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

- Director, Master of Public Affairs, Public Affairs Program, University of Texas at Dallas, January 2011 December 2011.
- Assistant Program Head for Advising and Enrollment, Public Affairs Program, The University of Texas at Dallas, September 2008-December 2010.
- 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, Organization Theory and Behavior, Public and Nonprofit Management, Comparative Public Policy, Research Methods

Professional Memberships

- American Society for Public Administration
- American Political Science Association
- Southern Political Science Association
- 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

- AMERICAN REVIEW OF PUBLIC ADMINISTRATION BEST ARTICLE AWARD FOR 2010:
 Jerrell D. Coggburn, 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.
- 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.

Achievements in Original Achievement, Investigation, and Research

- Books
 - R. Paul Battaglio, Jr. "Public Human Resource Management in the 21st Century," in production *CQ Press*.
- Journal Articles Refereed
 - R. Paul Battaglio, Jr. and Michael J. Scicchitano, Forthcoming. "Building Bridges? An Assessment of ASPA Member Perceptions of Services and Priorities," (Journal of Public Affairs Education)
 - Doug Goodman, P. Edward French, and R. Paul Battaglio, Jr., Forthcoming.
 "Determinants of Local Government Workforce Planning," (American Review of Public Administration)
 - 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.
 - 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. Coggburn, 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. 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.
- o 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. 2012. "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.
 - Stephen E. Condrey, Svitlana Slava, R. Paul Battaglio, Jr., and Mykola Palinchak, 2012.
 "Ukrainian Public Management: Top-Down or Bottom-Up Reform?" In Public
 Administration in Post-Communist Countries: Former Soviet Union, Central and Eastern Europe, and Mongolia. Boca Raton, FL: CRC Press, Taylor & Francis Group.
 - 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. "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. 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. 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 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. 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, 2009), in *Public Administration*, vol. 87:3 (September 2009), 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

- R. Paul Battaglio, Jr., and Todd Jordan, "Are We There Yet? Assessing the Effectiveness
 of Public Human Resource Management Reform," (under review *Public Personnel Management*).
- R. Paul Battaglio, Jr., and P. Edward French, "Altruism and Volunteerism among Municipal Employees."
- R. Paul Battaglio, Jr., and P. Edward French, "Intraorganizational Variation in the Calculus of Causes for Public Service Motivation: A Multi-City Assessment using Hierarchical Linear Modeling."
- R. Paul Battaglio, Jr., Doug Goodman, and P. Edward French, "Contracting Out Local Government Human Resource Management: A National Study," (under review, *Public Administration Review*).
- R. Paul Battaglio, Jr. and Michael J. Scicchitano, "Past is Prologue: Assessing the State of Academic-Practitioner Interchange in the 21st Century," (proposal accepted for the Public Administration Review symposium on the 75th Anniversary of the American Society for Public Administration).
- Jerrell D. Coggburn, R. Paul Battaglio, Jr., and Mark Bradbury, "Constructive Conflict Management and Employee Perception of Performance in the U.S. Federal Government," (in preparation).

Professional and University Citizenship

Professional activities and committees – Journal Management

- Editor-in-Chief, Review of Public Personnel Administration
- o Managing Editor, Review of Public Personnel Administration
- Professional activities and committees Conference Participation
 - Panel Chair "Learning From Journal Editors: Advice on Getting Published," American Society for Public Administration, New Orleans, Louisiana, March 15-19, 2013
 - Panel Chair "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.
 - "Where are We on Public Service Reform? A Meta-Analysis of Civil Service Reform Research," (with Todd Jordan). Paper presented at the annual meeting of the American Society for Public Administration, Las Vegas, Nevada, March 2-6, 2012.
 - "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.
- Consultancies
- Departmental activities and committees
 - Director, Master of Public Affairs, Public Affairs Program, University of Texas at Dallas,
 January 2011 December 2011.
 - Assistant Program Head for Advising and Enrollment, Public Affairs Program, September 2008-December 2010.
 - o PhD Admissions Committee, Spring 2009 Present
 - o Candidate Search Committee, Spring 2009 Present
 - Larry D. Terry Scholarship Selection Committee, Fall 2008
- School activities and committees
 - School Peer Review Committee, Fall 2012 Present, School of Economic, Political, and Policy Sciences
 - Chair, Ad Hoc Committee, Mid-Probationary Faculty Evaluation, Fall 2011, School of Economic, Political, and Policy Sciences
 - Website Redesign Committee, Fall 2010 Fall 2011, School of Economic, Political, and Policy Sciences
 - Academic Review and Scholarship Committee, Fall 2010 Fall 2011, School of Economic, Political, and Policy Sciences
 - Faculty Advisory Committee, Fall 2010 Fall 2011, School of Economic, Political, and Policy Sciences
 - Teaching Effectiveness Committee, Fall 2009 Fall 2010, School of Economic, Political, and Policy Sciences
- University activities and committees
 - o Academic Calendar Committee, Vice Chair, Fall 2010 Present
- Courses and other curricula developed
 - Policy Analysis (graduate)
 - o Advanced Organizational Theory and Analysis (Ph.D. seminar)
 - 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)
- o Public Personnel Administration (on-line course, undergraduate)
- Selected Problems in Public Personnel Administration (graduate)
- o Seminar in Human Resources (Ph.D. seminar)
- o Seminar in Public Personnel Administration (graduate)