

R. PAUL BATTAGLIO, JR.

Public Affairs Program, School of Economic, Political, and Policy Sciences
The University of Texas at Dallas
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Educational History

- Ph.D., August 2005, The University of Georgia, Athens, Georgia, Public Administration
- Dissertation Title: Politics, Public Opinion, and Privatization: Assessing the Calculus of Consent for Market Reforms in Developed Market Economies and Transition Economies
- MPA, May 2000, Louisiana State University, Baton Rouge, Louisiana, Public Administration
- B.S., May 1997, Louisiana State University, Baton Rouge, Louisiana, Economics

Professional Experience

- Assistant Program Head for Advising and Enrollment, Public Affairs Program, The University of Texas at Dallas, September 2008-December 2011.
- Associate Professor (with tenure) Public Affairs Program, The University of Texas at Dallas, September 2010-Present.
- Assistant Professor, Public Affairs Program, The University of Texas at Dallas, May 2007-Present.
- Assistant Professor, Department of Public Administration, University of Nevada Las Vegas, August 2005-June 2007.
- Graduate Research Assistant, Carl Vinson Institute of Government, The University of Georgia, May 2003-August 2005.
- Instructor, Department of Political Science, The University of Georgia, Fall 2002-Spring 2004.
- Teaching Assistant, Department of Political Science, The University of Georgia, Fall 2001-Spring 2002.
- Policy Analyst, Office of the Governor, State of Louisiana, January 2001 - July 2001.
- International Trade Specialist, Louisiana Department of Economic Development, August 1999-January 2001.
- Policy Analyst, Office of the Governor, State of Louisiana, March 1998-August 1999.
- Clerk Assistant, Office of the Governor, State of Louisiana, January 1996 - June 1997.

Research Interests

- Public Human Resource Management, Civil Service Reform, Comparative Policy and Administration, Comparative Political Attitudes, Privatization, Organization Theory, Public Management

Professional Memberships

- American Society for Public Administration
- Member, Strategic Imperative Group, Member Focus, American Society for Public Administration, March 2008-Present.

- Executive Board Member, American Society for Public Administration, Section on Personnel Administration and Labor Relations, March 2008-Present.
- Member, American Society for Public Administration, Section on Personnel Administration and Labor Relations, August 2005-Present.

Honors and other Recognitions

- Regents' Academy for the State of Nevada, Designing and Re-Designing Academic Courses to Enhance Student Learning, June 1-3, 2006, Lake Tahoe, California.
- Outstanding Graduate Teaching Award, The University of Georgia, April 2003.

Awards and Fellowships

- Board of Supervisors Scholarship, Louisiana State University, 1993-2000.
- American Review of Public Administration Best Article Award for 2010:
 - Jerrell D. Cogburn, **R. Paul Battaglio, Jr.**, James S. Bowman, Stephen E. Condrey, Doug Goodman, and Jonathan P. West. 2010. "State Government Human Resource Professionals' Commitment to Employment At Will," *American Review of Public Administration*, vol. 40:2 (March), pp. 189-208.

Achievements in Original Achievement, Investigation, and Research

- Journal Articles - Refereed
 - Mark D. Bradbury, **R. Paul Battaglio, Jr.**, and John Crum. 2010. "Continuity Amid Discontinuity? George W. Bush, Federal Employment Discrimination, and 'Big Government Conservatism'," *Review of Public Personnel Administration*, vol. 30:4 (December), pp. 445-466.
 - **R. Paul Battaglio, Jr.** 2010. "Public Service Reform and Motivation: Evidence from an Employment At-Will Environment," *Review of Public Personnel Administration*, vol. 30:3 (September), pp. 341-363.
 - Jared J. Llorens and **R. Paul Battaglio, Jr.** 2010. "Human Resource Management in a Changing World: Reassessing Public Human Resource Management Education," *Review of Public Personnel Administration*, vol. 30:1 (March), pp. 112-132.
 - Jerrell D. Cogburn, **R. Paul Battaglio, Jr.**, James S. Bowman, Stephen E. Condrey, Doug Goodman, and Jonathan P. West. 2010. "State Government Human Resource Professionals' Commitment to Employment At Will," *American Review of Public Administration*, vol. 40:2 (March), pp. 189-208.
 - **R. Paul Battaglio, Jr.** and Stephen E. Condrey. 2009. "Reforming Public Management: Analyzing the Impact of Public Service Reform on Organizational and Managerial Trust," *Journal of Public Administration Research and Theory* vol. 19:4 (October), pp. 689-707.
 - **R. Paul Battaglio, Jr.** 2009. "Introduction to Symposium: Privatization and Its Challenges for Human Resource Management in the Public Sector," *Review of Public Personnel Administration*, vol. 29:3 (September), pp. 203-206
 - **R. Paul Battaglio, Jr.** and Christine Ledvinka. 2009. "Privatization and Public Human Resources Management: Legal Challenges," *Review of Public Personnel Administration*, vol. 29:3 (September), pp. 293-307

- **R. Paul Battaglio, Jr.** and Jerome S. Legge, Jr. 2009. "Self-Interest, Symbolic Politics, and Citizen Characteristics: A Cross-National Analysis of Support for Privatization," *Public Administration Review*, vol. 69:4 (July/August), pp. 697-709.
- Jerrell D. Cogburn, **R. Paul Battaglio, Jr.**, James S. Bowman, Stephen E. Condrey, Doug Goodman, and Jonathan P. West. 2009. "State Government Human Resource Professionals' Commitment to Employment At Will," *American Review of Public Administration* (forthcoming).
- **R. Paul Battaglio, Jr.** 2009. "Privatization and Citizen Preferences: A Cross-National Analysis of Demand for Private versus Public Provision of Services in Three Industries," *Administration & Society*, vol. 41:1 (March), pp. 38-66.
- **R. Paul Battaglio, Jr.**, L. Douglas Kiel, and Douglas J. Watson. 2008. "Introduction to Symposium," *Public Works Management & Policy*, vol. 13:2 (October), pp. 87-88.
- **R. Paul Battaglio, Jr.** and Ghassan Khankarli. 2008. "Toll Roads, Politics, and Public-Public Partnerships: The Case of Texas State Highway 121," *Public Works Management & Policy*, vol. 13:2 (October), pp. 138-148.
- **R. Paul Battaglio, Jr.** 2008. "Institutional Learning to Advance Accountability and Oversight: A Regional Assessment of University Training Programs for Local Elected Officials," *State and Local Government Review*, vol. 40:2, pp. 125-131.
- **R. Paul Battaglio, Jr.** and Jerome S. Legge, Jr. 2008. "Citizen Support for Hospital Privatization: The Convergence of Self-Interest and Symbolic Variables," *Public Organization Review*, vol. 8:1 (March), pp. 17-36.
- Stephen E. Condrey and **R. Paul Battaglio, Jr.** 2007. "A Return to Spoils? Revisiting Radical Civil Service Reform in the United States," *Public Administration Review*, vol. 67:3 (May/June), pp. 424-436.
- **R. Paul Battaglio, Jr.**, 2007. "Politics, Public Opinion, and Privatization: Assessing the Calculus of Consent for Market Reforms in Transition Economies," *Journal of Comparative Policy Analysis: Research and Practice*, vol. 9:1 (March), pp. 47-68.
- **R. Paul Battaglio, Jr.** and Stephen E. Condrey. 2006. "Civil Service Reform: Examining State and Local Cases," *Review of Public Personnel Administration*, vol. 26:2 (June), pp. 118-138.
- Articles appearing as chapters in edited volumes, book chapters
 - Stephen E. Condrey and **R. Paul Battaglio, Jr.** Forthcoming. "A Return to Spoils? Revisiting Radical Civil Service Reform in the United States," In *Debating Public Administration: An Academic-Practitioner Exchange*, edited by Robert F. Durant. New York: Taylor & Francis.
 - **R. Paul Battaglio, Jr.** 2010. "Changing the Public Employment Relationship: Employment At Will as an Alternative." In *Change (Transformation) in Government Organizations*, edited by Ronald R. Sims, (pp. 91-118). Charlotte, NC: Information Age Publishing, Inc.
 - **R. Paul Battaglio, Jr.** 2010. "Topeka, Kansas: Council Manager Redux. Finding Balance in the Politics-Administration Dichotomy," In *More than Mayor or Manager: Campaigns to Change form of Government in America's Large Cities*, edited by James H. Svara and Douglas J. Watson (pp. 245-260). Georgetown University Press.
 - **R. Paul Battaglio, Jr.** and Jared J. Llorens. 2010. "Federal Human Resource Management in a Human Capital Environment." In *Handbook of Human Resource Management in Government, 3rd ed.*, edited by Stephen E. Condrey (pp. 27-43). San Francisco: Jossey-Bass Publishers.

- **R. Paul Battaglio, Jr.**, and Stephen E. Condrey. 2006. "Framing Civil Service Innovations: Assessing State and Local Government Reforms." In *American Public Service: Radical Reform and the Merit System*, edited by James S. Bowman and Jonathan P. West, (pp. 25-45). Boca Raton, FL: CRC Press, Taylor & Francis Group.
- **R. Paul Battaglio, Jr.** "Changing the Public Employment Relationship: Employment At Will as an Alternative." In *Change (Transformation) in Government Organizations*. Information Age Publishing, Inc. (in preparation)
- **R. Paul Battaglio, Jr.** 2008. "Tragedy of the Crescent City: State and Local Economic Development in New Orleans Post-Hurricane Katrina." In *Building the Local Economy*, edited by Douglas J. Watson and John Morris, (pp. 157-173). Athens, GA: Carl Vinson Institute of Government Press.
- **R. Paul Battaglio, Jr.** and Christopher Stream. 2006. "One Year after Katrina: Tragedy of the Crescent City." Section on Intergovernmental Administration and Management Newsletter 30(2).
- Other written works
 - Review of Jos C. N. Raadschelders, Theo A. J. Toonen, and Frits M. Van der Meer (eds.) *The Civil Service in the 21st Century: Comparative Perspectives* (Palgrave Macmillan, 2007), in *Public Administration Review*, vol. 71:6 (November/December 2011), pp. 937-938.
 - Review of Sally Coleman Selden, *Human Capital: Tools and Strategies for the Public Sector* (CQ Press), in *Public Administration*, vol. 87:3 (September), pp. 715-716.
 - Review of J. Edward Kellough and Lloyd G. Nigro (eds.) *Civil Service Reform in the States: Personnel Policy and Politics at the Subnational Level* (State University of New York Press, 2006), in *Public Administration Review*, vol. 67:3 (May/June 2007), pp. 597-598.
 - **R. Paul Battaglio, Jr.** 2005. *Instructor's Manual for the Handbook of Human Resource Management in Government*, 2nd ed., Stephen E. Condrey, Editor, San Francisco: Jossey-Bass Publishers (available on-line).
- Works in progress
 - Doug Goodman, P. Edward French, and **R. Paul Battaglio, Jr.**, "Determinants of Local Government Workforce Planning," (under review *American Review Public Administration*)
 - **R. Paul Battaglio, Jr.** and Michael J. Scicchitano, "Once More Unto the Breach: Examining the Intellectual Gap in Academic-Practitioner Collaboration," (under review *Public Administration Review*)
 - **R. Paul Battaglio, Jr.** and Todd Jordan, "Public Human Resource Management Reform: An Assessment of the Research Agenda," (in preparation).
 - **R. Paul Battaglio, Jr.**, Mark Bradbury, and Jerrell D. Cogburn, "Motivation, Conflict, and Performance: Assessing the Impact of Work Environment on Performance in the Federal Government," (in preparation)
 - **R. Paul Battaglio, Jr.**, Svitlana Slava, and Stephen E. Condrey, "Reforming Civil Service in Ukraine: Lessons for Public Management Reform and Development," (in preparation for edited volume *Public Administration in Post-Communist Countries: Former Soviet Union, Central and Eastern Europe, and Mongolia* with CRC Press)

Professional and University Citizenship

- Professional activities and committees – Journal Management
 - Managing Editor, *Review of Public Personnel Administration*

- Professional activities and committees – Conference Participation
 - Panel Convener - "Human Elements in Organizational Performance." *Southeastern Conference on Public Administration*, New Orleans, Louisiana, September 21-24, 2011.
 - Panel Convener - "Civil Service Reform in the States: A Retrospective and Prospective Analysis." *Southeastern Conference on Public Administration*, Athens, Georgia, September 27-30, 2006.
 - Panel Convener - "Staffing: Recruitment and Retention." *Southeastern Conference on Public Administration*, Athens, Georgia, September 27-30, 2006.
 - "Once More Unto the Breach: Examining the Intellectual Gap in Academic-Practitioner Collaboration" (with Michael J. Scicchitano). Paper presented at the Southeastern Conference of Public Administration, New Orleans, Louisiana, September 21-24, 2011.
 - "What Members Say: Assessing a National Survey of ASPA's Members." Paper presented at the annual meeting of the Southeastern Conference of Public Administration, Wilmington, North Carolina, October 7, 2010.
 - "Public Service Reform and Motivation: Evidence from an Employment At-Will Environment." Paper presented at the annual meeting of the *American Society for Public Administration*, San Jose, California, April 10-14, 2010.
 - "Human Resource Management in a Changing World: Reassessing Public Human Resource Management Education" (with Jared J. Llorens). Paper presented at *Minnowbrook III – Phase II: The Future of Public Administration, Public Management, and Public Service Around the World*, Lake Placid, New York, September 5-7, 2008.
 - "Revisiting At-Will Employment in Georgia: Analyzing the Impact of Managerial Trust in an Era of Radical Civil Service Reform" (with Stephen E. Condrey). Paper presented at the annual meeting of the *Midwest Political Science Association*, Chicago, Illinois, April 3-6, 2008.
 - "The Politics of Public-Public Partnership: The Case for Toll Roads" (with Ghassan Khankarli). Paper presented at the conference for *Lessons Learned from Public Private Partnerships for Infrastructure*, The Keston Institute for Public Finance and Infrastructure Policy, University of Southern California, Los Angeles, California, March 28-29, 2008.
 - "Ukrainian Public Management and the Orange Revolution: Top-Down or Bottom-Up Reform?" (with Stephen E. Condrey, Svitlana Slava, and Mykola Palinchak). Paper presented at the annual meeting of the *American Society for Public Administration*, Dallas, Texas, March 6-11, 2008.
 - "Citizens Support for Hospital Privatization: The Convergence of Self-Interest and Symbolic Variables." Paper presented at the annual meeting of the *Western Political Science Association*, La Riviera Hotel, Las Vegas, Nevada, March 7-9, 2007.
 - "Radical Civil Service Reform in the United States: A Ten-Year Retrospective." (with Stephen E. Condrey). Prepared for "Civil Service Reform in the States: A Retrospective and Prospective Analysis." Paper presented at the annual meeting of the *Southeastern Conference on Public Administration*, Athens, Georgia, September 27-30, 2006.

- “Radical Civil Service Reform in the United States: A Ten-Year Retrospective.” (with Stephen E. Condrey). Prepared for “Public Administration in the XXI Century: Traditions and Innovations.” Paper presented at the Lomonosov Moscow State University School of Public Administration, Moscow, Russia, May 24-26, 2006
- “Georgia’s At-Will Experiment: Assessing the Evidence.” (with Stephen E. Condrey). Paper presented at the annual meeting of the *American Society for Public Administration*, Denver, Colorado, March 30-April 4, 2006.
- “Civil Service Reform: Examining State and Local Cases.” (with Stephen E. Condrey). Paper presented at the annual meeting of the *American Society for Public Administration*, Milwaukee, Wisconsin, April 2-6, 2005.
- “Civil Service Reform: Examining State and Local Cases.” (with Stephen E. Condrey). Paper presented at the annual meeting of the *Southern Political Science Conference*, New Orleans, Louisiana, January 8-10, 2004.
- “Civil Service Reform: Examining State and Local Cases.” (with Stephen E. Condrey). Paper presented at the annual meeting of the *Southeastern Conference on Public Administration*, Savannah, Georgia, October 12-14, 2003.
- “Professional Networking, Managerial Networking, and Organizational Performance.” Paper presented at the *Mini-Conference for Empirical Studies of Organizations and Public Management*, Athens, Georgia, November 23-24, 2002.
- Departmental activities and committees
 - MPA Director, Public Affairs Program, September 2008 – December 2011
 - PhD Admissions Committee, Spring 2009 – Present
 - Candidate Search Committee, Spring 2009 – Present
 - Larry D. Terry Scholarship Selection Committee, Fall 2008
- School activities and committees
 - Teaching Effectiveness Committee, Fall 2009 – Present, School of Economic, Political, and Policy Sciences
 - Academic Review and Scholarship Committee, Fall 2010 – Present
 - Faculty Advisory Committee, Fall 2010 – Present
 - Teaching Effectiveness Committee, Fall 2009 – Present
- University activities and committees
 - Academic Calendar Committee, Vice Chair, Fall 2010 – Present
- Courses and other curricula developed
 - Human Resources Management (graduate)
 - Introduction to American Government (undergraduate honors and regular)
 - Introduction to Public Management (graduate)
 - Leadership of Public and Nonprofit Organizations (Ph.D. seminar)
 - Organizational Theory (graduate)
 - Project and Contract Management (graduate)
 - Personnel/Privatization in the Public Sector (graduate)
 - Personnel Assessment/Civil Service Reform (graduate)
 - Principles of Public Administration (graduate)
 - Public Personnel Administration (on-line course, undergraduate)
 - Selected Problems in Public Personnel Administration (graduate)

- Seminar in Human Resources (Ph.D. seminar)
- Seminar in Public Personnel Administration (graduate)