

CURRICULUM VITAE

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ACADEMIC BACKGROUND

- 2002 Ph.D. University of Alabama, School of Social Work, Tuscaloosa, Alabama
1996 Master of Social Work, Vytautas Magnus University, Kaunas, Lithuania
1993 Bachelor of Sociology, Vytautas Magnus University, Kaunas, Lithuania

EMPLOYMENT HISTORY

Associate professor, School of Social Work, University of Georgia, 2007- present.
Full graduate faculty status, School of Social Work, University of Georgia, December, 2004.
Assistant professor, School of Social Work, University of Georgia, Athens, 2002 – present.
Teaching/research assistant, School of Social Work, University of Alabama, Tuscaloosa, 1997 – 2002.

Courses Taught

- SOWK 6074 Theory and Practice with Organizations and Communities
HONS 1990H Honors program seminar. Nonprofit Organization Management, University of Georgia, Fall, 2005
SOWK 7123 Program Design and Development/Theory and Management of Nonprofit Organizations, University of Georgia, School of Social Work and Institute for Nonprofit Organizations, Spring 2003 (MSW).
SOWK 7377 Managing Organizational Change and Innovation, University of Georgia, School of Social Work and Institute for Nonprofit Organizations, Spring 2003, 2004, 2005, 2006 (MSW).
SOWK 7106 Evaluating Community Initiatives and Institutional Practices, University of Georgia, School of Social Work and Institute for Nonprofit Organizations, Fall 2002, 2003, 2004 (MSW).
SW 525 Evaluative Research, University of Alabama, School of Social Work, Fall 2001 (MSW).
SW 520 Research Methods in Social Work, University of Alabama, School of Social Work Spring 2002 (MSW).

PUBLICATIONS

Book Chapters:

Harrison, W. D., & Jaskyte, K. (2000). Learning across cultures in a time of transition. In P. Helppikangas (Ed.), *The International Seminar on Social Work Research and Practice*, pp. 81 - 93. Rovaniemi: Lapin Yliopisto.

Jaskyte, K. *Management: Practice interventions*. Encyclopedia of Social Work, 20th Edition. Oxford University Press (accepted).

Journal articles (* indicates peer reviewed publication, ** indicates invited publication):

* **Jaskyte, K.**, Taylor, H., & Smariga, R. Student and faculty perceptions of innovative teaching. *Creativity Research Journal* (accepted).

* **Jaskyte, K.** A comparative study of employee creativity in American and Lithuanian nonprofit organizations. *Nonprofit Management and Leadership* (accepted).

***Jaskyte, K.**, & Kisieliene, A. (2006). Determinants of employee creativity: A study of Lithuanian nonprofit organizations. *VOLUNTAS, International Journal of Voluntary and Nonprofit Organization*, 17(2), 128-136.

***Jaskyte, K.**, & Kisieliene, A. (2006). Organizational innovation: A comparison of human service organizations in Lithuania and the United States. *International Social Work*, 49(2), 1-12.

***Jaskyte, K.**, & Kisieliene, A. (2006). Organizational factors, leadership practices, and adoption of administrative and technological innovations: An exploratory study of Lithuanian nonprofit organizations. *European Journal of Social Work*, 9(1), 21-37.

***Jaskyte, K.**, & Lee, M. (2006). Interorganizational relationships: A source of innovation in nonprofit organizations? *Administration in Social Work*, 30(3), 43-54.

****Jaskyte, K.** (2005). The National Science Foundation: Funding opportunities for social workers. *Research on Social Work Practice*, 15(1), 47-51.

***Jaskyte, K.** (2005). The impact of socialization tactics on role ambiguity and role conflict of newly hired social workers. *Administration in Social Work*, 29(4), 69-87.

***Jaskyte, K.**, & Dressler, W. (2005). Organizational culture and innovation in nonprofit human service organizations. *Administration in Social Work*, 29(2), 23-41.

***Jaskyte, K.** (2004). Transformational leadership, organizational culture and innovativeness in nonprofit organizations. *Nonprofit Management and Leadership*, 15(2), 153-168.

***Jaskyte, K.**, & Dressler, W. W. (2004). Studying culture as an integral aggregate variable: Organizational culture and innovation in a group of nonprofit organizations. *Field Methods*, 16(3), 265-284.

***Jaskyte, K., & Riobo, S.** (2004). Characteristics of innovative nonprofit organizations in Argentina. *VOLUNTAS, International Journal of Voluntary and Nonprofit Organizations*, 15(1), 71-79.

***Jaskyte, K.** (2003). Assessing employees' perceptions of leadership behavior, job design, and organizational arrangements and their job satisfaction and commitment. *Administration in Social Work*, 27(4), 25-39.

*Roff, L.L., Klemmack, D.L., **Jaskyte, K.**, Kundrotaitė, L., Kimbriene, B., & Macijauskienė, J. (2002). Attitudes of Lithuanian service providers in gerontology education programs: A preliminary study. *Educational Gerontology: An International Journal*, 28(7), 577-586.

Bulletins or reports:

Jaskyte, K. (2006). Organizational Culture and Innovation in Nonprofit Organizations. *Research report III* submitted to the National Science Foundation.

Jaskyte, K. (2005). Organizational Culture and Innovation in Nonprofit Organizations. *Research report II* submitted to the National Science Foundation.

Jaskyte, K. (2004). Organizational Culture and Innovation in Nonprofit Organizations. *Research report I* submitted to the National Science Foundation.

Abstracts

Jaskyte, K. (2004). Transformational leadership, organizational culture, and innovation in nonprofit organizations. *Nonprofit Management and Leadership*, 15(2), 153-168. In H. W. Bowman (Ed.), *ARNOVA abstracts*, 27(2), Spring 2005.

Jaskyte, K. & Kisieliene, A. (2006). Determinants of employee creativity: A survey of Lithuanian nonprofit organizations. *Voluntas*, 17(2), 133-141. In H. W. Bowman (Ed.), *ARNOVA abstracts*, 29(1), Winter 2007.

Works submitted but not yet accepted:

Yoo, S. & **Jaskyte, K.** Exploring characteristics of innovative nonprofit organizations in South Korea. *Voluntas, International Journal of Voluntary and Nonprofit Organizations*.

Jaskyte, K. Cultural consensus, strength, and content of organizational culture: Relationships to leadership and organizational structural variables. *Journal of Management*.

Jaskyte, K. Using the cultural consensus model to measure organizational culture. *Journal of Management Inquiry*.

RESEARCH

Exploring factors related to creativity of employees of social service organizations, April, 2007 – present.

Using Concept Mapping to create and implement interventions designed to increase creativity of employees of nonprofit organizations, February, 2007 – present.

The characteristics of innovative organizations as perceived by employees of Chinese governmental organizations, October, 2007.

Organizational culture and innovation in nonprofit human service organizations, August, 2003 - present.

Defining innovative teaching: A pilot study, January – July, 2005.

The effects of motivational orientation and work context on employee creativity: A comparative study of the US and Lithuanian nonprofit organizations, February 15, 2004 – May, 2004.

Assessing the relationship between organizational culture and innovation in a sample of Lithuanian nonprofit human service organizations, January, 2003 – May, 2003.

Characteristics of innovative nonprofit organizations in Argentina, March, 2003 – July, 2003.

Defining the best practices: A preliminary study, December, 2002 – January, 2003.

NATIONAL AND INTERNATIONAL CONFERENCE PRESENTATIONS

Jaskyte, K. *Predictors of different types of innovations in nonprofit organizations*. Paper will be presented at the Annual Conference of ARNOVA, Association for Research on Nonprofit Organizations and Voluntary Action, November 14-17, 2007, Atlanta, Georgia.

Jaskyte, K. *Organizational culture and innovation in nonprofit organizations*. Paper presented at the Annual Conference of ARNOVA, Association for Research on Nonprofit Organizations and Voluntary Action, November 16-19, 2006, Chicago, Illinois.

Jaskyte, K., & Kisieliene, A. *The effects of motivational orientation and work context on employee creativity: A comparative study of the US and Lithuanian nonprofit organizations*. Invited presentation. Paper presented at the 26th International Congress of Applied Psychology, July 16 to 21, 2006, Athens, Greece.

Jaskyte, K. *Interorganizational relationships: A source of innovation in nonprofit organizations?* Paper presented at the Annual Conference of ARNOVA, Association for Research on Nonprofit Organizations and Voluntary Action, November 17-19, 2005, Washington D.C.

Jaskyte, K. *Exploring the relationships between different types of innovations and interorganizational relationships in nonprofit organizations*. Paper presented at the 14th International Symposium of the Inter-University Consortium for International Social Development, July 27-29, 2005, Recife, Brazil.

Jaskyte, K., & Kisieliene, A. *Organizational innovation: A comparison of nonprofit human service organizations in Lithuania and the United States*. Paper presented at ISTR (International Society for Third-Sector Research)/EMES's (The Emergence of Social Enterprises in Europe) First European Conference, April 27-29, 2005, Paris, France.

Jaskyte, K., & Kisieliene, A. (October 2-5, 2004). *Organizational factors, leadership practices, and adoption of administrative and technological innovations: An exploratory study of*

- Lithuanian nonprofit organizations*. Paper presented at the Global Social Work 2004 Congress, Adelaide, Australia.
- Jaskyte, K. (December 29-January 1, 2003/2004). *Organizational culture and innovation in nonprofit human service organizations*. Paper presented at 13th International Symposium of the Inter-University Consortium for International Social Development, Mumbai, India.
- Jaskyte, K. (11-14 August, 2003). *Organizational culture and innovation in nonprofit human service organizations*. Paper presented at the Third International Conference on Knowledge, Culture, and Change in Organizations, Penang, Malaysia.
- Jaskyte, K., & Dressler, W.W. (March 6-10, 2002). *Organizational culture and innovation in health and human service agencies*. Paper presented at the Society for Applied Anthropology Annual Meeting, Atlanta, Georgia.
- Jaskyte, K. (June 19-23, 2001). *Creating nonprofit human service organizations that innovate continuously*. Paper presented at the 12th International Symposium of the Inter-University Consortium for International Social Development, Istanbul, Turkey.
- Jaskyte, K. (November 16-18, 2000). *Analysis of change in a nonprofit human service organization: Implications for social work administration*. Presented at the 29th Annual Conference of ARNOVA, Association for Research on Nonprofit Organizations and Voluntary Action, New Orleans, Louisiana.
- Jaskyte, K. (July 29 – August 2, 2000). *Change in human service organizations: What makes it successful?* Paper presented at the Joint Conference of the International Federation of Social Workers and the International Association of Schools of Social Work, Montreal, Canada.
- Jaskyte, K. (November 9-10, 2000). *Change in nonprofit human service organizations: What makes it successful?* Paper presented at the 29th Annual Alabama-Mississippi Social Work Education Conference, Birmingham, Alabama.
- Jaskyte, K. (November 4 – 7, 1999). *The role of nonprofit organizations in social development of Lithuania*. Paper presented at the 28th Annual Conference of ARNOVA, Association for Research on Nonprofit Organizations and Voluntary Action, Arlington, Virginia.
- Jaskyte, K. (July 4 – 8, 1999). *Social development efforts in Kaunas County, Lithuania: The role of nonprofit organizations*. Presented at the 11th International Symposium of the Inter-University Consortium for International Social Development, Cape Town, South Africa.
- Harrison, D., & Jaskyte, K. (June 10-13, 1999). *Lithuanian students' accounts of their first relationships with western instructors: Lessons for us all*. Presented at the European Association of Schools of Social Work Conference, Helsinki, Finland.
- Harrison, D., & Jaskyte, K. (March 10-13, 1999). *The cardinal components of instruction: Post communist students' first encounters with Western educators*. Presented at the 45th Annual Program meeting, San Francisco, California.
- Jaskyte, K., & Harrison, D. (November 5-6, 1998). *First encounter: Post communism and Western social work education*. Presented at the 27th Annual Alabama-Mississippi Social Work Education Conference, Anniston, Alabama.

Jaskyte, K. (July 5 - 9, 1998). *Social support and empowerment of the Lithuanian families raising deaf or hard-of-hearing children*. Presented at the Joint Conference of the International Federation of Social Workers and the International Association of Schools of Social Work, Jerusalem, Israel.

Jaskyte, K. (March 9, 1998). *Lithuanian families with deaf or hard-of-hearing children: Social support and empowerment*. Presented at the Graduate Student Exposition, Tuscaloosa.

Jaskyte, K. (January 24-26, 1998). *Lithuanian families with deaf or hard-of-hearing children: Social support and empowerment*. Presented at the International Conference on Research for Social Work Practice, North Miami, Florida.

EDUCATIONAL PRESENTATIONS AND WORKSHOPS

Understanding, Facilitating, and Implementing Organizational Change. A presentation at Athens Clark County Library Staff Development day. Athens, Georgia, September 27, 2007.

Creativity and innovation 101. A presentation for Family Connection program managers. Athens, Georgia, April 17, 2007.

Introduction to program evaluation. One week course for Chinese government officials. Sichuan Administrative Institute, Chengdu, China, October 23-28, 2006.

Introduction to program evaluation. One week course for Chinese government officials. International Exchange Center for Cadres Training in Shaanxi, Xi'an, China, October 30-November 3, 2006.

Organizational factors related to organizational innovation. Doctoral Seminar, School of Social Work, University of Georgia, September 7, 2006.

Innovation and change in your organization. A workshop for the executive directors of Communities In Schools of Georgia organizations. Destination 2010, Executive Director's meeting, Atlanta, Georgia, March 8, 2006.

Innovate or evaporate. A workshop for the executive directors and employees of Communities In Schools organizations from South Carolina, North Carolina, Florida, and Georgia. Excellence in Leadership Certificate Program, Athens, Georgia, February 23, 2006 (25 participants).

Innovation and change in your organization. A workshop for the executives and employees of nonprofit organizations presented during Communities In Schools of North Carolina Annual Training Conference, January 31-February 2, 2006. Pinehurst, North Carolina.

Nonprofit sector at-a-glance: The state of nonprofit sector in the US, Latin America, Western, Central, and Eastern Europe. A presentation for a group of representatives of Chinese government organizations. Constituency Advocacy Training Program hosted by The International Center for Democratic Governance, University of Georgia, December 6, 2005 (20 participants).

Fostering, embracing, and inspiring innovation and change in your organization. A workshop for nonprofit executives, board members, foundation staff, government decision-makers, and corporate leaders. Georgia Nonprofit Summit, June 1, 2005. Atlanta, Georgia (53 participants).

The Nonprofit Sector in the US and China. A presentation for a group of representatives of Chinese government organizations. Constituency Advocacy Training Program hosted by The International Center for Democratic Governance, University of Georgia, January 21, 2005 (18 participants).

Organizational culture and innovation in nonprofit organizations: Research project sponsored by the National Science Foundation. The Board of Visitors Meeting, School of Social Work, University of Georgia, October 21, 2004.

Innovation and organizational culture: Conceptualization and measurement issues. Doctoral Seminar, School of Social Work, University of Georgia, September 9, 2004.

Making workplace innovation happen. A workshop for the executive directors of nonprofit organizations. University of Georgia, May 11, 2004 (39 participants).

Conceptualization and measurement of organizational culture in the study of innovations in nonprofit human service organizations. Doctoral seminar, School of Social Work, University of Georgia, September 9, 2003.

Fostering, embracing, and inspiring innovation and change in your organization. A workshop for employees and volunteers of nonprofit and public organizations, University of Georgia, April 28, 2003 (35 participants).

Managing innovation in nonprofit organizations. A workshop for a group of representatives of Bulgarian nonprofit organizations. Constituency Advocacy Training Program hosted by The International Center for Democratic Governance, University of Georgia, February 6, 2003 (20 participants).

GRANTS

External

Grant Award: **\$225,000.** Organizational Culture and Innovation in Nonprofit Organizations. Funding source: the **National Science Foundation**, Principal investigator, 2003.

Grant award: **\$2,000.** Global Supplementary Grant to pursue doctoral studies. Funding source: Open Society Institute, 2002.

Grant award: **\$800.** Isabella Hummel Graham Scholarship. Funding source: University of Alabama Women's Club, 1999

Internal

Grant award: **\$ 5,000.** Pilot Study to Design and Assess the Effectiveness of Organizational Interventions for Promoting Creativity and Innovation in Nonprofit Organizations. Faculty seed money grant from the School of Social Work, University of Georgia, 2005.

Grant Award: **\$1,900.** Travel grant to attend the Third International Conference on Knowledge, Culture, and Change in Organizations in Penang, Malaysia. University of Georgia Research Foundation, Inc., University of Georgia, 2003.

Grant Award: **\$1,235**. Travel grant to attend the 14th International Symposium of the Inter-University Consortium for International Social Development, in Recife, Brazil.
University of Georgia Research Foundation, Inc., University of Georgia, 2005.

Grant Award: **\$1,400**. Travel grant to attend the 26th International Congress of Applied Psychology, in Athens, Greece. University of Georgia Research Foundation, Inc., University of Georgia, 2006.

HONORS, AWARDS AND SCHOLARSHIPS

2006 Slavin-Patti Award for Excellence in Scholarship
2005 Honors Day address, University of Alabama
2003 Outstanding Teacher Award, University of Georgia
2002 Dr. Ben Avis Orcutt Doctoral Scholarship
2002 Doctoral Scholar Award, University of Alabama
2001 Doctoral Scholar Award, University of Alabama
2001 Lithuanian Foundation Scholarship
2000 Doctoral Scholar Award, University of Alabama
2000 Isabella Hummel Graham Scholarship
1999 Lithuanian Foundation Scholarship
1999 Doctoral Scholar Award, University of Alabama

MEMBERSHIPS AND PROFESSIONAL AFFILIATIONS

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
Inter-University Consortium for International Social Development (IUCISD)
The International Research Network for Social Work
International Association of Applied Psychology

ACADEMIC SERVICE

2007 – present Global learning committee member
2006 - present Benefits committee member
2006 – present University Council member
2006 – present Technology Committee member
2004 – present MNPO Faculty Steering Committee member
2004 – 2006 Field Advisory Board member
2003 – 2004 MSW Curriculum Committee member
2002 – present Student advisor (12 students), field practicum field liaison (6 students)

OTHER PROFESSIONAL ACTIVITIES

Reviewer, Nonprofit Management and Leadership
Reviewer, Field Methods

Reviewer, Research on Social Work Practice

Reviewer, Voluntas, International Journal of Voluntary and Nonprofit Organizations

Reviewer, Academy of Management, Nonprofit Management Division

CREATIVE ACTIVITIES

Websites: <http://www.arches.uga.edu/~kjaskyte/>

<http://www.arches.uga.edu/kjaskyte/nsf/NSFINDEX.html>