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## CURRICULUM VITAE

## Irina S. Khmelko, Ph.D.

UC Foundation Assistant Professor Department of Political Science, Public Administration, and Nonprofit Management University of Tennessee, Chattanooga

# CAREER AND EDUCATION

## Education

- Ph.D. in Public Policy Joint Program: School of Public and Environmental Affairs (SPEA) and the Department of Political Science, Bloomington, Indiana University, USA, 2003. (Program Rating: Second (2<sup>nd</sup>) in all major ratings)
- M.P.A. (Master of Public Administration) Bowling Green State University, USA, 1996.

M.A. (Master of Arts) in Society and Politics - Lancaster University, UK, 1995.

Candidate of Science in Philosophy – National Academy of Sciences, Ukraine, USSR, 1991.

### **Academic Positions**

- UC Foundation Association Professor, Department of Political Science, Public Administration and Nonprofit Management, UTC, August 1, 2014- Present
- UC Foundation Assistant Professor, Department of Political Science, Public Administration and Nonprofit Management, University of Tennessee, Chattanooga (UTC), July 2013-July 31, 2014.

Assistant Professor of Political Science, Public Administration & Nonprofit Management,

- Assistant Professor of Political Science, Georgia Southern University, August 2005-July 2010.
- Visiting Assistant Professor, SPEA School of Public and Environmental Affairs, Indiana University, 2004-2005.
- Research Associate, USAID, Parliamentary Development Project, Indiana University, 2002-2004.

Project Associate, Center for the Study of Global Change, Indiana University, 2000-2002.

Project Coordinator, CSIS, Center for Strategic and International Studies. Reported to the 10<sup>th</sup> US National Security Advisor Dr. Zbigniew Brzezinski, Washington D.C. Summer, 1998.

# **Service Positions**

**Director for Research**, Research Committee of Legislative Specialists (RCLS), International Political Science Association (IPSA). 2010- Present.

- Initiated and developed RCLS's partnership with the United States Agency for International Development (USAID)
- Maintained partnership with the World Bank Institute (WBI)
- Initiated partnership between RCLS and the Southern Political Science Association (SPSA)
- Initiative partnership between RCLS and Policy Organization

**PANM Coordinator,** Public Administration and Nonprofit Management (PANM) Concentration, Department of Political Science, Public Administration and Nonprofit Management, UTC. 2011-Present.

- Spearheaded departmental curriculum change (Chair of the department curriculum committee in 2012-2013)
- Contributed to increased student enrolments in PANM concentration (both Majors and Minors)
- Contributed to the increase in PANM student retention rates
- Established and have served as a **Founding Chair** of the PANM Community Advisory Board

# PUBLICATIONS, PRESENTATIONS, AND SCHOLARLY ACTIVITIES

# PUBLICATIONS

# **Peer Reviewed**

# **Editorial Work:**

- Irina S. Khmelko (Guest Editor). Discussing Factors Associated with Regime Developments in Post-Communist Countries of Eastern and Central Europe. Some of the Main Issues in Studies of Post Authoritarian Legislatures. Special issue of the Journal of East European and Asian Studies. Vol. 3, No. 1, August 2012.
  - Irina S. Khmelko. Part I, Introduction: "Some of the Main Issues in Studies of Post Authoritarian Legislatures," pp. 7-18.
  - Irina S. Khmelko. "Bureaucratic Takeover of the Policy Process: The Case of Ukraine," pp.37-54.
  - Irina S. Khmelko. Part III. Conclusion: "Parliaments in Transition," pp.159-164.

Irina S. Khmelko and Werner Patzelt (Guest Eds). *Democratic Institutionalization*. Special issue of the *Journal of East European and Asian Studies*. February 2011:

- Irina S. Khmelko and Werner Patzelt. "Legislative Institutionalization in the Context of Democratic Transition and Consolidation," pp. 7-16.
- Irina S. Khmelko, Elena Semenova, Sergej Teleshun, and Alexej Titarenko. "Regionalism in Ukraine and Its Role in the Ukrainian Politics," pp.93-110.

## Journal Articles (peer reviewed):

Irina Khmelko and Evgenii Pereguda. An Anatomy of Mass Protests: The Orange Revolution and Euromaydan Compared. *Journal of Communist and Post Communist Studies*. June 2014.

- Irina S. Khmelko. "East Asian Post Communist Developments: the Case of the Mongolian Democratization," *Journal of East European and Asian Studies*. No. 2, 2012, pp. 173-195.
- Irina S. Khmelko. "Administrative decentralization in post communist countries: The case of water management in Ukraine." *Journal of Political Science, Government, and Politics*. Volume 1, Issue 1, 2012, pp. 1-12.
- Irina S. Khmelko and Daniel Beers. "Legislative Oversight in the Ukrainian Rada: Assessing the Effectiveness of Parliamentary Committees." *The Journal of Legislative Studies*. 2011. Vol.17, No.4, December 2011, pp. 501-524.
- Irina S. Khmelko. "Internal Organization in Post-Communist Multi-party Parliaments: Leadership, Parties, and Committees Over Two Decades". *Journal of Legislative Studies*. Volume 17, No.2 June 2011, pp. 193-214.
- Irina S. Khmelko. "The Institutionalization of Parliaments in Transitioning Nations." *Journal of East European and Asian Studies*. Vol.1, Issue 4, October 2010, 475-503.
- Irina S. Khmelko and Krista Wiegand. "Government Repression in Ethnic Conflict: Institutional Incentives and Cultural Legacies". *International Journal of World Peace*. Vol. XXVII, No. 2, June 2010.
- Irina S. Khmelko and V. Pigenko. "Committee System Development in Eastern European Legislatures: the Case of Ukraine." The *Journal of East European and Asian Studies*. Vol. 1, Issue 3, April 2010.
- Irina S. Khmelko, Charles R. Wise, and Trevor L. Brown. "Committees and Legislative Strengthening: The Growing Influence of Committees in Ukraine's Policy Making Process." The *Journal of Legislative Studies*. Vol. 16, No. 1, March 2010.
- Irina S. Khmelko. "Domestic and International Factors in the Process of Civil Society Development." *Journal of East European and Asian Studies*. Vol. 1., No. 2, November 2009.
- Irina S. Khmelko, Vladimir Pigenko, and Charles R. Wise. "Committees in the Process of Legislative Institutionalization," *The Journal of Legislative Studies*. Vol. 13, No. 2, June 2007.

## **Refereed Publications**

#### **Chapters in Scholarly Books:**

- Irina. S. Khmelko, "Internal Organization of Post-Communist Parliaments over Two Decades: Leadership, Parties, and Committees," in *Post-Communist Parliaments, David Olson and Gabriella Ilonszki (eds.)*. London and New York: Rutledge. 2011, pp. 78-99.
- Irina S. Khmelko, "National Institutions and Sub-National Separatism" in *Nationalism and Racism in a Liberal Order*, United Kingdom: Brighten University Press, 1999.
- Irina S. Khmelko, "Committees as a Foundation for Activities of Legislative Institutions of Power." A Handbook, eds. P. Kisliy, T. Sinclair, T. Brown, A. Rosenbaum, C. Wise, I. Khmelko, N. Rizova. Kiyv: Zapovit Press. Ukraine, USA, 1997.

#### **Foreign Language Publications:**

- Irina Khmelko and Evgenii Pereguda. Роль парламентських комітетів у процесі інституціоналізації законодавчої влади / І.С. Хмелько, Є.В. Перегуда // Політологічний вісник. Зб-к наук. праць. К.: «ІНТАС», 2014. Вип. 73.
- **Khmelko, Irina** and Evgenii Pereguda. Парламентська інституціоналізація: погляд західної політичної науки / І.С. Хмелько, Є.В. Перегуда // Держава і право: зб. наук. праць. Юридичні і політичні науки. К. : Ін-т держави і права ім. В. М. Корецького НАН України, 2014. Вип. 63. Spring 2014.

#### **Applied Research:**

- Irina S. Khmelko. "The Eighth Survey of the Members of the Ukrainian Parliament," Report, Legislative Policy Development Program, (PDP II), 2013, USAID Publications (USAID Development Experience Clearinghouse: <u>https://dec.usaid.gov/dec/home/Default.aspx</u> and PDP publications: <u>http://www.iupdp.org/analytical-and-research-publications</u>). Pp. 1-81. 2013
- "Domestic Violence in a Global Perspective." USAID Publications #202 (United States Agency for International Development Publication), 2004.
- "Committee Hearings and Policy Change", *PDP Documents* (#178), Ukraine, USA: PDP (United State Agency for International Development Publication), USA, 1999.

- "Committee Hearings and Changes in Public Policy", Visnik, #40, Journal of the Ukrainian Parliament: Kyiv, Ukraine, 1999.
- "Parliamentary Staff: A Comparative Research of World Parliaments" in *Golos Gromadyanuna*, 2 (189), Ukrainian Parliament. Kyiv: Ukraine, 1997.

## Papers Presented At International, National, and Regional Conferences

- "Majority-Opposition Relations: Two Decades of the Ukrainian Parliament." 11<sup>th</sup> Workshop of Parliamentary Scholars and Parliamentarians. Oxfordshire, UK, July 26- 27, 2014 (Forthcoming).
- "Changing Needs of Post Authoritarian Legislatures in Technical Assistance Programs". 23<sup>rd</sup> World Congress of the International Political Science Association (IPSA). Montreal, Canada. July 19-24, 2014 (Forthcoming).
- "Development of the Oversight Function in Ukrainian Legislature", Midwest Political Science Association (MPSA) Annual Meeting, Chicago, IL. April 2013.
- "Legislative Oversight: Two Decade History of the Ukrainian Legislature", Southern Political Science Association (SPSA) Annual Meeting, Orlando, FL. January 2013.
- "Institutional Incentives in Structuring Ethnic Conflict Resolution Institutional Incentives in Structuring the Conflict-Resolution Process", Conference on the Eastern Partnership: Assessment of Past Achievements and Future Trends". November 24-25, 2012, Bucharest, Romania.
- "Where Theory Meets Practice". Research Committee of Legislative Specialists (RCLS) Conference within Conference at Southern Political Science Association (SPSA) Annual Meeting. New Orleans, LA. 2012.
- "Bureaucratic Takeover of Policy Process: the Case of Legislative Executive Relations in Ukraine." Southern Political Science Association, (SPSA) Annual Meeting. New Orleans, LA. 2011.
- "Building a Democratic Legislature." Midwest Political Science Association (MPSA) Annual Meeting, Chicago, IL. April 2010.

"Committees and Parties in the Process of Legislative Institutionalization: The Case of Ukraine."

- "Role of Institutional and Cultural Factors in Structuring Outcomes in Conflict Resolution Process." MPSA Annual Meeting. Chicago, IL. April 2009.
- "Committee Strength in Legislative Oversight: The Case of the Ukrainian Parliament." APSA Annual Meeting. Chicago, IL. August 2007.
- "Institutional Incentives in Structuring the Conflict-Resolution Process." MPSA Annual Meeting. Chicago, IL. April 2007.
- "What is Next? Taking the Next Step in the Field of Communism and Post-Communist Studies." MPSA Annual Meeting. Chicago, IL. April 2006.
- "Democratic Institution Building and Sub-National Separatism in Former Communist Countries: Chechnya and Crimea." MPSA Annual Meeting. Chicago, IL. April 2006.
- "Committee Roles in Legislative Politics of Developing Legislatures; the Case of the Ukrainian Parliament. APSA Annual Meeting. Washington, DC. August 2005.
- "Democratic Institution Building and Sub-National Separatism in the Former Communist Countries: Chechnya and Crimean Cases." MPSA Annual Meeting. Chicago, IL. April 2005.
- "Committee Strength in Legislative Politics of Developing Legislature: the Case of the National Parliament of Ukraine." MPSA Annual Meeting. Chicago, IL. April 2005.
- "Democratic Transition in the Former Soviet Countries." Central Slavic Conference. University of Kansas. Lawrence, KS. April 2003.
- "Ethnic Identity in a Liberal Society." MPSA Annual Meeting. Chicago, IL. April 1998.

## **Conference and Panel Convener**

- Panel Organizer. "Legislative Assistance: Triage to Sustainability". 23<sup>rd</sup> World Congress of the International Political Science Association. Montreal, Canada. July 19-24, 2014 (Forthcoming).
- Conference Organizer. Conference Within Conference. *Research Committee for Legislative Specialists (RCLS) Conference* within a Conference. In conjunction with the SPSA 2013 Annual Meeting. Orlando, FL. January 2-5, 2013.

- Conference Organizer. Conference Within Conference. *Research Committee for Legislative Specialists (RCLS) Conference* within a Conference. In conjunction with the SPSA 2012 Annual Meeting. New Orleans, LA. January 12-14, 2012.
- Panel Organizer. Beyond the Basics of Parliamentary Accountability: The Workings, Procedures and Outcomes of Public Account Committees and their Role in Executive Oversight. <u>Legislative Politics.</u> SPSA (Southern Political Science Association) Annual Meeting. New Orleans, LA, January 2011.
- Panel Organizer. Good Governance Benchmarks? A Critical Appraisal of the Challenges of Measuring and Assessing Parliamentary Performance. <u>Legislative Politics.</u> SPSA (Southern Political Science Association) Annual Meeting. New Orleans, LA, January 2011.
- Panel Organizer. SPSA (Southern Political Science Association) Annual Meeting. New Orleans, LA, January 2011.

Panel Organizer. *Legislative Institution Building in Developing Democracies*. <u>Legislative Politics Section</u>. SPSA Annual Meeting. Atlanta, GA. January 2010.

- Panel Organizer. *Parliamentary Audit and Scrutiny of Ex-poste Government Spending*. <u>Public</u> <u>Administration, Bureaucratic and Public Sectors Politics</u>. SPSA Annual Meeting. Atlanta, GA. January 2010.
- Panel Organizer. APSA Annual Meeting. Chicago, IL. August 2007.
- Conference Organizer. Security in the Indian Ocean Region. Bloomington, IN, Indiana University. March 2001.
- Conference Organizer. *Best Practices in International Studies. B*loomington, IN, Indiana University, USA. January 2000.

### **Guest Speaker at the Events With Policy Makers and Practitioners (2010-2013)**

- Guest Speaker. Trends & Issues: Free Support Services for Nonprofits. Center for Nonprofits, United Way of Greater Chattanooga, November 12, 2013.
- Guest Speaker, United States Agency for International Development (USAID) Mission to Russia, Ukraine and Moldova. US Embassy, Kyiv, Ukraine, July 2, 2013.
- Guest Speaker, International Parliamentary Technical Assistance Organizations Coordination (IPTAC) meeting: analysis of the "The Eighth PDP Survey of Members of the

Verkhovna Rada of Ukraine. Kyiv, Ukraine, June 29, 2013. http://iupdp.org/component/content/article/1-latest-news/2199-dr-irina-khmeiptacmeeting-analysis-of-the-the-eighth-pdp-survey-of-members-of-the-verkhovna-rada-ofukraine

- Guest Speaker at the table with ambassadors of 7 embassies of major European countries and senior staff of another 7 embassies within the Conference on the Eastern Partnership: Assessment of Past Achievements and Future Trends". November 24-25, 2012, Bucharest, Romania.
- Guest Speaker at the DOVIA meeting. "Developing Connection between UTC and nonprofits in the larger Chattanooga Area." May 3, 2012.

### **Additional Service**

#### **Conferences Service**

- Panel Chair. "Legislative Assistance: Triage to Sustainability". 23<sup>rd</sup> World Congress of the International Political Science Association. Montreal, Canada. July 19-24, 2014 (Forthcoming).
- Panel Chair. *Legislatures in Post Authoritarian (and Authoritarian) Societies*. SPSA 2013, Orlando, FL, January 2-5, 2013.
- Panel Discussant. *Practitioner Perspectives on Legislative Theory and Practice*. SPSA 2013, Orlando, FL, January 2-5, 2013.
- Panel Moderator. Legislatures in Post Authoritarian Countries: Historic Comparisons and Contrasts. SPSA 2012, New Orleans, LA, January 12-14, 2012.
- Panel Chair: Legislatures in Post Authoritarian Countries: Historic Comparisons and Contrasts. SPSA 2012, New Orleans, LA, January 12-14, 2012.
- Panel Discussant. Panel: Celebration of a Publication Panel: Two Decades of Post-Communist Parliaments: Four Books and More. SPSA 2012, New Orleans, LA, January 12-14, 2012.

Panel Chair. Legislative Institution Building and Politics of Developing Political Systems.

<u>Comparative Politics of Developing Areas and Legislative Politics.</u> SPSA (Southern Political Science Association) Annual Meeting. New Orleans, LA, January 2011.

- Panel Discussant. Good Governance Benchmarks? A Critical Appraisal of the Challenges of Measuring and Assessing Parliamentary Performance. Legislative Politics. SPSA (Southern Political Science Association) Annual Meeting. New Orleans, LA, January 2011.
- Panel Chair. Communist and Post Communist Legislatures. <u>Politics of Communist Former</u> <u>Countries Section.</u> MPSA (Midwest Political Science Association) Annual Meeting, Chicago, IL. April 2010.
- Panel Chair. Political Regimes Under Pressure. MPSA Annual Meeting. Chicago, IL. 2009.
- Panel Discussant. *Opposition, Lustration, and Democratization*. MPSA Annual Meeting, Chicago, IL. 2009.
- Panel Chair. APSA Annual Meeting. Philadelphia, PA. August 2006.
- Panel Discussant. APSA Annual Meeting. Philadelphia, PA. August 2006.
- Panel Chair. MPSA Annual Meeting. Chicago, IL. March 2004.
- Panel Discussant. Legislative Studies in Comparative Perspective. MPSA Annual Meeting. Chicago, IL. March 2004.

## Selected Service to the University and the Department

Member of the College of Arts and Sciences Executive Committee. Fall 2013- Present. Member of the Graduate Master of Public Administration (MPA) Committee. Fall 2013-Spring

2014 (curriculum change and program accreditation). Member of the Department Search Committees, 2011-2012 and 2012-2013 academic years. Chair of the Department Curriculum Committee, 2012-2013 academic year. Member of the Department Curriculum Committee, 2010-2011 academic year.

## **Community and Public Service**

Vice President. Chattanooga Sister City Association. February 2014- Present. <u>http://www.chattanoogasistercities.org/about.html</u>

Volunteer. Discussion Leader. Boy Scouts of America. 2008-Present.

Reader. Statesboro *Regional Library*. Reading Appreciation Week. Statesboro, GA. Spring 2005-2010.

Presenter. Ford Plantation Discussion Group. Richmond Hill, GA. Winter 2010.

Presenter. Ford Plantation Discussion Group. Richmond Hill, GA. Spring 2009.

## **Reviewer for Academic Journals**

*Journal of Communist and Post Communist Studies* Mass Mobilization and the Activists Who Make Them: The Two 'Poras' and the 'Orange Revolution', September 2014.

### **Professional Memberships**

IPSA (International Political Science Association). APSA (American Political Science Association). ASPA (American Society for Public Administration). SPSA (Southern Political Science Association).

# TEACHING

## **Graduate Courses**

Courses developed at UTC:

Organizational Theory and Administrative Behavior International Nongovernmental Organizations

Other courses taught:

Program Planning and Evaluation Democratic Transition in Eastern Europe Post Soviet Government and Politics Democracy and Political Violence Research Methods

#### Courses developed at UTC:

Social Policy Seminar in Public Administration and Nonprofit Management Comparative Public Administration Comparative Public Policy Program Planning and Evaluation Program Evaluation Program Planning Social Change and Policy International Nongovernmental Organizations American Government Internship Group Studies Career Development and Planning

Other Courses: Public Policy Scope and Methods in Political Science Public Management Comparative Politics Post Soviet Government and Politics Democracy and Political Violence International Relations Interdisciplinary Studies Introduction to American Government

## **Grants, and Project Management**

### **Grants and Awards:**

#### **Received:**

A. Awards (2010-2013):

UC Foundation Assistant Professor, UTC, July 2013.

Favorite Professor of an Outstanding Senior (Megan Green), Spring 2013 and Spring 2014.

"Keep the Stars Shining", University Performance Award, \$1,558.00. October 2012.

EDO Rating 'Exceeds Expectations' (Department Head Ratings in: 2012, 2013, and 2014).

B. Nominations at UTC (2010-2013):

College of Arts and Sciences Research Award, Spring 2013 College of Arts and Science Service Award, Spring 2013

- C. External:
- Parliamentary Development Project (PDP), United States Agency for International Development (USAID) Project, \$1,500.00, July 2013
- Center for East European and Asian Studies (CEEAS), Full Expenses Paid trip to a Europe with a guest speaker invitation, approximate value of \$4,500.00. November 2012.

Southern Political Science Association (SPSA). Travel Award. \$250.00. January 2012.

Southern Political Science Association (SPSA). Travel Award. \$250.00. January 2011.

D. Awarded UTC Internal Grants:

Diversity Grant, (UTC), \$1,555.00. December - April 2013.

Faculty Research Grant, University of Tennessee, \$1,775.00. Summer 2011.

E. Other Grant Applications (2010-2013):

American Political Science Association (APSA). Small Research Grant 2012. \$2,100.00.

Collaborative Research Initiative for Sponsored Programs (CRISP). 2012. \$10,000.00

Faculty Development Grant, UTC, Fall 2011. \$1,468.00.

Summer Fellowship, UTC, Summer 2011. \$5,000.00.

American Political Science Association (APSA) Small Research Grant, 2011. \$1,870.00.

#### Past Awards/ Grants (received prior 2010):

Faculty Development Grant, Georgia Southern University, \$1,005.00. 2010.

Research Grant, International Association for the promotion of cooperation with scientists from the independent states of the former Soviet Union (INTAS), European Union. \$15,000. 1999.

International Pre-Dissertation Fellowship, Ford Foundation, USA. \$2,000. Summer 1999.

Research Grant, Nordic Research Council, Norway. \$3,500. 1996-1997.

Research Grant, Open Society Foundation (Soros Foundation), USA. \$6,000. 1995.

## **Project Management**

Team Leader. Project: the Process of Transfer and Adaptation of Environmental Policy Instruments from West to East. International Association for the promotion of cooperation with scientists from the independent states of the former Soviet Union (INTAS). 1999 – 2002.

Project Associate. Project: Environmental Policy Instruments. (University of Oslo, Norway and Nordic Research Council). 1995-1997.

### Skills

### Languages

A. Fluent:

English Russian Ukrainian

**B. Working Knowledge:** Belorussian Slovenian Czech Polish

## Statistical

SPSS STATA EXCEL

### **News Appearances**

## **Russian Delegation Visits Campus**

UTC News: September 19: http://blog.utc.edu/news/2014/09/russian-delegation-visits-campus/

### Russian delegates visit UTC to learn from a "clean" Chattanooga

WRCB, ABCV TV, (Channel 3, Chattanooga) *Posted: Sep 08, 2014 1:27 PM EST Updated: Sep 08, 2014 1:59 PM EST* By Dan Kennedy, Reporter: <u>http://www.wrcbtv.com/story/26476499/russian-delegates-visit-utc-</u> to-learn-from-a-clean-chattanooga

### Russian Sister City Tours Chattanooga

by Louie Brogdon Chattanooga Times Free Press, Newspaper September 9, 2014: <u>http://www.timesfreepress.com/news/2014/sep/09/russian-sister-city-delegation-tours-scenic-city/?news</u>

## **Russian Delegation Visit**

Chattanooga Tennessee New TV, September 8, 2014: http://chattanooga.tennesseenewstv.com/2014/09/08/russian-delegation-visit/

### **Russian Delegation**

WDEF CBS Chattanooga TV (Channel 12, Chattanooga) Sep. 08, 2014. 11:07 PM EST http://www.clipsyndicate.com/video/play/5323452/russian\_delegation?wpid=10957

### **Russian Delegation Visits UTC**

Chattanoogan.com, Tuesday, September 8, 2014: <u>http://www.chattanoogan.com/2014/9/8/283886/Russian-Delegation-Visits-UTC-.aspx</u>

**'Two Students Honored at Public Administration and Nonprofit Management Luncheon'.** <u>May 5, 2014 University Relations. http://blog.utc.edu/news/2014/05/two-students-honored-public-administration-nonprofit-management-luncheon/</u>.

**'UTC professor shares knowledge to help embattled Ukraine'.** *Chattanooga Times Free Press* (Newspaper). By David Cobb. February 27th, 2014. <u>http://www.timesfreepress.com/news/2014/feb/27/utc-professor-shares-knowledge-to-help-embattled/</u>

**'Political Science, Public Administration, and Nonprofit Management continue success with second career day'**. College of Arts and Sciences. UTC. 2012-2013 College Newsletter. Publication number: E041002-002/ 13. <u>http://www.utc.edu/college-arts-sciences/pdfs/asnwsltr2013-04.pdf</u>.

**'Professor's research affects highest level on Ukraine government'.** September 11, 2013 University Relations. <u>http://blog.utc.edu/news/2013/09/professors-research-affects-highest-level-on-ukraine-government/</u>

'Alumni Advise Students on Non-profit Careers'. March 1, 2013 University Relations. http://blog.utc.edu/news/2013/03/alumni-advise-students-on-non-profit-careers.

**'PANM Students Meet and Network with Local Professionals'**. March 1, 2012 University Relations. <u>http://blog.utc.edu/news/2012/03/pamn-students-meet-and-network-with-local-professionals/</u>.