

Mac-Jane Crayton

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APPOINTMENTS AND AFFILIATIONS

- Assistant Professor, Department of Government and Justice, Appalachian State University, Fall 2023 -Current.
- Summer Diversity Academy Fellow, American University, Washington DC, May 2023.

EDUCATION

- **Doctor of Philosophy (Ph.D.) in Public Administration and Public Policy** | 2023
Auburn University, Auburn AL
Field of study & Focus: Public Administration and Public Policy, Nonprofit Management, and Environmental Policies.
Dissertation: Why do some local governments offer job training and employability skills or other services to immigrants and others do not?
Chair: Dr. Jonathan Fisk
Dissertation Committee: Drs. Kelly Krawczyk, John Morris, and Soren Jordan.
- **Master of Science in International Relations** | 2015 Troy University, Troy AL
Specialization: National Security Affairs
- **Bachelor of Arts in History & International Studies** | 2010 Imo State University, Imo Nigeria

PEER-REVIEWED PUBLICATIONS

- Crayton, M., and Naher, N., (2023). "Beyond Oil Spill Cleanup, Abandoned Infrastructures Affect the Environment Too – A case study of the Lived Experiences of the Niger Delta People. *Public Works Management & Policy*, 28(1), 70–88. <https://doi.org/10.1177/1087724X221128824>
- Fisk, J.M., Silvera, G.A., Morris, J.C., Chen, X., Chen, X., Crayton, M.M, & Hume, J.C. (2021). "Toward the Roux: Explaining the Adoption of Inclusionary Practices in Local Governments." *State and Local Government Review*. 52(2):89-102. <https://doi.org/10.1177/0160323X20986845>

PUBLISHED BOOK CHAPTERS

- Crayton, M.M and Fisk, J.M (2021). Chapter 18 - Global Oil. In Editors Duffy, R. J., Opp, S. M. *Environmental Issues Today: Choices and Challenges*. United States: ABC-CLIO, LLC.

REPORTS AND OTHER NON-ACADEMIC PUBLICATIONS

- Crayton, M.M (2023). "Greece Healthcare Service-Learning Report" Auburn University, Office of Outreach Global Annual Report.
- Fisk, J.M., Silvera, G.A., Morris, J.C., Chen, X., Chen, X., Crayton, M.M, & Hume, J.C. (2022). "For local governments, adopting more inclusionary practices is about preparation and action." Invited Contribution to the London School of Economics USAPP- American Politics and Policy Blog.

RESEARCH IN PROGRESS

- Crayton M. Local Policy Advocacy and Nonprofits: Nonprofit Influence on Foster Care and Adoption Legislation and Policy Reform. special issue "Foster Care & Adoption in Nonprofit

Management” for the *Journal of Nonprofit Education & Leadership (JNEL)*. – accepted for full article for submission, submitted and pending review.

- Crayton M. Navigating Nonprofit Leadership: Strategies for Equitable, Resilient, and Sustainable Impact. Book Chapter: *Global Leadership for an Equitable, Resilient, and Sustainable Future*, Edited by Linyaun Guo-Brennan, Dionne Rosser-Mims, Maria Guajardo. Routledge Taylor & Francis Group – proposal accepted, full manuscript submitted, pending publication.
- Crayton M. (coming). Beyond the Border Wall: Understanding Why Cities Embrace Immigrant Integration Policies. *Ethic and Racial Studies* – submitted, pending review.
- Crayton M (coming) Rethinking nonprofit-local government collaboration. Assessing how nonprofit services drive local government to adopt immigrant-inclusive policies. *The Journal of Public and Nonprofit Affairs* – submitted, pending review.
- Crayton M., and Starr, K., “Does Volunteer Expertise Really Matter? Understanding the Varied Effects of Skilled vs. Unskilled Pro Bono Volunteers in Nonprofit Service Delivery. *Voluntas: International Journal of Voluntary and Nonprofit Organizations* – pending submission.
- Crayton, M., and Lanier, D., Mentorship in the Digital Age: Exploring the Efficacy of Virtual Mentorship Programs”: Analyze the effectiveness of virtual mentorship programs in comparison to traditional, in-person mentorship - IRB approved, data collection in progress.
- Xi Chen, Crayton M, Zhong Y. Building Inclusivity: Examine the Drivers of Inclusive Housing Policies for Immigrants in Local Government. *Journal of Social Equity and Public Administration* – pending submission.
- Crayton M. “Does DEI Matter in Community Programs and Service Delivery? Exploring the Role of Inclusive Demographics, Diversity, and Inclusionary Practices in Local Nonprofit Service Delivery.” *The Journal of Public and Nonprofit Affairs (JPNA)* – revising for submission.

APPLIED RESEARCH & FUNDING

- Lab iMPACTLY: Interactive workshops and simulation lab for Students and Community Nonprofits collaboration. Initial pilot funding from CETLSS (\$3,000). Pilot assignment kit through PA 5271, Grants Preparation and Strategies Course. Expanding to PA 5270 and PA 4660.
- Immigrant Integration, Perceptual Biases, and Local Government Policy. Russell Sage Foundation. Revising LOI for resubmission. Pilot Study in progress.
- Graduate Research Assistant (Student Collaborator) Environmental Protection Agency (EPA) Grant #: 95812500-0 – Climatewise Barrier Analysis. (Toward Climatewise 3.0: Building a More Inclusive Local Environmental Program) | Fort Collins, Summer 2022
 - Reviewed and compiled applicable research/author literature reviews.
 - Summarized notetaking during the focus group and summarized results
 - Participated in research analysis and presentation.

CONFERENCE PRESENTATIONS AND PAPERS

- Crayton, M. (2024) Pre-Conference Keynote Address. International Leadership Association (ILA) Global Conference, November 6, 2024. – Pending Presentation.
- Xi, C., Crayton, M., and Zhong Y (2024). “Examine the Drivers of Local Inclusive Housing Policies for Immigrant”. The American Society for Public Administration (ASPA) Annual Conference. Minneapolis, Minnesota, April 12-16, 2024. Podium Presentation – accepted, pending presentation.
- Crayton, M (2023). Rethinking nonprofit-local government collaboration. Assessing how nonprofit services drive local government to adopt immigrant-inclusive policies. The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Orlando, FL. Podium presentation.
- Crayton, M (2023). Does DEI Matter in Community Programs and Service Delivery? Exploring the Role of Inclusive Demographics, Diversity, and Inclusionary Practices in Local Nonprofit Service Delivery. College of Liberal Arts Inclusive Excellence Conference. Podium presentation.
- Fisk, J.M., Morris, J.C., Williamson, R.D., Crayton, M., McKnight, S. (2022). “Climatewise Barrier Analysis: Preliminary Findings.” Outreach and Engaged Scholarship Symposium. Auburn University, AL. Roundtable presentation.

- Crayton, M (2022) “Diversity in Nonprofit Leadership: Does DEI Matter?” The American Society for Public Administration (ASPA) 2022 Annual Conference, Jacksonville, Florida. Symposium session presentation.
- Crayton, M (2021) “Creating Welcoming Nonprofits: Diversity and Inclusionary Practices in Nonprofit Leadership.” The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Atlanta, Georgia. Poster presentation.
- Fisk, J.M., Morris, J.C. Silvera, G.A., Chen, X., Chen, X., Crayton, M., Haun, C., Hume, J (2020). “Diversity and City Hall: Cultural Competency and Local Governments.” American Society for Public Administration (ASPA). Anaheim, CA (canceled due to covid-19)
- Fisk, J.M., Morris, J.C. Silvera, G.A., Chen, X., Chen, X., Crayton, M., Haun, C., Hume, J (2019). “Diversity and City Hall.” Diversity Symposium and Luncheon. College of Liberal Arts, Auburn University, AL. Podium presentation.
- Crayton, M. (2018). “The Effect of Oil Spills on the Communities in The Niger Delta Region of Nigeria.” Southeastern Conference for Public Administration (SECoPA). Birmingham, AL. Podium presentation.
- Crayton, M. (2018). “Theoretical Framework of Oil Spills in the Niger Delta Region of Nigeria.” This is Research Symposium, Auburn University. Auburn, AL. Podium presentation.
- Crayton, M. (2017). “Female Leadership Deficit in the Nonprofit Sector.” This is Research Symposium, Auburn University. Auburn, AL. Podium presentation.
- Crayton, M. (2014). Modeling Economic Growth in Developing Nations in Africa with the Asian Model. 8th Annual Africanist Graduate Student Conference, Michigan State University. Lansing, Michigan. Podium presentation.

FUNDING

Internal

- Graduate Research Associate Mentoring (GRAM) award program 2024 - \$14,000
- CETLSS NC Campus Engagement PACE - Sponsored Conference Recipient, 2024
- CAS Research/Proposal Development Summer Grant - \$5000
- Service-Learning Faculty Fellows, 2023 - \$1000
- Accelerating Faculty and Staff Entrepreneurial Capacity Building Program- \$1000
- Civic Engagement Innovation Grant 2023 - \$3000

External

- ARNOVA Conference Scholarship | 2022
- Graduate School Council Travel Fellowship Recipient - \$300 | 2022
- Ross Stores Grant Awardee - \$400 ~ to advance research and professional development program | 2021.
- Walmart Grant Awardee - \$250 ~ to advance research and professional development program | 2020.
- WBENC-Cummins Grant Awardee - \$2,000 ~ to advance research and professional development program | 2020.
- Alabama City/County Management Association (ACCMA) Summer conference recipient | 2017.
- Alabama City/County Management Association (ACCMA) Winter Conference scholarship recipient | 2017

SELECTED HONORS AND AWARDS

- PREParation for Appalachian Research Experiences (PREPARE) 2024.
- Created with Purpose Funding Award for outstanding mentorship & training for women | 2022.
- Awarded full conference registration scholarship by ARNOVA | 2022.
- Nonprofit Employee of the Year Award, Nominee – Auburn University, Cary Center | 2022.
- Outstanding Troy Alumna – Troy University, AL | 2021.
- WBENC & Cummins Grant Awardee – National level, USA | 2020.
- Graduate Assistantship (Full Tuition) | 2016-present
- Most Outstanding Woman – Troy University, Troy, AL | 2015

- Pi Sigma Alpha Honor Society – Troy University, AL | 2015

PROFESSIONAL ACTIVITIES

- Member: ARNOVA Professional Development Committee (the Graduate Diversity Program). 2024
- Mock Reviewer: App State PREPARE Grant Proposals. 2024
- Peer Reviewer: Journal of International Migration and Integration (JIMI). 2024
- Peer Reviewer: Journal of Public and Nonprofit Affairs (JPNA). 2024
- Panel Chair: ARNOVA Annual Conference 2023

NONPROFIT & COMMUNITY SERVICES

Alabama & North Carolina

- Hosting business and career workshop for women in low communities in Montgomery | 2023
- Dream Mentorship Summer Professional Development Camp | 2020, 2021, 2022, 2024
- Raised over \$16,000 for programming.
- Served/mentored over 483 women from several states in the U.S and other countries, including Canada, Indonesia, Nigeria, Kenya, and Zimbabwe
- Developed, pitched, and recruited beta testers for new mentoring 5-step self-paced mentoring software and program.
- Increased membership by 112%, resulting in over 1000 new members by 2023.
- Developed & signed partnerships with Auburn University New Venture Accelerator, City of Auburn, and Troy University, Phenix City campus for community-based programs.
- Completed 2,160 minutes of summer classes with 80 participant cohorts.
- Facilitated over 3,369 minutes of mentorship and managed 80 volunteer mentors.

Greece

- Auburn University Outreach Global Healthcare program | 2023
 - Collaborated with Doctors of the World, Greece and Mayor/Deputy Mayor of Athens
 - Facilitated healthcare clinics in Athens, Greece for refugees and underserved populations.
 - Supervised over 50 nursing, pharmacy, and biomedical students, faculty & staff

Ghana

- Auburn University Outreach Global Healthcare program | 2018, 2019, 2020
 - Facilitated healthcare clinics in Sekondi and Accra, Ghana
 - Served over 3000 local people from communities in Sekondi-Takoradi and Accra, Ghana
 - Managed the donations of medical supplies and stuffed animals to Effia-Nkwanta Pediatric Clinic

Auburn University

- Campus Kitchen, Auburn University – Member | 2019 - 2021
- Dream Mentorship at Auburn University - President | 2019- 2021
- Women’s Initiatives, Auburn University– Women’s Center Advisory Board Member | 2018 – 2022
- ICMA Auburn Student Chapter - Member | 2017 – 2022
- Graduate School Council - Secretary/Chair of Communications Committee | 2017-2018
- More than Auburn, Auburn University – Member | 2016 – 2021

Troy University

- International Student Cultural Organization (ISCO)– Executive Vice President | 2014-2015
- International Women's Forum – Member | 2014 -2015
- Troy African Students Association (TASA) - Secretary | 2013-2014

INVITED LECTURES, TALKS, AND WORKSHOPS

- Igniting Passion and Life-Long Learning in Students – Workshop Presenter – Moral-Ville High School, Nigeria | 2024

- Dream Mentorship Academy, Spring Semester – Instructor & Mnetor | 2024
- Phenix city Rotary – Speaker | 2022
- Six weeks Summer DreamUp Experience: professional development course – Instructor | 2021
- Leading a nonprofit with an Abundant Mindset. Impact Academy live webinar – Speaker | 2021
- Six weeks Summer DreamUp Experience: professional development course – Instructor | 2021
- Tough Mother Retreats. Auburn, AL – Speaker | 2021
- Goal Setting & Vision Board Virtual Workshop, Zoom – Trainer | 2021.
- Intro to Digital and Multi-Media Arts (Sect HY1), Belmont Abbey College – Guest lecturer | 2020
- Thriving Beyond COVID-19 as a Nonprofit: the future is Virtual. Auburn Serves, Auburn University – Speaker | 2020
- Intern Training and Placement, Webinar. Auburn Serves, Auburn University – Speaker | 2020
- Emerge Leadership Lunch & Learn, Auburn University – Guest speaker | 2020.
- Dream N’Brunch Women in Business Breakfast Meeting – Speaker. Auburn AL | 2019
- Federal Government College, High School – Speaker. Lagos, Nigeria. | 2018
- Dream N’Brunch Workshop – Keynote address. Auburn, AL | 2018
- Dream Mentorship Summer Program – Instructor. Auburn AL. | 2018
- Faculty Retreat – Speaker. Mount Olive Elementary, Phenix City, AL. | 2017
- Troy University Spring Commencement Ceremony. – Keynote Address. Troy University, Troy AL | 2015
- Delta Mu Delta – Guest lecture. Troy University, AL | 2015
- Dressing for success. Troy 3300 – Guest lecturer. Troy University, AL. | 2015

PROFESSIONAL EXPERIENCE

Graduate Assistant & Service-learning Coordinator

Office of the Vice President for University Outreach, Auburn University, AL | August 2016 – 2023

- Assisted in monitoring and updating the department website and social media platforms as needed.
- Planned educational and business tours to African and European countries.
- Created annual reports and contributed to magazine publications.
- Created flyers, and posters for events, and managed social media presence and news.
- Managed supervisor’s schedule and represented the department at events.

Founder/Executive Director

- Dream Mentorship, Auburn, AL | July 2018 – current
- Oversee mentoring programs.
- Teach six weeks of curriculum-based class sessions.
- Provide one-on-one mentoring to 20 – 35-year-old women.
- Manage day-to-day administrative responsibilities.
- Apply for and write grants.

Front Desk (Part-time substitute)

- City of Auburn, Environmental Services Department, Auburn, AL | December 2015 – June 2016
- Assisted with administrative and clerical duties.
- Attended to the needs and questions of residents in the Auburn area.
- Filed documents and reported complaints and requests.

Graduate Assistant

- Career Services, Troy University, Troy, AL | August 2014 – May 2015
- Assisted students in reviewing their resumes, cover letters, and statement of purpose letters.
- Aided coordinator with mock interviews and assisted other career service staff with other office duties.
- Supported at the front desk to check in students and visitors.
- Interacted with International students to seek ways to better their experience in the US and in their academics.

CONSULTING

- Senando Mother – Nonprofit startup & setup, Bylaws, Board Recruitment | 2024
- Renaissance Nursing - Startup assistance, website review, and social media training | 2023

MEDIA APPEARANCES AND INTERVIEWS

- We Suite Podcast – Launching the Vision: How to Start a Nonprofit (2023)
- Backstage Pass Podcast – Entrepreneurs from Cummins Make Your Mark Initiative. [Link to interview](#) (2021)
- Opelika Observer. [Link to article](#) (2020)