Research on Nonprofit Organizations and Voluntary Action conference, Hartford CT. November 21-23, 2013. **Nominated for Best Conference Paper.*

Assessing the Institutional Capacity of U.S. Metropolitan Governance Organizations in Climate Change Planning.” Presented at the International Research Society for Public Management conference, Prague, Czech Republic. April 10-12, 2013.
**Nominated for Best Conference Paper.*

RECENT MEDIA MENTIONS & CONTRIBUTIONS

- Davies, R. (Host). (2024 July 4). ERNOP: Connecting Philanthropy Academia & Practice, (#6). Audio podcast. <https://www.philanthropisms.com/1862997/15355830-ernop-connecting-philanthropy-academia-practice-6>
- Briggs, Ryan & William Bender. "[Philly Sheriff used money meant to hire deputies for executive raises; Tried to double her salary to 285k](#)" The Philadelphia Inquirer. April 11, 2023.
- Bryan, Tara Kolar. "[Research, Relationships, and Renewal](#)". Fulbright Reality Czech Blog. July 27, 2022.
- Hyanek, Vladimir. "[Fulbright Scholar Tara Bryan introduced the "pracademic" approach](#)". Masaryk University, Faculty of Economics & Administration, News. April 8, 2022.
- College of Public Affairs and Community Service. "[Nonprofit Professor Connects Current Students and Alumni Across the Globe through Fulbright Scholar Experience](#)" University of Nebraska at Omaha News. February 24, 2022.
- Benenson, Jodi and Tara Kolar Bryan. "[Teaching about pandemics and inequality while living through those realities](#)" The Conversation. January 29, 2021.

COURSES TAUGHT

- Organization Theory and Behavior for Nonprofit & Public Professionals (on-campus and online, Masters)
- Advanced Leadership and Management for Nonprofit and Public Professionals (on-campus and online, Masters)
- Planning and Evaluation for Nonprofit and Public Organizations (on-campus and online, Masters)
- Introduction to the Nonprofit Sector (Online, Masters)
- Seminar in Grantwriting (Online, Masters)
- Leadership Ethics for Public and Nonprofit Professionals (Online, Masters)
- Capstone (Online, On Campus, Masters)
- Social Innovation and Entrepreneurship (On Campus, Masters)
- Seminar in Advanced Management Theory (On Campus, Ph.D)

CURRICULUM DEVELOPMENT

Nonprofit Management Graduate Certification

- Organized and facilitated focus groups with alumni and nonprofit professionals to ascertain needs.
- Designed curriculum offerings and sequencing

Advanced Leadership & Management for Nonprofit and Public Professionals Course

- Developed course modules, readings list, course objectives, and assessment options; ensured the course content aligned with MPA program competencies.

Service-Learning Course Redesign

- Redesigned the Planning and Evaluation course into a semester-long service-learning project.
- Partnered with over 10 nonprofit and public agencies; students created strategic plans and program evaluations for these organizations as part of the course requirements.

Special Topics Courses

- Work with faculty to design elective courses that reflect and respond to current events.
 - Pandemics, Protest, and Policy: Designed course with colleagues and offered in the Fall of 2020.

- Democracy, The Rule of Law, and Public Administration: facilitated curriculum development discussion groups about course design. Course offered Summer 2023
- Administrative Ethics through the Lens of *Oppenheimer*: beginning discussion about organizing the course around the movie “Oppenheimer”. The course will be offered in Spring 2024

Global Course Development

- Developed a Collaborative Online International Learning (COIL) course with my colleagues at Masaryk University in Brno, Czech Republic to teach a comparative course on civil society organizations in the Czech Republic and the United States.

ADVISING & MENTORING

MPA Advising

- Advised over 50 students about Capstone topics and the research process. 2012-present
- Career coaching and mentoring to Nonprofit concentration students, 2012-present

Graduate Assistant Mentoring

- Manage and mentor three graduate assistants (both Masters and Ph.D.).
- Co-author manuscripts for publication and present together at conferences
- Provide informal career coaching and mentorship

Dissertation Committee Service

- Ming Xie. Committee Member. Graduated 2020.
- Andres Gomez Lopez. Chair. 3rd year, 2020-present
- Yuriko Duko. Chair. 2nd Year. 2021-present
- Claire Hoff. Chair. 2nd Year. 2021-present

Pracademics Group

- Created, organized, and led a group to serve Ph.D. students who are interested in non-traditional academic career tracks.

SELECTED PROFESSIONAL SERVICE

Network of Schools of Public Policy, Affairs, & Administration (NASPAA)

- Member, Nonprofit Management Education Section
- NASPAA Next, 2019
- NASPAA Accreditation Institute, 2020

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

- Chair, Research to Practice Conference Track, ARNOVA Annual Meeting, 2023-2024
- Member-At-Large, Executive Board, Pracademics Section, 2017-2020
- Invited Panelist, professional development colloquia on reviewing manuscripts, 2022.

Journals

- Editorial Board Member, *Journal of Nonprofit Education and Leadership*
- Reviewer: *Nonprofit & Voluntary Sector Quarterly*, *Nonprofit Management and Leadership Journal*, *Voluntas*, *Public Administration Review*, *Nonprofit Policy Forum*, *Administration & Society*

University of Nebraska at Omaha, School of Public Administration

- Search Committee Chair (BCBS Endowed Chair in Health Policy position), 2021-2022
- Member, School of Public Administration Leadership and Advisory Council, 2019 – present
- Elected Member, UNO Graduate Council, 2018-2021
- Chair, School of Public Administration Diversity, Equity and Inclusion Committee, 2017-2022
- Chair, Strategic Planning Committee, School of Public Administration 2015-2020
- Search Committee Chair (Nonprofit Management assistant professor position) 2018-2019
- Promotion and Tenure Committee, 2019-present
- NASPAA Accreditation Committee, 2017-2019
- MPA Data Assessment Committee, 2017-2021

Community

- UNO Weitz Community Engagement Center (executive coaching for nonprofit executive directors, facilitating community of practice group), 2018-present
- Facilitator, Visioning and Strategy Processes, multiple Omaha Area nonprofits, 2016-present)
- University Member, Omaha Capacity Building Consortium, 2016-2017
- University Member, Omaha Evaluation Capacity Work Group, 2016-2017
- Board Member, Literacy Center of the Midlands, 2013-2015

PROFESSIONAL MEMBERSHIPS

- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
- International Society of Third Sector Research (ISTR)
- European Research Network on Philanthropy (ERNOP)
- International Research Society for Public Management (IRSPM)
- Public Management Research Association (PMRA)
- Academy of Management (AoM)

PROFESSIONAL EXPERIENCE

Grant Specialist, Loudoun County, VA 2006-2007

- Identify federal and state funding opportunities for county departments.
- Write grant applications in support of county service needs and initiatives.
- Coordinate professional development grants training for county staff.
- Conduct grant training for community-based organizations serving county residents.

Manager, Corporate and Foundation Relations, National 4-H Council 2004-2006

- Cultivate funding partnerships with corporate, foundation, and federal partners.
- Write grant proposals and outcomes-based grant reports to corporate, foundation, and federal partners.
- Manage internal organizational processes, including proposal development, program design, implementation, evaluation, and budgeting.
- Negotiate over three million dollars in corporate support for youth development programs.

AmeriCorps*VISTA Member, Panetta Institute of Public Policy 2000-2001

- Recruit tutors from academic institutions, businesses, government offices, and military installations to read to children in the Monterey County America Reads (MCAR) program.
- Assist with the training and placement of MCAR tutors.
- Coordinate recruitment in eleven high schools in Monterey County.

