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## **EDUCATION**

Ph.D. Philanthropic Studies – Indiana University. October, 2008.  
Dissertation: Program Evaluation Capacity for Nonprofit Human Services Organizations: An Analysis of Determining Factors  
Committee: David Reingold (chair), Patrick Rooney, David Van Slyke and Debra Mesch.

M.S., Urban Studies – Georgia State University. December, 1999.  
Concentration: Nonprofit Management

B.S., Business Administration – Ramapo State College of New Jersey. January, 1988.  
Concentration: Operations Management

## **FACULTY APPOINTMENTS**

**Associate Professor**, August, 2009-Present. School of Public, Nonprofit and Health Administration, Grand Valley State University.

### **Fulbright-Masaryk Scholarship Award in NGO Management -**

Teaching and conducting research at University of Ostrava, Czech Republic from September 2022 through March 2023.

**Master's in Philanthropy & Nonprofit Leadership (MPNL) Coordinator**, August, 2012- 2016.  
School of Public, Nonprofit and Health Administration, Grand Valley State University.

**Adjunct Professor**, September, 2005-May, 2009. School of Public and Environmental Affairs, Indiana University-Purdue University Indianapolis (IUPUI).

**Adjunct Professor**, July, 2002-August, 2004. Andrew Young School of Policy Studies, Georgia State University.

**Areas of Specialization:** Nonprofit management, philanthropy, volunteer administration and program evaluation.

## **PROFESSIONAL EXPERIENCE**

**Consultant for nonprofit organizations** (part-time), 1999-present.

**Outcomes Measurement Manager**, Girl Scouts of Northwest Georgia. June, 2000-June, 2004.

**Volunteer Services Manager**, Girl Scouts of Northwest Georgia. February, 1997-June, 2000.

**Program Coordinator**, United Way of Metropolitan Atlanta. January, 1996-January, 1997.

**Various for-profit employment**, operations focusing on purchasing/inventory control, 1987-1995.

## PUBLICATIONS

- Alaimo, Salvatore P. (2022). "The Evolution of the Statue of Liberty: Determining Factors for Hypericon Status." *The International Journal of the Image* 13 (1): 15-35.  
doi:10.18848/2154-8560/CGP/v13i01/15-35.
- Alaimo, Salvatore P. (2022). Book Review. Matthew A. Koschmann and Matthew L. Sanders. (2020). *Understanding Nonprofit Work: A Communication Perspective*. Hoboken, NJ: Wiley-Blackwell. *Journal of Nonprofit Education and Leadership* 12(1), 84-88.
- Alaimo, Salvatore P. (2022). Martin Luther King, Jr. The Girl Scouts. Foundation Center. Candid. Entries in Regina A. List, Helmut K. Anheier, and Stefan Toepler (Eds.), *International Encyclopedia of Civil Society, 2nd edition*. New York: Springer Publishing Company. (forthcoming).
- Alaimo, Salvatore P. and Carman, Joanne. (2021). Decisions, Decisions, Decisions: community foundations and community well-being. *International Journal of Community Well-being*. DOI: 10.1007/s42413-021-00125-7.
- Alaimo, Salvatore P. (2019). Executive Producer. *Sew What?* – A short (25 minute) documentary about the Caregivers Sewing Group, a story about volunteerism and social capital.
- Alaimo, Salvatore P. (2018). Contracting Out. In Bruce A. Seaman and Dennis R. Young (Eds.), *Handbook of Research on Nonprofit Economics and Management, 2nd edition* (pp. 243-268). Northampton, MA: Edward Elgar Publishing.
- Alaimo, Salvatore P. and Park, Shinyoung. (2018). Use of Video in Philanthropic and Nonprofit Studies Programs. *Journal of Nonprofit Education and Leadership* 8(2), pp. 122-138.
- Alaimo, Salvatore P. (2018). Refocusing Our Lens to Examine Program Evaluation From Within. *Advancing Philanthropy*, Winter, 2018. Arlington, VA: Association of Fundraising Professionals.
- Alaimo, Salvatore P. (2017). Executive Producer. *What is Philanthropy?* – a documentary. [www.whatisphilanthropy.org](http://www.whatisphilanthropy.org). 86-minute feature length film. Indiana University Press.
- Alaimo, Salvatore P. (2016). Program Evaluation: How Does It Affect You? *Advancing Philanthropy*, Fall, 2016. Arlington, VA: Association of Fundraising Professionals.
- Alaimo, Salvatore P. (2016). Book Review: "Who's Managing Whom? Attempting to Tame the Beast of Globalization through the Management of International Organizations." Eduardo Missoni and Daniele Alesani (2014). *Management of International Institutions and NGOs: Frameworks, Practices and Challenges*. New York: Routledge. *Public Administration Review* Vol. 76 (5), pp. 827–829.
- Alaimo, Salvatore P. (2016). Book Review: Shaker, G. G. (Ed.). (2015). *Faculty work and the public good*. New York, NY: Teacher's College Press. *Nonprofit and Voluntary Sector Quarterly*, 45 (5), pp. 1077-1081.
- Alaimo, Salvatore P. (2015). The Impact of the Demand for Program Evaluation on Professional Fundraisers. *Grant Professionals Association Journal*, Volume 13, Number 1, Fall 2015.
- Alaimo, Salvatore P. (2014). *Program Evaluation Capacity in Human Services Organizations: An Analysis of Determining Factors*. Scholar's Press.

- Alaimo, Salvatore P. (2013). Quality Improvement. In Keith Seel, (Ed.), *Volunteer Administration: Professional Practice 2nd edition* (pp. 403-423). Ontario, Canada: LexisNexis.
- Alaimo, Salvatore P. (2011). Book Review: Steven Goldberg. Billions of Drops in Millions of Buckets: Why Philanthropy Doesn't Advance Social Progress. *Nonprofit and Voluntary Sector Quarterly*, vol. 40, 3: pp. 583-586.
- Alaimo, Salvatore P. (2010). Role of Nonprofit Leaders in Setting the Values, Vision, and Mission of the Organization. In Kathy Agard, (Ed.), *Leadership in Nonprofit Organizations: A Reference Handbook* (pp. 595-602). Thousand Oaks, CA: Sage Publications.
- Alaimo, Salvatore P. (2010). Contracting out. In Bruce A. Seaman and Dennis R. Young (Eds.), *Handbook of Research on Nonprofit Economics and Management* (pp. 169-194). Northampton, MA: Edward Elgar Publishing.
- Alaimo, Salvatore P. (2010). Nonprofits and Evaluation: Managing Expectations from the Leader's Perspective. In James L. Perry (Ed.), *Jossey-Bass Reader on Nonprofit and Public Leadership* (pp. 419-444). San Francisco: Jossey-Bass.
- Alaimo, Salvatore P. (2009). Martin Luther King, Jr. The Girl Scouts. Foundation Center. Entries in Helmut K. Anheier and Stefan Toepler (Eds.), *International Encyclopedia of Civil Society*. New York: Springer Publishing Company.
- Alaimo, Salvatore P. (2008). Nonprofits and Evaluation: Managing Expectations from the Leader's Perspective. *New Directions for Evaluation* (119): 73-92. San Francisco: Jossey-Bass.
- Alaimo, Salvatore P. (2005). Service Learning Program Evaluation – Briefing Paper for Learning to Give, <https://www.learningtogive.org/resources/service-learning-program-evaluation>.

## **CONFERENCE PRESENTATIONS**

- “Critical Pedagogy for the Post-Pandemic World: Fictions, Fantasies, and Facts” co-presented with Badrinath Rao from Kettering University at the Teaching Matters Conference, Gordon State College, Barnesville, GA, March 10, 2022.
- “Decisions, Decisions, Decisions: community foundations and community well-being” for the annual Western Social Science Association (WSSA) conference, virtual, April 15, 2021.
- “Decisions, Decisions, Decisions: community foundations and community well-being” for the annual Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference, virtual, November 13, 2020.
- “Using Video for Teaching and Learning” for the annual Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference, Austin, Texas, November 14, 2018.
- “Using Video for Teaching and Learning” for the Lilly Conference for Teaching and Learning, Traverse City, Michigan, October 18, 2018.
- “Contracting Out” for the annual Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference, Grand Rapids, Michigan, November 17, 2017.
- "Demystifying the Graduate School Process," a panel session for undergraduate students, for the annual Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

conference, Grand Rapids, Michigan, November 15, 2017.

“Contracting Out” for the panel "Transnational Initiative on Governance Research and Education Network (TIGRE Net)” at the Michigan Political Science Association (MIPSA) annual conference at Eastern Michigan University, Ypsilanti, Michigan, October 27, 2017.

"We VOW to Improve Our Teaching (We Value Our Work to Improve Our Teaching)” at the annual FTLC Fall Teaching Conference, Grand Rapids, Michigan, August 23, 2017.

“The Impact of the Demand for Program Evaluation on Professional Fundraisers” for the Midwest Political Science Association (MPSA) annual conference, Chicago, Illinois, April 5, 2017.

“The Use of Video in Philanthropic and Nonprofit Studies Programs.” Presented at the annual Association for Research on Nonprofit Organizations and Voluntary Activity (ARNOVA). conference. Washington, DC. November 17, 2016.

“Lighting the Light? The Teaching of Ethics and Ethical Formation in Nonprofit Studies Programs” (colloquium). Presented at the annual Association for Research on Nonprofit Organizations and Voluntary Activity (ARNOVA) conference. Chicago, Illinois. November 20, 2015.

In Context: Translating the NACC Curricular Guidelines into Meaningful Measures of Student Learning for Our Programs.” Colloquium with Maureen Emerson Feit, Kathleen Hale and Heather Carpenter. Nonprofit Academic Centers Council annual conference: The Meaning of “Nonprofitness” Capturing it in Research, Curriculum, & Programming, July 15-16, 2015 DePaul University, Chicago, Illinois.

Screening of documentary What is Philanthropy? at the annual Association for Research on Nonprofit Organizations and Voluntary Activity (ARNOVA) conference. Denver, Colorado. November 19, 2014.

Teaching with Film in Nonprofit and Philanthropic Studies (colloquium). Presented at the annual Association for Research on Nonprofit Organizations and Voluntary Activity (ARNOVA) conference. Denver, Colorado. November 19, 2014.

The Relationship Between Consumer Demand for Programs and Evaluation Capacity. Presented at the annual conference of the Association for Nonprofit and Social Economy Research (ANSER). Brock University, St. Catharines, Ontario, Canada. May 29, 2014.

The future demand for program and organization evaluation. Panel session chaired and presented at Future Perils and Possibilities for the Nonprofit Sector: Views from the top, at University of Notre Dame. South Bend, Indiana. November 14, 2013.

The Challenges of Measuring Social Impact. Presented at Global Conference on Social Impact: A Pracademic Symposium, at University of Notre Dame. South Bend, Indiana. June 17, 2013.

Earning our Halos: Management Ethics and Nonprofit Organizations. Presented at the annual Association for Research on Nonprofit Organizations and Voluntary Activity (ARNOVA) conference. Indianapolis, Indiana. November 16, 2012.

The Impact of the Demand for Program Evaluation on Professional Fundraisers. Presented at the annual conference of the Association for Nonprofit and Social Economy Research (ANSER). Waterloo, Ontario, Canada. May 30, 2012.

Utilizing the visual medium to enhance the classroom learning experience. Presented at the annual Association for Research on Nonprofit Organizations and Voluntary Activity (ARNOVA) conference. Toronto, Canada. November 18, 2011 (International).

Experiencing a Ph.D. program in Philanthropic Studies: byproducts of influence and an evolving field. Presented at BenchMark 3.5 Conference in San Diego, CA, March 24-26, 2011.

The Role of the Funder in Evaluation Capacity Building for Nonprofit Human Services Organizations. Presented at the annual American Evaluation Association (AEA) conference. San Antonio, Texas. November 10-13, 2010.

The Board's Role in Program Evaluation Capacity for Nonprofit Human Service Organizations. Presented at the annual Association for Research on Nonprofit Organizations and Voluntary Activity (ARNOVA) conference. Arlington, Virginia. November 18-20, 2010.

The Role of the Board of Directors in Setting the Context for Program Evaluation Through Evaluation Capacity Building. Presented at the annual American Evaluation Association (AEA) conference. Orlando, Florida. November 11-14, 2009.

Context and the Serenity Prayer: The Evaluator's Role in Evaluation Capacity Building. American Evaluation Association (AEA) conference. Orlando, Florida. November 11-14, 2009.

The Impact of the Demand for Program Evaluation on the Fundraising Profession. Presented at the annual Association for Research on Nonprofit and Voluntary Activity (ARNOVA) conference. Cleveland, Ohio. November 19-21, 2009.

The Board's Role in Program Evaluation Capacity for Nonprofit Human Service Organizations. Boards in Uncertain Times: Exploring the Implications of Financial, Technological and Generational Change for Nonprofit Governance. A Conference for Practitioners and Researchers hosted by the University of Missouri at Kansas City. Kansas City, Missouri. April 23, 2009.

Corporate Social Responsibility: Questions Raised About Partnering with Employee Volunteer Programs. Association of Volunteer Resources Management 2nd Annual Conference, Binghamton, New York. October, 2008.

Nonprofits and Evaluation: Managing Expectations from the Leader's Perspective. American Evaluation Association's 2007 Conference, Baltimore, Maryland. November, 2007.

Corporate Community Outreach in Metro Atlanta. The Foundation Center, Atlanta, Georgia. April, 2007.

Capacity for Program Evaluation in Nonprofit Human Service Organizations: An Analysis of Determining Factors. Andrew Young School of Policy Studies at Georgia State University, Atlanta, Georgia. February, 2007.

Examining the Role of the Leader in Organizational Capacity for Program Evaluation. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Chicago, Illinois. November, 2006.

The Role of Leadership in Organizational Capacity for Program Evaluation. American Evaluation Association's 2006 Conference, Portland, Oregon. November, 2006.

The Role of Leadership in Organizational Capacity for Program Evaluation. Campbell Public Affairs Institute, The Maxwell School at Syracuse University, Syracuse, New York. October, 2005.

Program Evaluation in Nonprofit Human Service Organizations: A Conceptual Theory of Ethical Responsibility. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Washington, DC. November, 2005.

Nonprofits and the Services they Contract for: Who, What for and How much? Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Washington, DC. November, 2005.

The Role of Leadership in Organizational Capacity for Program Evaluation. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Washington, DC. November, 2005.

### **COURSES TAUGHT**

PA-360 – Voluntarism and the Nonprofit Sector (undergraduate)

PA-551 – Motivating and Managing Volunteers (graduate; one-credit course)

PA-554 – Contract Management (graduate; one-credit course)

PA-554 – Government & Nonprofits (graduate; one-credit course)

PA-554 – Trends in Philanthropy (graduate; one-credit course)

PA-619 – Public Management Seminar (graduate program culminating experience)

PA-643 – Strategic Management and Planning (graduate)

PA-660 – Philanthropy & The Nonprofit Sector: History & Ethics (graduate)

PA-661 – Nonprofit Management: Practices (graduate)

PA-664 – Program Evaluation (graduate)

PA-693 – Research Project (graduate)

PA-699 – Directed Readings (graduate)

SPEA V-525 – Management in Nonprofit Sector (graduate); fall 2007, fall 2008, & summer 2009 (online), Indiana University-Purdue University Indianapolis

SPEA V-362 – Nonprofit Management and Leadership (undergraduate); fall 2005 & spring 2006, Indiana University-Purdue University Indianapolis

PAUS 8921A – Volunteer Management (graduate); summer 2002 & 2004, Georgia State University

### **EXECUTIVE EDUCATION TAUGHT**

“Program Evaluation” for 38 participants in the ED/CEO Boot Camp conducted by the Axelson Center at North Park University, Chicago, Illinois, on August 8, 2019

“Program Evaluation” for 35 participants in the ED/CEO Boot Camp conducted by the Axelson Center at North Park University, Chicago, Illinois, on August 2, 2018

“Organizational Evaluation” for 46 Catholic Leaders representing 14 countries on July 11, 2018. The session was for the University of Notre Dame’s Nonprofit Executive Education Certificate Program.

“Program Evaluation and Evaluation Capacity Building” for 22 representatives of nonprofit organizations in Cicero, Illinois, as part of the Nonprofit Executive Leadership Certificate Program run by the Mendoza College of Business at Notre Dame, January-May, 2018 (5 all day sessions).

“Program Evaluation” for 74 executives representing members of the U.S. Hispanic Chamber of Commerce and the National Gay & Lesbian Chamber of Commerce, as part of the Nonprofit Executive Leadership Certificate Program at Notre Dame, on August 1, 2017 in Las Vegas, Nevada.

“Organizational Evaluation” for 85 executives representing members of the U.S. Hispanic Chamber of

Commerce and the National Gay & Lesbian Chamber of Commerce, as part of the Nonprofit Executive Leadership Certificate Program run by the Mendoza College of Business at Notre Dame, on July 31, 2017 in Las Vegas, Nevada.

“Organizational Evaluation” for 42 nonprofit executives representing Catholic organizations as part of the Nonprofit Executive Leadership Certificate Program run by the Mendoza College of Business at Notre Dame, on July 10, 2017 in South Bend, Indiana.

“Program Evaluation Capacity Building” for 30 nonprofit executives representing Catholic organizations as part of the Nonprofit Executive Leadership Certificate Program run by the Mendoza College of Business at Notre Dame, on July 13, 2016 in South Bend, Indiana.

“Program Evaluation Capacity Building” for 48 nonprofit executives representing Catholic organizations as part of the Nonprofit Executive Leadership Certificate Program run by the Mendoza College of Business at Notre Dame, on July 17, 2015 in South Bend, Indiana.

“Program Evaluation Capacity Building” for 30 nonprofit executives representing Catholic organizations as part of the Nonprofit Executive Leadership Certificate Program run by the Mendoza College of Business at Notre Dame, on July 8, 2014 in South Bend, Indiana.

“Program Evaluation Capacity Building” for 23 nonprofit executives representing Catholic organizations as part of the Nonprofit Executive Leadership Certificate Program run by the Mendoza College of Business at Notre Dame, on July 9, 2013 in South Bend, Indiana.

“Program Evaluation Capacity Building” for 32 nonprofit executives representing Catholic organizations as part of the Nonprofit Executive Leadership Certificate Program run by the Mendoza College of Business at Notre Dame, on July 17, 2012 in South Bend, Indiana.

“Program Evaluation” for 20 nonprofit executive directors on December 7, 2011 in Cicero, Illinois.

“Program Evaluation” and “Successfully Utilizing Volunteers” for 30 association executives representing U.S. Hispanic Chamber of Commerce on February 8, 2011 in Long Beach, California.

“Program Evaluation” for 20 nonprofit executive directors as part of the Nonprofit Executive Leadership Certificate Program ran by the Mendoza College of Business at Notre Dame, on January 26, 2011 in Cicero, Illinois.

“Organizational Evaluation” for 25 executive directors of local YMCAs as part of the Nonprofit Executive Leadership Certificate Program ran by the Mendoza College of Business at Notre Dame, on August 27, 2010 in Chicago, Illinois.

“Organizational Evaluation” for 20 nonprofit executives representing Catholic organizations as part of the Nonprofit Executive Leadership Certificate Program ran by the Mendoza College of Business at Notre Dame, on July 19, 2010 in South Bend, Indiana.

“Organizational Evaluation” for 35 nonprofit executive directors as part of the Nonprofit Executive Leadership Certificate Program ran by the Mendoza College of Business at Notre Dame, on September 25, 2009 in Cicero, Illinois.

“Program Evaluation” for 32 nonprofit executive directors as part of the Nonprofit Executive Leadership Certificate Program ran by the Mendoza College of Business at Notre Dame, on November 4, 2009 in Cicero, Illinois.

“Program Evaluation” for 43 nonprofit executive directors as part of the Nonprofit Executive Leadership Certificate Program ran by the Mendoza College of Business at Notre Dame, on November 4, 2009 in South Bend, Indiana.

## **WORKSHOP/SEMINAR/PANEL PRESENTATIONS**

Developing Relationships, Partnerships, Networking. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, April 25-29, 2022.

Philanthropy. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, September 13-17, 2021.

Program Evaluation: Powerful and Important for our Future (virtual). For the Nepal Center for Philanthropy and Development and the Nepal Red Cross Society. September 7, 2021.

Developing Relationships, Partnerships, Networking. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, April 19-23, 2021.

Evaluation Capacity Building case study with Tracey Hamlet and Angel Reese of MOKA. Virtual. For Lakeshore Nonprofit Alliance. March 18, 2021.

Tools for Triage: Advancing Mission During Crisis, webinar for Johnson Center for Philanthropy, July 1, 2020.

Developing Relationships, Partnerships, Networking. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, April 6-10, 2020.

Philanthropy. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, September 23-27, 2019

Philanthropy. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, September 17-21, 2018

Developing Relationships, Partnerships, Networking. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, April 16-21, 2018.

Evaluation Boot Camp, for the Fremont Area Community Foundation grantee organizations on behalf of the Johnson Center for Philanthropy, Newaygo, Michigan, November 8 and 29, 2017.

Program Evaluation Doesn't Have to be a Monkey Wrench, for the Axelson Center for Nonprofit Management at North Park University, Chicago, Illinois, March 22, 2017.

Valuing Our Work (VOW). Developed and facilitated a Faculty Learning Community through the Faculty Teaching and Learning Center (FTLC). January 18 – April 19, 2017

Evaluating, Adjusting and Retaining: strategies to monitor/improve based on your volunteer program outcomes. Volunteer Administrator Core Competency Training Series. United Way of the Lakeshore, Muskegon, Michigan, April 19, 2016.

Performance Outcomes. Volunteer Administrator Core Competency Training Series. United Way of the Lakeshore, Muskegon, Michigan, March 26, 2015.

How to Attract and Keep Volunteers. Retrouvaille Region 9 Meeting. Calvin College. Grand Rapids, Michigan, August 17, 2013

Program Evaluation Capacity Building. Fremont Area Community Foundation. Fremont, Michigan, April 5, 2013



Program Evaluation Capacity Building. Area Agency on Aging of Western Michigan. Grand Rapids, Michigan, December 6, 2012

Philanthropy. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, March 12-16, 2012

The Impact of increased Program Evaluation requirements on Nonprofits & How to meet these Challenges in Your Fundraising Efforts. Association of Fundraising Professionals (AFP) Capital Area Chapter, Lansing, MI, October 14, 2010

Philanthropy. A week-long online seminar for youth ages 10-17 for The Davidson Institute for Talent Development's Young Scholars Ambassador Program, September 13-17, 2010

Basic Evaluation. Presented on behalf of the Michigan Nonprofit Association at the Johnson Center for Philanthropy, August 19, 2010

Program Evaluation Capacity Building. The Michigan Nonprofit Association's annual SuperConference. Lansing, Michigan, May 18, 2010

The Watchdogs are Watching. A panel session on nonprofit regulation. Presented to the West Michigan Chapter of the Association of Fundraising Professionals (AFP) at the Johnson Center for Philanthropy, October 9, 2009

### **GUEST LECTURES/SPEAKING ENGAGEMENTS**

Guest lecture on evaluation capacity building for Cheryl Endres; graduate course in program evaluation at University of Notre Dame. September 9, 2021.

Guest lectures on Introduction to Nonprofit Management at East China Normal University- Shanghai, China. July 1-11, 2019.

Featured speaker presenting on social capital for Grand Rapids Lions Club's monthly meeting on November 13, 2018.

Learning to Give Time, Talent, and Treasure. A webinar hosted by Youth Philanthropy Initiative of Indiana (YPII), May 22, 2018. Segment telling the story of the making of What is Philanthropy?

Guest lectures for at Beijing Normal University-Zuhai, China. May 12 and 13, 2018. Topics included:

- What is Philanthropy? – screening of documentary and discussion
- History of the Philanthropy and the Nonprofit Sector in the United States

“Quality Improvement” for the Volunteer Management Association of Western Michigan (VMAWM). Grand Rapids, Michigan, October 17, 2017.

Guest lecture on performance measurement for Heather Carpenter's PA-662 Financial Management class, December 2, 2015.

Guest speaker at Sow Hope's fundraising event at Courtyard by Marriott. December 1, 2015.

Lunch and Learn presentation on week of guest lectures at Beijing Normal University, October 22, 2015.

Keynote speaker at Retired Senior Volunteer Program (RSVP) of Kent County annual luncheon. Topic: The Volunteer Landscape. September 17, 2015.

Guest lectures for one week at Beijing Normal University, Beijing, China. May, 2015. Topics included:

- History of the Nonprofit Sector in the United States
- International NGOs in the United States

- Strategic Planning
- Nonprofit Management and Leadership
- Program Evaluation
- Social Enterprise in the United States

Guest speaker for PhD student seminar on how the PhD program prepares you for your career, at IUPUI, November 11, 2014 via conference call.

Guest lecture on performance measurement for Heather Carpenter's PA-662 Financial Management class, November 5, 2014.

Guest lecture on the role of philanthropy and the nonprofit sector in the U.S. for Lihua Huang's course SW340, Human Behavior and the Social Environment, in the School of Social Work, at Grand Valley State University, November 25, 2014.

Guest lectured about philanthropy in the U.S. for Judith Millesen's Nonprofit Fundraising course at Ohio University, April 19, 2014 via Skype.

Guest lectured on evaluation capacity building for Western Michigan University's Program Evaluation course, EMR 6420, October 29, 2012.

Guest lectured on program evaluation for Andrews University class in Kenya via Skype June 14, 2011. Served as featured speaker for the Lakeshore Nonprofit Alliance in Holland, Michigan, February, 2011.

### **CONSULTING (partial list)**

- Georgia Ballet – strategic planning
- International Rescue Committee – strategic planning
- Latin American Association – evaluation capacity building and program evaluation
- MOKA – evaluation capacity building and program evaluation
- Benjamin's Hope – evaluation capacity building and program evaluation
- WCET-TV – strategic planning

### **MANUSCRIPT/CONFERENCE PAPER REVIEWS**

2021 *Journal of Public and Nonprofit Affairs* - 2  
*Nonprofit and Voluntary Sector Quarterly* – 2  
*International Journal of Community Well-being* - 1

2020 *Public Administration Review* – 1  
 American Evaluation Association conference  
 • Organizational Learning and Evaluation Capacity Building Topical Interest Group – 3  
*Nonprofit and Voluntary Sector Quarterly* – 1  
*Nonprofit Management and Leadership* – 1

2019 *Journal of Nonprofit Education and Leadership* – 1  
*Nonprofit and Voluntary Sector Quarterly* – 1  
*Nonprofit Policy Forum* – 1  
*Public Administration Review* – 1

2018 *Journal of Nonprofit Education and Leadership* – 2  
*Nonprofit and Voluntary Sector Quarterly* – 2

- Nonprofit Management and Leadership* – 1  
*Public Administration Review* – 1
- 2017 *Nonprofit and Voluntary Sector Quarterly* – 1
- 2016 *Nonprofit and Voluntary Sector Quarterly* – 1
- 2013 *Evaluation and Program Planning* – 1  
 American Evaluation Association conference
- Organizational Learning and Evaluation Capacity Building Topical Interest Group - 3
- 2011 *Public Voices* – 1
- 2010 *Nonprofit and Voluntary Sector Quarterly* – 1  
 Association for Research on Nonprofit and Voluntary Activity (ARNOVA) conference
- Co-chair of the Accountability and Effectiveness track
- American Evaluation Association conference
- Nonprofit and Foundation Topical Interest Group - 3
- 2009 *Foundation Review* – 1  
 American Evaluation Association conference
- Nonprofit and Foundation Topical Interest Group - 3
- 2008 *The Jossey-Bass Handbook of Nonprofit Leadership & Management (3rd edition)*  
*Evaluation and Program Planning* – 1  
 American Evaluation Association conference
- Organizational Learning and Evaluation Capacity Building Topical Interest Group - 3
  - Nonprofit and Foundation Topical Interest Group - 3

## **DOCUMENTARY SCREENINGS**

### **What is Philanthropy?**

- 11/14/19 – Northern Illinois University, DeKalb, Illinois; Attendance: 48
- 10/3/19 – California Lutheran University, Thousand Oaks, California; Attendance: 10
- 7/10/19 – Zijiang Foundation, Shanghai, China; Attendance: 25
- 3/27/19 – Trine University, Angola, Indiana; Attendance: 91
- 10/13/18 – Beacon Hill at Eastgate; Attendance: 32
- 6/4/18 – University of Wisconsin-Milwaukee; Attendance: 20
- 5/12/18 – Soong Ching-ling Education Center on Philanthropy at Beijing Normal University- Zuhai, China; Attendance: 25
- 3/16/18 – Beacon Hill at Eastgate Retirement Community, Grand Rapids, Michigan; Attendance: 14
- 11/27/17 – University of Pennsylvania, Philadelphia, Pennsylvania; Attendance: 28
- 8/25/17 – Lincoln Square Retirement Living, Grand Rapids, Michigan; Attendance: 10
- 7/7/17 – Foundation Center, Washington, DC; Attendance: 7
- 6/8/17 – Sow Hope, Grand Rapids, Michigan; Attendance: 6
- 3/30/17 – GVSU’s ESL Students, Allendale, Michigan; Attendance: 39
- 1/23/17 – Women’s City Club, Grand Rapids, Michigan; Attendance: 20

7/14/16 – Lilly Family School of Philanthropy at IUPUI, Indianapolis, Indiana; Attendance: 18

6/26/16 – Grand Valley State University, Grand Rapids, Michigan; special screening for South Korea’s The Beautiful Foundation; Attendance: 13

4/25/16 – Rice University, Houston, Texas; Attendance: 42

2/29/16 – Oakland University, Rochester, Michigan; Attendance: 32

1/8/16 – Aquinas College for Osher Lifelong Learning Institute (OLLI), Grand Rapids, Michigan; Attendance: 23

12/1/15 – Ferris State University, Big Rapids, Michigan; Attendance: 32

11/17/15 – Johnson Center for Philanthropy, Grand Valley State University, Grand Rapids, Michigan; Attendance: 42

11/12/15 – Albion District Library, Albion, Michigan; Sponsored by Albion Community Foundation; Attendance: 4

11/10/15 – Saugatuck-Douglas District Library, Douglas, Michigan; Attendance: 6

11/3/15 – Loudermilk Center, Atlanta, Georgia; Attendance: 115

10/27/15 – Central Michigan University, Mt. Pleasant, MI; Attendance: 43

6/29/15 - Hope Academy of Senior Professionals (HASP) – Hope College, Holland, Michigan - (Part II); Attendance: 20

6/22/15 - Hope Academy of Senior Professionals (HASP) – Hope College, Holland, Michigan - (Part I); Attendance: 14

2/7/15 – Harbor Cinema, Muskegon, Michigan; Sponsored by the United Way of the Lakeshore and the Community Foundation for Muskegon County; Attendance: 21

12/1/14 – Hackley Library, Muskegon, Michigan; Attendance: 23

11/20/14 – Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) annual conference; Grand Hyatt Denver, Downtown, Denver, Colorado; Attendance: 22

11/17/14 – North Park University, Anderson Chapel, Chicago, Illinois; Attendance: 13

11/14/14 – Seidman College of Business, Grand Valley State University, Grand Rapids, Michigan; Attendance: 13

11/10/14 – Bay Path University, Longmeadow, Massachusetts; Attendance: 42

11/9/14 – Asheville Film Festival, Asheville Community Theatre, Asheville, North Carolina; Attendance: 13

10/29/14 – South Haven Memorial Library, South Haven, Michigan; Attendance: 3

10/27/14 – Herrick District Library, Holland, Michigan; Attendance: 9

10/17/14 - Dogwood Center for Performing Arts, Fremont, Michigan, Sponsored by Fremont Area

Community Foundation; Attendance: 30

10/3/14 - Delancey Street Foundation, San Francisco, California, Hosted by University of San Francisco; Attendance: 103

9/29/14 - Mary Idema Pew Library @ Grand Valley State University, Allendale, Michigan; sponsored by Grand Haven Area Community Foundation; Attendance: 85

9/13/14 - Branch District Library, Coldwater, Michigan; Attendance: 3

8/14/14 – Kingston Film Festival, BPS, Kingston, New York; Attendance: 5

6/14/14 - Koning Micro Cinema at Wealthy Theatre, Grand Rapids, Michigan; Attendance: 30

6/12/14 - Koning Micro Cinema at Wealthy Theatre, Grand Rapids, Michigan; Attendance: 38

6/11/14 - Koning Micro Cinema at Wealthy Theatre, Grand Rapids, Michigan; Attendance: 42

5/5/14 - Westwood Public Library, Westwood, New Jersey; Attendance: 23

4/5/14 - Bare Bones International Film and Music Festival; Three Rivers Museum, Muskogee, Oklahoma; - Nominated for Best Educational Documentary; Attendance: 13

3/8/14 - Queens World Film Festival; Secret Theatre, Long Island City, New York; Attendance: 20

### **Sew What?**

11/10/20 - American Sewing Guild – Grand Rapids, Michigan chapter (virtual); Attendance: 24

10/4/19 – Los Angeles Short Film Festival, Los Angeles, California; Attendance: 31

9/19/19 – Koning Micro Cinema in Wealthy Theatre, Grand Rapids, Michigan; Attendance: 70

9/13/19 – Gallup Film Festival, in Gallup, New Mexico; Attendance: 12

9/13/19 – Knoxville Film Festival in Knoxville, Tennessee; Attendance: 36

8/24/19 – VOB Film Festival, Carmel, New York; Attendance: 8

### **AWARDS AND GRANTS**

**Fulbright-Masaryk Scholarship Award in NGO Management.** Teaching and conducting research at University of Ostrava, Czech Republic, September 2022 through March 2023.

Teaching Innovation Grant of \$3,000 from Faculty Teaching and Learning Center (FTLC), for sabbatical work in visual literacy, 2019-2021.

Mini-grant of \$400 from the Center for Scholarly and Creative Excellence for custom database from GuideStar - February 6, 2017.

Mini-grant of \$400 from the Center for Scholarly and Creative Excellence for adding subtitles to the documentary What is Philanthropy? – August 24, 2015.

Grand Haven Area Community Foundation, \$500 to sponsor screening of documentary at GVSU, September, 2014.

Tassel-Wisner-Bottrall Foundation, \$10,000 for documentary What is Philanthropy? – August, 2014

Frey Foundation, \$3,000 for documentary What is Philanthropy? – February, 2014  
WK Kellogg Fund of the Grand Haven Area Community Foundation, \$10,000 for documentary What is Philanthropy? – August, 2012  
Tassel-Wisner-Bottrall Foundation, \$10,000 for documentary What is Philanthropy? – June, 2012  
GVSU Scholarly mini-grant, \$400 – November, 2011  
GVSU Scholarly Travel Grant-In-Aid, \$500 – October, 2011  
GVSU Staff/Faculty Writing Retreat – August, 2011  
Goodrich Quality Theaters, \$1,000 for documentary What is Philanthropy? – February, 2011  
GVSU CSCE Scholarly Travel Grant-In-Aid, \$500 – September, 2010  
GVSU CSCE Scholarly Travel Grant-In-Aid, \$250 – September, 2010  
GVSU CSCE Mini-grant, \$400 – September, 2010  
GVSU Staff/Faculty Writing Retreat – August, 2010  
Outstanding Faculty Mentor Award – April 16, 2010  
GVSU Scholarly Grant-In-Aid, \$2,960 for research on The Impact of the Demand for Evaluation on Professional Fundraisers – February, 2010  
Richard C. Munroe Foundation, \$1,000 for documentary What is Philanthropy? – January, 2010  
GVSU Scholarly Travel Grant-In-Aid, \$500 – September, 2009  
GVSU Scholarly Travel Grant-In-Aid, \$250 – September, 2009  
GVSU Staff/Faculty Writing Retreat – August, 2009  
Dissertation research grants – The Center on Philanthropy, \$1,000 – 2006 & 2008  
Lumina Foundation for Education, \$5,000 – 2006  
Educational Enhancement Grant – IUPUI Graduate Student Organization, 2007  
Doctoral scholarship – IUPUI, 2006-2007 Doctoral fellowship – IUPUI, 2004-2006  
ARNOVA Conference Scholarship – 2006

### **PROFESSIONAL DEVELOPMENT**

KGVC-511 Introduction to Visual Studies – Graduate course completed at Kendall College of Art and Design, Fall, 2019 – grade earned: A  
Two-day workshop on visual literacy presented by Center of Visual Excellence (COVE), December 10 and 11, 2019, Toledo Museum of Art  
Numerous workshops taken through the Faculty Teaching and Learning Center at Grand Valley State University  
Graduate of United Way's V.I.P. board development program  
Graduate of Leadership DeKalb (DeKalb County, GA)

### **BOARD/COMMITTEE SERVICE**

ARNOVA Early Career Mentoring Program: Mentoring Wen-Chi Shie, Visiting Assistant Teaching Professor, Interdisciplinary Social Science at Florida State University, November, 2021 - present.

Chair of Visual Literacy Team (VLT) who is creating professional development in visual literacy and effectively using visual content in teaching and learning for GVSU faculty and staff, September 2019-August, 2021.

Faculty advisor for Nonprofit Professional Graduate Student Organization (NPGSO) at Grand Valley State University – 2016-2020

Dissertation committee for Albertina Lopez’s doctoral dissertation, Leadership in Evaluation Capacity Building: Influencing Organizational Change and Learning About How to Do and Use Evaluation, for the degree of Doctor of Philosophy, School of Social Science, Policy, and Evaluation, Claremont Graduate University, November 2016 – November, 2018.

Dissertation committee for Geoffrey Bartlett’s doctoral dissertation, A Qualitative Study To Explore Donor-Defined Effectiveness, for the degree of Doctor of Philosophy, Department of Educational Leadership at Central Michigan University, November 13, 2013 – January, 2015.

Heart of West Michigan United Way Allocation-Evaluation Council – 9/12 – 5/13 Learning to Give National Content Advisory Board – 5/11- 5/14

ARNOVA Teaching Section Treasurer – 11/11-11/12

Rice University’s Center for Philanthropy and Nonprofit Leadership Strategic Planning Task Force Advisory Board – Learning to Give

President – Atlanta Area Evaluation Association

President – Council of Volunteer Administrators for Metro Atlanta

Research and Evaluation Advisory Board – Prevent Child Abuse Georgia

Fund Development Committee – Starfish Initiative

Forum on Research & Practice on Diversity and Effectiveness in Philanthropy – ARNOVA / Council on Foundations / Foundation Center

Public Relations Committee – Association of Volunteer Resource Managers conference

Program Assessment Committee – Decatur Cooperative Ministry

Technical advisor to United Way agencies – Atlanta Area Evaluation Association References

Committee Chair – Association for Volunteer Administration

Strategic planning committee co-chair – United Way VIP Alumni Association

## **MEDIA**

Internet - *WalletHub*. Most Charitable States for 2022. [https://wallethub.com/edu/most-and-least-charitable-states/8555#expert=Salvatore\\_Alaimo](https://wallethub.com/edu/most-and-least-charitable-states/8555#expert=Salvatore_Alaimo) (November 9, 2021).

TV and Live Streaming - GRTV, Sew What? broadcast Sunday August 15, 16 (twice), 17 and 22.

Internet Streaming - MyMI TV. Sew What?. August 9, 2021 - indefinitely.  
<https://www.mymitv.com/videos/sew-what-main-042719>

TV and Live Streaming - WKTV, Sew What? broadcast May 11, 13 and 14th.

Newspaper (online) - *WKTV Journal*. “Documentary on Wyoming ‘sewing circle’ featured on WKTV.” May 6, 2021.

TV and Live Streaming - WGVU-TV, Sew What? broadcast March 2, 2021

TV and Live Streaming, WGVU-TV, Sew What? broadcast January 19, 2021.

TV and Live Streaming - WGVU-TV, Sew What? broadcast December 30, 2020.

Radio - WGVU 88.5 (June 19, 2020). Interviewed by Shelley Irwin to promote July 1 webinar for Johnson Center for Philanthropy.

Radio - WGVU 88.5 (October 8, 2018). Interviewed by Shelley Irwin to promote October 13 screening of documentary at Beacon Hill at Eastgate.

Journal Review - *Video Librarian*, January/February 2018. Review of What is Philanthropy?

Radio - WGVU 88.5 (December 15, 2017). Interviewed by Shelley Irwin with two SPNHA alumni who published their research in the SPNHA Review.

Internet - Movie Babble blog and web site (September 21, 2017). Interview with Nick Kush of Movie Babble concerning the making of documentary, What is Philanthropy? -

<https://moviebabblereviews.com/2017/09/21/an-interview-with-salvatore-alaimo-director-of-what-is-philanthropy/>

Radio - Unity Online Radio (June 15, 2017). Interviewed by Michael Chatman on The Michael Chatman Show.

TV - WKTU (December 28, 2016). What is Philanthropy? was broadcast on December 28, 12:00pm.

TV - WGVU (December 18, 2016). What is Philanthropy? made its PBS premiere broadcast on WGVU, Sunday, December 18, 2016. 2:30pm.

Radio - WGVU 88.5 (December 15, 2016). I discussed the PBS premiere of my documentary What is Philanthropy? which aired on WGVU- TV December 18, 2016, 2:30pm.

TV - Grand Rapids Television (GRTV) (May 25, 2016). How can nonprofits ensure their sustainability as the sector grows and changes? - Julie Way hosted the show that had three panelists including Jeshua Lauka, John Potter and myself. - <http://www.therapidian.org/nonprofit-sustainability-west-michigan>

Newspaper - Ferris State Torch (December 9, 2015). Newspaper for Ferris State University.

Internet - WalletHub. <https://wallethub.com/edu/most-and-least-charitable-states/8555/> (December 8, 2015)."A one-stop destination for all the tools and information consumers and small business owners need to make better financial decisions and save money. "

Newspaper - Ferris State Torch (November 18, 2015). Newspaper for Ferris State University

Newspaper - Grand Valley Lanthorn (November 16, 2015). Newspaper for Grand Valley State TV - University TV, GRTV - Grand Rapids Television (June 18, 2015).

TV - GRTV broadcast my documentary What is Philanthropy? on the following dates: 6/18- 6/21, 6/23, 6/26, 6/28-6/29, 7/1-7/2, and 7/5-7/9/15

Journal Review - *Journal of Nonprofit Education and Leadership* (April 5, 2015). Review of What is Philanthropy?

TV - "Connecting Point" show on WGBY-TV, Springfield, Massachusetts' PBS station. Interviewed by Jim Madigan about documentary What is Philanthropy? November 18, 2014.

Magazine - "Bay Path to Show Documentary 'What is Philanthropy?' Tonight" in Business West.com the Business Journal of Western Massachusetts, November 10, 2014

Newspaper - "Film spurs discussion of philanthropy" in Times-Indicator (Fremont, MI), October 29, 2014.



Magazine - "Show and Tell" in Grand Rapids Business Journal, October 14, 2014.

Newspaper - "Documentary fuels discussion on philanthropy" in The Lanthorn, September 28, 2014.

TV - "Nonprofit Showcase," interview on GRTV about our new MPNL program, August 19, 2014.

TV - "Newsmakers" on WGVU-TV with Patrick Center about documentary, August 7, 2014.

Magazine - "GVSU introduces philanthropy and nonprofit leadership degree," article about our new MPNL program in *Grand Rapids Business Journal*, June 27, 2014.

Magazine - "What is Philanthropy? screening" in *Revue, West Michigan's Entertainment Guide*, June 8, 2014.

Radio - "The Morning Show" on WGVU, 88.5FM, with Shelley Irwin about documentary, June 5, 2014.

Radio - Interview on WJRW, 1340AM with Dave Jaconette about documentary, May 23, 2014.

Newspaper - "What is Philanthropy? to screen at Wealthy Theatre," in *Holland Sentinel*, May 13, 2014.

Newspaper - "Local professor to tell story of philanthropy in upcoming film" in *The Rapidian*, July 18, 2013.

Radio - "Separation of Church and Philanthropy: Does Doing Good Require Religion?": interview with Patrick Center for Gifts for the Greater Good: Philanthropy in West Michigan on WGVU, 88.5FM, May 8, 2013.

Internet - What is Philanthropy? featured on the Jewish Funders Network web site, October, 2012.

Magazine - What is Philanthropy? featured in *Ramapo College Magazine*, October, 2012.

TV - What is Philanthropy? trailer featured in Atlanta Shorts on May 26 and 27, 2012 on PBA-30, Public Broadcasting Atlanta (GA).

Newspaper - What is Philanthropy? featured in *Pascack Valley (NJ) Community Life*, May 10, 2012.

Newspaper - What is Philanthropy? featured in *The Holland Sentinel* newspaper, April 11, 2012.

Book - What is Philanthropy? featured on page 103 as Tip of the Day in new book, *Making a Difference II: More Tips, Ideas and Stories to Change Your World* by Lisa Dietlin, February 9, 2012.

Radio - Discussion of What is Philanthropy? with Patrick Center for Midday West Michigan on WGVU, 88.5FM, February 7, 2012.

Internet - What is Philanthropy? featured in West Michigan Film Office Newsletter, November 8, 2011.

Internet - Interviewed for the Center on Philanthropy at IU's Philanthropy Matters, Volume 19, Issue I 2011 - <http://www.philanthropy.iupui.edu/philanthropymatters/archive/19-1/story3.aspx>

Radio - Addressing Trends and Issues That Affect the west Michigan Community Philanthropy. Interview with Shelly Irwin on WGVU, 88.5FM, February 8, 2010.

## **PROFESSIONAL MEMBERSHIPS**

American Evaluation Association (AEA)

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

National Center for Nonprofit Enterprise (NCNE)