

## ROBERT M FRAZIER

### EDUCATION

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<p><b>Liberty University College of Business</b>  <i>Ph.D. Candidate, Organization &amp; Management (Leadership), 3.97</i></p> <p>Dissertation: “<i>Calling and Capacity: A Quantitative Correlational Study of Turnover and Performance in U.S. Faith-Based Nonprofit SMEs</i>”</p> <p>Committee: Jeremy Pickwell (Chair), MeLisa Rogers (Methodologist), John Obradavish (Member)</p>	Ph.D.	2026
<p><b>Tennessee Technological University Graduate College</b>  <i>Strategic Leadership, 4.0</i></p>	M.P.S.	2024
<p><b>Tennessee Technological University Graduate College</b>  <i>Graduate Certificate, Strategic Leadership</i></p>	PGCert	2023
<p><b>Western Governors University</b>  <i>Business Administration</i></p>	M.B.A	2024
<p><b>Tennessee Technological University</b>  <i>Organizational Leadership, 3.6</i></p>	B.S.	2023
<p><b>Motlow State Community College</b>  <i>General Studies</i></p>	A.S.	2021

### POSITIONS

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<i>Data &amp; Research Support Assistant</i>	Wellbeing & Equity Innovations	2026 -
<i>Data Analyst &amp; Implementation Specialist</i>	Power of Putnam	2025 -
<i>CEO</i>	The Empiris Group	2025 -
<i>Director of Development</i>	This is Living Ministries	2023 -
<i>Media Strategist</i>	Power of Putnam	2023 - 2024
<i>CEO</i>	Signature Media Group	2023 - 2024
<i>Reentry Coordinator</i>	Next Step for Life	2020 - 2021
<i>Church Technology Officer</i>	PG Fellowship	2020 - 2023

## CERTIFICATIONS

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<b>Collaborative Institutional Training Initiative (CITI Program)</b> <i>Certification in Social/Behavioral Research</i> (Record ID: 71487356)	2025
<b>Council for Six Sigma Certification</b> <i>Six Sigma White Belt</i>	2025
<b>Elsevier Researcher Academy</b> <i>Certified Peer Reviewer</i>	2024
<b>Nonprofit Leadership Alliance</b> <i>Certified Nonprofit Professional (CNP)</i>	2023
<b>National Association of Nonprofit Organizations &amp; Executives</b> <i>Certified Nonprofit Executive (CNE)</i>	2023

## SPECIALIZATION

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Quantitative research and strategy  
 Practitioner research on nonprofit management, sustainability, and leadership  
 Organizational behavior  
 Firm and economic-level impact of second chance hiring and smart decarceration.  
 Strategy and the firm

## PUBLICATIONS

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### In Press or Published Peer-Reviewed Journal Articles

\*denotes student co-author.

1. **Frazier RM (2026)**, When strategy stalls: applying the diminishing returns curve to planning decisions. *Strategy & Leadership*, Vol. 54 No. 2 pp. 255–265, doi: <https://doi.org/10.1108/SL-05-2025-0116>

### Peer-Reviewed Books

1. **Frazier, Rob** (in review). *Stratagem: A treatise on the geometry of power, influence, and decision*. Emerald Publishing

### Manuscripts in Progress

1. **Frazier, Rob** (2025). *Calling and capacity: A quantitative correlational study of turnover and performance in U.S. faith-based nonprofit SMEs*. (Doctoral dissertation, Liberty University).

## Professional Publications

1. “Tech took us there.” Tennessee Tech University Featured Alumni Profile, 2024  
<https://www.tntech.edu/univadv/cac/ttut-featured-alumni-pages/rob-frazier.php>

## CONFERENCE PRESENTATIONS AND INVITED TALKS

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**Frazier, R. M.** (2025, January). *Innovate to Elevate: Harnessing strategic frameworks and entrepreneurial methods for sustainable impact*. Presented at **ELEVATE 2025**, Nonprofit Leadership Alliance.

## RESEARCH EXPERIENCE

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**Wellbeing and Equity Innovations**  
*Data and Research Support Assistant*  
**This is Living Ministries, Inc.**  
*Director, Research Division*

Hygiene, CO  
2026-  
Cookeville, TN  
2024-

## TEACHING EXPERIENCE

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**Tennessee Community Resource Board**  
*Lead facilitator, Job Readiness and Mock Interviews*

## PROFESSIONAL MEMBERSHIPS

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**Nonprofit Leadership Alliance**  
*Member*

Kansas City, MO

## SKILLS AND AREAS OF EXPERTISE

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**Soft Skills**      Adaptability, communication, teamwork, collaboration, problem-solving

**Hard Skills**      **Leadership & Strategy** – Strategic planning, organizational design, change management, and program evaluation.

**Research & Analytics** – Quantitative and qualitative research, data analytics, decision modeling, and technical peer review.

**Human Capital & Development** – HR management, workforce training, conflict resolution, negotiation.

**Financial & Technical Competence** – Grantsmanship, financial management, data-driven strategic marketing.

**Software** Microsoft Office, Power BI, Google Workspace, Jamovi, SPSS, R Studio, Spyder Notebook, Canvas, Canva, D2L, Wix, CMS, JASP, RedCap, Zotero/Endnote, RedCap, Rayann, Stata

## VOLUNTEER SERVICE

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**Power of Putnam** February 2024

- Assisting the primary prevention drug coalition with strategic planning processes, the DEA National Drug Takeback, marketing, and resource dissemination.

**Safe Haven Recovery Program** January 2023

- Provided technical assistance, including filing of a nonprofit.

**New Beginning Assembly of God**

- Participated in all church outreaches, including food giveaways.
- Administrate church media systems and in-house digital experiences in collaboration with the volunteer team.

## PROFESSIONAL SERVICE

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**Putnam County Regional Health Council** December 2024–Present  
*Vice Chair*

- Serve as the vice chair of Putnam County Health Council in collaboration with the state and local Department of Health.

**Tennessee Community Resource Board** December 2024–Present  
*Voting Member*

- The TCRB is an advisory board established according to the legislative authority of TCA 41-10-105. This board exists to coordinate and assist the TN Department of Corrections and Board of Parole with volunteer resource utilization, assisting the formerly incarcerated, and helping returning citizens to successfully reintegrate into society.

**Course Design, “Skills for a Fresh Start”**

Motlow State Community College, Feb 2025

- Developed a research-driven online course in collaboration with the dean of workforce development at Motlow State Community College, a course emphasizing the latest evidence on signaling stability, desistance, and employability to prospective employers.

**Book of Hope Reentry Workbook**

Tennessee Department of Corrections, January 2025

- Co-authored and designed reentry workbook for returning citizens in collaboration with the Tennessee Department of Corrections Office of Reentry to be utilized at all Tennessee State prisons for mock interview training.

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