

Elizabeth A. Castillo

(480) 727-0414 USE 250 Arizona State University, PO Box 870604 Tempe, AZ 85287 eac@asu.edu

Academic Appointments

- 2016-Present **Assistant Professor, Leadership and Interdisciplinary Studies**
College of Integrative Sciences and Arts
Arizona State University
- 2017-Present **Affiliate Faculty**
Biomimicry Center, Arizona State University
Center for Behavior, Institutions, and the Environment, Arizona State University
School of Community Resources & Development, Arizona State University
- 2013-2015 **Adjunct Instructor**
School of Professional and Continuing Education, University of San Diego

Education

- 2016 **PhD, Leadership Studies**
University of San Diego
School of Leadership and Education Sciences, Department of Leadership Studies
Dissertation: Spinning straw into gold: A study of resource creation, flow, and conversion in a nonprofit collaboration (Afsaneh Nahavandi, Ph.D., chair)
- 2010 **M.A., Nonprofit Leadership and Management**
University of San Diego
Award of Distinction (faculty award for outstanding Masters student)
- 1985 **B.A., Philosophy and History** (summa cum laude)
University of San Diego
Outstanding Student award, Philosophy
Outstanding Student award, History

Research

How can we create a sustainable economy that works for everyone? My interdisciplinary research investigates four interdependent levers: 1) activation and conversion of intangible assets; 2) symbiotic exchange in organizations; 3) value(s) creation as social ontology; and 4) humanistic management.

Key Words: *capabilities, capacity building, complexity, embeddedness, emergence, generativity, governance, humanistic management, intangible assets, integrated reporting, leadership, multiple capitals, mutualism, public benefit, reciprocity, resources, social accounting, sustainability*

Publications

Peer Reviewed Journal Articles

- Castillo, E.A.** & Jones, J.A. (in press). The paradox of growth and giving: Critical case sampling to illuminate the catalytic potential of an under-researched phenomenon. *International Journal of Nonprofit and Voluntary Sector Marketing*.
- Castillo, E.A.** (2018). Qualities before quantities: A framework to guide dynamic assessment of the nonprofit sector. *Nonprofit Policy Forum*, 9(3), article 5. doi:10.1515/npf-2018-0009
- Castillo, E.A.** & Trinh, M.P. (2018). Catalyzing capacity: Absorptive, adaptive, and generative leadership. *Journal of Organizational Change Management*. doi 10.1108/JOCM-04-2017-0100 (early cite).

- Castillo, E. A.** & Trinh, M.P. (2018). In search of missing time: A review of temporal effects in leadership studies. *The Leadership Quarterly*, Yearly Review issue 29(1), 165-178.
<https://doi.org/10.1016/j.leaqua.2017.12.001>
- Ihm, J. & **Castillo, E.A.** (2017). Development and transformation of collaborative networks in events. *Journal of Convention and Event Tourism*, 18(3), 205-224.
doi: 10.1080/15470148.2017.1322021
- Jones, J.A. & **Castillo, E.A.** (2017). The fundraiser's journey: A developmentally informed, grounded theory analysis. *International Journal of Nonprofit and Voluntary Sector Marketing*, 22(4), e1584. doi.org/10.1002/nvsm.1584
- Castillo, E.A.** (2016). Beyond the balance sheet: Teaching capacity building as capital building. *Journal of Nonprofit Education and Leadership*, 6(3), 285-300. doi: 10.18666/JNEL-2016-V6-I3-7586
- Castillo, E.A.** & Titus, A. (2015). Activating the power of place: A case study of Market Creek. *Foundation Review*, 7(3), 6-22. doi: 10.9707/1944-5660.1252
- Castillo, E.A.**, McDonald, M.B., & Wilson, C.P. (2014). Where heart meets smart: The making of a grantmaker. *Foundation Review*, 6(2), 27-40. doi: 10.9707/1944-5660.1199
Video overview: <https://www.youtube.com/watch?v=BMtmpNdiDBY>

Refereed Book Reviews

- Castillo, E.A.** (2019). Book review: "Passing the torch: Planning for the next generation of leaders in public service." *Journal of Nonprofit Education and Leadership*, 9(1), 120-124.
<https://doi.org/10.18666/JNEL-2019-V9-I1-8468>

Translational Scholarship (professionally reviewed)

- Castillo, E.A.** (in press). Capacity building as capital building. *Nonprofit Quarterly*.
- Castillo, E.A.** (2019 Spring). A new theory of U.S. nonprofits in a democracy gone awry. *Nonprofit Quarterly*, Spring 2019, 18-28. Also published online 05/09/19 at <https://nonprofitquarterly.org/2019/05/09/a-new-theory-of-u-s-nonprofits-in-a-democracy-gone-awry/>
- Castillo, E.A.** (2018 Winter). Counting what counts: Why social accounting matters. *Nonprofit Quarterly*, Winter 2018, 78-84. Also published online 02/11/19 at <https://nonprofitquarterly.org/2019/02/11/counting-what-counts-why-social-accounting-matters/>.
Public Impact: Article was read by 3,000+ people, shared 148 times via social media, and cited in a [03/13/19 article](#) shared 150 times.
- Castillo, E.A.** (2018 Nov 20). Why are we still struggling with diversity, equity, and inclusion in nonprofit governance? *Nonprofit Quarterly*. Retrieved from <https://nonprofitquarterly.org/2018/11/20/why-are-we-still-struggling-with-diversity-equity-and-inclusion-in-nonprofit-governance/>.
Public Impact: Selected by the publisher as a [Top 20 Influence Article](#) for 2018. Readers shared this article 656 times via social media.

Castillo, E.A. (2017 Dec 7). Vital signs: Catalyzing community well-being indicators. *Nonprofit Quarterly*. Retrieved from <https://nonprofitquarterly.org/2017/12/07/vital-signs-community-wellbeing/>. **Public Impact:** Readers shared this article 303 times via social media.

Castillo, E. A. (2017 Oct 31). Restoring reciprocity: How the nonprofit sector can help save capitalism from itself. *Nonprofit Quarterly*. Retrieved from <https://nonprofitquarterly.org/2018/08/17/restoring-reciprocity-nonprofit-sector-can-help-save-capitalism/> Published in *Nonprofit Quarterly* magazine Fall 2018, pp. 61-64.

Public Impact: Article was read by over 3, 420 people and selected by the publisher as a [Top 20 Influence Article](#) for 2018. It was directly shared 294 times via social media, and subsequently cited and shared in two other articles: one published [12/20/18](#) and shared 200 times, and in a [1/28/19 article](#) shared 302 times.

Castillo, E.A. (2015 Dec 8) Are we there yet? A conversation on performance measures in the third sector. *Nonprofit Quarterly*, 12/08/15. **Impact:** Readers shared article 274 times via social media. <http://nonprofitquarterly.org/2015/12/08/are-we-there-yet-a-conversation-on-performance-measures-in-the-third-sector/>

Grants, Contracts, and Awards

- | | |
|---------|---|
| 2019-20 | Stakeholder theory summer workshop, Darden School of Business, University of Virginia, August 1-7 (awarded tuition, lodging, and meals). |
| 2018-19 | \$5,000 research grant, Watts College of Public Service and Community Solutions, <i>Developing Meaningful Metrics for Value Creation in Public Research Universities</i> (Co-PI with Laurie Mook). |
| 2017-18 | Faculty Fellow and \$1,250 research grant (co-PI with M.P. Trinh) for Moral Capital scale development project. ASU Lincoln Center for Applied Ethics, \$5,000 summer research award, College of Integrative Sciences and Arts |
| 2017 | Research award, 2017 Nonprofit Public Policy Symposium (\$750).
Presented by the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) and Independent Sector.
\$500 Travel Grant, <i>Public Performance and Management Review</i> paper development symposium, George Washington University, June 7, 2017.
\$5,000 summer research award, College of Integrative Sciences and Arts
Outstanding Collaboration Award (co-recipient), Faculty of Leadership and Interdisciplinary Studies, College of Integrative Sciences and Arts |
| 2016 | Emerging Scholar award (\$500 plus conference registration), Association of Research on Nonprofit Organizations and Voluntary Action
Finalist, William P. Foster award for outstanding dissertation, University of San Diego, School of Leadership and Education Sciences |
| 2015-16 | Joseph Rost Scholarship (faculty award for outstanding doctoral student), University of San Diego, Department of Leadership Studies |
| 2015 | Doctoral Fellow, Association for Research on Nonprofit Organizations and Voluntary Action
Doctoral student consortia, Academy of Management (<i>Public and Nonprofit</i> and <i>Social Issues in Management</i> divisions)
Nu Lambda Mu honor society, awarded for academic excellence (>3.7 GPA) by the Nonprofit Academic Centers Council
Dean's Meritorious Research Award, University of San Diego |

- 2014 Doctoral student consortium, Academy of Management (*Public and Nonprofit* division)
Dean's Meritorious Research Award, University of San Diego
- 2013 Emerging Scholars Research Consortium, International Leadership Association
- 2012-2016 Dean's Merit Scholar, University of San Diego, School of Leadership and Education
Sciences
- 2008 Servant Leadership Scholar Award for nonprofit service, awarded by the University of
San Diego's Master of Science in Executive Leadership program

Unfunded Applications

- ASU Institute for Social Science Research \$7,847 (applied 03/31/19 and 09/09/18)
- National Endowment for the Humanities \$6,000 (applied 09/26/18)
- Pollard Faith and Business summer fellowship, Seattle Pacific University, \$2,000 (January 2019)

Research in Progress

Under Review—Peer-Reviewed Journals

Trinh, M.P. & Castillo, E.A. Practical wisdom: The integration of Eastern and Western perspectives of virtue ethics (submitted 01/14/19).

Under Review—Book Chapters

Castillo, E.A. Teaching 21st century leadership in nonprofit organizations. In K.C. Bezboruah & H. Carpenter (Eds.), *Teaching nonprofit management*. Cheltenham, UK: Edward Elgar Publishing, Ltd. (revision submitted 05/15/19).

Under Review—Professionally Reviewed Publications

Castillo, E.A. Culture as problem solving: Lessons from global governance (submitted 02/05/19).

Empirical Studies in Progress

Castillo, E.A., Day, D., & Alvarez Mangual, M. Integrative program assessment at The Nature Conservancy: A multiple capitals to evaluation and reporting (data collection spring-winter 2019, analysis and writing spring 2020).

Mook, L. & Castillo, E.A. New impact metrics for public universities (data collection spring-summer 2019, analysis fall 2019-spring 2020).

Trinh, M.P. & Castillo, E.A. Moral capital scale development project (estimated completion winter 2019).

Castillo, E.A. How do student perceptions change after learning about intangible assets? (literature review in progress, data collection fall 2019-spring 2020, analysis and writing summer 2020).

Manuscripts in Development

Castillo, E.A. Rethinking resources: Teaching resource allocation through a critical systems theory lens.

Castillo, E.A. The dynamics of dynamic efficiency: A thermodynamic perspective.

Castillo, E.A. Form, function, or failure? A theory of nonproftiness inspired by nature.

Kirsch, R., Trinh, M.P., **Castillo, E.A.**, & Bates, D. Leadership power: An interdisciplinary inquiry and emergent opportunities.

Trinh, M.P., Kirsch, R., **Castillo, E.A.**, & Bates, D. Integrating harmony with rhythm: Transcending the interdisciplinary discord of modern academia.

Castillo, E.A. Expanding the critical theory toolbox: Teaching dynamic modeling methods to investigate complex adaptive systems.

Castillo, E.A. Codependent no longer: A recovery road map for the nonprofit sector.

Castillo, E.A. Capabilities = dynamic capital: The social ontology of value(s) creation.

Castillo, E.A. Theorizing Conscious Capitalism: An integrative model.

Castillo, E.A. Bio-inspired governance: Generative control through liberating structures.

Book Chapters in Progress

Castillo, E.A. Reconciling theories of the firm: A Thermodynamic approach. In D. Korten, M. Pirson, D. Wasieleski, E. Steckler, & R. Aguado (Eds.), *Alternatives to Theory of Firm/Alternative Theories of the Firm* Humanistic Management Series, Routledge Publishers.

Castillo, E.A. Catalyzing capabilities: A multiple capitals framework to develop, mobilize, and measure capabilities. Invited chapter for *Humanism in management and economics*. Part of the Contributions to Management Science book series, Springer Publishers. Editors: Ricardo Aguado and Almudena Eizaguirre.

Academic Presentations

Invited Research Presentations

Castillo, E.A. (2019 April 12). *Bio-inspired governance principles to reorient democracy gone awry*. Plenary presentation at the Midwest Center for Nonprofit Leadership 2019 Governance conference, University of Missouri Kansas City, April 11-12.

Castillo, E.A. (2019 April 5). *Creative and spatial capital as drivers of economic dynamics*. The Arts, Creativity, Cultural Capital, & Economic Dynamism seminar. National Endowment for the Arts, Office of Research and Analysis, Washington, D.C.

Castillo, E.A. (2019 February 20). *How can we create a sustainable economy that works for everyone?* Arizona State University Emeritus College.

Castillo, E.A. (2018 July 17). *Preliminary analysis of integrated reporting in the United States*. Invited webinar presentation for the U.S. Integrated Reporting Council. Video at <https://www.youtube.com/watch?v=dlw-pCCW6FA>

Castillo, E.A. (2018 April 5). *Enacting conscious capitalism: The promise of humanities-inspired management*. College of Integrative Sciences and Arts Humanities Lecture Series, Arizona State University, Phoenix, AZ. Video available at <https://cisa.asu.edu/humanities-lecture-series>
Program description at <https://asuevents.asu.edu/content/humanistic-management-art-conscious-capitalism>

Academic Conference Paper Presentations

Castillo, E.A. (2019). Giving Voice to Values: A Critical Examination of Financial Reporting and the Case for Social Accounting. Association for Research on Nonprofit Organizations and Voluntary Action, San Diego, CA, November 21-23.

- Trinh, M.P. & **Castillo, E.A.** (2019). Practical wisdom: The integration of Eastern and Western perspectives of virtue ethics. Academy of Management annual meeting August 11-14, Boston, MA.
- Trinh, M.P., Kirsch, R., **Castillo, E.A.**, & Bates, D. (2019). Integrating harmony with rhythm: Transcending the interdisciplinary discord of modern academia. Academy of Management annual meeting August 11-14, Boston, MA.
- Castillo, E.A. (2019). Creative and spatial capital as drivers of economic dynamism. American Association of Geographers, Washington, D.C., April 3-7.
- Castillo, E.A. (2018). Resource allocation through a critical theory and design lens. Association for Research on Nonprofit Organizations and Voluntary Action, Austin, TX, November 15-17.
- Castillo, E.A. (2017). Dynamic modeling methods to study complex adaptive systems. Association for Research on Nonprofit Organizations and Voluntary Action, Grand Rapids, MI, November 16-18.
- Castillo, E.A. (2017). Economic Sudoku: Untangling the logic puzzle of the double bottom line. Association for Research on Nonprofit Organizations and Voluntary Action, Grand Rapids, MI, November 16-18.
- Castillo, E.A. (2017). Qualities before quantities: A framework to guide dynamic assessment of the nonprofit sector. 2017 Symposium on Public Policy for Nonprofits, Association for Nonprofit and Voluntary Action. Grand Rapids, MI, November 16-18.
- Castillo, E.A. (2017). Qualities before quantities: A framework to guide dynamic assessment of the nonprofit sector. Independent Sector, Detroit, MI, October 26.
- Castillo, E.A. (2017). Of burdens and brethren: An empirical study of public goods provision by a nonprofit-local government partnership. Symposium for *Public Performance Management and Review*, George Washington University, June 6-7.
- Castillo, E.A. (2016). Spinning straw into gold: A study of resource creation, flow, and conversion in a nonprofit collaboration. Association for Research on Nonprofit Organizations and Voluntary Action, Washington, D.C., November 17-19.
- Castillo, E.A. (2016). Hitting a moving target: The use of process tracing to study resource mobilization. West Coast Nonprofit Data Conference, University of Nevada Las Vegas, April 21-22.
- Castillo, E.A. (2015). Beyond the balance sheet: Teaching nonprofit business model development using multiple forms of capital. Nonprofit Academic Centers Council, Chicago, IL, July 15-16.
- Castillo, E.A. (2014). Fractured philosophy—the confused sector: An exploration of the logics, sciences, and economics of the social sector. Association for Research on Nonprofit Organizations and Voluntary Action, Denver, Colorado, November 20-22.
- Castillo, E.A. (2014). Putting the map in motion: A typology of capitals and their activating processes. Association for Research on Nonprofit Organizations and Voluntary Action, Denver, Colorado, November 20-22.
- Castillo, E.A. (2014). How to become sustainable: The promise of intangible capital. International Society for Third Sector Research, Muenster, Germany, July 22-25.

- Shumate, M., McDonald, M.B., Ihm, J., and **Castillo, E.A.** (2013). Social network analysis of field configuring events. Association for Research on Nonprofit Organizations and Voluntary Action, Hartford, Connecticut, November 21-23.
- Castillo, E.A. (2013). Decision making in uncertain environments. International Leadership Association, Montreal, Canada, October 30-November 3.
- Castillo, E.A. (2012). Expanding the capitalization conversation. Association for Research on Nonprofit Organizations and Voluntary Action, November 15-17, Indianapolis, IN.
- McDonald, M.B., Shear, E., and **Castillo, E.A.** (2012). Building nonprofit networks by convening: A social network analysis approach. Association for Research on Nonprofit Organizations and Voluntary Action, Indianapolis, Indiana, November 15-17.

Academic Panels and Symposia

- Steckler, Erica & Castillo, Elizabeth A. (2019). Co-creating the inclusive organization: Advancing well-being, dignity, and inclusivity through humanistic management. Professional development workshop at *Academy of Management* annual meeting, Boston, MA, August 9, 2019.
- Child, C., Witesman, E., Abzug, R., Castillo, E., LePere-Schloop, M., Langer, J., Mandiberg, J., Moody, M., Nesbit, B., and Steinberg, R. (2018). *The State of Nonprofit Theory*. Association for Research on Nonprofit Organizations and Voluntary Action, Austin, TX, November 15-17.
- Castillo, E.A., Mitchell, C., and Zive, M.M. (2014). *Leading beyond fear: Storytelling as social alchemy*. International Leadership Association, San Diego, California, October 30-November 3 (organizer and presenter).
- Haight, L., Armstrong, J.P., Reams, J., Ellohart, E., and Castillo, E.A. (2014). *Creating collective reality to achieve multi-agency collaborations*. International Leadership Association, San Diego, California, October 30—November 3 (panel presenter).

Poster Presentations

- 2015 Abductive philanthropy: Managing risk without imposing control. Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, Illinois, November 19-21.
- 2013 Philanthropy as an activator of intangible capital: An innovative strategy for sustainability. Association for Research on Nonprofit Organizations and Voluntary Action, Hartford, Connecticut, November 21-23.

Teaching Presentations

- Castillo, E.A. (2019 June 4). Incorporating intangible assets into management education. Presented at Principles for Responsible Management Education (PRME) Regional Meeting North America, Jun 2-4, 2019. Weatherhead School of Management, Case Western Reserve University.
- Castillo, E.A. (2019 March 29). Stakeholder orientation. Conscious Capitalism ASU graduate workshop, Arizona State University.
- Castillo, E. A. (2018 February 12). *Teaching principles of humanistic management*. Learning Innovation Showcase, Arizona State University. Poster and video summary presentation available online at <https://istl.asu.edu/node/773>.

Teaching Experience

Arizona State University, *Leadership & Interdisciplinary Studies*

Nationally ranked top three program for online undergraduate Organizational Leadership degrees¹

Resource Allocation in Organizations (OGL 260, undergraduate online, Spring & Fall 2018; Spring 2019) *average evaluation score = 1.06 (1=highest)*

Re-designed financial resources course to include intangible assets. Content now covers multiple forms of capital (e.g., social, political, reputational capital); value creation/value extraction; stakeholders; systems and complexity theory; accountability, legitimacy, and social license; social accounting and integrated reporting; and ways to develop, allocate, and measure multiple forms of capital. Students in 2018 completed a socially embedded applied research project, contributing to a national database of annual report analyses of U.S. firms for the International Integrated Reporting Council.

Leadership Theory and Practice (OGL 300, undergraduate online, Spring 2017)
average evaluation score = 1.01 (1=highest)

Diversity and Organizations (OGL 350, undergraduate online, Fall 2016 and 2017)
average evaluation score = 1.02 (1=highest)

Guest Lectures—Graduate

Interdisciplinary Applied Learning Lab (BUS 593, CON 598, DSC 598), 09/25/18

Human Resources Management for Nonprofits (NLM 540), 11/13/17

Student Mentoring

- Faculty advisor, ASU Conscious Capitalism Club, graduate students, November 2018-present
- BIS 401: served as faculty supervisor for 24 undergraduate students 2016-present
- Provided academic and career mentorship to four graduate students (School of Sustainability, School of Public Service and Community Solutions, Herberger Institute for Design and the Arts)
- Provided career mentorship to 18 undergraduate Organizational Leadership and Interdisciplinary Studies students
- Research mentorship to PhD students and candidates, Humanistic Management PhD Network

University of San Diego

Introduction to Fundraising (Instructor - executive)
average evaluation score = 4.68 (5=highest)

Advanced Certificate in Executive Fundraising (Curriculum developer - graduate)
School of Leadership and Education Sciences, Department of Leadership Studies

Practice of Presence/Leadership Theory (Teaching Assistant – Undergraduate)
Leadership Theory (Teaching Assistant- Graduate)

Teaching Interests: Organizational leadership, resource allocation, business and society, nonprofit and philanthropic studies, public administration and policy, research methods.

¹ #1 on [College Choice](#), #2 at [TheBestSchools.org](#), #3 at [Best Colleges.com](#)

Professional Service

Association Leadership

Member, national steering committee—International Humanistic Management Association USA
 Participate in strategic planning and research projects; moderate questions for monthly Lunch and Learn webinars (c.f., <https://www.youtube.com/watch?v=0mZGoalUBx4>)
 At Large Member, Early Scholars section leadership team, ARNOVA (elected)
 Member, national database working group—International Integrated Reporting Council USA
 Member, critical theory Community Interest Group—ARNOVA

Journal Peer Reviewer publons.com/a/1322378/

Frontiers in Organizational Psychology (Review Editor)
 International Journal of Nonprofit and Voluntary Sector Marketing
 Nonprofit and Voluntary Sector Quarterly
 Journal of Nonprofit Education and Leadership
 Journal of Organizational Change Management
 Nonprofit Management & Leadership
 Global Economics and Management Review (2015)
 Evaluation and Program Planning (2014)

Conference Proposal Peer Reviewer

Academy of Management annual meeting (2016-present)
 International Leadership Association Annual Meeting (2015-2018)

Advisory Committees

Economic justice advisory committee, Nonprofit Quarterly (2019-present)
 Editorial advisory committee, Nonprofit Quarterly (2014-present)
 Guidestar User Advisory Committee (2015-16)

University Service

Member, ad hoc committee for adoption and implementation of the United Nations' *Principles for Responsible Management Education* (PRME)
 Member, planning committee for ASU 2019 Social Embeddedness conference
 Member, Faculty Annual Report committee (2018-2020)
 Member, Program Manager search committee (fall 2018)
 Member, Tenure-track faculty search committee, Arizona State University (2016-17)
 Member, Graduate Studies Committee, Arizona State University (2016-18)
 Member, Organizational Leadership degree task force (2018-present)
 Student Member, faculty search committee for tenure track professor, University of San Diego (2014)
 Member, Outstanding Leadership Book Award committee, University of San Diego (2013-2015)

Grant Reviewer

State of California, California Cultural and Historical Endowment (2006)
 California Department of Education's 21st Century Learning Program (2002)

Conference Session Chair

Academy of Management: Management, Spirituality, & Religion (2019); Social Issues in Management (2018)
 Association for Research on Nonprofit Organizations and Voluntary Action (2014-2017)
 West Coast Nonprofit Data Conference (2019)

Professional Memberships

Academy of Management (AOM). *Divisions*: Management, Spirituality, and Religion (MSR), Organizations and the Natural Environment (ONE), Public/Nonprofit (PNP), and Social Issues in Management (SIM)

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). *Sections*: Theories, Issues, and Boundaries (TIBS), Social Entrepreneurship & Enterprise (SEE), Early Scholars. *Interest Groups*: Critical Perspectives.

International Humanistic Management Association (IHMA)

Professional Development and Certificates

2018-19 Master Class for Teaching Online (Canvas), Arizona State University
Junior Faculty Development workshop, Social Issues in Management division, Academy of Management, August 2018, Chicago, IL.

2017-2018 Fractals & Scaling course, Santa Fe Institute Complexity Explorer MOOC
ASU Faculty Women’s Association—collaborative leadership panel (02/22/18)
Humanistic Management “Necessary Conversations” webinar series
Agent-based modeling for sustainability (SOS 591), Arizona State University
Applying complexity concepts to enhance innovation and global systems evaluation
Master Class for Teaching Online (Blackboard), Arizona State University

2016-2017 Provost’s Teaching Academy, Arizona State University
Independent Applying the QM Rubric Certificate, *Quality Matters*
Diversity Mentoring workshop, Arizona State University
Social Network Analysis methods workshop, ARNOVA
Dynamic modeling for the social sciences (PSY 576), Arizona State University
Agent-based modeling Winter School, ASU Center for Behavior, Institutions, and the Environment

2006 Certificate in Fundraising Management, The Fund Raising School, Lilly Family School of Philanthropy, Indiana University

Other Professional Experience

2009-2012 **Director of Development**, Balboa Park Cultural Partnership (San Diego, CA)
1999-2009 **Director of Foundation Relations**, San Diego Natural History Museum
1995-1998 **Director of Resource Development**, Clinicas de Salud del Pueblo (Brawley, CA)

- Raised over \$28 million for these organizations and partners, primarily through grants, major gifts, and government contracts. Coordinated research and development for new initiatives, including Park-wide membership collaborative business model. Responsible for marketing, membership, and government relations.
- Extensive experience in accounting, budget development, strategic planning, fiscal administration, data collection, program evaluation, and reporting. Expertise in developing and sustaining interagency collaborations with public, nonprofit, and private agencies. Experienced working in multi-cultural environments.
- Taught Grant Writing 101, Balboa Park Learning Institute

Organizational Development Consultant (2007-present)

Assist nonprofits with capacity building, program design, needs assessment, fundraising, strategic planning, group facilitation, and board development.

Evaluation Consultant (2015) *Audience Viewpoints / Balboa Park Cultural Partnership*

Conduct data collection for \$3 million arts-based innovation research project funded by the National Science Foundation.

Graduate Research Assistant (2013–2016) *Leadership Institute, University of San Diego*

Conduct research and evaluation projects independently and in collaboration with faculty and graduate students. Research projects included design and assessment of organizational development and leadership capacity building programs for a major arts organization in Southern California.

Community Service Highlights**Presentations**

Gifford, G. & **Castillo, E. A.** (2018). A capital idea: Reframing capacity building as capital building. Alliance for Nonprofit Management Capacity Building conference, Hartford, CT, October 11.

Trinh, M.P. & **Castillo, E.A.** (2017). Virtue ethics: An integration of Eastern and Western perspectives through the lens of complexity theory. Video produced for the Lincoln Center for Applied Ethics at Arizona State University, December 4. Available online at <https://vimeo.com/246886888>

Castillo, E. A. (2017). Building capacity: A multiple capitals approach. Lodestar Center for Philanthropy and Nonprofit Innovation 2017 Nonprofit Sustainability Conference, Arizona State University, October 18.

Castillo, E.A. (2014). Expanding the capitalization conversation: Creating a wheel of wealth creation for your nonprofit. Arizona State University Lodestar Center for Philanthropy and Nonprofit Innovation, November 5.

Castillo, E.A. (2011). Action research as a tool to explore new business models. Action Research Conference, University of San Diego, May 6.

Community Involvement

2018-present Ambassador, Conscious Capitalism Arizona; Democracy book club (Phoenix AZ); Integral Studies club (Phoenix AZ)

2018 Presentation to Inspirational Women's Group of Phoenix (01/17/18)

1996-2012 Pro bono grant preparation, City of Poway Kumeyaay-Ipai Interpretive Center and other community agencies. Generated \$1 million in federal and state funding for these organizations.

2010-12 Member, Biomimicry advisory committee, San Diego Zoo Global

2003 U.S. Forest Service national "Taking Wing" Award, Capacity Building Partnerships For mobilizing volunteer and collaborative funding support for the San Diego County Bird Atlas, a citizen science research project

2001 Madrina (mentor for Latina girls), Niñas de Aztlán, San Diego City Schools

Languages

Spanish (conversational/intermediate—spoken and written)

Academic Social Media:

Twitter: @eac_asu

LinkedIn: <https://www.linkedin.com/in/elizabeth-castillo-phd>