

PALINA PRYSMAKOVA, PhD

School of Public Administration, Florida Atlantic University, 777 Glades Rd, Boca Raton, 33431
(561)2974626, pprysmakova@fau.edu

EDUCATION

Ph.D. in Public Affairs, May 2015

Florida International University, Miami, FL

Dissertation: *Public Service Motivation in Public and Nonprofit Service Providers: Cases of Belarus and Poland*

Senior Advisors: Jean-Claude Garcia-Zamor and Allan Rosenbaum

M.A. in European Union Studies, 2010

University of Bialystok, Poland

Master's Thesis: *Project Assistance to Belarus: Feasibility of European Union Support*

Erasmus Exchange Program, International Relations, 2008

University of Potsdam, Germany

B.A. in International Relations and B.A. in Cultural Studies, 2008 and 2011

College of Public Administration in Bialystok, Poland

AWARDS AND FELLOWSHIPS

Best Paper Award of Riggs Symposium, 2016. ASPA Annual Conference, Seattle, WA.

Best Dissertation Award, 2015. *Department of Public Administration, Florida International University.*

Civil Society Scholar Award, 2014: \$6,500 *Open Society Institute (OSI)* for dissertation research.

Dissertation Year Fellowship, 2014-15: \$16,600 *Florida International University.*

Doctoral Evidence Acquisition Fellowships, 2014: \$8,300 *Florida International University.*

Belarus Research Grant, 2014: \$500 *Orsa-Romano Cultural and Educational Foundation, NY.*

Data Acquisition Grant, 2014: \$500 *Krechevsky Foundation, NY.*

Graduate Student Research Grant, 2014: \$2,600 *European Union Center of Excellence, Miami.*

Best Graduate Student Paper Award, May 2014: *Network of Institutes and Schools of Public Administration in Central and Eastern Europe (NISPACEe).*

Best Graduate Student Paper Award, May 2013: *NISPACEe.*

Founders' Forum Fellowship, 2013: \$400 registration waiver and \$60 award for talented and ambitious students to attend the ASPA Conference and participate in the ASPA Mentoring Program.

Research Presentation Scholarships, 2014, 2013, 2012: total \$2,200 awarded by *the Graduate & Professional Student Committee, FIU*, for participation in national/international conferences.

Global Supplementary Grant, 2011-12, 2012-13, and 2013-14: \$3,000, \$7,000, \$4,000 *OSI.*

Konstanty Kalinowski Scholarship, 2008-2010: \$5,000 (tuition waiver) and \$8,000 (scholarships) *Polish Government and Polish Higher Education Institutions.* It is the largest program in Europe for Belarusian students ineligible to study at home due to their political beliefs.

Higher Education for Belarusian Youth Fellowship, 2006-8: \$6,000 *Nordic Council of Ministers*.

Outstanding Academic Achievement Awards, 2007, 2008, 2009, 2010: total of \$5,000 from Ministry of Higher Education, Poland.

TEACHING EXPERIENCE

School of Public Administration, Florida Atlantic University:

Fundraising for Nonprofits - Graduate – Instructor, since 2015

Financial Management for Nonprofit Managers - Graduate – Instructor, since 2015

Financial Management of Nonprofit Organizations - Undergraduate – Instructor, since 2016

Human Resource Management in Nonprofit Organizations - Graduate – Instructor, since 2016

Public Policy and Nonprofit Organizations (online) - Graduate – Instructor, since 2016

Introduction to Nonprofit Management - Instructor, since 2016

Department of Public Administration, Florida International University:

Social Statistics (online) – Undergraduate – Instructor, 2013

Research Methods (in-person) – Undergraduate – Visiting lecturer, 2013-14

Policy Analysis (in-person and online) – Graduate – Teaching assistant, 2013-2014

Social Statistics (in-person) – Undergraduate – Instructor, 2012

Financial Management in Public and Nonprofit Organizations (in-person and online) – Graduate – Teaching assistant, 2011-14

Introduction to International Public Administration (in-person) – Undergraduate – Visiting lecturer, 2013-14

School for Global Inclusion and Social Development, University of Massachusetts Boston:

Public Service Motivation in Public and Nonprofit Service Providers: The Cases of Belarus and Poland - Lecture, April 2015

College of Public Administration in Bialystok, Poland:

Human Resources in Public and Nonprofit Organizations – Undergraduate – Visiting lecturer, 2014

Second Polish-Belarusian School, Poland - Visiting lecturer, 2014

RESEARCH EXPERIENCE

Peer-Reviewed Publications:

Prysmakova, P., Tantardini, M. and T. Potkanski (accepted, expected Spring 2017). Motivation and Performance in City Governments: a Cross-Sectional Study of Cities of Different Sizes. *Review of Public Personnel Administration*.

Prysmakova, P. (2016). Chinese Intergovernmental Relations and World Development: Origins and Impacts of Chinese Export Credits. *International Journal of Public Administration*. *Online*.

Prysmakova, P. & Smith, R. (2016). Development of Cross-Sector Dialogues on Ethics: a Field Study with Global Application. *Public Integrity* 18(4), pp. 376-395.

Prysmakova, P. (2016). From Compliance to Commitment: Centralization and Public Service Motivation in Different Administrative Regimes. *International Journal of Manpower* 37(5), pp. 878-899.

Prysmakova, P. (2016). Breaking Iron Channels of International Learning: Adopting Mead's Typology to the Seoul Metropolitan Government. *Public Administration Issues* 5, pp. 111–128.

Prysmakova, P. (2016). Why Does China Invest in Belarus? Billions of Loans in the Eyes of Chinese Local Governments. *Belarusian Political Science Review* 3, pp. 14-32.

Prysmakova, P. (2014). Public Service Motivation in Europe: Testing Attitudes toward Work Motives?. *NISPAcee Journal of Public Administration and Policy* 7(1): pp. 131-56.

Prysmakova, P. (2014). Where are We on European Map? Comparing Public Service Motivation in Central and Eastern Europe to Our Neighbors. *Warsaw East European Review* (4), 2014: pp. 103-19.

Prysmakova, P. (2012). Expecting Heavy Rain of Chinese Yuan over Central and Eastern Europe: the First Drops in Belarus. *Warsaw East European Review* (2), 2012: pp. 59-74.

Work in Progress:

Prysmakova, P., Tantardini, M. Financial Performance and Ethics: Employing Public Service Motivation as a Proxy. Under review in *Administration and Society*.

Prysmakova, P. Tell Me about Your Free Time: Additional Social Roles and PSM. Under review in *International Public Management Journal*.

Prysmakova, P. & Vandenabeele, W. From Service to Satisfaction: PSM and Job Satisfaction of Police Officers. Under preparation for *Justice Quarterly*.

Prysmakova, P. When the Son Becomes Smarter Than the Father: Reversing the Direction of Learning. Korean HRM Patterns of Borrowing from Foreign Practices. Under preparation for *Public Administration and Development*.

Book Chapters and Encyclopedia Entries:

Prysmakova, P. (expected Spring 2017). Motivation and Job Satisfaction in Nonprofit Organizations. *Global Encyclopedia of Public Administration and Public Policy*.

Prysmakova, P. (expected Spring 2017). Nonprofits and Dictatorships. *Global Encyclopedia of Public Administration and Public Policy*.

Prysmakova, P. (2015). Do Public and Nonprofit Sector Employees Speak Same Language? Questioning Possibilities of Civil Dialogue in *Forms and Determinants of Development of Civil Dialogue*, Mariusz Sienkiewicz (eds.), pp. 85-112; Centre for Local Development: Poland.

Edited books:

Co-editor with Denise Vienne of the Nonprofit Section of *Global Encyclopedia of Public Administration and Public Policy*, Editor-in-Chief Ali Farazmand, Publisher: Springer.

Participation in Research Projects:

Primary Investigator, 2015 – 2016: Motivation and Performance: Comparative Study of City Governments' Employees. In collaboration with Tantardini, M. (FIU) and Potkanski, T. (Collegium Civitas, Poland).

Visiting Researcher, 2014 – in progress: PSM Validation in International Context, in collaboration with Vandenabeele, W.; Utrecht University School of Governance, Netherlands, & Katholieke Universiteit Leuven, Belgium. Project supported by *the Netherlands Organization for Scientific Research*.

Research Assistant, 2012- in progress: Bureaucratic Professionalization in New Democracies: Drivers and Developmental Dynamics (governance evaluation in new democracies of Central and Eastern Europe), under supervision of Neshkova, M. (FIU) and J.Perry (Indiana University); funded by the *National Science Foundation* (NSF).

Research Assistant, 2010-2011: Department of Public Administration, FIU:

- *Secondary data collection*, The Resilient Rural America: Drivers of Speedy and High Quality Recovery Following a Disaster, funded by NSF, secondary data collection;
- *Qualitative analysis, Databases management*, Re-housing Urban Haiti After the Earthquake: Role of Social Capital, supported by NSF;
- *Qualitative analysis*, Emotional Labor after the Haitian Earthquake: Haitian and International Disaster Relief and Early Recovery, funded by the *National Institutes of Health* (NIH).

University Service:

2016 – currently: Advisor for Collegiate Chapter of the Association of Fundraising Professionals, Florida Atlantic University.

2016 – currently: Member of Dean Search Committee, College for Design and Social Inquiry, Florida Atlantic University.

2016 – currently: Member of Nonprofit Management Committee, School of Public Administration, Florida Atlantic University.

Conference Presentations:

Prysmakova, P. and Vandenabeele, W. (2016). From Service to Satisfaction: PSM and Job Satisfaction of Police Officers. Paper presented at Transatlantic Dialogue 12, Ghent, Belgium.

Prysmakova, P. (2016). Tell Me about Your Free Time: Additional Social Roles as PSM Antecedents. Paper presented at the XX Conference of International Research Society for Public Management, Hong Kong, China.

Prysmakova, P. and Tantardini, M. (2016). Financial Performance and Ethics: Employing Public Service Motivation as a Proxy. Paper presented at the ASPA Annual Conference, Seattle, WA.

Prysmakova, P. and Prysmakova, S. (2015). Trustworthy Employees in Public and Nonprofit Sector: Whom Citizens Should Rely On? Paper presented at Human Resource Management panel at The South Eastern Conference for Public Administration (SECoPA) 2015. Charleston, SC.

Prysmakova, P. (2015). When the Son Becomes Smarter Than the Father: Reversing the Direction of Learning. Korean Pattern of Borrowing from Foreign Practices. Paper presented at the Working Group Meeting of the Network of Institutes and Schools of Public Administration in Central and Eastern Europe titled “Dimensions of Territorial Development and Inter-regional Cooperation”. National Research University - Higher School of Economics. Moscow, Russia.

Prysmakova, P. (2015). Working Motivation Twenty-Five Years Later: Natural Experiment from a Region in a Former Eastern Bloc. Paper presented at the 23rd NISPAcee Annual Conference, Tbilisi, Georgia.

Prysmakova, P. and Smith, R. W. (2015). Development of Cross-Border Dialogues on Ethics: A Field Study with Global Application. Paper presented at the 23rd NISPAcee Annual Conference, Tbilisi, Georgia.

Prysmakova, P. (2015). Public Service Motivation in Public and Nonprofit Service Providers: The Cases of Belarus and Poland. Paper presented at the FIU’s annual Scholarly Forum, Miami, FL.

Prysmakova, P. (2015). Trustworthy Employees in Public and Nonprofit Sector: Whom Citizens Should Rely On? Paper presented at the ASPA Annual Conference, Chicago, IL.

Prysmakova, P. (2014). Public Service Motivation: Public Services in Belarus and Poland. Paper presented at the Seminarium of Studium Europy Wschodniej, Warsaw, Poland.

Prysmakova, P. (2014). Public Service Motivation and Regime Type: Natural Experiment. Paper presented at the conference “Behavioral Foundations of Public Service Motivation”, Zeppelin University, Friedrichshafen, Germany.

Prysmakova, P. (2014). Public Service Motivation in Public and Nonprofit Service Providers: Cases of Belarus and Poland. Paper presented at SECoPA annual conference, Atlanta, GA.

Prysmakova, P. (2014). How Much to Care about Citizens? Comparative Study of Public Service Motivation between Public and Nonprofit Sectors in Poland. Paper presented at the Warsaw East European Conference, University of Warsaw, Poland.

Prysmakova, P. (2014). Do Public and Nonprofit Sector Employees Speak Same Language? Questioning Possibilities of Civil Dialogue. Paper presented at the Civil Dialogue Conference, Lublin University, Poland.

Prysmakova, P. (2014). Work Motivation under Communist Rule: Communist Heritage for Public and Non-Profit Organizations in Central and Eastern Europe. Paper presented at the International Institute of Administrative Sciences (IIAS) Congress, Irfan, Morocco.

Prysmakova, P. (2014). Chinese Loans for Infrastructure Projects in Developing Countries: Short-Term Payoffs to Chinese Local Governments and Long-Term Obligations of Belarusian Nation. Paper presented at the 22st NISPAcee Annual Conference, Budapest, Hungary.

Prysmakova, P. and Smith, R. W. (2014). Development of Inter-Sectorial Dialogues on Ethics. Paper presented at the 22st NISPAcee Annual Conference, Budapest, Hungary.

Prysmakova, P. (2014). Work Motivation in Eastern Bloc: How Could One Take Care of Others on His Way to Communism? Paper presented at the ASPA Annual Conference, Washington, D.C.

Prysmakova, P. (2013). Public Service Motivation in Public and Nonprofit Service Providers: the Cases of Belarus and Poland. Paper presented at IIAS Study Group VI “One step beyond – refining public service motivation theory and research methods”, Utrecht University School of Governance, Netherlands.

Prysmakova, P. (2013). Patterns of Extrinsic and Intrinsic Rewards’ Preferences in Europe: Testing Attitudes toward Work Motives in Public and Private Sectors. Paper presented at IIAS Study Group VI, Utrecht University School of Governance, Netherlands.

Prysmakova, P. (2013). Does Public Service Motivation Differ Between Public and Nonprofit Service Provider Employees? A Cross-National and Cross-Sectorial Study. Paper presented at the annual SECoPA Conference, Charlotte, NC.

Prysmakova, P. (2013). Testing the Public Service Motivation in Europe: Attitudes toward Work Motives. Paper presented at the 21st NISPAcee Annual Conference, Belgrade, Serbia.

Prysmakova, P. (2013). Testing the Public Service Motivation in Europe: Attitudes toward Work Motives. Paper presented at the XVII Conference of International Research Society for Public Management, Prague, Czech Republic.

Prysmakova, P. (2013). Public Service Motivation in Europe: Attitudes toward Work Motives. Paper presented at the ASPA Annual Conference, New Orleans, LA.

Prysmakova, P. (2013). Working Motivation in Europe: Tell Me Why You Work and I Tell You Where You Are From. Florida International University, Miami, FL. Paper presented at the EU Center for Excellence Conference, Miami, FL.

Prysmakova, P. (2013). When the Son Becomes Smarter Than the Father: Reversing the Direction of Learning. Korean Pattern of Borrowing from Foreign Practices. Paper developed at the Young Scholars Workshop in Public Policy and Administration Research, Beijing, the People’s Republic of China, organized by the Central University of Finance and Economics (CUFE), the Chinese Public Administration Society (CPAS), and the American Society for Public Administration (ASPA).

Prysmakova, P. (2012). Employment Generating Effects of FDI within a new Customs Union of Belarus, Russia and Kazakhstan. Paper presented at the Annual Convention of American Association for Slavic in New Orleans, LA.

Prysmakova, P. (2012). Testing the Public Service Motivation in Europe: Attitudes toward Work Motives. Paper presented at the Annual SECoPA Conference, Coral Springs, FL.

Prysmakova, P. (2012). Does Money Matter? Public Service Motivation Patterns across Europe. Paper presented at the Warsaw East European Conference, University of Warsaw, Poland.

Prysmakova, P. (2012). Who invited China: Did the Low Motivation of Western Donors Push Belarus under Beijing’s Patronage? Paper presented at the 20th NISPAcee Annual Conference, Ohrid, Republic of Macedonia.

- Prysmakova, P.** (2012). Learning in an Open World: Korean Pattern of Borrowing from Foreign Practices. Paper presented at the HKAC 2012: Local Governance, Decentralization and Participation: Meta-Governance Perspectives, Tallinn University of Technology, Estonia.
- Prysmakova, P.** (2011). Who invited China: Did the Low Motivation of Western Donors Push Belarus under Beijing's Patronage? Paper presented at the First International Congress of Belarusian Studies, Institute of Political Studies Political Sphere and Vytautas Magnus University, Kaunas,
- Prysmakova, P.** (2011). Who invited China: Did the Low Motivation of Western Donors Push Belarus under Beijing's Patronage?" Paper presented at the Warsaw East European Conference, University of Warsaw, Poland.
- Prysmakova, P.** (2011). Creating International Seoul: Korean Pattern of Borrowing from Foreign Practices. Paper developed at the 5th Seoul Field Trip organized by the Seoul Metropolitan Government and Korea University.
- Prysmakova, P.** (2010). Obstacles and Opportunities for Foreign Investment in Minsk. Paper presented at the Conference "Contemporary Belarus", Warsaw University, Poland.

Professional Development:

- eDesign Certificate** (2016). eLearning Center at Florida Atlantic University.
- Panel Chair/Moderator** (2014). ASPA Conference Panel: Civil Service Reform and Evolution in Brazil and Central and East European Countries, Annual Conference, Washington, D.C.
- Participant** (2014). XVII International Summer School on Regulation of Local Public Services, Turin, Italy.
- Participant** (2013). Young Scholars Workshop in Public Policy and Administration Research, Beijing, the People's Republic of China, organized by the Central University of Finance and Economics (CUFE), the Chinese Public Administration Society (CPAS), and the American Society for Public Administration (ASPA).
- Participant** (2012, 2011). First and Second Dialogues on Public Administration between French National School of Administration (ENA) and Florida International University (FIU): *Compared Evolution of the Civil Service Systems in France and the US* and *Public Sector Leadership in French and U.S. Experiences*, Strasbourg, France and Miami, FL.
- Participant** (2011). 5th Seoul Field Trip organized by the Seoul Metropolitan Government and Korea University, South Korea.

Professional Writing Experience:

- Prysmakova, P.** (2013). When the Son Becomes Smarter Than the Father: Reversing the Direction of Learning. *PA Times*, American Society of Public Administration.
- Prysmakova, P.** (2013). IMF Loans: The Money We Do Not Need? *BelarusDigest (BD)*. BD is an internet based journal with its editorial board located in London that provides non-partisan analysis of Belarus affairs for an English-language readership.
- Prysmakova, P.** (2013). Chinese Electrical Outlet, Or How Chinese Help Belarusians To Solve Energy Deficit? *BD*.
- Prysmakova, P.** (2012). Дзверы Адчынены, а Гасцей Няма: Перашкоды і Магчымасці для Прамых Замежных Інвестыцый у Менск (Open Doors, No Guests: Obstacles and Opportunities for Foreign Direct Investment in Minsk). *Brainstorm* (1): pp.12-16. German Marshall Fund of the United States.
- Prysmakova, P.** (2011). Belarus and China in the Love Triangle: Who is the Third Party? *BD*.

APPLIED WORK EXPERIENCE

Member of the Board of the Directors of Belarusian Institute of America, New York, New York, since Winter 2016: organization of the research activities, promotion Belarusian-American cooperation.

Secretary of Belarusian-American Association (BAZA), South Florida Chapter, since Fall 2013: organization of political, cultural and social events for the Belarusian community in South Florida.

Member of Evaluation Group, Fall 2011: The Community Development Block Grant Program for Housing Rehabilitation, City of Miami Gardens.

Personal Assistant of Ales Michalevic, candidate in the 2010 Belarusian presidential election, Fall 2011: I served as a personal assistant during his meetings at the National Endowment for Democracy, the International Republican Institute, the National Democratic Institute, Voice of America, the U.S. Helsinki Commission, the German Marshall Fund, George Washington University, Freedom House, and the Open Society Institute.

TV-show Host and Script Writer, 2007-2009: “Press-Express” (Belarusian press review), at BELSAT TV-channel, Poland.

Author and Host of Radio Programs, since 2007: “A Week in Europe” (international newspapers review), “World Calendar” and “Train of Events” (historical review), “Radio Interception” (local newspapers review), “Navigator” (international traveling), at Belarusian Radio Racja, Poland.