

# Henry Smart, III

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## EDUCATION

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- School of Public and International Affairs, Virginia Tech, Alexandria Campus, VA May 2018  
*Doctor of Philosophy in Public Administration and Public Affairs*
- School of Social Work, Columbia University, New York, NY May 2007  
*Master of Science in Social Work, Social Administration*
- Department of Social Work, Morgan State University, Baltimore, MD May 2006  
*Bachelor of Science in Social Work, Urban Social Work*

## PUBLICATIONS

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- Smart, H. *The Influence of Colorism on Punitive Decisions*. (in progress)
- Smart, H. *Evidence of One Hand Washing the Other: Disaster Declarations and Presidential Pork* (in progress)
- Smart, H. *Press Pause on Traditional Racism: Introducing Colorism to Public Administration*. (under review)
- Smart, H. (2020). A proposal for strategic controls to ensure equity in the criminal justice system In [Ethics for Contemporary Bureaucrats: Navigating Constitutional Crossroads](#)
- Cowell, M., Eckerd, A., & Smart, H. (2019). [The rural identity and the encroaching city: Governance, policy and development in Northern Virginia's Wine Country](#). *Growth and Change* (publication date pending)
- Smart, H. (2019). [Operationalizing a Conceptual Model of Colorism in Local Policing](#). *Social Justice Research*, 32(1), 72-115.
- U.S. Government Accountability Office, *National Mall: Actions Needed to Better Manage Physical Security Risks*, GAO-17-479SU (Washington, D.C.: May 22, 2017)

## PREVIOUS RESEARCH EXPERIENCE

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- Research Assistant**, Virginia Tech, Alexandria, VA August 2013 – May 2018  
*Advisors:* Drs. Adam Eckerd, Joe Rees, Patrick Roberts and Adrienne Edisis  
*Projects:* State and local policy agreement, Reaccreditation/self-study of MPA program.  
*Proficiencies:* Mixed methods, Atlas.ti, interviewing, project design, Tableau, ArcGIS
- Summer Analyst/Intern**, U.S. Government Accountability Office, Washington, DC May - August 2016  
*Supervisor:* Wesley Johnson  
*Project:* Analysis of physical security of federal buildings located on the National Mall  
*Proficiencies:* Policy review, interviewing, protocol development, writing and oral communication
- Summer Research Fellowship**, Nat. Assembly of State Art Agencies, Washington, DC June - September 2015  
*Supervisor:* Ryan Stubbs  
*Project:* The influence of state leadership composition on budgets for state art agencies.  
*Proficiencies:* Qualitative and quantitative analysis, STATA, longitudinal analysis, writing

**Membership Research Intern**, Meals on Wheels America, Alexandria, VA October - December 2014  
*Supervisor:* Dr. Uche Akobundu  
Project: Quantitative data analysis of membership agencies and webinar training.  
Proficiencies: STATA, data cleaning, MS Excel, data visualization, quantitative analysis

**Emerging Scholar**, Urban Institute, Washington, DC May - August 2014  
*Supervisor:* Dr. Saunji Fyffe  
Project: Data analysis on the National Center for Charitable Statistics database  
Proficiencies: SQL, MS PowerPoint and Excel, writing, web research

**NIMH-COR Scholar**, Morgan State University, Baltimore, MD September 2005 - May 2006  
*Advisor:* Dr. Annette Woodroffe  
Project: Analyzed 1,216 suicide cases to identify potential risk factors for veterans.  
Proficiencies: MS Access and Excel, STATA, quantitative analysis, codebooks

**Health Policy Summer Program (HPSP) Intern**, Harvard Medical School, Boston, MA June - August 2005  
*Advisors:* Drs. David Hemenway, Deborah Azrael and Matthew Miller  
Project: Preliminary inquiry of 2001 NVISS data and selected cases of completed suicides.  
Proficiencies: STATA, quantitative analysis, report writing, data mining, visual stories

## TEACHING

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Assistant Professor, John Jay College of Criminal Justice August 2018 - Present  
*Course(s):* Justice Planning and Policy Analysis (PAD 348)  
Public Administration (PAD 700)  
Policy Analysis in Criminal Justice (PAD 730)  
Policy Advocacy Practicum (PAD 814 & 816)

Teaching Assistant, Virginia Tech August 2013 – May 2018  
*Course(s):* Science & Technology Policy  
Normative Foundations  
Evidence for Policy Decisions  
Complex Organizations  
Public Policy Process  
Concepts and Approaches

Course Instruction:  
*Exploring ePortfolio Options*, 2 sessions, Virginia Tech Fall 2015 & Spring 2016  
Public Policy Process, 4 sessions, Virginia Tech Spring 2018

Lectures:  
*The Impact of Colorism*, Virginia Tech April 2014 & Spring 2018

## SERVICE

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Ad Hoc Ethics Committee, Department of Public Management, John Jay College, January 2019 - Present  
Curriculum Development, Department of Public Management, John Jay College, January 2019 - Present  
Committee Member, *ASPA's Ethics and Standards Implementation Committee*, 2019 - Present  
Faculty Advisor, *Student Judicial Board*, 2019 - Present  
Board Member, *National Forum for Black Public Administrators*, 2015 - 2017  
Conference Planner, *Racial Equity Conference*, April 2016  
Open House at John Jay College, Volunteer, November 2018, November 2019  
Speaker Series –Chairwoman of the NYS Parole Board, Facilitator/Moderator, April 2019

## MEDIA CONTRIBUTIONS

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Time (2019). [\*The Correct Decision.' NYPD Fires Daniel Pantaleo, Officer Involved in Eric Garner Chokehold Death.\*](#)

CBS (2019). [\*Expert Talks on Termination of Officer Daniel Pantaleo from NYPD.\*](#)

## PRESENTATIONS & CONFERENCES (abbreviated)

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Smart, H. *Court Decisions Behind the Veil of Ignorance* (September 2019). Conference paper at the 2019 European Group for Public Administration Conference, Belfast, UK.

Smart, H. *Operationalizing a Conceptual Model of Colorism in Local Policing* (July 2019). Oral presentation with Chair duties at the 5<sup>th</sup> International Conference on Computational Social Science – IC2S2, Amsterdam, NE.

Smart, H. *Crude Data Collection: A Proposal to Address the Inertial Implementation of Social Equity* (June 2019). Conference paper at the Social Equity Leadership Conference 2019, Newark, NJ.

Smart, H. *Introducing Colorism to Public Administration* (June 2018). Conference Paper at the 2018 Public Administration Theory Network Conference, Cleveland, OH.

Smart, H. [\*A Proof of Concept: An Agent-Based Model of Colorism within an Organizational Context\*](#) (April 2018). Invited speaker at the Center for Social Complexity at George Mason University, Fairfax, VA.

Smart, H. *An Agent-Based Model of Local Policing and Colorism: The Policy Option of Aggressive Dilution Shows Promise* (August 2017). Conference paper at the 2017 European Group for Public Administration, Milan, IT.

Smart, H. *An Agent-Based Model of Colorism and Local Policing Revisited: Insights On How We Theorize and Manage Our Response to Skin Color Bias* (June 2017). Conference paper at the Law and Society International Conference 2017, Mexico City, MX.

Smart, H. *An Agent-Based Model of Colorism and Local Policing: Insights On How We Theorize and Manage Our Response to Skin Color Bias* (June 2017). Conference Paper at the [Public Management Research Conference 2017](#), Washington, DC.

Smart, H. *The Potential Use of Agent-Based Modeling to Enhance GAO Recommendations: The Case of Implicit Bias (Colorism) and Local Policing* (June 2017). Invited speaker at the U.S. Government Accountability Office, Washington, DC.

Smart, H. *An Agent-Based Model of Local Policing and Colorism: Exploring Potential Policy Responses to Skin Color Discrimination* (March 2017). Conference paper at the American Society for Public Administration's (ASPA) Annual Conference, Atlanta, GA.

Cowell, M., **Smart, H.**, Eckerd, A., and C. Tacey. [\*Regimes at the Fringe: Governance and Development in Northern Virginia's Wine Country\*](#) (September 2016). iPoster presentation at the 2016 American Political Science Association (APSA) Annual Meeting, Philadelphia, PA.

Smart, H., Castillo, R., and L. Daniels. *Racial Equity Conference* (April 2016). Section Moderator for *The Intersectionality of Colorism, Labels and Identity - Its Implications on Organizational Effectiveness* at the [Linking the Silos of Racial Equity Work Conference](#), Arlington, VA.

Smart, H. *Criminal Justice Panel* (April 2016). Discussant at the 2016 the Association for Public Policy Analysis and Management (APPAM) Regional Student Conference, Arlington, VA.

Smart, H., Cowell, M., Eckerd, A. and C. Tacey. *No Wine for Me, Please: The Influence of Risk Perception on Local Policy* (March 2016). Oral presentation at Virginia Tech's 32<sup>nd</sup> Annual Graduate Student Assembly Research Symposium & Exposition, Blacksburg, VA.

Smart, H. *Money, Power, Motives: Factors that Influence Disaster Declarations* (November 2015). Conference paper at the Association for Public Policy Analysis and Management (APPAM) 2015 Fall Research Conference, Miami, FL.

Smart, H. *Utilizing Geospatial Technology to Develop Strategic Public-Private Partnerships* (April 2015). Oral presentation (panelist) at the National Forum for Black Public Administrators (NFBPA), Tampa, FL.

Smart, H. *Potential Risk Factors for Completed Suicides Among Military Veterans* (April 2006). Oral presentation at the 39th American Association of Suicidology Annual Conference, Seattle, WA.

Smart, H. *Completed Suicides Among Military Veterans* (February 2006). Oral presentation at the 2006 Military Suicide Prevention Conference, Hollywood, FL.

## COMMENTARY

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Smart, H. *Untie Your Hands for Freddie Gray and Others Like Him* (April 2015). An entry for the American Society for Public Administration's blog, <https://aspanational.wordpress.com/2015/04/30/untie-your-hands-for-freddie-gray-and-others-like-him>.

Smart, H. *SNAP 2016 and Beyond: As We Prepare This Table...for All of Us* (January 2015). An entry for the American Society for Public Administration's blog, <https://aspanational.wordpress.com/2015/01/29/snap-2016-and-beyond-as-we-prepare-this-tablefor-all-of-us>.

Smart, H. *American In Waiting: The Disconnect between the Definition and the Doing* (October 2014). An entry for the American Society for Public Administration's blog, <https://aspanational.wordpress.com/2014/10/30/american-in-waiting-the-disconnect-between-the-definition-and-the-doing>.

Smart, H. *Quality care for veterans: Can the nonprofit sector save the day?* (July 2014). An entry for the Urban Institute's blog, <http://blog.metrorends.org/2014/07/quality-care-veterans-nonprofit-sector-save-day>.

## GRANTS

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Research Grant (Seed Funding), \$1,998

Sponsor: Office for the Advancement of Research, John Jay College of Criminal Justice

Project Title: *A Pilot Study: The Colorism Project*

Project Dates: October 2019 – March 2020

Role: Principal Investigator

Status: Awarded

Research Grant, \$65,961

Sponsor: Russell Sage Foundation

Project Title: *The Colorism Project*

Project Dates: May 2020 – May 2021

Role: Principal Investigator

Status: Applied, denied.

Conference Grant, \$10,000  
Sponsor: National Capital Region, Virginia Tech  
Project Title: *Linking the Silos of Racial Equity Work Conference*,  
Project Dates: August 2015 – April 2016  
Role: Conference Planner  
Status: Awarded

## HONORS

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<i>Larry Terry Paper Award</i> , Virginia Tech, Blacksburg, VA	2017
<i>Pi Alpha Alpha Honor Society for Public Affairs and Administration</i> , Washington, DC	2015
<i>MBRS First Place Psychology Award-Poster</i> , Baltimore, MD	2006
Multiple Awards - <i>Outstanding Academic Achievement Award</i> , <i>Outstanding Research Award</i> , <i>Dr. Elmer P. Martin Outstanding Student of the Year</i> , and the <i>Dr. Mildred McKinney</i> <i>Community Service Award</i> , Department of Social Work, Morgan State University, Baltimore, MD	2006
<i>Phi Alpha Honor Society</i> , Kappa Zeta Chapter, Morgan State University, Baltimore, MD	2006
<i>Inspector General Coin Recipient</i> , Headquarters Air Combat Command, Langley, VA	2005

## TECHNICAL SKILLS

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Qualitative Research (efficient), Quantitative Research (efficient), Mixed Methods Research (efficient), Tableau (efficient), NetLogo (intermediate), Qualtrics (efficient), ATLAS.ti (intermediate), SQL (intermediate), STATA (efficient), ArcGIS (efficient), MS Word & PowerPoint (expert), MS Access & Excel (intermediate).

## PROFESSIONAL MEMBERSHIPS

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William Averette Anderson Fund, Fellow  
Rutgers Center for Minority Serving Institutions, Fellow  
American Society for Public Administration, Committee Member  
Association for Public Policy and Management, Member  
Public Management Research Association, Member  
Public Administration Theory Network, Member  
European Group for Public Administration, Member  
Law and Society Association, Member