

TEODORO J BENAVIDES
Curriculum Vitae

Office: **University of Texas at Dallas**
School of Economic, Political and Policy Sciences
Department of Public and Nonprofit Management
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EDUCATION

Southern Methodist University Master of Public Administration Major: Public Administration	1974
Texas A&M University-Kingsville Bachelor of Science in Secondary Education Majors: Education, Political Science and History Graduated: Cum Laude	1973
Del Mar College Associate of Arts Major: Political Science	1971

EXPERIENCE

2018 – Present – Associate Professor of Practice - The University of Texas at Dallas
MPA Program Director, Graduate Certificates Coordinator &
Internship Coordinator

2005- 2018 Present Executive in Residence / Senior Lecturer - The University of Texas at Dallas
Internship Coordinator

2010-2017 Senior Consultant, The Strategic Government Services

2006-2008 Senior Vice President, The Waters Consulting Group, Inc.

1998-2004 City Manager, City of Dallas, Texas

1996-1998 City Manager, City of Denton, Texas

1990-1996 Assistant City Manager, City of Dallas, Texas

1990-1992 Adjunct Instructor - The University of Texas at Dallas

1986-1990 Director of Budget and Research Department, City of Dallas, Texas

1986 Assistant Director of Human Services, Health and Human Services Department, City of Dallas, Texas

EXPERIENCE (Continued)

1983-1985 Assistant Director of Capital Programs, Budget and Research Department, City of Dallas, Texas
1981-1983 Capital Budget Administrator, Budget and Research Department, City of Dallas, Texas
1978-1981 Budget Analyst, Budget and Research Department, City of Dallas, Texas
1975-1978 Administrative Assistant, Fort Worth Fire Department, City of Fort Worth, Texas
1974 Program Assistant, Law Enforcement Assistance Administration, U. S. Department of Justice, Dallas, Texas
1973 Management Intern, City Manager's Office, City of Portland, Texas

PUBLICATIONS**Books**

Benavides, T., and N. Valcik (Contract Awarded from Routledge/Taylor and Francis with a 2023 Deadline).

Local Government Management.

Valcik, N., **T. Benavides** and M. Sabharwal, (Contract Awarded from Springer with a 2020 Deadline).

A Public Administrator's Guide to Human Resources Information Systems. ISBN: X-XXXX-XXXX-XXX, Springer, New York, New York.

Valcik, N., **T. Benavides**, T. Jordan and A. Stigdon, 2017. *Peer Reviewed*
City Planning for the Public Manager. ISBN: 978-1-4822-1456-7, American Society for Public Administration Series Routledge/CRC Press/Taylor and Francis, New York, New York.

Valcik, N., **T. Benavides** and K. Scruton, 2015. *Peer Reviewed*
Non-Profit Organizations: Real Issues for Public Administrators. ISBN: 978-1-4665-7232-4, American Society for Public Administration Series CRC Press/Taylor and Francis, New York, New York.

** Copies possessed by Library of Congress, United States Consumer Protection Bureau, Virginia Center for Transportation Research and Innovation, United States Government Accountability Office, Institute of Defense Analyses, several international government libraries, research universities and law school libraries.*

PUBLICATIONS (Continued)

Books (Continued)

Valcik, N. and **T. Benavides**, 2011. *Peer Reviewed*

Practical Human Resources Management for Public Managers: A Case Study Approach.

ISBN: 9-78143-984-143-3, American Society for Public Administration Series, Taylor and Francis – CRC Press, New York, New York.

** Copies possessed by Library of Congress, California Department of Transportation Library and History, Federal Bureau of Investigation, United States Army Academy of Health Sciences, United States Government Accountability Office, United States Consumer Protection Bureau, United States Marine Corps, Institute of Defense Analyses, several international government libraries, research universities and law school libraries.*

**Rights purchased from publisher to Translate to Arabic (2012)*

Articles, Chapters and Forewords

Teodoro J. Benavides, Foreword for Valcik, N., 2016. Strategic Planning and Decision-Making for Public and Non-Profit Organizations. ISBN: 978-1-4822-0000-3, American Society for Public Administration Series, Routledge/CRC Press/Taylor and Francis, New York, New York.

Valcik, N., S. Murchison, **T. Benavides** and T. Jordan, 2015. *Peer Reviewed*

“The Sachse problem: Lessons for assessing city services in the wake of the Great Recession” Public Administration Quarterly. ISSN: 0734-9149, Volume 39, Number 1, Spring 2015.

<http://www.spaef.com/article/1574/Single-Article:-The-Sachse-Problem:-Lessons-for-Assessing-City-Services-in-the-Wake-of-the-Great-Recession>

Teodoro J. Benavides, Foreword for Valcik, N. and P. Tracy, 2012. Case Studies in Disaster Response and Emergency Management. ISBN: 9-78143-988-316-7, American Society for Public Administration Series, CRC Press/Taylor and Francis, New York, New York.

Valcik, N., K. Scruton, A. Olszewski, **T. Benavides**, S. Murchison, A. Stigdon and T. Jordan. 2012. *Peer Reviewed*

“Keeping up with the Joneses: Relationships between Public Top Tier Universities and Colleges with their Host Municipalities” in G. Levy and N. Valcik (Ed.) Benchmarking in Institutional Research. New Directions for Institutional Research, ISBN: 978-1-1186-0883-8, volume 156, Hoboken, NJ, John Wiley and Sons, Inc.

PROFESSIONAL ORGANIZATIONS & ACTIVITIES

- National Academy of Public Administration (NAPA)
- International City/County Management Association (ICMA)
- National Forum for Black Public Administrators (NFBPA)
- Texas City Management Association (TCMA)
- North Texas City Management Association (NTCMA)

PROFESSIONAL ORGANIZATIONS & ACTIVITIES (Continued)

- American Society for Public Administration (ASPA)
- Conference for Minority Public Administrators (COMPA)
- North Texas Chapter of the American Society for Public Administration (NTASPA)
- Government Finance Officers Association (GFOA)

PRIZES AND AWARDS

Received the **Paul Van Riper 2020 Award for Excellence and Service** from the American Society for Public Administration

Outstanding Undergraduate Instructor of the Year 2018, Department of Public and Nonprofit Management, School of Economic, Political and Policy Sciences, University of Texas at Dallas

Received the **Academician of the Year Award** in 2017 from the Texas City Management Association at their June 2017 Annual Conference in Austin, Texas.

Received a **Presidential Citation of Merit** from the American Society for Public Administration for outstanding leadership as Host Committee Co-Chair of the ASPA 2008 Annual Conference in Dallas, Texas

Special Recognition Award from the North Texas Chapter of the National Forum for Black Public Administrators in November 2008 for my role as a Co-Chair of the 2008 Scholarship Awards Golf Tournament Fund Raising Committee

Received the **Mark of Excellence Award** from the North Texas Chapter of the National Forum for Black Public Administrators, December 2006

Public Administrator of the Year 2004, North Texas Chapter of the American Society for Public Administration

Elected a **Fellow of the National Academy of Public Administration (NAPA)** 2000

Dallas Power Broker of 2000, Eclipse Magazine

Distinguished Leader, The Hispanic Friends of the University of North Texas and the Office of Equity and Diversity of the University of North Texas, October 1, 1999

Selected as a **Friend of the School District, Denton Independent School District**, Denton, Texas 1998

Community Star, Denton Chamber of Commerce, Denton, Texas 1998

Servant Leadership Award (Department Director Category), City of Dallas, Texas 1990

UNIVERSITY SERVICE

2019 – Present	UT-Dallas – Associate Professor of Practice
2019 – Present	UT-Dallas - Chair of the UT Dallas Diversity and Equity Committee
2018 – Present	UT-Dallas - MPA Program Director
2017 – Present	UT-Dallas - Member of the UT Dallas Diversity and Equity Committee
2011 -- Present	UT-Dallas - Coordinator the Public and Nonprofit Management Department's Contract with the Cities of Garland, Plano and Richardson for the Local Government Certificate Program (City Hall Program)
2010 – Present	UT-Dallas – Public and Nonprofit Management Department's recruiter for master's degree students
2010 -- Present	UT-Dallas – Internship Coordinator – UT Dallas Public and Nonprofit Management Department

SPECIALIZED SKILLS

Word processing:	Microsoft Word, Word Perfect
Spreadsheet software:	Microsoft Excel
Desktop publishing:	Microsoft Publisher, Adobe Printshop, Adobe Pagemaker
Misc. Applications: Reporting	Microsoft Power Point

Excellent policy planning and implementation abilities

PROFESSIONAL COURSES COMPLETED

2017 National Association of Schools of Public Affairs and Administration Accreditation Institute, Atlanta, Georgia

1987 Executive Institute of the Texas Municipal League at the LBJ School of Public Affairs in Austin, Texas

1986 Leadership Dallas, Dallas, Texas

MAJOR INTERNAL REPORTS AND POLICIES – ADMINISTRATIVE

2108 Updated the Master of Public Affairs catalog - University of Texas at Dallas

2018 Updated the MPA Flyer - University of Texas at Dallas

2018 Updated the MPA Facts Sheet - University of Texas at Dallas

2018 Updated the MPA Advising Guide - University of Texas at Dallas

2018 Created a new Employer intern evaluation form - University of Texas at Dallas

2108 Created a new Intern evaluation form - University of Texas at Dallas

PRESENTATIONS

- I participated in the 2019 Select USA – Select Dallas Spinoff Event (an International Trade Initiative) hosted by the United States Department of Commerce, the City of Dallas Economic Development Department and the Dallas World Affairs Council on June 14, 2019 in Dallas, Texas
- Spoke at the Houston Chapter of the National Forum for Black Public Administrators Annual Emerge Conference, in Houston, Texas on October 4, 2019 on the topic of “Your Management and Leadership Toolbox.”
- Spoke at the Texas Municipal League Region 8 Quarterly Meeting about the “Impact of Social Media on Council-Manager Relations” in Northlake, Texas on August 21, 2018.
- Spoke at the International Fire Chief Association Connections Training Conference on May 8, 2018 in Dallas, Texas on the subject of “Challenges for the Fire Service in the 21st Century.
- Speaker at the National Forum for Black Public Administrators Houston Chapter’s “Leadership Now Symposium” in Missouri City, Texas on October 5, 2017 on the subject of “Skills, Strategies and Solutions for Your Career Success.”
- Spoke at the School of Economic, Political and Policy Sciences’ Graduate Professional Week on the Public Policy and Public Affairs Panel Discussion on February 17, 2017
- Spoke at the Dallas 40 Civic Club on February 13, 2017 about the City of Dallas Police and Fire Pension Fund crisis.
- Made a presentation to the National Recreation and Park Association’s National Education Development School on Saturday, December 6, 2015 on the topic of *Coaching and Mentoring*.
- Made a presentation to the National Recreation and Park Association’s National Education Development School on Thursday, December 3, 2015 on the topic of “*Encouraging Employees*.”
- Made two presentations at West Virginia University on Monday, November 17, 2015 to Dr. Maja Holmes’ “Public Management” class on the topic of *Leadership and Communications*. The second presentation was to Dr. Margaret Stout’s “Urban Planning” class on the topic of *Tactical Urban Planning Strategies*.

- Made a presentation to the City of Arlington management team on “Leadership” on Wednesday, November 11, 2015.
- Made a presentation to the Human Resources Department of the City of Dallas on “Leadership and Relationship Building” on Thursday, August 27, 2015.
- Made a presentation to Dr. Robert Whelan’s “Intergovernmental Relations” class at the University of Texas at Arlington on Monday, July 27, 2015.
- Made a presentation to the Government Finance Officers Association of Texas State Conference Tuesday, October 23, 2013 on the topics of *Bond Elections* and *Linking Economic Development & Capital Planning Strategies*

PRESENTATIONS (Continued)

- Made a presentation to the Government Finance Officers Association of Texas State Conference in Richardson, Texas on Wednesday, October 20, 2013 on the topic of *Public Sector Leadership*.
- Made a presentation to the City of Plano, Texas Executive Training Academy class on Thursday, April 18, 2013 on the topic of *Navigating the Governmental Workplace*.
- Made a presentation to the City of Garland, Texas Executive Training Academy class on Thursday, July 26, 2012 on the topic of *Navigating the Governmental Workplace*
- Participated on the North Texas Section of the American Planning Association Planning Symposium, the University of Texas at Dallas in Richardson, Texas on Friday, January 13, 2012 on the topic of *Planning Management and Budgets in Today’s Economy*
- Presented to the AIR 2011 Conference in Toronto, Ontario and at the Rocky Mountain Association of Institutional Research in Albuquerque, New Mexico 2011. Valcik, N., K. Scruton, S. Murchison, T. Benavides, T. Jordan, A. Stigdon and A. Olszewski, 2011. Benchmarking Tier-One Universities: “Keeping Up with the Jones.”
- Participated on the Public Administration Profession and Texas in the 21st Century at the 2011 Austin College Public Administration Symposium on November 10, 2011 with Dr. Robert Bland with the University of North Texas.
- Presentation with Ed Van Eenoo, the City of Austin Budget and Research Director, to the Central Texas Chapter of the National Forum for Black Public Administrators on Friday, October 18, 2011 on the topic of budgeting with a title of “*Budget Once, Measure Twice, Then Evaluate the Impact*”
- Presentation to the North Texas Chapter of the National Forum for Black Public Administrators on Friday, October 20, 2011 on the topic of change management with

a title of *“Professional Development/Fiscal Crisis Management: Recovery and Solutions”*

- Valcik, N., S. Murchison, A. Olszewski, T. Benavides and T. Jordan, 2010.
- “MAMBA- A Model Assessing Municipal Benchmarking Attributes.” Presented to the American Society for Public Administration in San Jose, California April 2010.
- Participated on the Political Partisanship/Administrative Expertise: Addison and Dallas at the 2010 Austin College Public Administration Symposium on November 18, 2010 with Ron Whitehead, the city manager of the Town of Addison, Texas.

PRESENTATIONS (Continued)

- Presentation to the North Texas Chapter of the National Forum for Black Public Administrators on Friday, September 17, 2010 on the topic of “Fiscal Crisis Management.”
- Two presentations at the 98th Annual Conference and Exhibition of the Texas Municipal League in Corpus Christi, Texas on October 26 on “Capital Budgeting” and “Project and Contract Management.”
- “Playing Poker with Your Career: Making Key Career Decisions” – Conference of Minority Public Administrators (COMPA) Conference, Hamilton, Bermuda – February 15, 2008
- Succession Planning “The Gathering Storm: The Changing Face of the Government Workforce” – American Society of Public Administration Southern Nevada Chapter Conference, Las Vegas, NV – June 6, 2008
- Local Government Budgeting - The North Texas Chapter of NFBPA and the Fort Worth Hispanic Leadership Organization, The Executive Development and Leadership Institute (EDLI), at the University of Texas at Dallas – August 15, 2008
- City Management – Job Hunting Advice to Young Public Service Professionals, Texas Statewide Assistants Organization, September 2006
- City Management – Inclusion, City of Plano, Texas, October 2006
- City Management - Leadership in the Public Sector, Texas Recreation and Park Society, Region VII, Farmers Branch, Texas, October 2006
- Career Development – What I would have done differently as the City Manager of Dallas, Texas, Northeast Dallas Chamber of Commerce, and November 2006

- Building a Relationship with the City Manager, Association of Mayors, Councilmembers and Commissioners Annual Conference, Corpus Christi, Texas February 16, 2006

**TEACHING – SCHOOL OF ECONOMIC, POLITICAL AND POLICY SCIENCES,
DEPARTMENT OF PUBIC AND NONPROFIT MANAGEMENT**

Spring 2005 – Present

Undergraduate Courses

PA 2325 Introduction to Public Service
PA 3314 Financial Management
PA 4V97 Independent Studies
PA 4V98 Internship (Undergraduate)
PA 4351 Urban Management
PA 4360 Ethics in Public Administration
PA 4387 Project Management

Graduate Courses

PA 6313 Public Policymaking and Institutions
PA 6320 Urban Planning
PA 6321 Government Financial Management & Budgeting
PA 6330 Basics of Land Development
PA 6338 Capital Budgeting
PA 6344 Local Government Management
PA 6348 Navigating the Public Service Workplace
PA 6374 Financial Management for Nonprofit Organizations
PA 6V97 Internship (Graduate)
PA 7V26 Independent Study (Applied Economic Development City of Prosper)

**ADMINISTRATIVE DUTIES – SCHOOL OF ECONOMIC, POLITICAL AND POLICY
SCIENCES, DEPARTMENT OF PUBLIC AFFAIRS AND SOCIAL POLICY**

Associate Professor of Practice – Is responsible for conducting undergraduate and graduate courses for the Department of Public and Nonprofit Management at the University of Texas at Dallas in the School of Economics, Political and Policy Sciences with primary responsibility for teaching courses in all facets of local government management.

MPA Director – Serve in an administrative role with my primary responsibility being to foster an effective learning community for students, staff and faculty in the MPA program. In addition, I play a key role in maintaining effective connections between the graduate program and various constituencies, fostering mutual support and collaboration between undergraduate and graduate programs and representing the visions, needs and accomplishments of the graduate programs to the campus at large and off-campus.

Internship Coordinator – Manage and supervise the undergraduate and graduate interns for the Public and Nonprofit Management Department

City Hall Program Coordinator – Have responsibilities relating to the relationship management associated with the teaching contracts the Public and Nonprofit Management Department has with the cities of Garland, Plano and Richardson. The contacts with the three cities provide for classroom instruction of city employees from the three cities in order to enable them to earn a certificate in Local Government Management (15 hours in graduate level courses) from the University of Texas at Dallas.

PROFESSIONAL ORGANIZATIONAL ACTIVITIES AND POSITIONS

Participated in the May 28-29, 2019 DFW Philanthropy Conference in Irving, Texas to market our Public and Nonprofit Management programs to Funding Raising Professionals from all over Texas.

Dr. John McCaskill and I took a team of Public and Nonprofit Management undergraduate and graduate students to participate in the first annual Texas City Management Association's Public Administration College Bowl Competition June 27-29, 2019 in Fort Worth, Texas.

Re-appointed in July 2019 along with Dr. John McCaskill to represent the UTD Department of Public and Nonprofit Management on the **Texas City Management Association (TCMA) and University Partners Committee**.

Appointed Chair of the University of Texas at Dallas "Diversity and Equity Committee" on August 1, 2018 by Provost Inga H. Musselman.

I was a member of the Public and Nonprofit Management faculty team that provided consulting services to the City of Fate, Texas that validated the City's new building permit fee based on square footage based on the newly passed Texas State Law.

Appointed September 26, 2019 to the Program Committee of the School of Economic, Political and Policy Sciences at the University of Texas at Dallas (UTD).

Fellow of the National Academy of Public Administration (NAPA), 2000 to Present

Served as the *Internship Coordinator* for the Department of Public Affairs and Social Policy. 2005 to Present

Serve on the Glenn Heights Housing Finance Corporation Board 2016 - Present

Appointed to a three-year term on the Board of Editors of *Public Administration Review* on September 21, 2018.

Conducted recruiting for the Public Affairs Program in the School of Economic, Political and Policy Sciences, from 2005 to Present

Facilitated the City of Glenn Heights, Texas management staff strategic planning retreat on December 9, 2017

Assisted the City of Forney, Texas with the semifinal interviews to select the new Forney Police Chief on Tuesday, December 13, 2016.

Participated on a panel at the Urban Management Assistants of North Texas Conference on October 21, 2016 to discuss "Infrastructure Resiliency" in North Richland Hills, Texas.

Committee Member on the Academic Relations of the National Forum for Black Public Administrators during 2017

Met with one of our former UTD Public and Nonprofit Management students, Michael Boese the Police of Chief of Venus, Texas to provide technical and managerial advice to him on organizational issues at the City of Venus, Texas on Tuesday, November 10, 2015.

Assisted the Texas State Representative Helen Giddings with her Inland Port Planning meeting at Cedar Valley College, in Lancaster, Texas on Friday, October 16, 2015.

Assisted the City of Murphy, Texas with the semifinal interviews to select the new Murphy Police Chief on Thursday, August 13, 2015.

Committee Member on the Academic Relations and By-Laws Committees of the National Forum for Black Public Administrators 2015

Re-Elected President of the North Texas Chapter of the American Society for Public Administration in June 2015

Re-Elected President of the North Texas Chapter of the American Society for Public Administration in June 2014

Re-Elected President of the North Texas Chapter of the American Society for Public Administration in June 2013

PROFESSIONAL ORGANIZATIONAL ACTIVITIES AND POSITIONS (Continued)

Re-Elected President of the North Texas Chapter of the American Society for Public Administration in September 2012.

Committee Member on the Investment Committee of the National Forum for Black Public Administrators.2012

Elected President of the North Texas Chapter of the American Society for Public Administration in September 2011.

Vice-Chair of the Texas City Management Association University Relations Task Force 2005
Vice-President of the North Texas Chapter of the American Society for Public Administration, 2010

Committee Member on the Executive Leadership Institute and Mentoring Program Evaluation Task Force for the National Forum for Black Public Administrators (NFBPA), 2010

Served on the Board of Directors for the National Forum for Black Public Administrators (NFBPA) from 2002 to 2010

Chair of the Fund-Raising Committee for the 2008 American Society for Public Administration Annual Conference to held in Dallas, Texas

Co-chair of the Host Committee for 2008 American Society for Public Administration Annual Conference to be held in Dallas, Texas

Chair of the Intergovernmental Relations and Public Policy Committee of the National Forum for Black Public Administrators 2004

Member of the Governance Task Force for the American Society for Public Administration 2004

Investment Committee Member for the National Forum for Black Public Administrators 2012
Member of the Environmental Justice Task Force for the National Academy of Public Administration 2003