

SONIA RENEA WHITE

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EDUCATION

University of South Alabama, Ph.D. Candidate, Business Management Concentration	Expected graduation May 2024
Bank Street College/Parsons School of Design, M.S., Administration and Supervision in the Visual Arts	May 1998
University of Texas at Austin, B.F.A. Visual Art Studies	May 1991
Texas Teacher Lifetime Certificate, Art K-12	June 1991

ACADEMIC EMPLOYMENT

<i>Midwestern State University, Wichita Falls, Texas</i>	<i>January 2019-Present</i>
Dillard College of Business Administration	Instructor of Practice, Management
Center for Nonprofit Management & Leadership at MSU Texas	Director

PEER-REVIEWED PUBLICATIONS

1.) Dodgen, L., Spence-Almaguer, E., Anguiano, K.C., Hooker, A. & **White, S.** (2020). Partnership processes to develop SHE tribe: A healthy lifestyle intervention. *Health Promotion Practice*, 21(4), 591-600. Article first published online: November 20, 2018; Issue published: July 1, 2020.

PEER-REVIEWED CONFERENCE PRESENTATIONS

- 4.) **White, S.** (October 2023). *Family first, work second: Does family-supportive work culture mitigate work-family deviance?* Paper accepted and presented at the 2023 Southern Management Association Annual Meeting, St. Petersburg, FL.
- 3.) **White, S.**, & O'Sullivan, R., & Brouer, R. (August 2023). *Service with a smile: Gender role conformity, servant leadership, and followers.* Paper accepted and presented at the 2023 Academy of Management Annual Meeting, Boston, Massachusetts.
- 2.) McIlveen, T., Davis, M., **White, S.** (2022 October). *How could you think that? When supervisor misattribution leads to reduction in subsequent employee organizational citizenship behavior.* Paper accepted and presented at the 2022 Midwest Academy of Management Annual Meeting, Detroit, Michigan.
- 1.) Quintanar, S., **White, S.**, & Choudhury, S., Bennett, A., (2022 June) *Paycheck Protection Program Loans: Lender-Type and Loan Forgiveness.* Paper accepted and presented at the 2022 American Marketing Association Marketing and Public Policy Conference, Austin, Texas.

PEER-REVIEWED PUBLICATION UNDER REVIEW

1UR **White, S.**, & O'Sullivan, R.M., & Brouer, R. (Under Review). *Service with a smile: Gender role conformity, servant leadership, and followers.* Paper under review for a Special Issue of *Group & Organization Management*.

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BOOK CHAPTER UNDER REVIEW

1UR **White, S.R.**, Mundy, A., Eva, N., & Lemoine, G. J., (Under Review). How do you apply servant leadership? Moving from theory to practice. In D. van Dierendonck & K. Patterson (Eds.), *Servant Leadership: Developments in theory and research* (2nd ed., Chapter 14). Palgrave Macmillan.

AD HOC REVIEWER FOR CONFERENCES

Southern Management Association Annual Meeting in St. Petersburg, Florida (October 2023). Provided feedback on six papers in two divisions: Strategy and Diversity, Equity & Inclusion

Academy of Management Annual Meeting in Boston, MA (August 2023). Provided reviewer feedback on three papers in one division: Public and Nonprofit. Recognized as a top 10 reviewer for the division.

Southern Management Association Annual Meeting in Little Rock, AR (October 2022). Provided feedback on three papers in one division: Diversity Equity & Inclusion

AWARDS & RECOGNITION

Accepted into the Diversity Equity & Inclusion (DEI) Junior Faculty Consortium at the Academy of Management Annual Meeting, Boston, MA, August 5, 2023

Recognized as a top 10 reviewer for Public and Nonprofit Division for the Academy of Management 2023 Annual Meeting, Boston, MA, August 2023

Awarded Southern Management Association (SMA) *Best Doctoral Paper in Careers, Social Issues, Diversity Issues and Ethics Track*, St. Petersburg, FL, October 24-28, 2023

Accepted into the Southern Management Association (SMA) *Early-Stage Doctoral Consortium*, Little Rock, AR, October 18-19, 2022

TEACHING EXPERIENCE

MGMT 3613: Nonprofit Organizations and Society

Course description: Upper division course (junior and senior), which is one of three core courses that make up the Nonprofit Management Minor requirements and can count as an elective for Management majors. Introduction of the history of the nonprofit sector and its role in society. Taught in person (Spring 2019-Fall 2019), and online (Spring 2020, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023).

MGMT 3623: Strategic & Human Management of Nonprofit Organizations

Course description: Upper division course (junior and senior) which is one of three core courses that make up the Nonprofit Management Minor requirements and can count as an elective for Management majors. Exploration of best practices in human resources and strategic management for nonprofits. Taught in person (Spring 2019-Fall 2019), and online (Spring 2020, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023).

MGMT 4633: Nonprofit Fundraising & Grant Development (dual listed as MWSU 4433 Nature of Giving & Philanthropy, Fall 2022 and Fall 2023)

Course description: Upper-division elective course (junior and senior) which can count for an elective for the Nonprofit Management Minor requirements, as an elective for Management majors, or as an upper-division elective for the Redwine Honors program. This course introduces and overviews the

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philanthropic and grant-making process, focusing on philanthropists' motivations, responsibilities, ethics, and expectations. Students can study *and* practice philanthropy by thoughtfully investing over \$20,000 of donated funds in nonprofit organizations in our community. Taught in person (Fall 2019, Fall 2020, Fall 2021, Fall 2022, Fall 2023)

MGMT 4643: Social Innovation Practicum

Course description: Upper-division elective course (junior and senior), which can count as an elective for the Nonprofit Management Minor requirements or as an elective for Management majors. Applying lessons in successful organizational and financial strategies to pursue social innovation via entrepreneurship, advocacy, and management. Taught in person (Spring 2020 – hybrid model due to COVID-19 pandemic) Spring 2021; Spring 2022, Spring 2023)

UNIVERSITY SERVICE

Director, Center for Nonprofit Management & Leadership at MSU Texas ***Jan. 2019 to present***

Serve as Director of the Center coordinating programs and services offered by the Center to the local nonprofit community. The Center provides professional development, coaching, and consulting to nonprofit staff and nonprofit boards of directors. I also manage staff and student interns associated with the Center.

Other university committees:

- MSU Values Journey Connections Team Lead, January 2022 to present
- MSU Values Journey Advisory Board, January 2022 to present
- MSU Distance Learning Committee, August 2020 to present
- Dillard Faculty Holiday Fund Lead, December 2019 to 2022
- The Priddy Institute for Nonprofit Leadership Planning Committee, January 2019 to present

INDUSTRY/PROFESSIONAL EMPLOYMENT AND CONSULTING

Sonia White Consulting, LLC

Springtown, Texas

Managing Member and Founder

December 2009-Present

Sole managing member responsible for all operational and administrative tasks including budgets, accounts payable and receivable, strategic planning and implementation and oversight of all projects.

Areas of expertise: federal grant writing and implementation; program design, development and implementation; nonprofit board training and development; strategic planning; executive search and recruitment.

Partial list of clients: The Way Back House (Dallas, Texas); Community Council of Greater Dallas; Dallas ISD; The Paper Plate, Inc. (Dallas, Texas); Dallas AfterSchool Network; Circle of Support (Dallas, Texas); United Way of Metropolitan Dallas; Living Hope for Honduras (Greater Atlanta, Georgia); Achieve Dallas.

Community Council of Greater Dallas

Dallas, Texas

Managing Director Aging & Disability Services

May 2017-May 2018

Part of executive leadership team, meeting regularly with CEO to discuss overall management and implementation of programs. Responsible for the management of Aging and Disability department including the Dallas County Agency on Aging and the oversight of \$7.5 million budget. Managed and provided oversight for 25 full-time employees. Represented the organization in the community and advocated for senior adults and adults with disabilities. Acted as Project Investigator on several federally funded projects.

Director of Coalitions & Planning

December 2014-April 2017

Part of executive leadership team, meeting regularly with CEO to discuss overall management and implementation of programs. Responsible for the management of Coalitions & Planning program budget of over \$3 million and management of a 25-person staff covering 19 counties. Responsible for the

facilitation of several coalitions around social services, such as the Dallas Coalition for Hunger Solutions, Dallas CHIP Coalition, and the Dallas Area Coalition to Prevent Childhood Obesity

CitySquare (formerly Central Dallas Ministries)

Dallas, Texas

Director Nurture Knowledge & Nutrition (NKN)

December 2005 – January 2012

Worked closely with senior management team and had decision making authority for all NKN operations including budget development and oversight, personnel management and oversight, strategic planning and representing agency in the local media when applicable. Responsible for all hunger related and food access initiatives within the agency, including afterschool snack program, summer feeding program and the management of the food pantry which resulted in managing a program budget of over \$3 million. Provided summer meals to over 250 feeding sites, serving over 15,000 children, provided snacks to over 100 afterschool programs during the school year, and provided over 2 million pounds of food annually to 12,000 households. Established and cultivated key community government and organizational relationships that supported public policy and legislation focused on hunger, food insecurity and food access. Considered an “expert” in the area of summer feeding and childhood hunger and presented about the topic at state, regional and national venues. Launched a collaborative effort with Frito-Lay/Pepsico called Food for Good, which was nationally recognized as a major innovation in summer food service.

Greater Dallas Community of Churches

Dallas, Texas

Manager Summer Feeding and Reading Program

April 2003-November 2005

Designed and implemented the Summer Food & Reading program in 2003 which included over 50 feeding sites. Added the afterschool feeding program in Fall 2003. By 2005 the program had grown to over 65 sites, serving over 5000 children and approximately 100,000 meals.

COMPLETED GRANTS AND GRANT PROJECTS

Served in the role of grant writer, project investigator, and project co-investigator on federally funded projects. Has successfully been awarded more than \$17M in federal grants since 2012, with better than a 75 percent success rate for grants awarded.

Role on Project: Grant writer; Project Investigator

Grant #: WF-ARPA-NGP – Wichita Falls American Rescue Plan Act Nonprofit Grant Program (ARPA). **Name of Funding Organization:** U.S. Department of the Treasury, City of Wichita Falls, Texas. **Awarded Organization:** Midwestern State University, Center for Nonprofit Management & Leadership; **Amount Awarded:** \$38,000; **Date awarded:** January 17, 2023; **Period of Grant Award:** 2/1/2023-12/31/2024; **Title of Project:** *Replacement of lost income due to COVID-19 pandemic*

Role on Project: Grant writer

Grant #: CA-NAV-21-001. **CFDA:** 93.332; **Name of Funding Organization:** Department of Health & Human Services, Centers for Medicare & Medicaid Services Center for Consumer Information and Insurance Oversight. **Awarded Organization:** United Way of Metropolitan Dallas; **Amount Awarded:** \$8,334,588 over three years; **Date awarded:** September 2021; **Period of Grant Award:** 9/1/2021-9/1/2024; **Title of Project:** *Enroll North Texas Consortium -Cooperative Agreement to Support Navigators in Federally-facilitated Exchanges*

Role on Project: Grant writer

Grant #: USDA-NRCS-TX-URCP-20-GEN0010730. **CFDA:** 10.902; **Name of Funding Organization:** United States Department of Agriculture (USDA) Natural Resource Conservation Service (NRCS); **Awarded Organization:** Citizens Development Center DBA Achieve Dallas

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Amount Awarded: **\$18,500**; **Date awarded: June 2020**; Period of Grant Award: 9/1/2020-8/31/2021
Title of Project: *Texas NRCS Urban and Rural Conservation Project*

Role on Project: Grant writer

Grant #: FTA-2019-008-TRI; CFDA: 20.530. Name of Funding Organization: U.S. Department of Transportation; Awarded Organization: North Central Texas Council of Governments Access North Texas; Amount Awarded: **\$511,106**; **Date awarded: May 2019**; Period of Grant Award: 10/1/19-9/30/21
Title of Project: *MyRide North Texas 2.0: Access and Mobility Partnership Program*

Role on Project: Grant writer

Grant #: HHS-2019-ACL-AOA-CSSG-0311. CFDA: 93.734; Name of Funding Organization: Department of Health & Human Services, Administration on Community Living, Administration on Aging; Awarded Organization: Community Council of Greater Dallas
Amount Awarded: **\$836,000**; **Date awarded: May 2019**; Period of Grant Award: 6/1/2019-5/31/2021
Title of Project: *Navigating Our Road to Healthy Texas*

Role on Project: Grant writer; Project Investigator

Grant #: 1-NAVCA-150254-02-00. CFDA: 93.332; Name of Funding Organization: Department of Health & Human Services, Centers for Medicare & Medicaid Services. Awarded Organization: Community Council of Greater Dallas; Amount Awarded: **\$1,863,440**; **Date awarded: September 2017**
Period of Grant Award: 9/1/2017-9/1/2018
Title of Project: *Navigators in Federally-facilitated and State Partnership Marketplaces Continuing Agreement*

Role on Project: Grant writer; Project Investigator

Grant #: 1-NAVCA-150254-02-00. CFDA: 93.332; Name of Funding Organization: Department of Health & Human Services, Centers for Medicare & Medicaid Services; Organization Awarded: Community Council of Greater Dallas; Amount Awarded: **\$2,279,507**; **Date awarded: September 2016**
Period of Grant Award: 9/1/2016-8/31/2017
Title of Project: *Support Navigators in Federally-facilitated and State Partnership Marketplaces Continuation Agreement*

Role on Project: Grant writer; Project Investigator

Grant #: 1Z0CMS331514-01-00. CFDA: 93.767; Name of Funding Organization: Department of Health & Human Services, Centers for Medicare & Medicaid Services. Organization Awarded: Community Council of Greater Dallas; Amount Awarded: **\$491,347**; **Date awarded: June 2016**; Period of Grant Award: 7/1/2016-6/30/2018; Title of Project: *Connecting Kids to Coverage: Outreach and Enrollment*

Role on Project: Grant writer; Project Investigator

Grant #: 1-NAVCA-150254-01-00. CFDA: 93.332; Name of Funding Organization: Department of Health & Human Services, Centers for Medicare & Medicaid Services; Organization Awarded: Community Council of Greater Dallas; Amount Awarded: **\$2,532,785**; **Date awarded: September 2015**; Period of Grant Award: 9/2/2015-9/1/2016; Title of Project: *Navigators in Federally-facilitated and State Partnership Marketplaces*

Role on Project: Grant writer; Project Co-Investigator

Grant #: USDA-FNS-F2S-2015 CFDA: 10.575; Name of Funding Organization: Department of Agriculture, Food and Nutrition Service. Awarded Organization: Dallas ISD Farm to School Implementation & Planning Committee; Amount Awarded: **\$100,000**; **Date awarded: December 2014**
Period of Grant Award: 1/1/2015-12/31/2015; Title of Project: *Healthy Hunger-Free Kids Act Farm to School Implementation Grant*

Role on Project: Grant writer; Project Co-Investigator

Grant #: USDA-FNS-F2S-2012 CFDA: 10.575; Name of Funding Organization: Department of Agriculture, Food and Nutrition Service. Organization Awarded: Dallas ISD Farm to School Implementation & Planning Committee; Amount Awarded: \$43,587; **Date awarded: November 2012** Period of Grant Award: 12/1/2012-11/30/2013; Title of Project: *Healthy Hunger-Free Kids Act Farm to School Planning Grant*

PROFESSIONAL SERVICE

- Board of Directors, Wise Area Relief Mission (WARM), September 2020 to present
- Board of Directors, Impact100 Wichita Falls. April 2020 to April 2021
- Foreign Missions Committee, Decatur Church of Christ, October 2016 to present
- Compliance Performance Improvement (CPI) Committee member for North Texas Area Community Health Centers (NTACHC), Inc. January 2016 - February 2018
- Live Smart Texas (LST) representative for North Texas Region. January 2016 - May 2017.
- Dallas ISD Farm to School Steering Committee. December 2012 – May 2015
- Executive Leadership Committee for Dallas County Coalition for Hunger Solutions (formerly Dallas Food Planning Association) January 2011 to December 2019.
- Dallas Anti-Poverty Coalition, 2010 to 2018.
- Powdermaker Family Foundation Board of Directors, June 2010 to 2018

PROFESSIONAL MEMBERSHIPS AND CERTIFICATIONS

- BoardSource Certificate of Nonprofit Board Consulting (2023 to present)
- Academy of Management (AOM) (2022 to present)
- Southern Management Association (SMA) (2022 to present)
- Midwest Academy of Management (MWAOM) (2022 to present)
- BoardSource (2020 to present)
- Association of Fundraising Professionals (AFP) (2020 to present)
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) (2020 to present)
- Standards for Excellence Licensed Consultant (2019 to present)

REFERENCES (ALPHABETICAL ORDER)

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Associate Dean/Professor of Business Management
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