

Tamara Dimitrijevska-Markoski, Ph.D.
School of Public Affairs, University of South Florida

EDUCATION

- 2017 **Ph.D. in Public Affairs**, University of Central Florida, Orlando, Florida.
Track: Governance and Policy Research. Supervisor: Dr. Naim Kapucu
Dissertation: *Use of performance information by local government administrators: Evidence from Florida.*
- 2011 M.A. Central European University, Budapest, Hungary. Major: Human Rights.
2010 B.A. American University in Bulgaria, Blagoevgrad, Bulgaria.
Double major: Political Science and International Relations; European Studies.

PROFESSIONAL EXPERIENCE

- 2022- present Assistant Professor (tenure-track), University of South Florida.
2017-2022 Assistant Professor (tenure-track), Mississippi State University.
2013-2017 Graduate Teaching Assistant/Instructor, University of Central Florida.
2011-2013 Policy Analyst, Center for Research and Policy Making, Macedonia.

RECENT AWARDS

- 2020 Mississippi Chapter of the American Society for Public Administration. **Best paper award** for a paper co-authored with doctoral student Mobley Robert.
2019 Center for Community-Engaged Learning at Mississippi State University.
Community Engaged-Learning Fellow (\$1,000).

PUBLICATIONS

JOURNAL ARTICLES

- [16] **Dimitrijevska-Markoski, T.**, Nukpezah, J., & Azhar, A. (Accepted 2023). Service delivery during crisis: The effects of organizational capacity, collaboration, and public service motivation on organizational resilience. *Public Administration Quarterly*. (forthcoming)
- [15] Soujaa, I., Nukpezah, J., & **Dimitrijevska-Markoski, T.** (2023). A Balanced Scorecard approach to the Homeland Security Evaluation and Exercise Program. *Risk, Hazards, & Crisis in Public Policy* 1–15. <https://doi.org/10.1002/rhc3.12285>
- [14] **Dimitrijevska-Markoski, T.**, & Nukpezah, J. A. (2023). COVID-19 risk perception and support for covid-19 mitigation measures among local government officials in the U.S.: A test of cultural theory of risk. *Administration & Society*, 55(3), 351-380. <https://doi.org/10.1177/00953997221147243>
- [13] Azevedo, L., Haupt, B., & **Dimitrijevska-Markoski, T.** (2022). Operational challenges in a nonprofit network amid COVID-19: Lessons from a food network in Virginia. *Nonprofit Management and Leadership*, 33(2), 297-317. <https://doi.org/10.1002/nml.21540>

- [12] **Dimitrijevska-Markoski, T.** (2022). Reducing COVID-19 racial disparities: Why some counties make data-driven decisions and others do not? *Public Performance and Management Review*, 45(5), 1235-1257. <https://doi.org/10.1080/15309576.2022.2101131>
- [11] **Dimitrijevska-Markoski, T.**, Hall, J., & Azevedo, L. (2021). Implementation drivers of pay-for-success projects: The U.S. experience. *International Journal of Public Administration* 46(1), 32-42. <https://doi.org/10.1080/01900692.2021.1973494>
- [10] **Dimitrijevska-Markoski, T.**, & Nukpezah, J. (2021). Determinants of network effectiveness: Evidence from a Benchmarking Consortium. *International Journal of Public Sector Management* 35(1), 61-75. <https://doi.org/10.1108/IJPSM-06-2019-0175>
- [9] Nukpezah, J., French, E., **Dimitrijevska-Markoski, T.**, & Flomo, V. (2021). The moderating effects of organizational publicness on determinants of federal employee satisfaction. *Public Organization Review* 22, 883-901. <https://doi.org/10.1007/s11115-021-00555-z>
- [8] **Dimitrijevska-Markoski, T.** (2021). The impact of rational and political factors on performance measurement and its utilization: Analysis of municipal governments from Mississippi. *Local Government Studies* 49(2), 334-354. <https://doi.org/10.1080/03003930.2021.1976156>
- [7] Nukpezah, J., **Dimitrijevska-Markoski, T.**, & Soujaa, I. (2021). Response to local financial emergencies in Michigan: A new public management perspective. *International Journal of Public Sector Performance Management* 8(4), 361-380. <https://doi.org/10.1504/IJSPM.2021.10038741>
- [6] **Dimitrijevska-Markoski, T.**, Breen, D., Nukpezah, J., & Mobley, R. (2021). Strategic planning and management in small municipalities in Mississippi—Implementation, perceived benefits, and determinants of use. *Public Organization Review*, 3, 437-452. <https://doi.org/10.1007/s11115-020-00499-w>
- [5] **Dimitrijevska-Markoski, T.**, & French, E. (2019). Determinants of public administrators' use of performance information: Evidence from local governments in Florida. *Public Administration Review*, 79(5), 699-709. <https://doi.org/10.1111/puar.13036>
- [4] **Dimitrijevska-Markoski, T.** (2019). The impact of performance measurement and performance information use on municipal and county performance. *Public Administration Quarterly*, 43(1), 52-78. <https://paq.spaef.org/article/1870/>
- [3] **Dimitrijevska-Markoski, T.** (2018). Exploring municipal utilization of social media in performance measurement and management. *Public Administration Issues*, 2, 98-106. <https://vgmu.hse.ru/data/2018/11/01/1142776499/Dimitrijevska-Markoski%206-2018.pdf>
- [2] **Dimitrijevska-Markoski, T.** (2016). Social impact bonds: A new tool for governance of social programs – Evidence from UK, US, and Australia. *International Journal of Public Policy*, 12, 261-275. <https://doi.org/10.1504/IJPP.2016.079741>
- [1] **Dimitrijevska-Markoski, T.** (2014). Long-term governance of the common core network: What is suitable for Florida? *International Journal of Governance*, 4(1), 1-9.

BOOK CHAPTERS AND ENCYCLOPEDIA ARTICLES

- [3] Feder, L., & **Dimitrijevska-Markoski, T.** (2021). Evidence-Based Practice. In Barnes, J.C., and Forde, D. R (Eds). *The Encyclopedia of Research Methods and Statistical Techniques in Criminology and Criminal Justice*. (2nd ed., pp. 609-611). Wiley. <https://doi.org/10.1002/9781119111931.ch119>
- [2] **Dimitrijevska-Markoski, T.**, & Martn, L. (2019). Pay-for-success contracting. In Martin, L and Schick., R. (Eds), *Human Services Contracting: A Public Solutions Handbook*. (pp. 28-36). UK: Routledge. <https://doi.org/10.4324/9781351017237>
- [1] **Dimitrijevska-Markoski, T.**, & Daskalovski, Z. (2018). Assisting media democratization after low-intensity conflict: The case of Macedonia. In Jusic, T., & Iron, K. (Eds.), *Media Assistance in Western Balkans*. (pp. 133-157). Hungary: Central European University Press. <https://www.jstor.org/stable/10.7829/j.ctvbd8kkc>

REPORTS AND POLICY BRIEFS

- [5] **Dimitrijevska-Markoski, T.**, and Martin, L. (2017). The use of performance measurement data: A survey of FBC member governments. *Report produced for the Florida Benchmarking Consortium*.
- [4] **Dimitrijevska-Markoski, T.**, and Daskalovski, Z. (2013). Assisting media democratization after low-intensity conflict: The case of Macedonia. Working Paper Series on International Media Assistance in the Western Balkans, Working Paper 5/2013. *Analitika – Center for Social Research & CRPM - Center for Research and Policy Making*.
- [3] Mickovska Raleva, A., **Dimitrijevska, T.** (2013). Gender equality in EU: How does Macedonia compare? *EU Policy Briefs: Konrad-Adenauer-Stiftung & Center for Research and Policy Making*.
- [2] Risteska, M., Mickovska-Raleva, A., **Dimitrijevska, T.**, Risteska, B., Kadunkova, D., Georgieva, R., Prohaska, M., Slavov, S. (2012). Shadow report on anti-discrimination. *Center for Research and Policy Making & Center for Economic Development*. Published in Macedonian, English, and Albanian language.
- [1] Yakova, L., Pagovski, Z., **Dimitrijevska, T.**, & Naydenova, E. (2009). Lead, empower, change: Identification of the problems and needs of youth in Blagoevgrad. *American University in Bulgaria*.

MANUSCRIPTS AND BOOK CHAPTERS UNDER REVIEW

- [3] Nukpezah, J., Soujaa, I., & **Dimitrijevska-Markoski, T.** Institutional isomorphism and web-based climate risk disclosures by Florida's local governments. *International Public Management Journal*. (Under Review).
- [2] **Dimitrijevska-Markoski, T.**, Nukpezah, J., & Whaley, K. Human Capital, financial capacity, and social risk determinants of the academic performance of students with disabilities. *International Journal of Public Administration*. (Under Review).

- [1] **Dimitrijevska-Markoski, T.** Performance Assessment of Public Service Delivery. In Reddick, C., and Demir, T. Handbook of Public Service Delivery. Edward Elgar Publishing. (Under Review).

TEACHING

COURSES TAUGHT at USF

- PAD 6227: Public Budgeting (Fall 2022)
PAD6105: Organizational Theory and Leadership/Public Organizations and Change (Spring 2023, Spring 2024)
PAD6934: Tools of Government (Summer 2023)
PAD5700: Research Methods in Public Administration (Fall 2023)
PAD6934: Public Sector Performance Management (Fall 2023)
PAD6307 Policy Design and Implementation (Spring 2024)

GRADUATE COURSES TAUGHT at MSU and UCF

- PPA9903: Public Policy Formulation and Implementation (spring 2019, spring 2021)
PPA8990: Special Topic in PPA- Strategic Change and Management (summer 2020, summer 2021)
PPA8903: Public Policy (fall 2019, fall 2020, fall 2021)
PPA8733: Public Program Evaluation (spring 2018, spring 2019, spring 2020, spring 2021)
PAF7317: Social Inquiry and Public Policy (spring 2015), GTA
PAF7802: Advanced Research Methodology for Public Affairs (fall 2014), GTA
PAD 6701 Analytic Techniques for Public Administration (spring 2017), GTA
Involved in curriculum and course development of the PAF Doctoral Program at UCF (fall 2013, spring 2014, summer 2014)

UNDERGRADUATE COURSES TAUGHT at MSU and UCF

- PS2703: Introduction to Public Policy (fall 2017, spring 2018, fall 2018, fall 2019, spring 2020, summer 2020, fall 2020, fall 2021)
PAD3003: Public Administration in American Society (summer 2017)
PAF4754: Interdisciplinary Leadership in Public Affairs (fall 2014; spring 2015, fall, 2016, spring 2017)

PRESENTATIONS

PAPERS AT CONFERENCES

- Dimitrijevska-Markoski, T., and Nukpezah, J. (April 12-16, 2023). *The impact of organizational capacity on academic achievement of students with developmental disabilities: Recommendations for public managers*. World Social Science Association, Tempe, Arizona.

- Dimitrijevska-Markoski, T., Nukpezah, J., & Azhar, A. (March 20-24, 2023). *Service delivery during crisis: The impact of capacity and public service motivation on organizational resilience*. American Society for Public Administration Annual Conference. Online.
- Dimitrijevska-Markoski, T., & Nukpezah, J. (March 18-22, 2022). *COVID-19 risk perception and support for mitigation measures among local government officials: Test of cultural theory of risk*. American Society for Public Administration Annual Conference. Jacksonville, Florida.
- Dimitrijevska-Markoski, T. (April 9-15, 2021). *Does cultural bias explain the adoption of COVID-19 mitigation measures? Examining the mediating effect of risk perception*. American Society for Public Administration Annual Conference. Online.
- Dimitrijevska-Markoski, T. (March 19, 2021). *The impact of organizational learning and organizational culture on performance information use for reducing racial disparities: Study of local governments' response to COVID-19*. UCF Public Administration Research Conference. Online.
- Dimitrijevska-Markoski, T., & Mobley, R. (2020). *Use of strategic planning and management across rural municipalities in Mississippi*. Mississippi Chapter of the American Society for Public Administration Conference, Starkville, Mississippi.
- Dimitrijevska-Markoski, T. (September 5-7, 2019). *The state of strategic planning and management among elected officials in Mississippi*. Southeastern Conference for Public Administration. Baton Rouge, Louisiana.
- Dimitrijevska-Markoski, T., French, E., and Breen, J. (November 8-10, 2018). *The impact of rational and political factors on performance measurement adoption and performance information use: Analysis of elected officials from Mississippi*. Association for Public Policy Analysis and Management Fall Research Conference. Washington, DC.
- Dimitrijevska-Markoski, T., Potter, M., & Clark-Hough, K. (September 21-23, 2018). *The state of performance management theory: Content analysis of top public administration journals*. Southeastern Conference for Public Administration. Birmingham, Alabama.
- Dimitrijevska Markoski, T., & Hall, J. (March 9-13, 2018). *Realizing the promise of pay-for-success projects: Examination of critical factors for effective management*. American Society for Public Administration Annual Conference. Denver, Colorado.
- Dimitrijevska-Markoski, T. (November 2-4, 2017). *The effect of performance measurement and use of performance data on government performance*. Association for Public Policy Analysis and Management Fall Research Conference, Chicago, IL.
- Haupt, B. & Dimitrijevska-Markoski, T. (October 4-7, 2017). *The importance of sub-national governments: Reorganization of roles and responsibilities*. Southeastern Conference for Public Administration. Hollywood, FL.
- Dimitrijevska-Markoski, T. (June 8-10, 2017). *Determinants of public administrators' use of performance data: Evidence from local governments in Florida*. Public Management Research Conference. Washington, DC.

- Dimitrijevska-Markoski, T. (April 7, 2017). *Network outcomes: The impact of network participation*. UCF Annual Public Administration Research Conference. Orlando, Florida.
- Dimitrijevska-Markoski, T. (March 17-21, 2017). *Network analysis of the Florida Benchmarking Consortium: Lessons for public managers*. American Society for Public Administration Annual Conference. Atlanta, GA.
- Dimitrijevska-Markoski, T. (November 3-5, 2016). *Use of performance information by public administrators for government effectiveness*. Association for Public Policy Analysis and Management Fall Research Conference. Washington, DC.
- Dimitrijevska-Markoski, T. (April 8, 2016). *Use of Facebook to collect and share performance information: Evidence from local governments in Florida*. UCF 10th Annual Public Administration Research Conference. Orlando, Florida.
- Dimitrijevska-Markoski, T. (March 17-22, 2016). *Design science approach to performance management in the public sector*. Presented at the American Society for Public Administration Annual Conference. Seattle, Washington.
- Burg, M., Alraqhas, Y., Bergeron, M., Cicale, C., Dimitrijevska-Markoski, T., Fraser, M., Grimes, G., Haupt, B., Helligso, J., Kattan, W., Lan, Q., Smith, J., Tyler, V. (January 13-17, 2016). *The challenge of deconstructing media's influence in controversial social legislation: The case of medical marijuana*. Society for Social Work and Research 20th Annual Conference. Washington, DC.
- Dimitrijevska-Markoski, T. (September 30-October 3, 2015). *Social impact bonds: A new tool for governance of social programs: Evidence from UK, US, and Australia*. Southeastern Conference for Public Administration. Charleston, South Carolina.
- Dimitrijevska-Markoski, T. (March 31, 2015). *Increasing efficiency and effectiveness of Orange County Fire Department: Examination of alternatives*. UCF Graduate Student Forum. Orlando, Florida.
- Dimitrijevska-Markoski, T. (March 28, 2015). *Walt Disney World: The ultimate public-private partnership*. Florida Political Science Association Annual Meeting. Orlando, Florida.
- Dimitrijevska, T. (May 18-19, 2012). *Minority rights: Examination of Roma's legal protection on the Balkans*. International Young Researchers Conference on Law. Tirana, Albania.

INVITED LECTURES AND PRESENTATIONS

- Dimitrijevska-Markoski, T & Stavres T. Michael. (October 26, 2023). *Making data-driven decisions in local government to achieve performance and equity*. Let's talk performance webinar. National Center for Public Performance. (Online).
- Dimitrijevska-Markoski, T. (September, 26, 2019). *PAR Webinar*. American Society for Public Administration. Online.
- Dimitrijevska-Markoski, T. (June 29- July 1, 2018). *Introduction to public policy and policy analysis*. Lecture at the School of Public Policy Mother Theresa, Ohrid, Macedonia.

- Dimitrijevska-Markoski, T. (May 24-25, 2013). *Public administration reform in Macedonia with particular focus on the process of decentralization*. Presentation at the Hungarian Presidency of the CEI 2013: Crisis Management and the Politics of Reform in Central and Eastern Europe. Budapest, Hungary.
- Dimitrijevska-Markoski, T. (May 14-15, 2013). *Organizational development of analytical centers*. Kiev, Ukraine.
- Dimitrijevska-Markoski, T. (December 7-9, 2012). *Gender equality in labor relations: Prejudices, truths, and mechanisms for protection*. Lecturer at Alumni Session of the Mother Theresa School of Public Policy. Mavrovo, Macedonia.
- Dimitrijevska, T. (November 7-8, 2012). *Antidiscrimination in practice*. Presentation at the International Conference on Antidiscrimination. Skopje, Macedonia.
- Dimitrijevska, T. (September 21, 2012). *Antidiscrimination: Concepts and mechanisms for protection*. Training for capacity building of local administrators. Ohrid, Macedonia.
- Dimitrijevska, T. (September 18, 2012). *Antidiscrimination: Concepts and mechanisms for protection*. Training for capacity building of NGO activists and trade union representatives. Shtip, Macedonia.
- Dimitrijevska, T. (May 25-27, 2012). *Human rights in the Balkans*. Presentation at the Balkan Youth Forum for Tolerance. Nish, Serbia.

GRANTS AND AWARDS

GRANTS

- Regional Research Promotion Programme (RRPP) funded by the Swiss Agency for Development and Cooperation (SDC) operated by University of Fribourg, 2013(\$24,458)
- Delegation of the European Union in Skopje, 2012 (\$123,570)

AWARDS

- USF, College of Arts and Sciences, CAS-ORS Fall 2023 Conference Presenter Support Award.
For travel in spring 2024, (\$750)
- College of Arts and Sciences ACADEX/ORED Faculty Research Support Program, Mississippi State University, 2018, 2019 (\$1,000 x 2 years)
- UCF Graduate Dean's Fellowship (\$4000 x 4 years), 2013-2017, (\$16,000)
- Dr. Thomas T.H. Wan Endowed Scholarship, 2017 (\$1,000)
- UCF College of Graduate Studies Presentation Fellowship, 2016 (\$500)
- UCF Student Government Conference Registration and Travel, 2016 (\$ 250)
- PAF Student Travel Assistance, 2016 (\$800)
- UCF College of Graduate Studies Presentation Fellowship, 2015 (\$500)
- COHPA Doctoral Scholarship, 2014-2015, (\$2,000)
- Open Society Institute Global Supplementary Grant, 2013 (\$4,000)
- Assistantship, University of Central Florida. Includes: tuition waiver, health insurance, and a stipend of \$8,800-10,000 per year, 2013-2017
- Open Society, Think Tank Fund (TTF), 2012, (\$960)

Fellowship for graduate studies, Central European University, Hungary. Includes: Tuition of approximately \$14,000, health insurance, housing, and a monthly stipend of \$200 x 12 months, 2010-2011

Tuition waiver, 50% merit-based, American University in Bulgaria, 2006-2010, (approximately \$21,700).

PROFESSIONAL DEVELOPMENT

Online teaching certification. USF Innovative Education, Digital Learning, 2022

Community-Engaged Learning (CEL). Mississippi State University, 2019

New Faculty Mentorship Program. Mississippi State University, 2017-2018

From Data Inaction to “Data IN Action”. Florida Benchmarking Consortium, Oviedo, 2016

Intellectual Property Rights, University of Central Florida, Orlando, 2015

Authorship, Credit and Collaborative Scholarship and Research: Ethical Pitfalls to Avoid, University of Central Florida, Orlando, 2014

Doing the Right Thing: What Every Graduate Student Should Know about Research Misconduct, University of Central Florida, Orlando, 2014

Ethical and Legal Issues in Teaching, University of Central Florida, Orlando, 2014

Preparing Tomorrow's Faculty. Faculty Center for Teaching and Learning, University of Central Florida, Orlando, 2014

OSF Global Supplementary Grant Program: Spring Conference. New York, NY, 2014

Academic Writing Workshop. Skopje, Macedonia, 2013

Leadership Development Programme: Southeast Europe and the EU. Slovakia, Austria & Belgium, 2012-2013

Future EU Leader's Academy. What Europe in 2020?. Prague, Czech Republic, 2012

Study Visit- Enhance your CSO's Role in Addressing Policy Issues. Warsaw, Poland, 2012

Creation of Gender Statistic Useful for Policy-Making Process. Skopje, Macedonia, 2012

Courts in Dialogue, European Court for Human Rights. Strasbourg, France, 2011

Management of Youth Projects, Better Community Club. Blagoevgrad, Bulgaria. 2008

EU Project Writing, European Society. Blagoevgrad, Bulgaria, 2008

SERVICE

SPA SERVICE AT UNIVERSITY OF SOUTH FLORIDA

MPA Committee (2022-IP).

MPA Advisory Board (2022-IP).

SPA Faculty Advisory Committee (2023-IP).

Involved in the Self-Study for the NASPAA reaccreditation of the MPA program (2023).

PSPA DEPARTMENT SERVICE AT MISSISSIPPI STATE UNIVERSITY

MPPA Core Committee Member at Mississippi State University (2017-2022).

Pi Alpha Alpha Advisor at Mississippi State University (2017-2019).

Graduate Financial Awards Committee member (2018-2019).

Ph.D. Committee (2019-2022).

SERVICE TO THE PROFESSION AND THE COMMUNITY

Chair of Organizing Committee of the Mark Holzer Symposium 2023/2024.

USF'S Great American Teach-In Day. 2023.

Treasurer. ASPA Section on Public Performance Management. 2022-IP.

Organizing Committee Member of the Mark Holzer Symposium 2022/2023.

Manuscript Reviewer for Public Administration Review, Journal of Public Administration Research and Theory, Public Administration Quarterly, International Journal of Public Leadership, Public Management Review, Nonprofit Management & Leadership, Social Service Research, and others.

Evaluator for the Eight Global E-Governance Survey, conducted by the E-Governance Institute at the Institute for Public Service, Suffolk University, 2018

Judge at the 16th Annual Graduate Student Research Symposium (GSRS) at Mississippi State University, 2018

Moderator/ Discussant at the 9th Annual UCF Public Administration Research Conference. Orlando, Florida, 2015

Member of the conference planning committee of the International Conference: Women's Perspectives in the Labour Market in the Balkans. Prishtina, Kosovo, 2013

Chair of the planning committee of the Study visit: Bulgarian Antidiscrimination Practices and Mechanisms for Protection. Sofia, Bulgaria, 2012

PH.D. IN PUBLIC POLICY AND ADMINISTRATION DISSERTATION COMMITTEES

Latara Arterberry (Ph.D. Student), Committee Member.

Bryan Farrell (Ph.D. Student), Committee Member.

M.A. IN POLITICAL SCIENCE COMMITTEES

Subrina Oswald (M.A. Student), Committee Member. (Graduated 2021)

Dazhia Stewart (M.A. Student), Committee Member.

SKILLS AND COMPETENCIES

Computer Competency: Microsoft Office (Word, Excel, PowerPoint), Prezi.

Methodology Competency: Statistical Package for the Social Sciences (SPSS), Analysis of Moment Structures (AMOS), Predictive Modeling (DTreg), Data Envelopment Analysis (MAX DEA), Qualitative data analysis software NVivo.

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

American Society for Public Administration (ASPA)

Public Management Research Association (PMRA)

Association for Public Policy Analysis and Management (APPAM)