

CURRICULUM VITAE

R. PAUL BATTAGLIO, JR.

Business Address

THE UNIVERSITY OF TEXAS AT DALLAS
PUBLIC AND NONPROFIT MANAGEMENT PROGRAM

Education

- PHD THE UNIVERSITY OF GEORGIA, SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS, DEPARTMENT OF PUBLIC ADMINISTRATION AND POLICY, DOCTOR OF PHILOSOPHY, PUBLIC ADMINISTRATION, 2005
FIELDS: PUBLIC ADMINISTRATION, PUBLIC POLICY, PUBLIC MANAGEMENT
- MPA LOUISIANA STATE UNIVERSITY, PUBLIC ADMINISTRATION INSTITUTE, E. J. OURSO COLLEGE OF BUSINESS, MASTER OF PUBLIC ADMINISTRATION, 2000
- BS LOUISIANA STATE UNIVERSITY, E. J. OURSO COLLEGE OF BUSINESS, BACHELOR OF SCIENCE, ECONOMICS – INTERNATIONAL TRADE AND FINANCE, 1997
-

Research and Teaching Interests

PUBLIC HUMAN RESOURCE MANAGEMENT, ORGANIZATION THEORY AND BEHAVIOR, PUBLIC AND NONPROFIT MANAGEMENT, PROJECT AND CONTRACT MANAGEMENT, COMPARATIVE PUBLIC POLICY, RESEARCH METHODS

Academic Appointments

FULL PROFESSOR (WITH TENURE), PUBLIC AND NONPROFIT MANAGEMENT PROGRAM, SCHOOL OF ECONOMIC, POLITICAL AND POLICY SCIENCES, THE UNIVERSITY OF TEXAS AT DALLAS, FALL 2017 – PRESENT.

MPA DIRECTOR, PUBLIC AND NONPROFIT MANAGEMENT PROGRAM, THE UNIVERSITY OF TEXAS AT DALLAS, AUGUST 2016 – PRESENT.

ASSOCIATE PROFESSOR (WITH TENURE), PUBLIC AFFAIRS PROGRAM, SCHOOL OF ECONOMIC, POLITICAL AND POLICY SCIENCES, THE UNIVERSITY OF TEXAS AT DALLAS, SEPTEMBER 2010 – PRESENT.

DIRECTOR, MASTER OF PUBLIC AFFAIRS, PUBLIC AFFAIRS PROGRAM, THE 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, MAY 2008 – JANUARY 2011.

ASSISTANT PROFESSOR, PUBLIC AFFAIRS PROGRAM, SCHOOL OF ECONOMIC, POLITICAL AND POLICY SCIENCES, THE UNIVERSITY OF TEXAS AT DALLAS, MAY 2007 – AUGUST 2010.

ASSISTANT PROFESSOR, DEPARTMENT OF PUBLIC ADMINISTRATION, GREENSPUN COLLEGE OF URBAN AFFAIRS, 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.

Professional Positions and Service

POLICY ANALYST, OFFICE OF THE GOVERNOR, STATE OF LOUISIANA, JANUARY 2001 – JULY 2001
Policy Expertise: Energy Policy, Economic Development, Higher Education, Legislative Affairs, Transportation

INTERNATIONAL TRADE SPECIALIST, LOUISIANA DEPARTMENT OF ECONOMIC DEVELOPMENT, AUGUST 1999 – JANUARY 2001
Policy Expertise: International Investment, Business Counseling

POLICY ANALYST, OFFICE OF THE GOVERNOR, STATE OF LOUISIANA, JANUARY 1998 – AUGUST 1999
Policy Expertise: Energy Policy, Economic Development, Higher Education, Legislative Affairs, Transportation

ASSISTANT TO THE SPECIAL COUNSEL TO THE GOVERNOR, OFFICE OF THE GOVERNOR, STATE OF LOUISIANA, JANUARY 1996 – JULY 1997
Policy Expertise: Legislative Affairs

Editorial Experience

CO-EDITOR-IN-CHIEF, *PUBLIC ADMINISTRATION REVIEW*, JANUARY 2018 – PRESENT

EDITOR-IN-CHIEF, *REVIEW OF PUBLIC PERSONNEL ADMINISTRATION*, JANUARY 2013 – PRESENT

MANAGING EDITOR, *REVIEW OF PUBLIC PERSONNEL ADMINISTRATION*, JULY 2009 – DECEMBER 2012

GUEST EDITOR, *REVIEW OF PUBLIC PERSONNEL ADMINISTRATION*, SYMPOSIUM ISSUE: PRIVATIZATION AND ITS CHALLENGES FOR HUMAN RESOURCE MANAGEMENT IN THE PUBLIC SECTOR

GUEST EDITOR (WITH DOUGLAS J. WATSON AND L. DOUGLAS KIEL), *PUBLIC WORKS MANAGEMENT & POLICY*, SYMPOSIUM ISSUE: LESSONS LEARNED FROM PUBLIC PRIVATE PARTNERSHIPS FOR INFRASTRUCTURE

Awards and Honors

PUBLIC AND NONPROFIT MANAGEMENT PROGRAM, GRADUATE TEACHER OF THE YEAR, 2015-2016:

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION, SECTION ON PERSONNEL ADMINISTRATION AND LABOR RELATIONS, OUTSTANDING BOOK AWARD, 2015:

R. Paul Battaglio, Jr. 2014. "Public Human Resource Management: Strategies and Practices in the 21st Century," Washington, DC: *SAGE/CQ Press*.

SCHOOL OF ECONOMIC POLITICAL AND POLICY SCIENCES OUTSTANDING TEACHING COMET AWARD, UNIVERSITY OF TEXAS AT DALLAS, 2012-2013

AMERICAN REVIEW OF PUBLIC ADMINISTRATION, BEST ARTICLE AWARD, 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.

REGENTS' ACADEMY FOR THE STATE OF NEVADA, INAUGURAL MEMBER OF THE REGENTS' ACADEMY, UNIVERSITY OF NEVADA LAS VEGAS, 2006

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION, SECTION ON PERSONNEL ADMINISTRATION AND LABOR RELATIONS, SPECIAL SERVICE RECOGNITION AWARD, 2005

OUTSTANDING GRADUATE TEACHING AWARD, THE UNIVERSITY OF GEORGIA, 2003.

BOARD OF SUPERVISORS SCHOLARSHIP, LOUISIANA STATE UNIVERSITY, 1993 – 2000.

Research

BOOKS

R. Paul Battaglio, Jr. 2014. *Public Human Resource Management: Strategies and Practices in the 21st Century*, Washington, DC: SAGE/CQ Press.

REFEREED ARTICLES: PUBLISHED OR ACCEPTED FOR PUBLICATION

R. Paul Battaglio, Jr., and Mehmet Horasanli, forthcoming, "Does European Union Funding Matter? Examining the Effects of EU Funding on Perceptions of Civil Society among CSOs in Turkey's Batman Province," (*Journal of European Integration*)

R. Paul Battaglio, Jr., and Salih Gelgec, 2017, "Exploring the Structure and Meaning of Public Service Motivation in the Turkish Public Sector: A Test of the Mediating Effects of Job Characteristics," *Public Management Review*, 19:8, pp. 1066-1084.

R. Paul Battaglio, Jr., Doug Goodman, and P. Edward French, 2017, "Contracting Out for Municipal Human Resources: Analyzing the Role of Human Capital in the Make or Buy Decision," *Public Administration Quarterly*, 41:2, pp. 297-333.

Erdinc Filiz and **R. Paul Battaglio, Jr.**, 2017. "Personality and Decision-Making in Public Administration: The Five-Factor Model in Cultural Perspective," *International Review of Administrative Sciences*, 83:1(suppl.), pp.3-22.

R. Paul Battaglio, Jr., and P. Edward French, 2016, "Public Service Motivation, Public Management Reform, and Organizational Socialization: Testing the Effects of Employment At-Will and Agency on PSM among Municipal Employees," *Public Personnel Management*, 45:2, pp.123-147.

Doug Goodman, P. Edward French, and **R. Paul Battaglio, Jr.**, 2015. "Determinants of Local Government Workforce Planning," *American Review of Public Administration*, 45:2, pp. 135-152.

Jerrell D. Cogburn, **R. Paul Battaglio, Jr.**, and Mark Bradbury, 2014. "Conflict Management and Employee Perception of Performance," *International Journal of Organization Theory and Behavior*, 17:4 (Winter), pp. 498-530.

Todd Jordan and **R. Paul Battaglio, Jr.**, 2014, "Are We There Yet? The State of Public Human Resource Management Research," *Public Personnel Management*, 43:1 (March), pp. 25-57.

R. Paul Battaglio, Jr. and Michael J. Scicchitano, 2013, "Building Bridges? An Assessment of Academic and Practitioner Perceptions with Observations for the Public Administration Classroom," *Journal of Public Affairs Education*, 19:4 (Fall), pp. 749-772.

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.

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: Lessons Learned from Public Private Partnerships for Infrastructure" *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.

RESEARCH UNDER REVIEW AND IN PROGRESS

Paola Cantarelli, **R. Paul Battaglio, Jr.**, Nicola Belle, and Paolo Belardinelli, "Behavioral Public Administration *ad fontes*: A Synthesis of Research on the Effects of Bounded Rationality, Cognitive Biases, and Nudge Theory in Public Organizations," (under review, *Public Administration Review*)

R. Paul Battaglio, Jr., and Salih Gelgec, "The Impact of Servant Leadership on Public Service Motivation: A Multi-Dimensional Approach accounting for the Mediating Effect of Job Characteristics," (under review, *Public Policy and Administration*)

Rashmi V. Chordiya, Meghna Sabharwal, and **R. Paul Battaglio, Jr.**, "What You Think About Yourself Matters: Importance of Self-Efficacy in Enhancing Job Satisfaction in an International Context," (under review, *Public Administration Review*)

REFEREED BOOK CHAPTERS

R. Paul Battaglio, Jr., Forthcoming, "Public Service Reform and Motivation," in *Public Personnel Management: Current Concerns, Future Challenges* (6th edition), edited by Norma M. Riccucci. New York: Routledge.

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?" *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. Svava 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., 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.

INVITED BOOK CHAPTERS/PUBLISHED ARTICLES

R. Paul Battaglio, Jr. forthcoming. "Bureaucracy in Texas." In *Texas Politics and Public Policy Reader*, edited by Euel Elliot and Doug Goodman. Dubuque, IA: Great River Learning.

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 Christopher Stream. 2006. "One Year after Katrina: Tragedy of the Crescent City." *Section on Intergovernmental Administration and Management Newsletter* 30(2).

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 online).

BOOK REVIEWS

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.

Invited Talks and Presentations

Battaglio, Jr., R. Paul, "Trends in Public Human Resource Management," Institute of Management, Sant'Anna School of Advanced Studies – Pisa, Italy, August 28, 2017.

Battaglio, Jr., R. Paul, "Public Policies for Cities Seminar," Centro de Investigación y Docencia Económicas. Mexico City, Mexico, October 9 – 11, 2016.

Battaglio, Jr., R. Paul, "Enhancing the Reputation and Visibility of Section Journals," American Society for Public Administration, Chapter and Section Mid-Year Meeting, Arlington, VA, November, 2015.

Conference Participation

PANEL CHAIR

"Learning From Journal Editors: Advice on Getting Published," American Society for Public Administration, New Orleans, Louisiana, March 15-19, 2013.

"Human Elements in Organizational Performance," Southeastern Conference on Public Administration, New Orleans, Louisiana, September 21-24, 2011.

"Civil Service Reform in the States: A Retrospective and Prospective Analysis." Southeastern Conference on Public Administration, Athens, Georgia, September 27-30, 2006.

"Staffing: Recruitment and Retention," Southeastern Conference on Public Administration, Athens, Georgia, September 27-30, 2006.

PAPER/PANEL PRESENTATIONS

"NASPAA Editors Panel: Public Administration Journals and the Publishing Process," Panel presentation at the annual meeting of the Network of Schools of Public Policy, Affairs, and Administration, Washington, DC, October 11-14, 2017.

"Cognitive Biases in Public Management, Administration, and Policy: A Systematic Research Synthesis," (with Paola Cantarelli, Nicola Belle, and Paolo Belardinelli). European Group for Public Administration, Annual Conference, Milan Italy, August 28 – September 1, 2017.

Section on Personnel Administration and Labor Relations (SPALR) Workshop, "Saluting the Public Service: Contributions of Public Safety Employees and the Challenges of Law Enforcement Human Resource (HR) Management." Panel presenter at the annual meeting of the American Society for Public Administration, Atlanta, GA, March 17-21, 2017.

"Publishing in Public and Nonprofit Journals: Why Would I do That?," PDW workshop sponsored by the Public and Nonprofit Management Division of the Academy of Management, Annual Meeting of the Academy of Management, Anaheim, CA, August 4-10, 2016.

"ASPA President's Panel-Learning from Journal Editors," Panel presentation at the annual meeting of the American Society for Public Administration, Seattle, WA, March 18-22, 2016.

“Does Transformation-Oriented Leadership Impact Overall Job Satisfaction?: The Importance of Institutional Mechanisms,” Panel presentation at the annual meeting of the American Society for Public Administration, Seattle, WA, March 18-22, 2016.

“ASPA Conference Super Panel-Learning from Journal Editors: Advice on Getting Published in Public Administration's Best Journals,” Panel presentation at the annual meeting of the American Society for Public Administration, Chicago, Ill., March 5-10, 2015.

“ASPA Conference Super Panel-Learning from Journal Editors: Advice on Getting Published in Public Administration's Best Journals,” Panel presentation at the annual meeting of the American Society for Public Administration, Washington, D.C., March 14-18, 2014.

“Public Service Motivation, Public Management Reform, and Agency Variance: A Multi-City Assessment using Hierarchical Linear Modeling” (with P. Edward French). Paper presented at the annual meeting of the American Society for Public Administration, Washington, D.C., March 14-18, 2014.

“Conflict Management and Employee Perception of Performance” (with Mark Bradbury and Jerrell Cogburn). Paper presented at the annual meeting of the American Society for Public Administration, Washington, D.C., March 14-18, 2014.

“ASPA Conference Super Panel-Learning from Journal Editors: Advice on Getting Published in Public Administration's Best Journals,” Panel presentation at the annual meeting of the American Society for Public Administration, New Orleans, LA, March 15-19, 2013.

“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" (with Jerome S. Legge, Jr.). 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.

PANEL DISCUSSANT

“Staffing: Recruitment and Retention.” Southeastern Conference on Public Administration, Athens, Georgia, September 27-30, 2006.

“Civil Service Reform and At-Will Employment in the States.” 2006 Western Political Science Conference, Albuquerque, New Mexico, March 16-18, 2006.

Professional Workshops, Public Service, and Grants

PROFESSIONAL WORKSHOPS:

Consultant, Organizational Assessment, Volunteers of America Texas. Euless, TX, 2010 – 2011.

Consultant/Seminars, Organizational Assessment and Alignment, U.S. Bankruptcy Court, Dallas, TX, 2009.

Consultant/Seminars, Ethics in Public Service, North Central Texas Council of Governments ,
Arlington, TX, 2009.

Consultant/Seminars, Ethics in Public Service, Organizational Assessment and Alignment, City of
Garland, TX, 2007 – Present.

Consultant/Seminars, Project Management, Ethics in Public Service, Performance
Evaluation and Discipline, Organizational Assessment and Alignment, City of Plano, TX, 2007 –
2009.

Consultant/Seminars, Economic Development, The University of Texas at Arlington, Texas
Certified Public Manager Program, Arlington, TX, November 2007.

PUBLIC SERVICE:

Commentator, Civil Service Reform: Lessons from Georgia and Indiana, *Governing*, June 13,
2012.

Commentator, States Push to Shake Up Personnel Practices, *Stateline*, The Pew Charitable Trusts,
February 16, 2012.

GRANTS:

University of Texas at Dallas, School of Economic, Political and Policy Sciences Advisory
Council Research Grant, \$5,000. Funded for 2015.

University of Nevada Las Vegas, Travel Fund, University Faculty Travel Committee, Spring
2006, \$1,000

Professional Service Activities

MEMBER, ADVISORY BOARD, *REVIEW OF PUBLIC PERSONNEL ADMINISTRATION*, 2018 – PRESENT

MEMBER, EDITORIAL BOARD, *PUBLIC ADMINISTRATION REVIEW*, 2014 – 2016

MEMBER, EDITORIAL BOARD, *PUBLIC PERSONNEL MANAGEMENT*, 2014 – PRESENT

MEMBER, INTERNATIONAL RESEARCH SOCIETY FOR PUBLIC MANAGEMENT, 2017 – PRESENT

MEMBER, ACADEMY OF MANAGEMENT

MEMBER, HUMAN RESOURCE MANAGEMENT DIVISION, FEBRUARY 2016 – PRESENT.

MEMBER, PUBLIC AND NONPROFIT MANAGEMENT DIVISION, FEBRUARY 2016 – PRESENT.

MEMBER, AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION

MEMBER, SECTION ON PERSONNEL ADMINISTRATION AND LABOR RELATIONS, AUGUST 2005-
PRESENT

INTERNATIONAL RESEARCH SOCIETY FOR PUBLIC MANAGEMENT (IRSPM), PAPER REVIEWER: EVIDENCE-
BASED PRACTICE PANELS, THE 22ND ANNUAL IRSPM CONFERENCE, EDINBURGH, SCOTLAND, APRIL 11-13.

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION (ASPA), 2017 ANNUAL CONFERENCE TRACK CHAIR,
TRACK 6: HUMAN RESOURCES, LEADERSHIP AND PUBLIC MANAGEMENT, ATLANTA, GEORGIA, MARCH 17-
21, 2017.

ASPA'S FOUNDERS' FELLOW MENTORING WORKGROUP, SENIOR MENTOR, HUMAN CAPITAL AND PERSONNEL MANAGEMENT, AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION (ASPA), 2017 ANNUAL CONFERENCE, ATLANTA, GEORGIA, MARCH 17-21, 2017.

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION (ASPA), 2016 ANNUAL CONFERENCE TRACK CHAIR, MORE BLOOD FROM THE TURNIP?: ADVANCES IN PUBLIC AND NONPROFIT HUMAN CAPITAL MANAGEMENT, SEATTLE, WASHINGTON, MARCH 18-22, 2016.

ASPA'S FOUNDERS' FELLOW MENTORING WORKGROUP, SENIOR MENTOR, HUMAN CAPITAL AND PERSONNEL MANAGEMENT, AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION (ASPA), 2016 ANNUAL CONFERENCE, SEATTLE, WASHINGTON, MARCH 18-22, 2016.

EXECUTIVE BOARD MEMBER, AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION, SECTION ON PERSONNEL ADMINISTRATION AND LABOR RELATIONS, MARCH 2008-2014.

MEMBER, STRATEGIC IMPERATIVE GROUP, MEMBER FOCUS, AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION, MARCH 2008-2010.

MANUSCRIPT REVIEWER: *Public Administration Review*, *Journal of Public Administration Research and Theory*, *Review of Public Personnel Administration*, *Journal of Policy Analysis and Management*, *European Journal of Political Research*, *Governance*, *Public Administration*, *International Review of Administrative Sciences*, *American Review of Public Administration*, *State and Local Government Review*, *Journal of Public Affairs Education*, *Public Administration Quarterly*

BOOK MANUSCRIPT REVIEWER: SAGE/CQ Press, Jossey-Bass, M.E. Sharpe, Routledge

Department and University Service

THE UNIVERSITY OF TEXAS AT DALLAS:

Committee on Committees, Summer 2016 – Present.
Judge, UT Dallas Three Minute Thesis Competition, April 20, 2017.
Judge, First UT Dallas Three Minute Thesis Competition, April 15, 2016.
Committee on Effective Teaching, Fall 2015 – Fall 2016
Academic Calendar Committee, Co-Chair, Fall 2010 – Fall 2015

THE UNIVERSITY OF TEXAS AT DALLAS, SCHOOL OF ECONOMIC, POLITICAL, AND POLICY SCIENCES:

School Teaching Leader, Center for Teaching and Learning, Spring 2016 – Present
Scholarship Committee, Fall 2015 – Present
Chair, Ad Hoc Committee, Tenure and Promotion, 2014-2015
School Peer Review Committee, Fall 2012 – Fall 2014
Chair, Ad Hoc Committee, Mid-Probationary Faculty Evaluation, 2011-2012
Website Redesign Committee, Fall 2010 – Fall 2011
Academic Review and Scholarship Committee, Fall 2010 – Fall 2011
Faculty Advisory Committee, Fall 2010 – Fall 2011
Teaching Effectiveness Committee, Fall 2009 – Fall 2010
PhD Admissions Committee, Fall 2008 – Spring 2009
Candidate Search Committee, Spring 2009 – Fall 2010
Larry D. Terry Scholarship Selection Committee, Fall 2008, Fall 2009

UNIVERSITY OF NEVADA LAS VEGAS:

Inaugural Member of the State of Nevada Regents' Academy, 2006-2007
University of Nevada Las Vegas, Teaching and Learning Center Advisory Board, 2006-2007
Greenspun College of Urban Affairs, Peer Teaching Evaluation Committee, 2006-2007

Department of Public Administration, Curriculum Development Committee, 2005-2007
Department of Public Administration, Faculty Search Committee, 2005-2007
Department of Public Administration, Assessment Committee, 2005-2007
Department of Public Administration, Undergraduate Advisor, 2006-2007

Teaching Experience

COURSES TAUGHT

THE UNIVERSITY OF TEXAS AT DALLAS

Capstone in Public Affairs (graduate)
Project Management (undergraduate)
Public Policymaking (graduate)
Policy Analysis (graduate)
Human Resources Management (graduate)
Advanced Organizational Theory and Behavior (Ph.D. seminar)
Public Management (graduate)
Leadership of Public and Nonprofit Organizations (Ph.D. seminar)
Organizational Theory (graduate)
Project and Contract Management (graduate)
Seminar in Human Resources (Ph.D. seminar)
Public Administration (undergraduate)

UNIVERSITY OF NEVADA LAS VEGAS

Human Resources 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 Public Personnel Administration (graduate)

THE UNIVERSITY OF GEORGIA

Introduction to American Government (undergraduate honors course offerings)
Selected Problems in Public Personnel Administration (graduate)

Dissertation Committees (Chaired)

THE UNIVERSITY OF TEXAS AT DALLAS:

Aikaterini Anestaki, "Organizational Conflict in Public Service: Conflict Management, Contextual Factors and Employee Outcomes," (Fall 2016)

Paola Cantarelli, "Setting an Agenda for Exploring the Causes of Unethical Behavior in the Government Workplace: A Meta-Analysis of Experiments on the Roots of Unethical Behavior," (Spring 2016)

George Dobson, "Predicting the Probability of Texas Municipalities Outsourcing Human Resources Management Functions," (Spring 2015)

Soner Senel, "Evaluation of a Leadership Training Program by Applying Kirkpatrick's Four-Level Model: The Case of Turkish Prefect Interns Training and Development Program," (Fall 2014)

Erdinc Filiz, "The Effects of Personality on Executive Decision Making from the Five Factor Model and Naturalistic Decision Making Perspectives: The Case of District Governors in Turkey," (Summer 2014)

Salih Gelgec, "Servant Leadership and Public Service Motivation: Antecedents of PSM in the Instance of Turkish District Directors of Social Assistance and Solidarity Foundations and Civil Registry Offices," (Summer 2014)

Mehmet Horasanli, "Do EU Policies Matter for Turkish Civil Society? The Case of EU Funded Associations in Batman Province," (Summer 2014)

Galia Cohen, "An Agency-Level Analysis of Turnover Behavior and Turnover Intention: Evidence from the U.S. Federal Government," (Spring 2014), **NASPAA Honorary Dissertation Award**

Todd Jordan, "The Intersection of Organizational Change and Public Sector Labor Relations in the Badger State: Assessing the Management of Changes to Collective Bargaining Rights," (Spring 2013)

Augustine Ene, "Understanding the Influence of Personal and Organizational Values on Turnover Intentions of Direct Care Employees in Mental Health and Mental Retardation Facilities: The Case of Denton State School," (Fall 2009)

Brodie G. Black, "Assessment of Politics and Climate Change Energy Policy: Evidence from Environmental Case Studies in the United States," (senior thesis, Fall 2007)