

Doug Goodman, Ph.D.

**Associate Professor of Public Affairs and
MPA Director**

**School of Economic, Political, and Policy Sciences
Department of Public Affairs and Social Policy**

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Education

Doctor of Philosophy, Political Science, The University of Utah, August 2002
Subfields: Public Administration and American Government & Politics
Allied Field: Management (Organizational Studies)
Dissertation title: *Executive-Legislative Power Struggles Over the
Budgetary Process: Budgetary Orientations and Decision-Making in the
13 Western States* (James J. Gosling, Ph.D., Chair)

Master of Science, Political Science, The University of Utah, June 1996
Subfields: American Politics and Public Administration
Allied Field: American History

Bachelor of Arts, Political Science, Brigham Young University, April 1992.

Associate of Applied Science, Administration of Justice, Eastern Arizona College, May
1986.

Academic Experience

01/12-Current **Master of Public Affairs (MPA) Director.** Department of Public Affairs and
Sociology, School of Economic, Political, and Policy Sciences; The University of
Texas-Dallas

08/10-Current **Associate Professor of Public Affairs (with tenure).** Department of Public
Affairs and Sociology, School of Economic, Political, and Policy Sciences; The
University of Texas-Dallas. Project Management teaching faculty, Naveen Jindal
School of Management.

07/08-08/10 **Associate Professor (with tenure).** Department of Political Science and Public
Administration, Mississippi State University.

01/08-08/10 **Graduate Coordinator.** Department of Political Science and Public
Administration, Mississippi State University.

08/02-06/08 **Assistant Professor.** Department of Political Science and Public Administration,
Mississippi State University.

08/01-05/02 **Assistant Visiting Professor.** Department of Political Science, Mississippi State

- University.
 08/00-05/01 **Marriner S. Eccles Fellow in Political Economy.** The University of Utah.
 08/99-05/00 **Senior Teaching Fellow.** The University of Utah—Political Science Department.

Courses taught or currently teaching:

- Doctoral: Seminar on Public Human Resource Administration;
 Administration of Public Human Resource Management; Scope of
 Public Administration; Negotiation for Effective Management;
 Municipal Government Management in Seoul, Korea
- Master's: Public Human Resource Management; Strategic Human Resource
 Management; Negotiation for Effective Management; Municipal
 Government Management in Seoul, Korea; State Government
 Administration; Emergency Management; Negotiation for
 Effective Management; Conflict Resolution and Mediation;
 Seminar in Public Administration; Government Organization and
 Administrative Theory (Organization Theory and Behavior);
 Systems in Public Administration; State Government; Capstone
 Seminar; Co-instructor, and Research Design for Public
 Administrators
- Undergraduate: Introduction to Public Policy; Political Analysis
 (Quantitative Methods); Introduction to Public
 Administration; Introduction to American National
 Government; Intergovernmental Relations; State
 Government; and Co-instructor, American Government and
 the Internet
- Lectures: Protected Lands Law Course, "Wilderness Issues in Utah and the
 West;" Environmental Policy; Public Opinion and Voting; State
 and Local Government.

Publications

Book: Doug Goodman and Daniel McCool. 1999. *Contested Landscape: The Politics of
 Wilderness in Utah and the West*. Salt Lake City: The University of Utah Press. ISBN: 0-
 87480-604-6.

Refereed Journal Articles: (*=graduate student or former graduate student)

Doug Goodman, P. Edward French, and Tonya T. Neaves*. (Forthcoming 2013). The
 Appropriate Use of Employment At-Will in County Sheriffs' Departments: Employment
 At-Will or Political Patronage? *Review of Public Personnel Administration*. (Accepted
 February 20, 2013).

Doug Goodman, R. Paul Battaglio, and P. Edward French (Forthcoming 2013).
 "Determinants of Local Government Workforce Planning." *American Review of Public*

Administration. (Accepted January 3, 2013).

P. Edward French and Doug Goodman. 2012. "An Assessment of the Current and Future State of Human Resource Management at the Local Government Level." *Review of Public Personnel Administration* 32 (March/1): 87-99. (Published Online First, October 10, 2011: <http://rop.sagepub.com/content/early.2011/10/04/0734371X11421499>.) DOI: 10.1177/0734371X11421499.

P. Edward French and Doug Goodman. 2011. "Local Government Human Resource Management Past, Present, and Future: Revisiting Hays and Kearney's Anticipated Changes a Decade Later." *Politics & Policy* 39(5): 761-785. (First Published Online: October 14, 2011: DOI 10.1111/j.1747-1346.2011.00311.X.

Doug Goodman and P. Edward French. 2011. "Assessing the Temporary Use of At-will Employment for Reorganization and Workforce Reduction in Mississippi State Government." *Review of Public Personnel Administration* 31 (September/3): 270-290. (Published Online First, May 16, 2011: <http://rop.sagepub.com/content/early/2011/05/12/0734371X11408704.abstract>.) DOI 10.1177/0734371X11408704.

Craig P. Orgeron* and Doug Goodman. 2011. "Evaluating Citizen Adoption and Satisfaction of E-Government." *International Journal of Electronic Government Research* 7(3/July-Sept): 57-78. DOI: 10.4018/jger.2011070104.

Lisa S. Nored*, Doug Goodman, and R. Alan Thompson. 2011. "Implementation of the Americans with Disabilities Act in State Police and Highway Patrol Agencies: Results of a National Survey." *Journal of Police and Criminal Psychology* 26 (1/April): 35-46. DOI 10.1007/s11896-010-9074-7. (Published Online First, August 10, 2010: <http://www.springerlink.com/content/k652x32qg8710750/>).

Doug Goodman and Stacey Mann*. 2010. "Reorganization or Political Smokescreen: The Incremental and Temporary Use of At-Will Employment in Mississippi State Government." *Public Personnel Management* 39 (3/Fall): 183-209. (lead article).

Erin J. Holmes* and Doug Goodman. 2010. "African-American and White Perception of Police Services: The Impact of Diversity on Citizens' Attitudes toward Police Services." *Journal of Public Management and Social Policy* 16 (1): 3-18 (lead article).

Coggburn, Jerrell D., R. Paul Battaglio, Jr., James S. Bowman, Stephen E. Condrey, Doug Goodman, and Jonathan P. West. 2010. "State Government Human Resource Professionals' Commitment to At-Will Employment." *American Review of Public Administration* 40 (2/March): 189-208. DOI: 10.1177/027507400933596. **[2010 Best Article Award]**.

Lisa S. Nored*, Philip E. Carlan, and Doug Goodman. 2009. "Incentives and Obstacles to Drug Court Implementation: Observations of Drug Court Judges and Administrators." *Justice Policy Journal* 6 (1-Spring): 2-22 (lead article).

P. Edward French and Doug Goodman. 2009. "The New Mental Health Parity Law: Addressing the Concern of Numerous Players in Health Care Policy." *Review of Public Personnel Administration* 29 (June): 189-196. DOI: 10.1177/0734371X09333319.

Joseph H. Holland*, Doug Goodman, and Bethany Stich. 2008. "Defined Contributions Plans Emerging in the Public Sector: The Manifestation of Defined Contributions and the Effects of Workplace Financial Literacy Education," *Review of Public Personnel Administration* 28 (December): 367-84. DOI: 10.1177/0734371X08323818.

Damien Abdulfattah Yaghi*, Doug Goodman, Elwood Holton, and Reid Bates. 2008. "Validation of the Learning Transfer System Inventory: A Study of Supervisors in the Public Sector in Jordan." *Human Resource Development Quarterly* 19 (3/Fall): 241-262. DOI: 10.1002/hrdq.1238.

Doug Goodman. 2008. "Executive Budget Analysts and Legislative Fiscal Analysts: State Budgetary Gatekeepers." *Journal of Public Budgeting, Accounting, & Financial Management* 20 (Fall/ 3): 299-322.

Doug Goodman. 2008. "Problem-based Learning in the MPA Curriculum." *Journal of Public Affairs Education* 20 (Summer/2): 253-270.

Stacey Mann* and Doug Goodman. 2008. "Sexual Harassment Isn't Always the Issue: Appellate Courts and Other Factors that Contribute to a Hostile Work Environment." *Review of Public Personnel Administration* 28 (June): 190-196. DOI: 10.1177/0734371X07310481.

P. Edward French, Doug Goodman, and Rodney E. Stanley. 2008. "Two Years Later: Hurricane Katrina Still Poses Significant Human Resource Problems for Local Governments." *Public Personnel Management* 37 (1/Spring): 67-76.

Doug Goodman and Stacey Mann*. 2008. "Managing Public Human Resources Following Catastrophic Events: Mississippi's Local Governments' Experiences Post Hurricane Katrina." *Review of Public Personnel Administration* 28 (March/1): 3-19. DOI: 10.1177/0734371X07309827. (Lead Article).

Doug Goodman and David Breaux. 2007. "Health Policy Priorities and Opinions: A Survey of Mississippi Legislators." *Journal of the Mississippi Medical Association*. (Accepted April 2007 but never published).

Doug Goodman. 2007. "Determinants of Perceived Gubernatorial Budgetary Influence Among State Executive Budget Analysts and Legislative Fiscal Analysts." *Political Research Quarterly* 60 (March/1): 43-54. DOI: 10.1177/1065912906298816.

David Breaux, Doug Goodman, Barbara Patrick*, and Stephen Shaffer. 2006. "Race, Party, and Representation: Health Care Attitudes in a Modern Southern State." *American Review of Politics* 27 (Fall): 231-254.

Doug Goodman. 2005. "Symbolic Opposition: A Retrospective Analysis of House Votes to Reject BRAC Recommendations in 1989, 1991, and 1995." *Politics & Policy* 33 (Fall/4): 706-729.

Doug Goodman, Daniel C. McCool, and F. Ted Hebert. 2005. "Local Governments, Tribal Governments, and Service Delivery: A Unique Approach to Negotiated Problem Solving." *American Indian Culture and Research Journal* 29 (2): 15-33.

Doug Goodman and Edward Clynych. 2004. "Budgetary Decision Making By Executive and Legislative Budget Analysts: The Impact of Political Cues and Analytical Information." *Public Budgeting & Finance* 24 (Fall): 20-37. DOI: 10.1111/j.0275-1100.2004.02403002.x.

Book Chapters:

Doug Goodman, P. Edward French, and Stacey Mann*. 2010. "Local Government Human Resource Management and Catastrophic Events." In *Handbook for Human Resource Management in Government* 3rd Edition ed. Stephen E. Condrey. San Francisco: Jossey-Bass. ISBN: 978-0-470-48404-3

Joseph H. Holland* and Doug Goodman. 2008. "Transitioning to Defined Contribution Retirement Plans: The Importance of Financial Literacy Development in the Workplace." In *Handbook for Employee Benefits and Administration* ed. Christopher G. Reddick and Jerrell Cogburn, 359-378. Boca Raton: CRC Press.

James A. Newman* and Doug Goodman. 2006. "Alabama." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 205-208. Santa Barbara, CA: ABC-CLIO.

LaShonda Stewart* and Doug Goodman. 2006. "Arkansas." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 218-220. Santa Barbara, CA: ABC-CLIO.

Doug Goodman and Barbara Patrick*. 2006. "Florida." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 238-242. Santa Barbara, CA: ABC-CLIO. James A. Newman and Doug Goodman. 2006. "Georgia." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 242-245. Santa Barbara, CA: ABC-CLIO.

Kwame Badu Antwi-Boasiako* and Doug Goodman. 2006. "Kentucky." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 267-270. Santa Barbara, CA: ABC-CLIO.

Doug Goodman and James A. Newman*. 2006. "Louisiana." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 271-274. Santa Barbara, CA: ABC-CLIO.

Lisa S. Nored* and Doug Goodman. 2006. "Mississippi." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 294-298. Santa Barbara, CA: ABC-CLIO.

Doug Goodman. 2006. "Oklahoma." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 238-342. Santa Barbara, CA: ABC-CLIO.

Doug Goodman and James A. Newman*. 2006. "South Carolina." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 355-359. Santa Barbara, CA: ABC-CLIO.

James Newman* and Doug Goodman. 2006. "Tennessee." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 362-366. Santa Barbara, CA: ABC-CLIO.

Doug Goodman. 2006. "Virginia." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 379-383. Santa Barbara, CA: ABC-CLIO.

LaShonda Stewart* and Doug Goodman. 2006. "West Virginia." In *The Judicial Branch of State Government: People, Process, and Politics*, ed. Sean O. Hogan, 387-390. Santa Barbara, CA: ABC-CLIO.

Doug Goodman and Daniel C. McCool. 1999. "Community Context Approach." In *Contested Landscape: The Politics of Wilderness in Utah and the West*. ed. Doug Goodman and Daniel McCool, 236-254. Salt Lake City: The University of Utah Press.

Book Review Essays:

J. Steven Ott and Doug Goodman. 1998. "Government Reform or Alternatives to Bureaucracy? Thickening, Tides and the Future of Governing." *Public Administration*

Review 58 (November/December): 540-545.

Outreach, Service and Other Publications:

Kim Perteet*, Freddie Mickens*, Tenisha Spencer*, Michael Martin*, Doug Goodman, and Denise Keller. 2006. *City of Starkville Resident Satisfaction Survey*. Mississippi State University, Department of Political Science and Public Administration, Stennis Institute of Government, June. Contract# 06070625.

Doug Goodman and David A. Breaux. 2006. *Health Policy Priorities and Opinions: A Survey of Mississippi Legislators*. Mississippi State University, Mississippi Health Policy Research Center, April.. <<http://www.healthpolicy.msstate.edu/publications/>>

Doug Goodman. 2002. "Budgetary Politics in the West." *Connections* 15 (May): 1, 3-4. University of Utah, Center for Public Policy and Administration.

Center for Public Policy and Administration. 1997. *San Juan County Division Study: A Report of the Blue Ribbon Committee of San Juan County, Utah*. Prepared by The Center for Public Policy and Administration, University of Utah (contributor).

Conference Proceedings:

"African-American and White Perception of Police Services: The Impact of Diversity on Citizen Attitudes Toward Police Services," with Erin J. Holmes, Southern Political Science Association Annual Meeting, January 3-7, 2007, New Orleans, LA. <<http://convention2.allacademic.com/one/spsa/spsa07>>.

"The Importance of Health Care Policy Priorities in Mississippi: Public Opinion v. Legislators' Opinion." with David A. Breaux, Barbara Patrick, and Stephen D. Shaffer. Paper presented at the annual meeting of the Southern Political Science Association Hotel Intercontinental, New Orleans, 2005-01-06. <<http://archive.allacademic.com/>> (Peer Review).

"Institutional Influence and Budgetary Orientations." Paper prepared for delivery at the 2002 Annual Meeting of the American Political Science Association, Boston, August 29-September 1, 2002. <http://www.allacademic.com/meta/p65853_index.html> (Peer Review).

Works in Progress

"Municipal Human Resource Capacity: Texas City Performance in Times of Economic Peril," with Jeremy Hall. Preparing for submission to *Public Administration Review*.

“Electronic Communication and Social Media in the Workplace: Legal Issues and Policy Recommendations.” With K Royal*. Revise and Resubmit at *Review of Public Personnel Administration*.

“Contracting Out Local Government Human Resource Management: A National Study.” With R. Paul Battaglio and P. Edward French. Under review at *Journal of Public Administration Research and Theory*.

“Organizational Determinants of Employee Turnover Across the U.S. Federal Government,” with Robert Black* and Galia Cohen*. Preparing for submission to *Public Administration Review*.

“Gender and Ethnicity: Are We Truly Narrowing the Gap in Human Resource Practices?” (with P. Edward French and Minion K.C. Morrison). Under review at *Journal of Public Management & Social Policy*.

“Legislative Term Limits and Bureaucratic Oversight: Shifting Influence in the Legislative-Executive-Administrative Arena (of Not?),” with Cynthia J. Bowling. Preparing for submission.

Research Presentations

“Organizational Determinants of Turnover Across the U.S. Federal Government: Usefulness of Turnover Intentions as a Predictor of Future Agency Quit Rates,” with Galia Cohen and Robert Blake, American Society for Public Administration, March 15-March 19, 2013, New Orleans, LA.

“Municipal Human Resource Capacity: Texas City Performance in Times of Economic Peril,” with Jeremy Hall, Southeastern Conference for Public Administration (SECoPA), October 3-6, 2012, at Coral Springs, FL.

“Contracting Out Local Government Human Resource Management: A National Study,” with R. Paul Battaglio and P. Edward French, Southeastern Conference for Public Administration (SECoPA), October 3-6, 2012, at Coral Springs, FL.

“Organizational Factors Affecting the Usefulness of Employees’ Turnover Intentions as a Predictor of Future Voluntary Separation Rates in U.S. Federal Agencies,” with Galia Cohen* and Robert Blake*, Southeastern Conference for Public Administration (SECoPA), October 3-6, 2012, at Coral Springs, FL.

“An Empirical Examination of the Link Between Descriptive Representation and Human Resource Practice and Reform at the Local Government Level,” with P. Edward French and

Minion K.C. Morrison, American Society for Public Administration, March 2-6, 2012, at Las Vegas, NV.

“Gender and Ethnicity: Are We Truly Narrowing the Gap in Public Human Resource Administration?” presented at the 2011 Southeastern Conference for Public Administration (SECoPA), September 21-24, 2011 at New Orleans, Louisiana.

“Legislative Term Limits and Bureaucratic Oversight: Shifting Influence in the Legislative-Executive-Administrative Arena (or Not?),” with Cynthia J. Bowling, Midwest Political Science Association, 69th Annual Conference, March 31-April 3, 2011, Chicago, IL.

“Determinants of Local Government Workforce Planning,” with P. Edward French, American Society for Public Administration, March 12-15, 2011, Baltimore, MD.

“Local Government Human Resource Management Past, Present, and Future: Revisiting Hays and Kearney’s Anticipated Changes a Decade Later,” with P. Edward French, Southeastern Conference for Public Administration (SECoPA), October 13-16, 2010, Wilmington, NC.

“HRM in the Aftermath of Hurricane Katrina,” with P. Edward French and Stacey Mann, the Center for Policy and Resilience Bringing Hurricane Katrina Research Back to the Community Conference, June 4-5, 2010, at University of Southern Mississippi Gulf Coast, Long Beach, Mississippi.

“Public Sector Human Resource Management Practices: Past, Present, and Future,” with P. Edward French, College of Arts & Sciences Research Showcase, October 21-22, 2009, Mississippi State University.

“Local Government Human Resource Management Past, Present, and Future: Revisiting Hays and Kearney’s Anticipated Changes a Decade Later,” with P. Edward French, Southeastern Conference for Public Administration, September 30-October 3, 2009, Louisville, KY.

“The Use of Political Patronage in Sheriffs’ Departments in Mississippi: Results from a Statewide Survey,” with P. Edward French and Tonya Thornton-Neaves, American Society for Public Administration, March 20-24, 2009, Miami, FL.

“There’s a New Sheriff in Town: The Use of Political Patronage in Sheriff’s Departments in Mississippi,” with Tonya Thornton-Neaves, Southeastern Conference for Public Administration, September 24-27, 2008, Orlando, FL.

“There’s a New Sheriff in Town and its not *Rutan*: The Use of Political Patronage Following Sheriff Elections in Mississippi,” with Tonya Thornton-Neaves, American Society for Public Administration, March 7-11, 2008, Dallas, TX.

“Administering Employment At-will: Organizational Strategies in the American States,” with Jerrell D. Cogburn, American Society for Public Administration, March 7-11, 2008, Dallas, TX.

“Post Katrina Impacts on Local Government Retention & Recruitment on the Mississippi Gulf Coast,” with P. Edward French and Rodney E. Stanley, Southeastern Conference for Public Administration, September 26-29, 2007, Nashville, TN.

“Managing Public Human Resources Following Catastrophic Events: Mississippi’s Local Governments’ Experiences Post Hurricane Katrina,” with Stacey Mann, American Society for Public Administration, March 23-27, 2007, Washington, DC.

“African-American and White Perception of Police Services: The Impact of Diversity on Citizen Attitudes Toward Police Services,” with Erin J. Holmes, Southern Political Science Association Annual Meeting, January 3-7, 2007, New Orleans, LA.

“At-will Employment in Mississippi State Government,” Mississippi State University, Department of Political Science and Public Administration, Faculty Development Series, October 11, 2006.

“Does Civil Service Protection Mean Anything in Mississippi? –Mississippi State Government’s Temporary Use of At-will Employment for Reorganization and Workforce Reduction,” Southeastern Conference for Public Administration, September 28-30, 2006, Athens, GA.

“Reorganization or Political Smokescreen: A Push for At-Will Employment in Mississippi State Government,” American Society for Public Administration Annual Meeting, March 31-April 4, 2006.

“Democratic Congruence in a Deep South State: The Case of Health Care Policy in Mississippi.” with David A. Breaux, Barbara Patrick, and Stephen D. Shaffer, Citadel Symposium on Southern Politics, March 2006.

“Implementation of the ADA in Police Agencies: Results of a National Survey.” with Lisa S. Nored, Academy of Criminal Justice Sciences Annual Meeting, February 28-March 4, 2006, Baltimore, MD.

“At-will Employment in Mississippi State Government” Optimist Club, Jackson Chapter, Jackson, MS, January 11, 2006.

“Reasonable Accommodations: Implementing the Americans with Disabilities Act in a Law Enforcement Setting.” with Lisa S. Nored, Southeastern Conference for Public Administration, October 5-8, 2005, Little Rock, AR.

“Problem-based Learning in the MPA Environment,” American Society for Public Administration Annual Meeting, April 2-5, 2005, Milwaukee, WI.

“Implementation of the Americans With Disabilities Act in State Police and Highway Patrol Agencies: Results of a National Survey.” with Lisa Nored, Academy of Criminal Justice Sciences Annual Meetings, March 15-19, 2005, Chicago, IL.

“The Pros and Cons of Implementing Problem-based Learning.” with Rick Travis. Mississippi State University, Department of Political Science and Public Administration, Faculty Development Series, March 9, 2005.

“The Importance of Health Care Policy Priorities in Mississippi: Public Opinion v. Legislators’ Opinions. with David Breaux, Barbara Patrick, and Stephen Shaffer, Southern Political Science Association Annual Meeting, January 5-9, 2005, New Orleans, LA.

“Implementation of the Americans With Disabilities Act in State Police/Highway Patrol Agencies.” with Lisa Nored. Southeastern Conference for Public Administration, October 3-5, 2004, Charlotte, SC.

“Budgetary Decision-making by Executive and Legislative Budget Analysts: The Impact of Political Cues and Analytical Information.” with Edward J. Clynych. MSU Social Science Roundtable, April 7, 2004.

“Determinants of Perceived Gubernatorial Budgetary Influence Among State Executive Budget Analysts and Legislative Fiscal Analysts.” Southeastern Conference for Public Administration, October 12-14, 2003, Savannah, GA.

“Gubernatorial, Legislative, and Interest Group Influence on State Administrators: An Early Look at the Effects of Term Limits.” with Cindy Bowling. Southern Political Science Association Annual Meeting, November 7-9, 2002, Savannah, GA.

“Policy Analysis and Budgetary Decision Making Among Executive Budget Analysts and Legislative Fiscal Analysts.” with Edward Clynych. Association for Budgeting and Financial Management Annual Meeting, October 10-12, 2002, Kansas City, MO.

“Institutional Influence and Budgetary Orientations.” American Political Science Association Annual Meeting, Boston, MA, August 29-Sept 1, 2002.

“Popular and Professional Perspective on Public Service: Prestige, Preferences, and Images Among Citizens and Administrators.” Paul P. Van Riper Symposium, American Society for Public Administration Annual Meeting, March 23-26, 2002, Phoenix, AZ. With Deil S. Wright.

“Executive-Legislative Power Struggles Over Budgets: A New Conceptual Model of Budget Orientations and Decision Making in State Capitols.” American Political Science Association Annual Meeting, Washington, DC, August 2000.

“Two Cultures, Two Communities, One County: Devolution and Retrenchment in Indian Country.” American Political Science Association Annual Meeting, Boston, MA, Sept. 1999. With Daniel McCool and F. Ted Hebert.

“The Community Context Approach to Wilderness Policy.” University of Utah, Department of Political Science Political Inquiry Encounters. April 1999 with Daniel McCool.

“The Community Context Approach to Wilderness Policy.” Western Political Science Association, Los Angeles, CA, March 19-21, 1998. With Daniel McCool.

“Local Governments’ Response to Military Base Closures: How Tooele, Utah Handled the Challenge.” University of Utah, Department of Political Science Graduate Student “Brown Bag” Series, May 1, 1997.

“Overcoming Military Job Losses: How Tooele, Utah Accepted the Challenge.” Western Political Science Association, Tucson, AZ, March 13-15, 1997.

"Understanding and Classifying Regulatory Regime Dynamics" with Brian J. Gerber, Southwestern Social Science Association, Houston, TX, March 20-23, 1996.

“Governing by Commission: House Behavior and Military Base Closure, 1988-1995.” Western Political Science Association, San Francisco, CA, March 13-16, 1996.

Grants/Contracts/Fellowships

“The Impact of At-will Employment on Government Employment.” With R. Paul Battaglio. School of Economics, Political, and Policy Sciences, The University of Texas at Dallas. Richardson, TX, \$5,000. Fall 2012. Not funded.

“The Impact of At-will Employment on Government Employment.” With R. Paul Battaglio. School of Economics, Political, and Policy Sciences, The University of Texas

at Dallas. Richardson, TX, \$4,500. Fall 2011. Not funded.

“Change that Works: How Local Governments are Reinventing Themselves in the Wake of the Great Recession.” With Kimberly A. Aaron. International City/County Management Association. Washington, DC, \$5,000. Not funded.

Funding for Faculty Travel Program, Vice President’s Office for Research and Economic Development and the College of Arts & Sciences, Travel Grant to the Southeastern Conference on Public Administration (SECoPA) in Louisville, KY, \$923.00. Awarded August 3, 2009.

“Educational Benchmarks Program Evaluation and Validation,” Mississippi State Personnel Board, Jackson, MS, \$8,901. Awarded, June 14, 2007.

“Implementing the American with Disabilities Act Among Local Law Enforcement Agencies,” John C. Stennis Summer Research Grant, Department of Political Science and Public Administration, Mississippi State University, Awarded \$5,000, May 31, 2006.

Starkville Resident Satisfaction Study, City of Starkville, MS, Award/Contract, \$ 2,912, February 28, 2006.

National Science Foundation, Dissertation Improvement Grant, “Examining Interest Group Influence on River Basin Interstate Compacts in the Southeastern United States,” with James A. Newman, Requested \$10,440 Not funded, January 19, 2005.

IBM Center for the Business of Government Grant, Washington, DC, “On-Demand Government: Innovation in Responsive E-Government Service Delivery and Customer Service,” Requested \$15,000, Not funded, With Craig Ogeron, November 1, 2004.

Achieve Mississippi. Travel Award for PBL presentation. \$500. Awarded July 2004.

Charles Redd Center for Western Studies, Provo, UT, John Topham and Susan Redd Butler Faculty Research Award, Requested \$2,305, Not funded, March 15, 2004.

Mississippi Health Policy Research Center and the Bower Foundation, Ridgeland, MS, “Legislative Health Policy, Priorities, and Opinions,” Awarded \$20,980 on January 7, 2004, with David Breaux. (MSU Award# 004922-003)

Concept paper, Smith-Richardson Foundation, “Howling at the Moon: Wolf Reintroduction in the New West,” Requested \$59,940, Not funded, January 6, 2004.

Research Initiation Grant, Office of Research, Mississippi State University, Requested \$9540, Not funded, September 2003.

SMARTer Kids Foundation, NEC Grant, Requested money to help off-set the cost of a portable projector for classroom instruction. Requested \$2,792. Awarded June 10, 2003

“Howling at the Moon: A Policy Comparison of Wolf Reintroduction in Yellowstone and the Southwest,” John C. Stennis Summer Research Grant, Department of Political Science, Mississippi State University, Awarded \$4,700 on March 28, 2003.

Research Initiation Grant, Office of Research, Mississippi State University, Requested \$7,650, Not funded

National Science Foundation, Dissertation Improvement Grant, Requested \$7,982, Not funded

University Graduate School Research Supplement Award, University of Utah, \$300

American Political Science Association, Advanced Graduate Student Travel Grant, \$200

Marriner S. Eccles Fellow in Political Economy, University of Utah, 2000-2001

Senior Teaching Fellow, University of Utah, 1999-2000

Professional Service

Editorial Boards

Review of Public Personnel Administration

Associate Editor, Practitioner Outreach, February 2013-current

Editorial Board, June 2010-February 2013

Public Personnel Management, February 2013-current

Journal Reviewer:

Review of Public Personnel Administration:

June 2012 x 2, March 2012, January 2012, May 2011 (x2), January 2011, September 2010, December 2009, October 2009, May 2009, April 2008, May 2008, December 2008, August 2007

American Political Science Review

March 2012

Public Management Review:

October 2012, January 2012

Journal of Public Affairs Education:

February 2013, March 2012, June 2011, February 2011

Public Productivity and Management Review

June 2011

State Politics and Policy Quarterly:

October 2009, May 2009.

Public Integrity:

November 2012, February 2012, July 2011, March 2009, June 2008, March 2008.

Journal of Information Technology & Politics:

March 2010, November 2009

State and Local Government Review:

October 2008, Spring 2005.

Political Research Quarterly:

December 2008, July 2008, March 2008.

Journal of Public Budgeting, Accounting, & Financial Management:

August 2007.

Journal of Health and Human Services Administration:

July 2006.

Public Budgeting and Finance:

January 2013, Spring 2005

American Review of Public Administration:

March 2001, November 2000.

Publius:

February 1999

Reviews for Associations:

Society for Human Resource Management Foundation

June 2012

Reviews for Publishers:

Routledge: *Toward Resilient Communities: Examining the Impacts of Local Governments in Disaster*. (May 2012)

Sage Publications: *Human Resource Management in Public Service: Paradoxes, Processes, and Problems*, 3rd Edition. Review for 4th edition. (February 2011)

CQ Press, January 2010.

M.E. Sharpe: *Achieving Competencies in Public Service: The Professional Edge*, 2nd Edition, Summer 2008 and Spring 2009.

Sage Publications: *Human Resource Management in Public Service: Paradoxes, Processes, and Problems*, 3rd Edition, 2009.

Longman Publishers: Proposal for new text—*American Politics: Unity and Diversity*, May 2006.

McGraw Hill: *Public Policy: Continuity and Change*.

Reviewer/Survey—Wadsworth: *Cases in Public Human Resource Management*.

McGraw Hill: *What Government Does and Why: The Politics of US 20th Century Public Policy*.

Training—City of Garland, Texas: Negotiation and Conflict Management, June 2012.

Panel Moderator—“Organizational Commitment,” Southeastern Conference for Public Administration, Coral Springs, FL, October 3-6, 2012.

Panel Moderator—“Performance Management and Human Resources,” Southeastern Conference for Public Administration, Coral Springs, FL, October 3-6, 2012.

Site Review Team—NASPAA/COPRA, March 2009.

Advisor—Junior Faculty Development Program, American Councils for International Education.

Panel Convener—“Contemporary HR Issues,” Southeastern Conference for Public Administration, Louisville, KY, September 30-October 3, 2009.

Panel Chair—“Local Government HR and Management Issues,” Southeastern Conference for Public Administration, Orlando, FL, September 24-27, 2008.

Track Chair—Ethics, Law & Accountability—for the 2007 Annual Meeting of the Southeastern Conference for Public Administration, SECoPA, June 2007.

Chair—2007 SPALR Awards Committee, March 2007.

Executive Board—Southeastern Conference on Public Administration (SECoPA), September 2006-Current.

Executive Board—Section on Personnel Administration and Labor Relations (SPALR), April 2006–April 2010.

Panel/Proposal Reviewer—Human Resource Track, for the 2007 Annual Meeting of the American Society for Public Administration, July 2006

Ad hoc editorial board for a symposium issue of the *Journal of Health and Human Services Administration*, with the topic of the symposium “Chronic Illness and Disability,” July 2006.

Discussant—“At-will Employment and Civil Service Reform,” Southern Political Science Association Annual Meeting, Atlanta, GA, January 5-7, 2006.

Chair—“Issues in Public Human Resource Management,” Mississippi-Louisiana Political Science Association Annual Meeting, Jackson, MS, February 25-26, 2005.

Chair—“Current Issues in Public Management,” Mississippi-Louisiana Political Science Association Annual Meeting, Jackson MS, February 25-26, 2005.

Chair—“Environmental Politics,” Southern Political Science Association Annual Meeting, New Orleans, LA, January 5-9, 2005.

Discussant—“Issues in Teaching Political Science,” Mississippi Political Science Association annual meeting, Jackson, MS, February 27-28, 2004.

Chair—Panel “A Pillar of Public Administration: Fiscal Analysis and Performance Measures,” Southeastern Conference for Public Administration, Savannah, GA, October 12-14, 2003.

Chair—Panel “Current Issues in Public Human Resource Management,” Mississippi Political Science Association annual meeting, Cleveland, MS, Feb 28-March 1, 2003.

Chair—Panel “Current Issues Facing Public Administration in Mississippi,” Mississippi Political Science Association annual meeting, Cleveland, MS, Feb 28-March 1, 2003.

Discussant—Panel “Controls on the public purse,” Southeastern Conference for Public Administration, Budgeting and Financial Management Track, Baton Rouge, LA, October 11, 2001.

Discussant— Political Inquiry Encounters— “The Utah Wilderness Controversy and the Politics of Intransigence” by Tim Tilton, Political Science Department, University of Utah, March 3, 2000.

Reviewer—Public and Nonprofit Sector Division of the Academy of Management for the 2001 annual meeting.

National/University/Department Committees

Editorial Board, *Review of Public Personnel Administration*, 2010-

Executive Board, Section on Personnel Administration and Labor Relations (SPALR), 2006-2010.

- Chair, 2007 SPALR Awards Committee

Executive Board, Southeastern Conference for Public Administration (SECoPA), 2006-2010

- Chair, Web committee (2006-2010)
- Chair, Nomination committee (2008, 2009)
- Finance Committee (2009)

National Association of Schools of Public Affairs and Administration, Commission on Peer Review and Accreditation Site Visit Team

- 2009

Grant reviewer for Society for Human Resource Management Foundation

- October/November 2012

The University of Texas at Dallas

- Committee on Academic Integrity (2011-current)
- School of Economic, Political, and Policy Sciences
 - MPA Director (2012-current)
 - Public Affairs Committee (2010-current)
 - Public Affairs Ph.D. Committee (2011-2012)
 - Committee on Effective Teaching (2011-2012)
 - Faculty Personnel Review Committee (2012-current)
 - Ad Hoc Committee for Technology and Innovation
 - Ad Hoc Committee for Faculty Recruitment and Hiring

Mississippi State University

- Information Technology Advisory Group (July 2009-July 2010)
- Graduate Council (August 2009-July 2010)
 - Graduate degree time limits study committee
- Department of Political Science and Public Administration:
 - Dept. of Political Science & Public Administration, Executive Council (August 2009-August 2010)
 - Graduate Coordinator (Jan 2008-Aug 2010)
 - Ph.D. committee (August 2003-Aug 2010)
 - MPPA Core Committee (2001-Aug 2010)
 - MA Committee (2007-2009)

- Graduate Student Financial Aid Committee (2007-Aug 2010)
- Ad Hoc Committee on Peer Teaching Evaluation

Professional Memberships

American Society for Public Administration, 1997-Current (Lifetime member)
 The Section on Personnel Administration and Labor Relations
 The Association on Budgeting and Financial Management
 American Political Science Association, 1998-2007
 Mississippi Political Science Association, 2003-2010
 Southern Political Science Association, 2002–2007
 Western Political Science Association, 1996-2002

Community Outreach/Consulting

State of Mississippi, State Personnel Board. “Educational Benchmarks Program Evaluation and Validation.” Summer 2007.

City of Starkville Resident Satisfaction Survey. City of Starkville Board of Aldermen, July 5, 2006.

City of Starkville Resident Satisfaction Survey. Mayor Robert D. Camp and Chief Administrative Officer Lynn Spruill, June 27, 2006, with Michael Martin and Freddie Mickens.

“Starkville Citizen Satisfaction Study,” Starkville, MS, Spring 2006.

“West Point Civic Engagement: Leadership Forum,” West Point, MS, May 2006

“Technical Assistance Report for the City of West Point, Mississippi,” with the John C. Stennis Institute of Government, May 2006.

“At-will Employment in Mississippi State Government” Optimist Club, Jackson Chapter, Jackson, MS, January 11, 2006.

“Mississippi Legislators’ Health Policy Priorities and Opinions” Mississippi Health Policy Research Center Advisory Board Meeting, October 27, 2004. With David Breaux

January 2004–Safford Police Department, Safford, AZ. I provided consultation on restructuring the police department’s pay system (pro bono).

July 2003–Safford Police Department, Safford AZ. I prepared a shift conversion analysis for the Safford Police Department (pro bono).

Special Training

- 2011 NASPAA Site Visitor Training, Baltimore, MD.
- 2008-2009 Faculty Leadership Program, Office of the Vice President for Research and Economic Development, Mississippi State University.
- 2006 NASPAA Site Visitor Training, Denver, CO.
- 2005 Complete Grant Writing Workshop, Millsaps College, Jackson, MS
- 2004 Achieve Mississippi, Problem-Based-Learning seminar, Mississippi State University
- 2002 Faculty Instructional Technology Series Level One and Level Two Training, Mississippi State University
- 1985 Arizona Law Enforcement Training Academy (ALET) Certified Law Enforcement Officer (Certification lapsed May 1997).

Experience

- 07/12-Current **Consultant**, Condrey and Associates, Athens, GA.
- 01/12-Current **MPA Director**, School of Economics, Political, and Policy Sciences, The University of Texas at Dallas.
- 08/10-Current **Associate Professor**, School of Economics, Political, and Policy Sciences, The University of Texas-Dallas.
- 07/08-08/10 **Associate Professor**, Department of Political Science and Public Administration, Mississippi State University
- 01/08-08/10 **Graduate Coordinator**, Department of Political Science and Public Administration, Mississippi State University
- 08/02-06/08 **Assistant Professor**, Department of Political Science and Public Administration, Mississippi State University.
- 08/01-05/02 **Visiting Assistant Professor**, Department of Political Science, Mississippi State University.
- 08/00-05/01 **Marriner S. Eccles Fellow in Political Economy**, The University of Utah.
- 08/99-05/00 **Senior Teaching Fellow**, The University of Utah— Political Science Department.
- 09/97-05/99 **University Teaching Assistant**, The University of Utah--Political Science Department
- 09/96-06/97 **Teaching Assistant**, The University of Utah--Political Science Department
- 08/95-09/96 **Research Assistant**, The University of Utah--Center for Public Policy and Administration.
- 09/94-06/95 **Research Assistant** (Work Study), The University of Utah--Political Science Department.
- 06/92-04/94 **Police Officer**, Safford Police Department, Safford, AZ
- 05/92-06/92 **Reserve Police Officer**, Safford Police Department, Safford, AZ.
- 12/91-4/92 **Teaching Assistant/Research Assistant**, Brigham Young University, Provo, UT.
- 8/85-8/90 **Police Officer**, Safford Police Department, Safford, AZ.

- 4/85-8/85 **Reserve Police Officer.** Safford Police Department, Safford, AZ.
- 9/82-3/84 **Representative of LDS Church.** Massachusetts, Boston Mission; Cambridge, MA.

Media Interviews and News

- Starkville, MS *Starkville Daily News* “Survey gives resident input on City Hall,” July 10, 2006.
- Columbus, MS *Commercial Dispatch* “Survey finds vast majority of residents like Starkville,” July 7, 2006.
- West Point, MS *Daily Times Leader* “Leadership West Point in the Making” February 8, 2006.
- Mississippi State University *Reflector* “Grad student proposes new space policies” April 27, 2004.

Activities/Awards/ Service

- 2011 *American Review of Public Administration*, 2010 Best Article Award for “State Government Human Resource Professionals’ Commitment to At-Will Employment.”
- 2010-Current Board of Editors *Review of Public Personnel Administration*.
- 2010-Current Scouting Unit Commissioner—Boy Scouts of America, Iron Horse District, Circle Ten Council; Scout Committee Chair, Unit 7187, Frisco, TX.
- 2008/2009 Faculty Leadership Program, Mississippi State University, Office of the Vice-President for Research and Economic Development
- 2008 Granted Tenure and Promotion to Associate Professor, Mississippi State University
- 2007 Outstanding Professor Award, Department of Political Science and Public Administration, Mississippi State University, May 5, 2007
- 2007-2010 Unit Executive Officer, Boy Scouts of America
- 2006-2010 Executive Board—Southeastern Conference for Public Administration
- 2006-Current Executive Board—Section on Personnel Administration and Labor Relations (SPALR), April 2006–April 2009.
- 2005 Committee Member—Southeastern Conference for Public Administration
- 2005 Pi Alpha Alpha, Public Administration Honor Society, Mississippi State University
- 2004 Outstanding Professor Award, Department of Political Science, Mississippi State University, May 8, 2004.
- 2003 Graduate Student Mentor, Department of Political Science, Mississippi State University. (September 2003-2005)
- 2003 Nominated for an Alumni Faculty Recognition Award in Graduate Teaching
- 2002-2004 Venturing Crew Advisor, Boy Scouts of America, West Point, MS, Crew 10
- 2001-2002 Webelos Leader for Cub Scout unit 47, West Point, MS.
- 2001 Phi Kappa Phi Honor Society, University of Utah

- 2000 University Graduate School Travel Grant, University of Utah
- 2000 APSA Advanced Graduate Student Travel Grant
- 2000-2001 Marriner S. Eccles Fellow in Political Economy, University of Utah
- 2000-2001 Parent representative on the Eccles/Annenberg Grant Committee, Dilworth Elementary School, Salt Lake City School District
- 1999-2000 Senior Teaching Fellow, University of Utah
- 1998-2000 Assistant Soccer Coach, Highland Youth Soccer League
- 1997-1999 University of Utah Teaching Assistant
- 1996-1997 Political Science Teaching Assistant, University of Utah
- 1996-1997 Graduate Student Advisory Committee--Co-chair
- 1997 Graduate Representative on Public Administration Faculty Search Committee
- 1995-1996 Research Assistant, Center for Public Policy and Administration, University of Utah
- 1995-1996 GSAC--Graduate Curriculum Subcommittee
- 1994-1995 GSAC--Retention, Promotion and Tenure Subcommittee
- 1992-1993 Varsity Scout Unit Commissioner--Boy Scouts of America
- 1992 Honorable Mention--Pi Sigma Alpha Writing Contest
- 1990 Vice President--Arizona DARE Officers Association
- 1990 Phi Theta Kappa, Eastern Arizona College
- 1986-1987 Assistant Scout Master, Boy Scouts of America
- 1986 Letter of Commendation for Lifesaving from the Safford Police Department
- 1985 Student Council Representative for the August Volmer Society, Eastern Arizona College

References

Available upon request