

G. Dylan Russell

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EDUCATION

North Carolina State University, Raleigh, NC

Anticipated May 2025

PhD Candidate in Public Administration

Research Interests: Public Leadership, Public Management, Human Resource Development, State / Local Govt.

Dissertation Title: Shaping the Next Generation of Public Servants:

A Study of Managerial Influence on Gen Z Socialization in Public Organizations

Dissertation Committee: Dr. Amanda Stewart (Chair) Dr. Branda Nowell
Dr. Iseul Choi Dr. Jerrell Cogburn

The University of North Carolina, Chapel Hill, NC

2017

Master of Public Administration – Graduate Minor in Public Policy

Appalachian State University, Boone, NC

2014

Bachelor of Science in Education – Concentration in Theatre Arts

PUBLICATIONS

Melville-Holder, J., Stewart, A.J., Kuenzi, K., Walk, M., Russell, D., and McGovern, S. (2024). “A Worthy Investment? Investigating alumni perceptions of nonprofit degrees.” *Teaching Public Administration*.

WORKS IN PROGRESS

Russell, D. “Shaping the Next Generation of Public Servants: A Study of Managerial Influence on Gen Z Socialization in Public Organizations.”

Russell, D. “Characterizing Reality Shocks Encountered by Gen Z Newcomers in Public Organizations.”

Crout-Jones, R., Russell, D., Taylor, C. “Engaging Economies: Public Management, Social Equity, and Community Engagement of Covid-19 Recovery Funds.”

PROFESSIONAL WORK EXPERIENCE

UNC School of Government, Lead for North Carolina (LFNC)

September 2018 – Current

Executive Director and Co-Founder of Lead for America

- Secured \$10,000,000+ to support program operations and to provide financial subsidies to host sites.
- Placed 148 college graduates in high-impact local government fellowships across North Carolina, predominately in economically distressed communities.
- Managed Lead for North Carolina’s annual \$3,000,000 operating budget; ensuring compliance with UNC-Chapel Hill’s Office of Sponsored Research/Projects and federal grants.
- Created the program’s mixed-methods evaluation plan to measure program outcomes and ensure alignment with grant requirements.
 - Fellows have secured over \$92,000,000 in grants to advance key community initiatives and provided \$6,000,000 in estimated cost savings to participating governments.
 - 94% of host sites reported increased capacity within government units because of the program.
 - 81% of host sites reported the fellow tackled previously unaddressed, yet critical challenges because of the fellow’s work.
- Designed LFNC’s four-week graduate-level training curriculum and designed the on-going fellow support curriculum (GOVT 772 – Instructor of Record).
- Taught courses and presented at conferences on the following topics: grant writing, leadership development, professional communications, sustainable placemaking, strategic partnerships, government-to-university pipeline, and the state of North Carolina’s public institutions.
- Managed local government relationships and relationships with partner organizations (NC League of Municipalities, NC Association of County Commissioners, and NC City and County Management Association).
- Led the LFNC implementation team (10 faculty/staff members and representatives from four partner organizations) by defining program objectives and ensuring partner integration in working committees.

Department of Health and Human Services, State Operated Healthcare Facilities *March 2020 – October 2020*
Management Consultant

- Recruited to provide management support to the Division Director and Deputy Secretary.
- Monitored the spread of Covid-19 among patients / residents and staff in the state's 14 healthcare facilities.
- Managed external communications announcing transmission of the virus in long-term care facilities.
- Conducted a benchmark analysis on the creation of a new chief diversity officer within DHHS for the Secretary.
- Worked to secure childcare and funding to support daycare facilities for healthcare staff.

OSBM, Office of Strategic Partnerships, NC Covid-19 Student Response Corps *March 2020 –2022*
Co-Director

- Created the NC Covid-19 Student Response Corps to place 300 students in internships with nonprofit organizations and local government entities.
- Secured \$50,000 in private funding to provide student stipends.
- Recruited host sites and nonprofit organizations to participate in the program in coordination with the NC League of Municipalities, the Rural Center, Governor Cooper's Hometown Strong initiative, and the NC Association of County Commissioners.
- Led recruitment efforts with student career professionals from each of the 16 UNC system schools and representatives from private colleges and universities.
- Designed the curriculum for an intensive two-day training session for internship participants on the following topics: local government 101, nonprofit 101, public sector communications, organizational theory, research, grant writing, and business process reengineering.
- Created a weekly speaker series with public sector leaders including members of the North Carolina Council of State and department secretaries.
- Designed the program's evaluation plan to measure outcomes.
 - 94% of host sites reported the intern added capacity to help with critical projects.
 - Half of participating organizations had never previously hosted an intern.

UNC School of Government, Development Office *June 2017 – August 2018*
Donor Relations and Discovery Officer

- Managed prospect management plans to ensure development officers maintain progress cultivating new donors.
- Conducted donor research to identify and refer new prospects to the School.
- Solicited gift requests from new prospects to the UNC School of Governments.
- Initiated the use of customer relation management strategies to create the first MPA Alumni Survey to tailor department communications, streamline event programming, and understand financial giving behaviors.
- Created and maintained databases tracking participation and budget information of School events and programs.

NC Department of Public Instruction, Financial and Business Services *May 2016 – August 2016*
Policy Analyst and Researcher

- Independently conducted three original research projects and reported key findings to the State Board of Education and the State Superintendent.
- Provided policy recommendations, legal briefs, reports, and statistical summaries to the State Board of Education and members of the NC General Assembly.
- Synthesized data from various perspectives to provide policy recommendations, while developing political acumen and researching sensitive topics for members of the NC General Assembly and State Board of Education.

North Carolina Public Schools, Chapel Hill-Carrboro City Schools *August 2014 – June 2015*
5th Grade English and Language Arts Teacher

- Collaborated with the White House for a "Writing for Social Change" unit, where students worked with policymakers and businesses to make policy recommendations.
- Demonstrated ability to work under pressure in a fast paced, deadline-driven environment by preparing lesson plans, modifying instruction based off different learning abilities, and by completing long-term planning.
- Assessed student data to inform decision making to optimize learning for various learners.

The White House, Presidential Personnel Office

May 2014 – August 2014

Intern, Management Office – Management Analyst

- Conducted research on the talent pipeline in federal agencies from HBCUs.
- Facilitated instruction and developed curriculum for training sessions for new presidential appointees.
- Conducted a workforce needs assessment across federal agencies to create employee recognition programs to increase employee morale in the federal government.
- Assisted in compiling, editing, and drafting White House press releases and memoranda to the President and staff.
- Conducted research and vetting reports in Lexis Nexis on candidates for political appointments.
- Tracked and monitored team progress regarding minority recruitment and retention in the executive branch.

ACADEMIC CONFERENCES

Public Management Research Conference (PMRC), Public Management Research Association

- Engaging Economies: How Community Involvement Redirects Federal Funds in Local Governments.
 - Seattle, June 2024
 - Co-Panelists: Ryne Crout-Jones, Cody Taylor
- Contractors to Stewards: Understanding How Psychological Alignment and Managerial Strategies Can Be Leveraged to Ensure Goal Congruence.
 - Amsterdam, June 2023
 - Individual Presenter

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

- Catalyzing Public Service: How North Carolina is Leveraging University-to-Government Partnerships to Reinvigorate Public Service.
 - Chicago, October 2022
 - Panel Convener
 - Co-Panelists: Jenni Owen, NC Director of Strategic Partnerships, Susan McCracken, Chair of NC Internship Council

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

- The Education Pipeline: Investigating Nonprofit Sector Commitment in Light of School Debt and Perceived ROI.
 - Raleigh, November 2022
 - With Shannon McGovern, Jo'ann Holder, Kerry Kuenzi, Amanda Stewart, and Marlene Walk.

TEACHING EXPERIENCE

UNC Chapel Hill, Master of Public Administration Program

August 2023 - Present

Instructor of Record – Core Curriculum MPA Program

- PUBA 721: Professional Communications (Fall 2023, Fall 2024)

UNC Chapel Hill, School of Government

August 2021 - Present

Instructor of Record

- PUBA 401: State and Local Governance (Fall 2021, Fall 2022, Fall 2023, Fall 2024)
- GOVT 772: Local Government in Action: Sustainable Placemaking (Spring 2022, Spring 2023, Spring 2024)

INVITED PRESENTATIONS AND NON-ACADEMIC TEACHING

Criminal Justice Innovation Lab (UNC School of Government)

- Getting Creative about Funding and Adding Social Work Capacity. Speaker – April 2024.

Homegrown Leaders (NC Rural Center)

- Young Adults in the Public Sector. Speaker – April 2023.

Moldova Partnership (NC-Moldova Partnership, NC Secretary of State)

- Creating a Pipeline of Public Officials. Speaker – April 2023.

Carolina Engagement Week (UNC - Carolina Center for Public Service)

- Start Where You Live: How the UNC School of Government is Creating the Next Generation of Leaders. Facilitator – March 2023.
- University-to-Government Pipeline, Stories of Student Success. Speaker – January 2022.
- Strategic Partnerships in Rural Communities. Speaker – January 2021.

NC Local Government Budget Association (NCLGBA), Winter Conference

- Creating the Next Generation of Local Government Leaders: The Role of Internships as a Strategic Human Management Initiative. Speaker – December 2022.

Foundations of Public Administration (UNC-Chapel Hill, PUBA 709)

- Performance Management in Local Government. Guest Lecturer for Dr. Carl Stenberg – November 2022.

NC City / County Management Association (NCCCMA), Winter Seminar

- Recruitment, Retention, and the Future of Local Government Employment. Speaker – January 2023.
- Student Internships and Fellowships. Speaker – January 2022.
- Reforming the Government-to-University Pipeline through Fellowship Programs. Speaker – January 2020.

Monthly Connect (NC Office of Strategic Partnerships, Office of the Governor)

- Strengthening the State Talent Pipeline. Speaker – January 2021.
- Covid-19 Response: Government-University-Student Partnerships. Speaker – June 2020.

AmeriCorps Training (NC Commission on Volunteerism)

- Recruiting and Supporting Service Members. Speaker – August 2022.
- Working with College Campuses: How to Identify Talent for Service Experiences. Speaker – August 2022.

Institute for Emerging Issues Forum (NC State University)

- Capacity Building in Government. Speaker – February 2021.

Covid-19 Student Response Corps Summer Training (Office of State Budget and Management)

- Grant Writing in Nonprofits and Local Governments. Instructor – June 2020, June 2021, June 2022.
- Public Service Leadership in North Carolina. Facilitated leadership conversations for student participants with members of the NC Council of State. Summer 2020 and Summer 2021.

Appalachian Community of Education Scholars, Student Professional Development Conference

- Your Leadership Journey Starts Now. Keynote Speaker – October 2021.

Carolina Center for Public Service

- Leveraging Your Summer Internship and Experience – SECU Public Fellows. Facilitator – May 2020.

CONSULTANT WORK AND NON-ACADEMIC PUBLICATIONS

- *Building the State's Talent Pipeline*. EdNC. March 2022.
- *Supporting Students in Pursuit of Public Service Careers*. EdNC. January 2021.
- *Strengthening the Talent Pipeline to Public Service*. EdNC. January 2021.
- *Government Partnerships at Work*. EdNC. December 2020.
- *Free and Appropriate Education for Whom? Likelihood of Receiving Section 504 Services*. NC Department of Public Instruction (NCDPI). May 2017.
- *Charter Schools in Economically Distressed Communities in North Carolina*. UNC Public Policy. March 2017.
- *NC Teacher Background Checks: Legal and Normative Dimensions of Senate Bill 867*. NCDPI. November 2016.
- *Section 504: Ensuring Equitable Services for All*. NCDPI, Financial Business Services (FBS). September 2016.
- *Understanding How Social Media Can Influence Parental Involvement*. NCDPI, FBS. August 2016.
- *Teacher Paperwork: Origins and Impact*. NCDPI, FBS. August 2016.
- *Diversity Barriers Analysis: Creating a Socially Just and Sustainable Workforce*. City of Jacksonville. May 2016.

AWARDS AND HONORS

North Carolina State University

- *Pass with Distinction – Foundations of Public Administration*. 2023. Awarded by Dr. Rich Clerkin “for exceptional performance and is rare” for the program’s PhD Public Administration Comprehensive Exam.

UNC-Chapel Hill

- *School of Government Employee Extra Mile Award*. 2021. For creating and managing the Lead for North Carolina fellowship program. Awarded by faculty and staff at the UNC School of Government.
- *Robert E. Bryan Public Service Award*. 2020. Awarded by the Chancellor for “extraordinary public service and engagement to the university and the state of North Carolina.”
- *Gwendolyn Harrison Distinguished Graduate Student Leader*. 2017.
- *Frank Porter Graham Graduate and Professional Honor Society Inductee*. 2016.

Appalachian State University

- *Plemmons Leadership Medallion*. 2015. Awarded by the Appalachian State University Board of Trustees to an individual in providing leadership that enriches the quality of campus life.
- *Distinguished Student Leader*. 2014. Awarded by the ASU Chancellor and Vice-Chancellor of Student Affairs.
- *John Sanders Student Delegate of the Year*. 2014. Awarded by the UNC General Administration and the Association of Student Governments.

UNIVERSITY SERVICE

University of North Carolina at Chapel Hill

School of Government

- Strategic Planning Committee, *Co-Lead*. August 2023 – Present.
- UNC MPA Admissions Committee, *Representative*. January 2017.

Carolina Center for Public Service

- Public Service Awards Committee. Spring 2020.

President of the Graduate and Professional Student Body (Graduate Professional Student Government) 2015-2017.

- Provided monthly reports, updates, and recommendations to the Board of Trustees and university administrators.
- Created an advisory council to advise UNC General Administration and former President Margaret Spellings on graduate and professional student affairs across the UNC System.
- Restored \$200,000 of student fees to graduate and professional students after launching a voter-awareness campaign (now used as a blueprint for graduate and professional students to audit fees across the UNC System).
- Managed 25 student leaders and the organization’s budget to implement policy initiatives, ensure graduate / professional student representation, and increase programming efforts.
- Tuition and Fees Advisory Taskforce. 2015-2017 and Student Fee Advisory Subcommittee. 2015-2017.

Appalachian State University

Student Body President and Member of the Board of Trustees (2013 – 2014)

- Served as a member of the Board of Trustees, tasked with the responsibility of representing the student body and providing reports to fellow board members.
- Served on the Chancellor Search Committee. Spring 2014.
- Directed 12 cabinet members and managed the implementation of various policy initiatives.
- Expanded organizational capacity by authoring and receiving over \$20,000 in grants.
- Restored voting site to Appalachian’s campus by petitioning State Board of Elections.

RESEARCH PROJECTS

Nonprofit Education Survey Project. Spring 2022. Researcher under the direction of Stewart, A.J., Kuenzi, K., and Walk, M. nonprofiteducationsurvey.com

SKILLS

- ArcGIS Pro, Stata, R, NVivo, Qualitative Research Methods