

**JAMES D. SLACK, Ph.D., Ph.D.**

Office: Department of Public Policy and Administration  
College of Public Affairs  
Jackson State University  
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Jackson, MS 39201

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Home: 1255 Atkins Trimm Blvd.  
Hoover, AL 35226

Born: September 16, 1952  
Oberlin, Ohio

Wife, Janis  
Children, Sarah & Samuel

**EDUCATION**

Ph.D. (1981) & M.A. (1976) Miami University  
Political Science

B.A. (1975) The Ohio University  
Government

Ph.D. (2012) Christian Counseling (Crisis & Abuse Therapy), the National Christian Counseling Association (through Cornerstone University)

Licensing (2013) Pastoral Counseling, National Christian Counseling Association

**AREAS OF INTEREST**

Death Policy & Life Policy  
Corrections Policy & Adm.  
Research Methods  
Public Sector Ethics  
Public Workplace Law

Public Sector Ethics/Morality  
Public Management  
Disabilities & Antidiscrimination Policy  
Health Care Policy  
Free Exercise Clause & the Workplace

## **AWARDS**

1999, **Outstanding Member Award** of the Bakersfield chapter of *Pi Alpha Alpha*, the public administration honorary society.

1993 **Laverne Burchfield Award** for article on "The Public Administration of AIDS," in *Public Administration Review* (1992). Award sponsored by the American Society for Public Administration (ASPA).

## **ACADEMIC ADMINISTRATIVE EXPERIENCE**

### Department Chair:

The University of Alabama at Birmingham (1999 to 2004)  
Department of Government

California State University at Bakersfield (1996-1999)  
Department of Public Policy and Administration

### Director, Public Policy Applied Research & Outreach Units:

California State University, Bakersfield (1995-1999)  
Central Michigan University (1987-88)

### Director, Master of Public Administration Programs:

Regent University (2012-2015)  
New Mexico State University (1992-1994)  
Texas Tech University (1985-87)  
Cleveland State University, (1988-1992)  
East Texas State University, (1984-85)

## **RECORD OF HIGHEST RANK EARNED and EMPLOYMENT (years)**

### Professor:

Jackson State University (2015-present)  
Regent University (2012-2015)  
University of Alabama at Birmingham (1999-2011; early retirement)  
California State University, Bakersfield (1994-1999)  
New Mexico State University (1992 to 1994)  
Cleveland State University (1988-92)

Associate Professor:

Central Michigan University (1987-88)  
Texas Tech University (1985-87)

Assistant Professor

East Texas State University (1983-85)  
Georgia Southern College (1981-83)  
Muskingum College (1979-81)

**SCHOLARLY ACTIVITIES**

**I. PUBLICATIONS**

**A. BOOKS**

**1. RESEARCH-BASED BOOKS**

*Pancakes with Jay Douglas: Essays on Organization Behavior, Ethics & Morality* (in-progress)

*How to be Successful in a College Classroom.* (in-progress)

*Abortion, Execution, and the Consequences of Taking Life.* Transaction Press, 2<sup>nd</sup> Edition, 2014.

*Abortion, Execution, and the Consequences of Taking Life.* Transaction Publishers. (Second Printing, Paperback) 2011.

*Abortion, Execution, and the Consequences of Taking Life.* Transaction Publishers. 1<sup>st</sup> Edition, 2009.

*HIV/AIDS and the Public Workplace: Local Government Preparedness in the 1990s.* 2nd Edition. The University of Alabama Press, 1998. Foreword by Chester Newland.

*Local Government Information and Training Needs in the 21<sup>st</sup> Century.* Co-authored with Jack P. DeSario and Sue Faerman. Quorum Books, 1994.

*AIDS and the Public Work Force: Local Government Preparedness in Managing the Epidemic.* The University of Alabama Press, 1991.

**3. TEXT BOOKS**

*Managing Local Government: Public Administration In Practice.* Co-author, Richard Bingham, et al. Sage Publications, 1991.

### 3. REFERENCE BOOKS

*U.S. Educational Groups: Institutional Profiles*. Co-authored with Gregory S. Butler. Greenwood Press, 1994.

### B. **SCHOLARLY JOURNAL ARTICLES**

#### 1. GENERAL-READERSHIP SCHOLARLY JOURNAL ARTICLES

"The Bonhoeffer Dilemma: Confronting Evil with Moral Fact," *Social Science Explorer*, 2010. Co-authored with Steven P. Millies.

"Barack Obama and the Public Administration of Faith," *International Journal of Public Administration* 2009.

"The Founders, Bonhoeffer and Spiritual Faith Guiding Government Decisions" in Special Symposium Issue: "Spiritual Faith and Government Decisions," *International Journal of Public Administration* 2009.

"Limitations in Policy Implementation Research: An Introduction to Symposium," *Public Administration Quarterly* (Spring 2005)

"U.S. Presidents and the Image of the American Public Service," *Canadian Review of American Studies* (33, 3 2003) co-authored with JuLee A. Pallett and Mark Feeser.

"God, Presidents, and Public Administration," *Public Integrity* (Spring 2002).

"The Americans with Disabilities Act and Reasonable Accommodations: The View From Persons with HIV/AIDS," *Policy Studies Journal* (Spring 2002).

"Zones of Indifference and the American Workplace: The Case of Persons with HIV/AIDS," *Public Administration Quarterly* (Fall, 2001).

"Women, Research, and Mentorship in Public Administration." *Public Administration Review* (September/October 1996). Co-author with Nancy Myers, Lisa Nelson, and Kimberley Sirk.

"Workplace Preparedness and the Americans With Disabilities Act: Lessons from Municipal Government's Management of HIV/AIDS." *Public Administration Review* (March/April 1996).

"The Americans with Disabilities Act and the Workplace: Management's Responsibilities in AIDS-Related Situations." *Public Administration Review* (July/August 1995).

"AIDS-Related Documents from 96 American Cities and Counties." *Public Administration Review* (May/June 1992). Co-author with Anelia Luna.

"The Public Administration of AIDS." *Public Administration Review* (January/February 1992). **Winner of the 1993 Laverne Burchfield Award**, sponsored by the American Society for Public Administration.

"Responding to the Global Epidemic of AIDS: Cultural and Political Challenges Facing Governments." *Policy Studies Journal* (Winter 1992).

"Introduction to Symposium on Rural Public Administration." *Public Administration Quarterly*, Vol. 14, No. 3, 1990.

"Information, Training, and Assistance Needs of Municipal Governments." *Public Administration Review* (July/August 1990).

"Women, Minorities, and Public Employer Attitudes: The Case of Fire Chiefs and Affirmative Action." *Public Administration Quarterly*, Vol. 13, No. 3, Fall 1989.

"Maximizing Response Rates Among Local Public Officials: A Note About an Experiment with Business Cards." *Southeastern Political Review* (Spring 1989).

"Affirmative Action and Merit in Public Administration." *The American Review of Public Administration* (December 1988).

"City Managers and Affirmative Action: Testing a Model of Linkage." *Western Political Quarterly* (December 1987). Co-author, Lee Sigelman.

"Affirmative Action and City Managers: Attitudes Toward Recruitment of Women." *Public Administration Review* (March/April 1987).

"Program Evaluation and Project Director Attitudes: The Case of the Emergency School Aid Act." *Southeastern Political Review* (Spring 1985).

"Bureaucratic Capacity and Policy Implementation: Some Observations About the Deaths of ESAA and EEOP." *Politics And Policy* (Spring 1984).

"Choosing Plan A or Plan B: Calendar Preferences at an Off-Campus MPA Program Site." *Administration and Policy Journal* (Spring 1983). Co-Author, Lana Wachniak.

"Implementation Effectiveness in Cross-National Analysis." *The International Journal of Public Administration* (Summer 1981).

## 2. SPECIAL-READERSHIP SCHOLARLY JOURNAL ARTICLES

"Rumors and Confidentiality in the American Public Workplace: The Case of Disabilities." in (the Russian journal) *nepsohar-mnkc (Personnel-Mix)* (Spring, 2006).

"Zero-sum Politics, the Herbert Thesis, and the Ryan White CARE Act: Lessons from the Local Side of AIDS," *Journal of Health and Human Service Administration* (Fall 2002).

"From Affirmative Action to Full Spectrum Diversity in the American Workplace: Shifting the Organizational Paradigm," *Review of Public Personnel Administration* (Fall 1997).

"The Americans with Disabilities Act and Refusals to Provide Medical Care to Persons with HIV/AIDS," *The John Marshall Law Review*.(Spring 1994). Co-authored with Jack P. DeSario.

"AIDS and the Political Science Classroom." *PS: Political Science and Politics* (Spring 1992).

"AIDS, The Local Government Workplace, and the Law." *Municipal Yearbook* (International City Management Association), 1991.

"Local Government Training and Education Needs: Gearing Up For The 21st Century." *Public Productivity and Management Review* (Summer 1990).

"Chief Administrative Officers' Perceptions of Personnel Training and Assistance Needs: The Case of Michigan Municipalities." *New Directions in Public Administration Research* (January 1990).

"Affirmative Action Research As Elephantology: A Response to Daniel's Comments." *Review of Public Personnel Administration* (Fall 1988).

"The Administrator's Role in Program Evaluation." *New Directions in Public Administration Research* (July 1988). Co-author, George Cox.

"City Managers, Police Chiefs, and Fire Chiefs in the South: Testing for Determinants and Impact of Attitudes Toward Affirmative Action." *Review of Public Personnel Administration* (Fall 1987).

## C. **BOOK CHAPTERS**

"Chronic Health Issues and the Public Workplace," (co-authored with Samuel Douglas Drake Slack and Sarah Ashley Slack) in Carolyn Ban and Norma M. Riccucci (editors) *Public Personnel Management: Current Concerns, Future Strategies*. New York: Longman (2012).

"Religious Expression in the Workplace: The Case of Muslim Sunset Prayer," in Donald C. Menzel (editor) *Ethics Moments in Government: Cases and Controversies*. New York: Taylor & Francis (2009).

"Public Sector HRM: Minor Similarities and Major Differences," (co-authored with Ronald R. Sims) in Ronald R. Sims (editor) *Human Resource Management: Contemporary Challenges, Issues, and Opportunities*. Charlotte, NC: Information Age Publishing (2007)

"Chronic Health Issues: What HR Managers Should Know and Do" in Ronald R. Sims (editor) *Human Resource Management: Contemporary Challenges, Issues, and Opportunities*. Charlotte, NC: Information Age Publishing (2007).

"Equal Opportunity, Affirmative Action and the Constitution: New Challenges Facing Public Human Resource Management," (co-authored with Jack P. DeSario) in Ali Farazmand (editor) *Handbook of Strategic Public Personnel/Human Resource Management*. Greenwood Press (2006).

"Chronic Health Challenges and the Public Workplace," in Carolyn Ban and Norma M. Riccucci (editors) *Public Personnel Management: Current Concerns, Future Strategies*. New York Longman (July, 2005)

Article Reprint: "From Affirmative Action to Full Spectrum Diversity in the American Workplace: Shifting the Organizational Paradigm," in Peter Kobra (editor) *The Political Environment of Public Management*. New York: Longman (2002)

"Public Health and the Public Workplace," in Carolyn Ban and Norma M. Riccucci (editors) *Public Personnel Management: Current Concerns, Future Strategies*. New York Longman (2001)

"AIDS and Disability Policy: How Can the Public Sector Prepare Itself," in Carolyn Ban and Norma M. Riccucci (Editors). *Public Personnel Management: Current Concerns, Future Strategies*. New York: Longman (1997).

"AIDS Policy," in Jay M. Shafritz (Editor) *International Encyclopedia of Public Policy and Administration*. New York: Henry Holt (1997).

"Disability Discrimination," in Jay M. Shafritz (Editor), *International Encyclopedia of Public Policy and Administration*. New York: Henry Holt (1997).

"The Dominance of Geopolitics," in William P. Browne and Kenneth Verburg and Associates, *MICHIGAN GOVERNMENT AND POLITICS: CAN WE GOVERN?* Lincoln, NE: University of Nebraska Press, 1995. Co-authors, Debra Brand and William P. Browne.

"Education Policy in the United States," in Frederic N. Bolotin, ed., *INTERNATIONAL POLICY*

*SOURCEBOOK: A COMPARATIVE PERSPECTIVE*. Westport, CT: Greenwood Press, 1989.

"Representative Bureaucracy and Affirmative Action Policy in Texas Government: Implementing Federal Policy in the Lone Star State," in Gerry Riposa, ed., *TEXAS POLITICS IN A POLICY PERSPECTIVE*. Dubuque, IA: Kendall-Hunt, 1987.

"Bureaucracy and Bureaucrats in Texas," in Gerry Riposa, ed., *TEXAS POLITICS IN A POLICY PERSPECTIVE*. Dubuque, IA: Kendall-Hunt, 1987.

"Sports Policy in Texas: High School Athletics," in Gerry Riposa, ed., *TEXAS POLITICS IN A POLICY PERSPECTIVE*. Dubuque, IA: Kendall-Hunt, 1987.

"Texas Urban Revitalization: The Main Street Project," Co-author, Gerry Riposa, in Gerry Riposa, ed., *TEXAS POLITICS IN A POLICY PERSPECTIVE*. Dubuque, IA: Kendall-Hunt, 1987.

#### **D. EDITED WORK**

Senior Editor, *Devotions for the Christian Public Servant* (Emeth Press) 2015.

Editor, Symposium on Spiritual Faith and Government Decisions, *International Journal of Public Administration* (2007).

Editor, Symposium on Implementation of State and Local Policy, *Public Administration Quarterly* (Spring 2005)

Editor, Symposium on Rural Public Administration. *PUBLIC ADMINISTRATION QUARTERLY*, Vol. 14, No. 3, 1990.

Contributing Editor. *TEXAS PUBLIC POLICY* Dubuque, IA: Kendall-Hunt Publishing Co., 1987.

#### **II. EDITORIAL RESPONSIBILITIES**

Member, Editorial Board, *THE INTERNATIONAL JOURNAL OF PUBLIC ADMINISTRATION*, 1989 to present.

Member, Editorial Board, *PUBLIC ORGANIZATION REVIEW: A GLOBAL JOURNAL*, 1015 to present.

Member, Editorial Board, *ANNUAL REVIEW OF URBAN AFFAIRS*, 2009 to present.

Member, Executive Advisory Board. *RALPHE BUNCH JOURNAL OF PUBLIC AFFAIRS*, 2008 to



present.

Member, Editorial Board, *THE JOURNAL OF POWER AND ETHICS: AN INTERDISCIPLINARY REVIEW* 1998 to 2002.

Member, Editorial Board, *PUBLIC ADMINISTRATION REVIEW*, 1989-92.

Member, Editorial Board, *NEW DIRECTIONS IN PUBLIC ADMINISTRATION RESEARCH*, 1989 to 1991.

Member, Editorial Board, *FEDERAL MANAGEMENT JOURNAL*, 1987- 89.

### **III. CONFERENCE PARTICIPATION**

#### **A. PRESENTATIONS**

“What Should Christians Do with a Murderer: The Christian Dilemma of the Word & the Intimate Consequences of the World.” Prepared for delivery to the 2014 Conference of the Christians in Political Science, Azusa Pacific University, Azusa, California. May 29-31, 2014.

“Canning Spam is Not Kosher: Legal Protection and Moral Justification for Religious Speech Delivered through Unsolicited Emails.” Co-authored with James A. Davids, J.D., Ph.D., Regent University School of Law. Prepared for delivery to the 2014 Conference of the Christians in Political Science, Azusa Pacific University, Azusa, California. May 29-31, 2014.

“Christian Thought and Political Violence: Dietrich Bonhoeffer’s Dilemma with Evil.” Prepared for delivery at the Fifth Biennial Symposium on Religion and Politics. Sponsored by the Paul Henry Institute for the Study of Christianity and Politics, Calvin College, Grand Rapids, Michigan, April 23-25, 2009. (Co-author: Steven Millies, University of South Carolina-Aikens).

“Dietrich Bonhoeffer’s Political Truth and the Intimate Consequences of Murder and Capital Punishment.” Prepared for delivery at the Fourth Biennial Symposium on Religion and Politics. Sponsored by the Paul Henry Institute for the Study of Christianity and Politics, Calvin College, Grand Rapids, Michigan, April 24-26, 2008.

“Theocentric Moralism and ‘Telling the Truth’ in Politics and Civic Engagement.” Prepared for delivery at the Third Biennial Symposium on Religion and Politics. Sponsored by the Paul Henry Institute for the Study of Christianity and Politics, Calvin College, Grand Rapids, Michigan, April 27-29, 2006.

“Sects and the City: Early Settlement Vision of Community and The Role of God and Religion.” Prepared for delivery at the Conference on the Image of the City in Literature, Media, and

Society; sponsored by the Society for the Interdisciplinary Study of social Imagery and the University of Southern Colorado, Colorado Springs, CO, March 13-15, 2003.

"God, Presidents and Public Administration." Prepared for delivery at the 2001 Annual Meeting of the American Society for Public Administration, Newark, N.J., March 10-13, 2001.

"The Responsive Capacity of Municipal Government: The Case of Managing the Work Force in the Age of AIDS." Prepared for delivery at the 1993 Annual Meeting of the American Political Science Association, Washington, D.C., September 2-5, 1993.

"Local Government AIDS Workplace Plans," co-author with Anelia Luna. Prepared for delivery to the 1992 Annual Meeting of the American Society for Public Administration, Chicago, IL., April 11-15, 1992.

"AIDS and the Public Service." Prepared for delivery at the 1991 Annual Meeting of the American Society for Public Administration, Washington, D.C., March 23-27, 1991.

"AIDS and the Workplace." First Sino-American Symposium on the Management of HIV/AIDS, November 1990. Symposium was sponsored by the Chinese Medical Association and convened in Beijing, Wuhan, and Guangzhou, China.

"Networking Minorities and Women in the Public Sector: Institutional Responsibilities of the MPA Program." Prepared for delivery at the 1989 Annual Meeting of the American Society for Public Administration, Miami, FL, April 8-12, 1989.

"University-Based Public Service Outreach Units and the Training Needs of the Rural Communities: Toward the Year 2000." Prepared for delivery at the 1988 Annual Meeting of the American Society for Public Administration, Portland, OR, April 16-20, 1988.

"Ethics, Values, and City Managers: The Impact of Graduate-Level Public Administration Education on Attitudes Toward affirmative Action." Prepared for delivery at the 1987 Annual Meeting of the American Society of Public administration, Boston, MA, March 28-April 2, 1987.

"Public-Private Partnerships in Economic Revitalization Programs: The Case of the Texas Main Street Project." Co-author Gerry-Riposa. Prepared for delivery at the 1987 Annual Meeting of the Southwestern Political Science Association, Dallas, TX, March 18-21, 1987.

"Women, Minorities and the Local Administrative Elite: The case of Fire Chief's and Affirmative Action." Prepared for delivery at the 1986 Annual Meeting of the American Political Science Association, Washington, D.C., August 28-31, 1986.

"Affirmative Action and City Managers: Attitudes Toward Hiring Women in the Local Public Sector." Prepared for delivery at the 1986 Annual Meeting of the Midwest Political Science

Association, Chicago, IL, April 10-12, 1986.

"Affirmative Action and City Managers: Attitudes Toward Hiring Minorities in the Local Public Sector." Prepared for delivery at the 1986 Annual Meeting of the Southwestern Political Science Association, San Antonio, TX, March 19-22, 1986.

"Affirmative Action in Southern Politics: Attitudes of Public Servants in the Local Public Sector." Prepared for delivery at the Fifth Citadel Symposium on Southern Politics, the Citadel, Charleston, SC, March 6-7, 1986.

"Educational Policy in the United States: From Federalism to Feudalism." Prepared for delivery at the 1985 Annual Meeting of the American Political Science Association, New Orleans, LA, August 29-September 1, 1985.

"Domestic Violence and Safe Shelters: Bureaucratic and Policy Consequences for State and Local Government." Prepared for delivery at the 1985 Annual Meeting of the Western Social Science Association, Fort Worth, TX, April 24-27, 1985.

"Performance Appraisal and the Rights of the Learning Disabled: What Will We Do When GS-12s Can't Read or Write?" Prepared for delivery at the 1983 Annual Meeting of the Southeastern Conference on Public Administration, Tallahassee, FL, October 13-15, 1983.

"Policy Implementation and Intergovernmental Relations: The Case of the Emergency School Aid Act." Prepared for delivery at the 1982 Annual Meeting of the American Society for Public Administration, Honolulu, HI, March 21-25, 1982.

"Implementation of the Emergency School Aid Act: The Local Role." Prepared for delivery at the 1982 Annual Meeting of the Georgia Political Science Association, Columbus, GA, February 5-6, 1982.

"The Internship From An Organizational Perspective: A Preliminary Assessment of Goals and Program Structure." Prepared for delivery at the 1982 Annual Meeting of the Midwest Political Science Association, Cincinnati, OH, April 16-18, 1981.

"The Cross-National Analysis of Implementation Effectiveness." Prepared for delivery at the 1979 Annual Meeting of the Southern Political Science Association, Gatlinburg, TN, November 1-3, 1979.

## **B. PANEL PARTICIPATION**

Chair, "Theological Reflections on Politics," at the Fifth Biennial Symposium on Religion and Politics. Sponsored by the Paul Henry Institute for the Study of Christianity and Politics, Calvin College, Grand Rapids, Michigan, April 23-25, 2009.

Discussant, "Training Needs: HIV/AIDS in the Workplace," at the Conference Plenary Panel, "The Impact of AIDS and the Civil Service in Africa," at the 2005 Meeting of the National Academy of Public Administration, November 16-18, Washington, D.C.

Chair, "Panel on Faculty Plagiarism." Conference on Research on Research Integrity. Sponsored by the Office of Research Integrity, U.S. Department of Health and Human Services. San Diego, CA, Nov. 12-15, 2004.

Chairperson, "Responses," at Conference on the Image of the City in Literature, Media, and Society; sponsored by the Society for the Interdisciplinary Study of Social Imagery and the University of Southern Colorado, Colorado Springs, CO: March 13-15, 2003.

Discussant, "AIDS and Public Policy," at the 1997 Annual Meeting of the American Political Science Association, Washington, D.C. August 28-30, 1997.

Chairperson, "Managing the HIV Crisis in Urban American," at the 1992 Annual Meeting of the Urban Affairs Association, Cleveland, OH, April 29-May 2, 1992.

Co-Chairperson, "AIDS in the Workplace," at the 1992 Annual Meeting of the American Society for Public Administration, Chicago, IL., April 11-15, 1992.

Chairperson, "Roundtable on current Research in the Management of AIDS," at the First Sino-American Symposium on the Management of HIV/AIDS, November 1990. Symposium was sponsored by the Chinese Medical Association and convened in Beijing, Wuhan, and Guangzhou, China.

Chairperson, "Partnerships in Affirmative Action: Developing Innovative Strategies for the 21st Century," at the 1990 Annual Meeting of the American Society for Public Administration, Los Angeles, CA, April 7-11, 1990.

Chairperson, Roundtable on "Public Administration Programs," at the 1989 Annual Meeting of Region VI of the American Society for Public Administration, Lansing, MI, September 27-30, 1989.

Roundtable discussant, "The Human Factor in Human Resource Management, at the 1988 Annual Meeting of Region VI of the American Society for Public Administration, Toledo, OH, September 14-17, 1988.

Discussant, "Political Obligation and Public Service," at the 1988 Annual Meeting of the American Society for Public Administration, Portland, OR, April 16-20, 1988.

Discussant, "The State of Affirmative Action: Harbinger of Democracy?" at the 1987 Annual

Meeting of the American Society for Public Administration, Boston, MA, March 28 - April 1, 1987.

Roundtable discussant, "New Directions in Affirmative Action Research," at the 1987 Annual Meeting of the Southwestern Political Science Association, Dallas, TX, March 18-21, 1987.

Roundtable Discussant, "Programs in Public Affairs and Public Administration," at the 1987 Annual Meeting of the Southwestern Political Science Association, Dallas, TX, March 18-21, 1987.

Chairperson, "Master of Public Administration Programs: Year 2000," at the Annual Meeting of the Southwestern Political Science Association, Dallas, TX, March 18-21, 1987.

Chairperson, "Reaganomics and Intergovernmental Relations: Implementing Public Policy in State and Local Politics," at the 1984 Annual Meeting of the Midwest Political Science Association, Chicago, IL, April 11-14, 1984.

Chairperson, "The Future of Graduate Programs in Political Science: Problems and Prospects," at the 1984 Annual Meeting of the Southwestern Political Science Association, Fort Worth, TX, March 21-24, 1984.

Chairperson, "Public Service Delivery in Rural Areas: Problems and Prospects," at the 1982 Annual Meeting of Region V and VI, American Society for Public Administration, Louisville, KY, November 17-19, 1982.

Discussant, "Artifacts of Public Policy," at the 1982 Annual Meeting of the Georgia Political Science Association, Columbus, Georgia, April 16-18, 1982.

Chairperson, "Teaching Issues in Political Science," at the 1981 Annual Meeting of the Midwest Political Science Association, Cincinnati, OH, April 16-18, 1981.

Discussant, "Public Policy and Public Corporations," at the 1981 Annual Meeting of the Southwestern Political Science Association, Dallas, TX, March 25-28, 1981.

### **C. INVITED PRESENTATIONS**

"Life Policy and the Capital Punishment," School of Public Administration, the University of New Mexico, March 7-9, 2012.

"The Calling of Public Service," Convocation Address, Mount Union University, Alliance, Ohio, September 16, 2004.

"The Americans with Disabilities Act and Reasonable Accommodation: The View from Persons with HIV/AIDS," Hope College, Holland, Michigan, March 8, 1999.

"The Americans with Disabilities Act and Reasonable Accommodation: The View from Persons with HIV/AIDS," The American University, Washington, D.C., February 10, 1999.

"The Americans with Disabilities Act and Reasonable Accommodation: The View from Persons with HIV/AIDS," Rutgers University, Camden, New Jersey, January 28, 1999.

"The Americans with Disabilities Act and Reasonable Accommodation: The View from Persons with HIV/AIDS," The University of Alabama at Birmingham, Birmingham, Alabama, January 25, 1999.

"Managing Graduate Programs in the 21st Century," Savannah State University, Savannah, Georgia, October 26, 1998.

"HIV/AIDS and Urban Public Policy," School of Urban and Public Policy, Southern University, Baton Rouge, Louisiana, July 16, 1998.

"The Rosa Parks Dilemma and The Rights of Persons with HIV/AIDS," at the First Annual African-American AIDS Conference, Ebony Counseling Center, Bakersfield, California, March 5, 1998.

"The Politics of HIV/AIDS," Department of Political Science, Denison University, January 29, 1998.

"HIV/AIDS in the Workplace," Keynote Speaker at a conference on "AIDS and the Workplace: Ethical and Legal Issues," San Jose State University, San Jose, California, October 25, 1995.

"Handling Critical Illnesses in the Workplace," Kern County Chapter of the Society for Human Resource Management, Bakersfield, California, October 11, 1995

"The Future of the Public Service," Commencement Address at the Instituto de Administracion Publica de Queretaro. Queretaro, Qro. (Mexico), October 6, 1995.

"AIDS Policy for the University Workplace," The AIDS Task Force, California State University, Bakersfield. May 5, 1995.

"AIDS and the Americans with Disabilities Act," Department of Government and Law, Lafayette College, Easton, PA, March 29, 1994.

"AIDS and Health Care Management," Department of Preventative Medicine, College of Medicine, Ohio State University, Columbus, Ohio, January 7, 1994.

"AIDS and Public Administration," Department of Political Science, University of Texas at El Paso, El Paso, Texas, December 9, 1993

#### **IV. GOVERNMENT REPORTS**

"The Impact of Resource Information Management System (RIMS) On Job Descriptions and Organization Structure of the Personnel Board of Jefferson County: Analysis and Report," Personnel Board of Jefferson County, Alabama, Fall 2004.

"Evaluating the Alabama Unwed Pregnancy Prevention Program: A Three-Year Assessment," The Center for Leadership and Public Policy, Alabama State University, Spring 2004. Co-authored with Bernadette Chappel and Steven Haeberle.

"Assessing Survey Results Conducted by United Way of Kern County During August 1995," The Public Policy and Administration Institute, Department of Public Policy and Administration, California State University, Bakersfield, September 1995.

"Managing the Workplace Ramifications of Human Immunodeficiency Virus (HIV) and Acquired Immunodeficiency Syndrome (AIDS) for Public Agencies and Health Care Facilities in the Southern San Joaquin Valley, California: A Model Plan," The Public Policy and Administration Institute, Department of Public Policy and Administration, California State University, Bakersfield, Summer 1995.

"A Model Plan for Managing the Workplace Ramifications of Acquired Immunodeficiency Syndrome (AIDS) for Municipalities, County Governments, and State Agencies in New Mexico," Master of Public Administration Program, New Mexico State University, March 1993.

"A Model AIDS-and-the-Workplace Plan for Municipalities in Northern Ohio," Center for Governmental Research and Public Service, Bowling Green State University, June, 1992. (Co-author, Anelia Luna.)

"Policy and Ethical Considerations In the Age of AIDS: The Case of the Public Service Workplace," Vol. 1, Occasional Paper Series, Center for Governmental Research and Public Service, Bowling Green State University, 1991.

"Citizen Assessment of City Government Services in Manistee," co-authorized with Center staff. The Center for Governmental Research, Central Michigan University, July, 1988.

"Adult Literacy in the Michigan Thumb Area," co-authored with Center staff. The Center for Governmental Research, Central Michigan University, June 1988.

"City of St. Clair Shores Employee Compensation Update," co-authored with Center staff. The

Center for Governmental Research, Central Michigan University, June 1988.

"A Summary of Goals and Goal Priorities for 1988 Established by the City Council for Wyoming, Michigan," co-authored with Center staff. The Center for Governmental Research, Central Michigan University, March 1988.

"An Assessment of Telecommunication Needs of Students at Central Michigan University," co-authored with Center staff. The Center for Governmental Research, Central Michigan University, March 1988.

"An Assessment of Marketing Strategies - City of Gladwin," co-authored with Center staff. The Center for Governmental Research, Central Michigan University, May 1988.

"Health and Human Needs in the Five-County, Traverse Area," co-authored with Center staff. The Center for Governmental Research, Central Michigan University, February 1988.

"Environmental Scan of the Five-County, Grand Traverse Area," co-authored with Center staff. The Center for Governmental Research, Central Michigan University, January 1988.

"An Assessment of Community Strengths and Weaknesses and Identification of Industry Types - City of Newaygo," co-authored with Center staff. The Center for Governmental Research, Central Michigan University, October 1987.

"An Analysis of Households in an Area Proposed for Annexation in Docket 87 AP-7, Isabella County," co-authored with Center staff. The Center for Governmental Research, Central Michigan University, October 1987.

"The Impact of the Texas Main Street Project on Economic Revitalization and Historic Preservation in Central Business Districts: A Program Evaluation," co-authored with Gerry Riposa, Texas Tech University, March 1987.

"Fund Raising and Grantsmanship: Opportunities for Communities and Local Governments to Secure Support from Private Foundations." The Texas Economic Development Commission, Division of Local Economic Development, September 1986.

## **V. COMMENTARIES**

"The Customer is Not Always Right, but..." *Inside Business*, October 2013

"A Business Guide to Government," *Inside Business*, September 2013

"Tattoos, Your Customers and the Workplace," *Inside Business*, August 19, 2013



"Losing Sleep is Not a Bad Thing for a Manager," *Inside Business*, July 1, 2013

"Why Emails Should Not Be Considered Busy Work," *Inside Business*, May 20, 2013

"Time to Talk about Sexual Harassment, Again," *Inside Business*, April 22, 2013

"Not Just the How and What of Performance Appraisal," *Inside Business*, April 8, 2013

"The Art and Science of Saying 'I'm Sorry'," *Inside Business*, February 11, 2013

"Beware of Numbers for Subjective Measures," *Inside Business*, January 14, 2013.

"Did you hear about John? – Rumors Cost," *Inside Business*, December 10, 2012

"Reconciling Diversity with Merit When Hiring," *Inside Business*, November 2012

"Tenure Process Far From Perfect," Op-Ed, *Birmingham News*, February 21, 2010.

"Pro-Choice Quiet; Pro-Life Blind," Op-Ed, *Birmingham News*, January 24, 2010.

"Who Should Be Allowed to Visit Max Payne on Alabama's Death Row and Watch Him Die?" Op-Ed, *Birmingham News*, October 4, 2009.

"Our Laws Require Ethics, but not Morality," Op-Ed, *Birmingham News*, August 23, 2009.

"Let Professionalism Guide Search," Op-Ed, *Birmingham News*, May 31, 2009.

"Help Wanted: A Pro to Lead Jeffco," Op-Ed, *Birmingham News*, March 15, 2009. (Co-authored with Virginia Randolph).

"Justice for Whom?" Op-Ed, *Birmingham News*, February 8, 2009.

"Politicians' Vision Must be Matched by Integrity," Op-Ed, *Birmingham News*, December 7, 2008.

"Hatred Comes From Unlikely Sources," Op-Ed, *Birmingham News*, October 26, 2008.

"What is Justice When It Comes to Murder?" Op-Ed, *Birmingham News*, April 27, 2008.

"The Founding Fathers and Hoover's Politics Toward Religion," Op-Ed, *Birmingham News*, August 19, 2007.

"State Should Look to Great Lakes as Water Source," Op-Ed, *Birmingham News*, June 24, 2007.

"What Do We Profess," Op-Ed, *Birmingham News*, April 22, 2007.

"Finding Theocentric Morality Among Faiths," *Birmingham News*, December 3, 2006.

"The Ethics of Censorship and the Morality of Intolerance in Post-Modern ASPA" *Ethics Today*, Spring 2006.

"Yes, Virginia, Christ Can Be In Christmas," Op-Ed., *Birmingham News*, December 18, 2005.

"Show Gratitude: Avoid Another Abyss," Op-Ed., *Birmingham News*, November 6, 2005.

"Who Gets What from New Orleans," Op-Ed., *Birmingham News*, October 2, 2005.

"Hacienda Culture: Land Barons, Friends Keep State from Measuring Up," Op-Ed., *Birmingham News*, August 10, 2003.

"God, Presidential Inaugural Addresses, and Moral Messages." Op-Ed., *Birmingham News*, January 14, 2001.

"Now that It's Finally Over, What Do We Know?" Op-Ed., *Birmingham News*, December 21, 2000.

"The Mistaking of the President: 2000." Op-Ed., *Birmingham News*, November 12, 2000.

"Big City Mayor and Small Town City Manager Team Up in MPA Class," *Public Administration Times*, (October issue) 2000.

Interviewed by **Fox**, **ABC** and **NBC** affiliates, and the *Birmingham News*, Birmingham, Alabama 2000 to 2010.

Interviewed in article, "CSUB Professor Studies How AIDS Handled at Work," by Christine Peterson, *Bakersfield Californian* (June 22, 1998).

Interviewed on "AIDS and the Workplace" on Channel 17 News, **NBC**, Bakersfield, CA, June 15, 1998.

"Ruoss Repository Dedicated," *PUBLIC ADMINISTRATION TIMES* (July issue) 1997.

"Institute Partners with Mexican Counterpart," *PUBLIC ADMINISTRATION TIMES* (May issue) 1996.

"New Mexico State Lends a Hand to Honduran City Managers," *PUBLIC ADMINISTRATION*

*TIMES* (October issue) 1993. Co-authored with Jose Garcia.

Interviewed in article, "The Bottom Line of HIV in the Workplace," by Joe Mackall, *CLEVELAND MAGAZINE*, April issue, 1993.

"Employers Must Confront AIDS Issue." *CRAIN'S CLEVELAND BUSINESS* (April 27, 1992).

"Mandatory Testing Would Protect Employee Rights." *PUBLIC ADMINISTRATION TIMES* (March issue) 1992.

"Addressing the Workplace Ramifications of AIDS," *PUBLIC ADMINISTRATION TIMES* (January Issue) 1992.

"Testing Employees for AIDS," *THE JOURNAL OF COMMERCE*, December 11, 1991.

Interviewed in article "Landmark Decision on Affirmative Action Case," *PUBLIC ADMINISTRATION TIMES*, Vol. 10 (April 15, 1987), pp. 1,5.

Letter to Editor, *PUBLIC ADMINISTRATION TIMES*, Vol. 10 (January 1, 1987), p. 2.

## **VI. OTHER SCHOLARLY ACTIVITIES**

Member, Aaron Wildavsky Committee for Best Dissertation in Religion and Politics, Section on Religion and Politics, American Political Science Association, 2007.

Chair, William E. Mosher and Frederick C. Mosher Award Committee, American Society for Public Administration, 1992. Award to the best article in *PUBLIC ADMINISTRATION REVIEW* authored or co-authored by an academician.

Faculty Fellow, Center for Government Research and Public Service, Bowling Green State University, 1991-92. Project, "Developing a Model AIDS Plan for Municipal Workplace."

Chair, Laverne Burchfield Award Committee, American Society for Public Administration, 1991. Award given to best critical review essay in *PUBLIC ADMINISTRATION REVIEW*.

Member, Editor-in-Chief Search Committee, *PUBLIC ADMINISTRATION REVIEW*, 1990.

Member, Louis Brownlow Award Committee, American Society for Public Administration, 1990. Award given to best article in *PUBLIC ADMINISTRATION REVIEW* by a practitioner.

Book reviews in the *PUBLIC ADMINISTRATION REVIEW*, *STATE AND LOCAL GOVERNMENT REVIEW*, *SOUTHEASTERN POLITICAL REVIEW*.

Book Manuscript review for Prentice-Hall, MacMillon Publishing Company, Random House, Inc.

Referee, *PUBLIC ADMINISTRATION REVIEW*, *INTERNATIONAL JOURNAL OF PUBLIC ADMINISTRATION*, *PUBLIC ADMINISTRATION QUARTERLY*, *NEW DIRECTIONS IN PUBLIC ADMINISTRATION RESEARCH*, *STATE AND LOCAL GOVERNMENT REVIEW*, *REVIEW OF PUBLIC PERSONNEL ADMINISTRATION*, *SOUTHEASTERN POLITICAL REVIEW*, *AMERICAN REVIEW OF PUBLIC ADMINISTRATION*, *PUBLIC ORGANIZATION REVIEW*.

## **INNOVATIVE TEACHING**

Guest Instructor, Department of Political Science, Samford University. Course Title: The Politics of Life and Death. Spring Semester 2008.

Weekend format, Department of Public Policy and Administration, California State University at Bakersfield, 1997 to 1999. Course: Research Methods.

Guest Instructor, Master of Public Administration Program, Golden Gate University, Fort Irwin, 1995-1997. (WEEKEND FORMAT) Courses: Human Resource Management; Program Evaluation.

Guest Instructor, Public Administration Program, Troy State University, Holloman Air Force Base, 1994. (WEEKEND FORMAT). Human Resource Management.

Guest Instructor, Department of Political Science, Central State University. Course title: Politics, Administration, and the Disadvantaged in the United States. Spring Quarter, 1991. (BRIDGING TWO STATE UNIVERSITIES)

Guest Instructor, Institute of Personal and Career Development, Central Michigan University, 1989-1992.(WEEKEND FORMAT). Courses: Human Resource Management; Public Policy.

Guest Lecturer, "Performance Management for the Federal Executive." The Government Executive Institute, Office of Personnel Management, Washington, D.C., November 13, 1987.

Faculty-in-Residence, The Junior Statesman Summer Program, American University, Washington, D. C., 1984.

Faculty-in-Residence, the Virginia Governor's School for Gifted and Talented Students, Longwood College, Farmville, VA, Summer 1983.

Instructor, year-long, college-wide honors seminar, "Postindustria," Georgia Southern University, 1982-1983.

## **GRANTS**

### **1. RESEARCH GRANTS**

"Establishing a Collection of HIV/AIDS Workplace Documents at California State University," CSUB AIDS Education Alliance, 1995. Amount funded: \$2,500.

"Evaluating the Americans with Disabilities Act in the Age of AIDS: Interviews with Individuals with HIV/AIDS about Workplace Experiences," University Research Council, and the School of Business and Public Administration, California State University at Bakersfield, 1995. Amount funded: \$14,401.

"Managing AIDS in the Local Government Workplace: The Effects of the Americans with Disabilities Act," Mini-grant, College of Arts and Sciences, New Mexico State University, 1993. Amount funded: \$2,000.

"AIDS and AIDS Policy in the Public Sector," Research Challenge Grant, College of Graduate Studies, Cleveland State University, 1989. Amount funded: \$2,000.

"Evaluation of the Texas Main Street Project," Faculty Research Grant, Texas Tech University, 1985-1986. Gerry Riposa, co-investigator. Amount funded: \$1,700.

"Cities, City managers and Police Chiefs: An Assessment and Comparison of Affirmative Action Behavior and Attitudes in the Local Public Sector," The Graduate School, East Texas State University, 1984-1985. Amount funded: \$6,895.

"The Implementation of the Emergency School Aid Act," The Mack Foundation, 1981. Amount funded: under \$1,000.

"The Implementation of the Emergency School Aid Act," The Mack Foundation, 1980. Amount funded: under \$1,000.

### **2. APPLIED GRANTS**

"Assessing the Impact of IT Modifications on the Organizational Structure of the Personnel Board of Jefferson County," Personnel Board of Jefferson County, Alabama. 2004. Total amount funded: \$57,000.

"Measuring Reduction in the Rates of Unwed Pregnancy in the State of Alabama," Center for Leadership and Public Policy, Alabama State University. 2000-2002. Three year program. Total amount funded: \$600,000. Co-Principal Investigator with Bernadette Chappel.

"Training in Municipal Administration and Community Development for Honduran Municipal Officials," Center for Latin American Studies, New Mexico State University. Co-Principal Investigator with Jose Garcia and Dana Miller. Agency for International Development (AID) through the Academy for Educational Development. 1993. Amount funded: \$168,000.

"Training in Neighborhood Associations and Groups," Center for Latin American Studies, New Mexico State University. Co-Principal Investigator with Jose Garcia and Dana Miller. Agency for International Development (AID) through the Academy for Educational Development. 1993. Amount funded: \$90,000.

"A Model AIDS-and-the-Workplace Plan for Municipalities in Northern Ohio," Center for Governmental Research and Public Service, Bowling Green State University, 1991-92. Amount funded: In-kind gift of one graduate assistantship (\$12,000).

"A Model AIDS-and-the-Workplace Plan for Municipalities in Northern Ohio," Community AIDS Partnership Program, Cleveland, Ohio. 1991-92. Amount funded: \$1,000.

"Assessment of Adult Literacy in the Thumb Area of Michigan," The Thumb Area Consortium, 1988. Amount funded: \$5,000.

"Computer Literacy in the Social Sciences," The Haggard Foundation, 1985. Grant for 12 computer terminals and equipment for two letter-quality printers. Amount funded: \$13,521.

"Needs Assessment of Safe Shelters as Third-Sector Organizations in Northeast Texas." The Graduate School, East Texas State University, 1984. Amount funded: \$1,000.

Planning Grant, City of Leonard, TX. Community Development Block Grant (directed student project; Rebecca Beaty, author), 1984. Amount funded: \$15,000.

## **COMMUNITY- STATE- and FEDERAL-BASED ACTIVITIES**

Workshop, "How to Be Successful in a College Classroom," Birmingham Southern College, June 2011. (All fees went to help the homeless in Birmingham.)

Workshop, "How to Be Successful in a College Classroom," Birmingham Southern College, February 2011. (All fees went to help the homeless in Birmingham.)

Workshop, Workshop, "How to Be Successful in a College Classroom," University of Alabama at Birmingham, December 2010. (All fees went to help the homeless in Birmingham.)

Workshop, Workshop, "How to Be Successful in a College Classroom," University of Alabama at Birmingham, August 2010. (All fees went to help the homeless in Birmingham.)

Workshop, Workshop, "How to Be Successful in a College Classroom," University of Alabama at Birmingham, April 2010. (All fees went to a youth ministry's social justice activities.)

Workshop, Workshop, "How to Be Successful in a College Classroom," University of Alabama at Birmingham, October 2009. (All fees went to a youth ministry's social justice activities.)

Consultant, Alabama Governor's Office on Faith-Based Initiatives, 2010-2011.

Member, Executive Board, the Urban Ministry of the United Methodist Church. 2005 to 2010.

Consultant, National Academy of Public Administration, 2005- on going. HIV/AIDS in the Workplace Project in Botswana.

Consultant, U.S. Department of Health and Human Resources, Office of Research Integrity. Spring 2005. Grant Proposal Ranking.

Consultant, Mount Union College, July-September 2004. Establishing a Center for Public Service.

Member, Board of Directors, Alabama Local Government Institute, 2000 to 2005.

Chair, Academic (Political Science) Committee, Alabama Articulation and General Studies Committee AGSC, 2000 to 2005.

Consultant, Personnel Board of Jefferson County, Alabama, 2004.

Consultant, Center for Leadership and Public Policy, Alabama State University, Montgomery, AL, 1999 to present.

Member, Kern County AIDS Advisory Board, 1995-99.

Member, Bakersfield AIDS Foundation, 1995-99.

Member, Special Projects Advisory Board, Mercy Hospital, Bakersfield, 1995-99.

Member, Executive Committee of Special Projects Advisory Board, Mercy Hospital, Bakersfield, 1996-99.

Consultant, "Public Service and Leadership Institute," Bakersfield City School District, 1998-99.

Facilitator, Workshop on "Private Foundation Grant-Writing in Law Enforcement Agencies," The Sheriff's Department of Kern County, California, January 19-20, 1999.

Facilitator, Workshop on "Private Foundation Grant-Writing in Law Enforcement Agencies," The Sheriff's Department of Kern County, California, February 2-3, 1999.

Member, United Way Program Assessment Advisory Board, 1997-98.

Chair, Ryan White Title II Funds Committee, Kern County AIDS Advisory Board, 1996-1997.

Member, Kern County HIV Consortium, 1994-95.

Facilitator, Workshop on "Private Foundation Grant-Writing for a Better Bakersfield," The Public Service Institute, School of Business and Public Administration, California State University at Bakersfield, June 19-20, 1997.

Facilitator, Workshop on "Private Foundation Grant-Writing for a Better Bakersfield," The Public Service Institute, School of Business and Public Administration, California State University at Bakersfield, March 27-28, 1997.

Facilitator, Workshop on "Private Foundation Grant-Writing For Churches and Synagogues in Bakersfield," The Public Service Institute, School of Business and Public Administration, California State University at Bakersfield, December 4-5, 1996.

Project Director, Community Block Analysis of Barstow, California, April-May 1995. Golden Gate University.

Project Director, Community Block Analysis of Alamogordo, New Mexico, August-October, 1994. Troy State University.

Member, Advisory Board, the Southwest AIDS Committee (New Mexico and Texas) 1993 to 1994.

Project Director, Community Block Analysis of Silver City, NM, August, 1993

Presenter, "Personnel Policies and Procedures," HIV in the Workplace Seminar, Sponsored by the HIV Coordinating Council of New Mexico, Albuquerque, NM, June 23, 1993.

Presenter, "Workplace HIV/AIDS Program Update," New Mexico Statewide Network Meeting, The American Red Cross, Socorro, NM, June 12, 1993.

Project Director, Community Block Analysis of Mesilla, NM, March, 1993.

Advisor on AIDS Policy to Ohio State Senator Grace Drake, 1991-92.

Facilitator, Workshop on "AIDS and the Workplace," Levin College of Urban Affairs, Cleveland



State University, Cleveland, Ohio, November 7, 1991.

Facilitator, Workshop on "Grant-Writing for Public and Nonprofit Managers," Levin College of Urban Affairs, Cleveland State University, Cleveland, Ohio, November 23-24, 1991.

Facilitator, Workshop on "AIDS and the Workplace," Annual Conference of Region VI, American Society for Public Administration, Cleveland, Ohio, October 4-7, 1990.

Facilitator, Workshop on "Grant-Writing for Public and Nonprofit Managers," Levin College of Urban Affairs, Cleveland State University, May 4-5, 1990.

Facilitator, "AIDS Legislation," at Conference on Influencing the Legislative Process: The Role of Health and Human Services professionals. Perrysburg, Ohio, March 23, 1990. Conference sponsored by Bowling Green State University.

Facilitator, Workshop on "AIDS in the Public Sector Workplace," College of Urban Affairs, Cleveland State University, November 30, 1989.

Facilitator, Management Retreat for Deepwood Center, Lake County Board of Mental Retardation, Kirtland, Ohio, August 4-5, 1989. Consultant (with Richard Bingham) on "Police Performance Evaluation in Champaign, Illinois," for Long, Rogin and Young, Ltd., 1989.

Facilitator, Workshop on Grant-Writing for Public and Nonprofit Managers," College of Urban Affairs, Cleveland State University, Cleveland, OH, January 28-29, 1989.

Member, Advisory Committee on the "Focus" Project, Government Research Institute, Cleveland, OH, 1988 to present.

Facilitator, Workshop on "Grant-Writing for Public and Nonprofit Managers." The Thumb Area Consortium for Economic Development, Marlette, MI, June 24, 1988.

Facilitator, Workshop on "Grant-Writing for Public and Nonprofit Managers." Central Michigan University, Mt. Pleasant, MI, May 17-18, 1988.

Consultant, City Council of Wyoming, MI, 1988.

Facilitator, Workshop on "Goal-Setting and Goal-Accomplishment, 1988," for the City Council of Wyoming, MI, March 4-5, 1988.

Facilitator, Workshop on "Selection of City Personnel." The Annual Conference of the Michigan City Management Association, Ann Arbor, MI, February, 10, 1988.

Facilitator, Workshop on "Management Styles and Techniques." The Annual Conference of the

Michigan Association of County Administrative Officers, East Lansing, MI, January 29, 1988.

Facilitator, Workshop on "Community Analysis." Quarterly Meeting of the Michigan "Thumb" Area City Manager's Association, Frankenmuth, MI, January 15, 1988.

Director, Community Block Survey Project, City of Levelland, TX, 1987.

Consultant, Texas Main Street Project, Texas Historical Commission, Austin, TX, 1986-1987.

Consultant, Institutional Sanitation Branch, Texas Department of Health, Austin, TX, 1986-1987.

Consultant, Texas Economic Development Commission's Workshop on Existing Businesses, Austin, TX, September 9, 1986.

Director, Community Block Survey Project, City of Post, TX, 1986.

Consultant, Downtown Revitalization, City of Terrell, TX, 1985.

Coordinator, First Annual Community Assistance Workshop, Sponsored by the MPA Program at East Texas State University, in conjunction with the Texas Department of Health, April 26-17, 1985. Workshop topic: "Conducting Community/Neighborhood Block Surveys."

Director, project to determine relationships between community conditions and rates of cancer and heart disease, Hunt County, TX, 1984-1985.

Participant, Housing/Neighborhood Assessment Project, City of Greenville, TX, 1984.

Participant, Downtown Revitalization Project, Commerce, TX, 1984.

## **OTHER**

Member, Executive Council, Sections on Ethics, American Society for Public Administration, 2004-2006.

External Reviewer, proposed Master of Public Administration Program, Westfield State University, Westfield, Massachusetts, November 2003.

Member, Committee on MPA Programs Housed in Departments of Political Science, National Association of Schools of Public Affairs and Administration (NASPAA), 1999 to present.

Member, Executive Council, Birmingham Chapter of the American Society for Public Administration (ASPA), 2000 to 2001.

External Reviewer, Department of Political Science, Bowling Green State University, Bowling Green, Ohio, 1998.

Member, National Membership Committee, American Society for Public Administration, 1993 to 1996.

Member, Committee on MPA Programs Housed in Departments of Political Science, National Association of Schools of Public Affairs and Administration (NASPAA), 1992 to 1994.

President-Elect, Northeast Ohio Chapter of the American Society for Public Administration, 1991-92.

Member of Steering Committee, Ohio state-wide conference on Public Administration, 1991-92.

Chair, (and founder), Ohio Association of Public Administration Programs, 1989-91.

Member, Advisory Board of the Ohio Commission on the Public Service, 1990 to 1992.

Member, Executive Board, Section for Women in Public Administration, American Society for Public Administration, 1990-91.

Member, Membership Development Committee, American Society for Public Administration, 1990-92.

Chair, Fund-Raising Committee, Section for Women in Public Administration, American Society for Public Administration, 1990-91.

Conference Chair, 1990 Region VI conference of the American Society for Public Administration, Cleveland, OH, October 4-7, 1990.

External Reviewer, Master of Public Administration Program, University of Baltimore, Baltimore, MD, 1990.

Member, Internship and Placement Committee, National Association of Schools of Public Affairs and Administration (NASPAA), 1988 to 1990.

Consultant, "Feasibility of Establishing an MPA Program at North Georgia College," for North Georgia College, Dahlonega, GA, November-December 1988.

Member, Program Committee, 1988 Annual Meeting of Region VI of the American Society for Public Administration, Toledo, OH, September 14-17, 1988.

Member, Committee on MPA Programs Housed in Departments of Political Science, National Association of Schools of Public Affairs and Administration (NASPAA), 1987.

External Reviewer, Master of Public Administration Program, The University of Texas at San Antonio, 1987.

Coordinator, Public Administration Section at the 1987 Annual Meeting of the Southwestern Political Science Association, Dallas, TX, March 18-21, 1987.

Program Committee Member, Flint/Saginaw Valley Chapter, American Society for Public Administration, 1987-88.

Member of Executive Council, Texas Association of Schools of Public Affairs and Administration (TASPAA), 1986-87.

President, High Plains Chapter, American Society for Public Administration, 1985-1986.

### **Professional Memberships**

American Society for Public Administration (ASPA)  
ASPA Conference of Minority Public Administrators (COMPA)  
ASPA section on Ethics  
International City/County Management Association (ICMA)  
Christians in Political Science (CPS)  
International Dietrich Bonhoeffer Society