

Robert M. Frazier, Ph.D., MBA, MPS

Quantitative scientist and scholar-practitioner specializing in justice, reentry, organizational, and behavioral-health research, with expertise in complex evaluation and applied quantitative methods.

Fellow of the Royal Statistical Society.

EDUCATION

Ph.D. in Organization and Management (Leadership) <i>Liberty University, College of Business</i> GPA: 3.97; Graduate with High Distinction. Dissertation: <i>Calling and Capacity: A Study of Turnover, Performance, and the Moderating Role of Leadership Support in U.S. Faith-Based Nonprofit SMEs.</i> ProQuest No. 3375080001.	2026
Master of Business Administration (M.B.A.) <i>Western Governors University</i>	2024
Master of Professional Studies (M.P.S.) in Strategic Leadership <i>Tennessee Technological University, College of Graduate Studies</i> GPA: 4.00.	2024
Post-Graduate Certificate in Strategic Leadership <i>Tennessee Technological University, College of Graduate Studies</i>	2023
Bachelor of Science in Organizational Leadership <i>Tennessee Technological University</i> GPA: 3.60.	2023
Associate of Science in General Studies <i>Motlow State Community College</i>	2021

RESEARCH POSITIONS

Quantitative Scientist <i>Wellbeing & Equity Innovations, Hygiene, Colorado</i> Conduct quantitative research across justice, reentry, behavioral health, and well-being studies, including federally sponsored research within the Justice Community Overdose Innovation Network (JCOIN). Contribute to randomized controlled trials, multisite evaluations, statistical modeling, data management and validation, analytic documentation, and the translation of findings for scientific, policy, and practitioner audiences.	July 2026–Present
Quantitative Research Fellow <i>Wellbeing & Equity Innovations, Hygiene, Colorado</i> Supported quantitative research, data preparation and validation, statistical analysis, analytic documentation, and applied evaluation activities across justice, reentry, and well-being projects.	January 2026–July 2026
Director, Research Division <i>This is Living Ministries, Cookeville, Tennessee</i> Direct practitioner research, program evaluation, instrument development, and evidence-informed strategy related to reentry, nonprofit sustainability, organizational leadership, and participant outcomes.	2024–Present

SPONSORED RESEARCH EXPERIENCE

Justice Community Overdose Innovation Network (JCOIN)

2026–Present

Quantitative Scientist, Project Personnel | Wellbeing & Equity Innovations

Serve as budgeted quantitative research personnel on JCOIN, funded through the National Institutes of Health Helping to End Addiction Long-term (NIH HEAL) Initiative and managed by the National Institute on Drug Abuse (NIDA). Contribute quantitative methods, statistical analysis, analytic documentation, and scientific dissemination supporting research at the intersection of substance use, behavioral health, and criminal-legal systems.

RESEARCH INTERESTS

Organizational behavior; employee retention and turnover; leadership support; organizational performance; strategic decision-making; nonprofit management and sustainability; reentry and criminal-legal system outcomes; substance use disorder and overdose prevention; implementation science in criminal-legal settings; second-chance employment; and multidimensional well-being.

PEER-REVIEWED PUBLICATIONS

2. Henderson, H., DeAngelo, G., Pettus, C., Bourgeois, J. W., Fulmer, R., Ayon, T., Quandt, R., Krouse, M., & **Frazier, R. M.** (in press). Implementation matters: A multi-jurisdictional cost-benefit and implementation analysis of the intersection between prosecutor-led diversion programs and racial disparities. *Journal of Economics, Race, and Policy*.
1. **Frazier, R. M.** (2026). When strategy stalls: Applying the diminishing returns curve to planning decisions. *Strategy & Leadership*, 54(2), 255–265. doi:10.1108/SL-05-2025-0116.

BOOKS AND MANUSCRIPTS IN PROGRESS

Book Project

Frazier, R. M. *Stratagem: A Treatise on the Geometry of Power, Influence, and Decision*. Book proposal under revision for Emerald Publishing.

Manuscript in Preparation

Frazier, R. M., Pettus, C., & Le, J. Veeh, C. (2026). Beyond recidivism: Reframing reentry evaluation through multidimensional well-being: preliminary evidence from a multistate randomized controlled trial. Manuscript in preparation.

SELECTED RESEARCH AND EVALUATION PROJECTS

Missouri State Public Defender Attorney Retention Project

2026–Present

Quantitative Analyst | Wellbeing & Equity Innovations

Conduct quantitative analysis for a statewide retrospective study of attorney retention using administrative workforce data. Develop survival and regression models, analytic documentation, and clear findings to examine organizational and workforce factors associated with retention and attrition.

Five Keys Randomized Controlled Trial: Phase I Analysis

2026–Present

Quantitative Analyst | Wellbeing & Equity Innovations

Conduct Phase I analysis for a multi-state randomized controlled trial involving over 4,000 participants. Apply longitudinal mixed-effects models to examine changes in multidimensional well-being over time and across implementation contexts.

TEACHING AND CURRICULUM DEVELOPMENT

Lead Facilitator, Job Readiness and Mock Interviews

Tennessee Community Resource Board

Facilitate employment-readiness instruction, professional communication, and structured mock interviews for justice-impacted participants.

Course Developer, *Skills for a Fresh Start*

February 2025

Motlow State Community College

Developed a research-informed online course in collaboration with the dean of workforce development, emphasizing evidence on signaling stability, desistance, employability, and professional readiness.

Co-Author and Designer, *Book of Hope Reentry Workbook*

January 2025

Tennessee Department of Correction, Office of Reentry

Co-authored and designed a statewide reentry workbook for mock-interview training and employment preparation in Tennessee state prisons.

CONFERENCE PRESENTATIONS AND INVITED TALKS

Frazier, R. M. (2025, January). *Harnessing strategic frameworks and entrepreneurial methods for sustainable impact*. Conference presentation at ELEVATE 2025, Nonprofit Leadership Alliance.

PROFESSIONAL LEADERSHIP AND APPLIED PRACTICE

Chief Executive Officer, *The Empiris Group*

2025–Present

Director of Development, *This is Living Ministries*

2023–Present

Data Analyst and Implementation Specialist, *Power of Putnam*

2025–2026

Media Strategist, *Power of Putnam*

2023–2024

Chief Executive Officer, *Signature Media Group*

2023–2024

Church Technology Officer, *PG Fellowship*

2020–2023

Reentry Coordinator, *Next Step for Life*

2020–2021

PROFESSIONAL, EDITORIAL, AND PUBLIC SERVICE

EDITORIAL SERVICE

Peer Reviewer

Strategy & Leadership

Provide scholarly peer review in strategy, leadership, and organizational decision-making.

GOVERNANCE AND PUBLIC SERVICE

Vice Chair

2025–2026

Putnam County Regional Health Council

Serve in collaboration with the Tennessee Department of Health and local public-health partners.

Voting Member

2024–Present

Tennessee Community Resource Board

Support the Tennessee Department of Correction and Board of Parole in coordinating volunteer resources, reentry assistance, and successful community reintegration pursuant to Tenn. Code Ann. § 41-10-105.

COMMUNITY SERVICE

Volunteer Support

2024

Power of Putnam

Supported strategic planning, the DEA National Prescription Drug Take Back initiative, marketing, and resource dissemination.

Technical Assistance Volunteer

2023

Safe Haven Recovery Program

Provided nonprofit-formation and organizational support.

Outreach and Media Volunteer

New Beginning Assembly of God

Supported community outreach, food distribution, and church media systems.

CREDENTIALS AND PROFESSIONAL DEVELOPMENT

Statistics II: Statistical Inference

2026

London School of Economics and Political Science, via edX

Verified course credential .

Certification in Social/Behavioral Research

2025

Collaborative Institutional Training Initiative (CITI Program)

Record ID: 71487356.

Six Sigma White Belt

2025

Council for Six Sigma Certification

Certified Peer Reviewer

2024

Elsevier Researcher Academy

Certified Nonprofit Professional (CNP)

2023

Nonprofit Leadership Alliance

Certified Nonprofit Executive (CNE)

2023

National Association of Nonprofit Organizations & Executives

PROFESSIONAL MEMBERSHIP

Fellow

Royal Statistical Society

Member

American Economic Association

Member

Nonprofit Leadership Alliance

METHODOLOGICAL AND TECHNICAL EXPERTISE

Research Design

Experimental and quasi-experimental design; randomized controlled trials; cross-sectional and longitudinal studies; complex program evaluation; implementation analysis; implementation science; survey research; and applied organizational research.

Statistical Methods	Generalized linear models and generalized linear mixed models (GLMs/GLMMs); multilevel and hierarchical linear modeling; structural equation modeling; survival and event-history analysis; competing-risks survival analysis; causal inference and propensity score methods; moderation, mediation, and interaction analysis; multiple imputation; psychometric assessment and scale validation; nonparametric and resampling methods; Monte Carlo and quantum-randomized power analysis; and robustness and sensitivity analysis.
Research Operations	Data management and validation; analytic planning; codebook and variable specification; reproducible documentation; results interpretation; technical reporting; writing for peer-reviewed publication; scientific dissemination; and stakeholder-facing translation of evidence.
Statistical Programming and Analysis	R/RStudio; SPSS; Stata; Python; Jamovi; and JASP.
Data Management, Visualization, and Research Infrastructure	REDCap; Power BI; reproducible analytic workflows; data validation; codebook development; research-data documentation; eRA Commons; SciENCv; and My NCBI.
Research and Evidence-Synthesis Platforms	Zotero; EndNote; Amazon Web Services; Amazon Mechanical Turk (MTurk); and Rayyan.
Teaching, Collaboration, and Administrative Platforms	Canvas; D2L; Microsoft 365; and Google Workspace.

SELECTED INSTITUTIONAL MEDIA FEATURE

Tennessee Tech University. (2024). *From felony to 4.0, two-time graduate says Tennessee Tech gave him a second chance. Tech Took Us There* alumni feature. [View institutional profile](#) .