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Military Service: Lieutenant (J.G.), U.S. Navy, 1968-1971 (Viet Nam Vet)

ACADEMIC DEGREES

Ph.D. Political Science, University of Oklahoma, 1977
M.A.P.A. Public Administration, University of Oklahoma, 1974
B.S. Business Administration, Mississippi State University, 1968

PROFESSIONAL EXPERIENCE

University Based: *(Committee, task force, and similar service is not listed)*

Professor and Director, School of Public and International Affairs, North Carolina State University, 2006-present.

Interim Director, Institute for Nonprofits, N.C. State University, 2006-present

Professor and Chair, Department of Political Science, East Carolina University, 1998-2006.

Professor, University of Connecticut, 1990-1998.

Director, Master of Public Affairs Program, University of Connecticut, 1990-1998.

Director, Institute of Public and Urban Affairs, University of Connecticut, 1990-1998.

Adjunct Professor, University of Oklahoma, 1990-present.

Visiting Professor of Public Administration, Universidad Simon Bolivar, Caracas, Venezuela, February-March, 1995.

Visiting Professor of Public Policy, Instituto Tecnologico Autonomo de Mexico, Mexico City, June - July 1994.

Professor, Associate Professor, and Assistant Professor, University of South Carolina, 1978-1990.

Fulbright Senior Lecturer in Public Administration, University of Mauritius, Reduit, Mauritius, 1987-1988.

Visiting Professor of Public Administration, Universidad Catolica Madre y Maestra, Santo Domingo, Dominican Republic, 1984-1985; Summer 1986.

MPA Internship and Placement Director, University of South Carolina, 1979-1982.

Adjunct Professor, Center for Metropolitan Affairs and Public Policy, College of Charleston, Spring 1980, 1984, 1989, 1990.

Research Associate, Bureau of Governmental Research and Service, University of South Carolina, Summer 1979, 1980, 1982.

Assistant Professor, University of Northern Iowa, 1977-1978.

Research Assistant in Political Science, Bureau of Government Research, University of Oklahoma, 1974-1977.

Director of Research, Project on International Terrorism, University of Oklahoma, Summer 1976.

Teaching Assistant in Political Science, University of Oklahoma, 1973-1974.

Research Assistant, Regional Rehabilitation Research Institute, University of Oklahoma, 1972-1973.

Instructor in English, University College of Asmara, Asmara, Ethiopia, 1971-1972.

Administrative and Other:

Senior Editorial Advisory Board, *Review of Public Personnel Administration*, 2001-present.

Co-Editor, *Review of Public Personnel Administration*, 1980-2000.

Editorial Board, *Public Administration Quarterly*, 1992-present.

Editorial Board, *International Journal of Organization Theory and Behavior*, 1997-present.

Editorial Board, *International Journal of Public Administration*, 1992-present.

Editorial Board, ASPA Classics Series, 1997-present.

Advisory Board of Contributing Editors, *Encyclopedia of Public Administration and Public Policy* (Marcel Dekker, Inc.).

Editor, *Periscope* (Journal of ASPA Section on Personnel Administration and Labor Relations), 1995-1997.

Chair, 1995-1996; Chair-elect, 1994-1995, Section on Personnel and Labor Relations, American Society for Public Administration; Executive Committee, 1990-1994.

Chair, 1995-1997, Political Science Section of National Association of Schools of Public Affairs and Administration; Executive Council, 1991-1995

Team Leader, External Review of Department of Political Science, UNC-Greensboro, 2002

Member, APSA Committee on Departmental Services, APSA (2003-2006)

Member, Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration (NASPAA) (2006-present)

Member, NASPAA Standards Committee (2003-2006)

Team Leader, NASPAA Site Visit Teams (2002, 2003, 2005).

Member, NASPAA Site Visit Teams (1996-2000).

Member, SACS Site Visit Teams (1998, 2000, 2003)

Chair, Best Paper Committee, Public Administration Section, American Political Science Association, 2004.

Member, Connecticut Advisory Commission on Intergovernmental Relations, 1990-1991.

Panelist, National Science Foundation, Human Dimensions of Global Environmental Change, 1990-1992.

Staff Research Director, S.C. Governor's Nuclear Advisory Council, 1982-1983.

BOOKS, MONOGRAPHS, AND SYMPOSIA

Co-author (with Ann O'M Bowman), *State and Local Government: The Essentials*, 3rd ed., Boston: Houghton Mifflin Co., 2006 (first edition, 2000).

Co-author (with Ann O'M. Bowman),. Boston *State and Local Government*, 7th ed: Houghton Mifflin Co., 2008, forthcoming. (first edition, 1990).

Co-editor (with Evan M. Berman), *Public Sector Performance: Management, Motivation, Measurement*. Boulder, CO: Westview Press, 1999.

Labor Relations in the Public Sector, 3rd ed. New York: Marcel Dekker Publishing, Co., 2001. (with assistance from David G. Carnevale), (first edition, 1984). Fourth edition is in preparation.

Co-author (with Steven W. Hays), *Public Personnel Administration: Problems and Prospects*, 4th ed. Englewood Cliffs, NJ: Prentice-Hall, 2003. **Selected "Best Human Resources Management Book for 2002" by the American Society for Public Administration.** (first edition, 1983). **Fifth edition is in preparation.**

Co-editor (with Peter J. Francia) Symposium entitled "Labor Unions Today: Organizing and Politics," *International Journal of Organization Theory and Behavior*, (forthcoming, 2007).

Editor, Symposium entitled, "Public Sector Labor Relations and Collective Bargaining," *Review of Public Personnel Administration*. 13 (Summer 1993).

Editor, Symposium entitled, "Federal Labor Relations - 2000," *International Journal of Public Administration* 16 (6), 1993.

Co-author (with Ann O'M. Bowman), *The Resurgence of the States*. Englewood Cliffs, NJ: Prentice-Hall, 1986.

Co-editor (with Steven W. Hays), *Public Personnel Management: Problems and Prospects*. Bureau of Governmental Research and Service, University of South Carolina, 1980.

Co-author (with others), *Using Community Indicators and Citizen Surveys to Evaluate and Improve Local Government Services*. Cedar Falls, IA: Congdon Press, 1978.

Co-author (with others), *Administration and Management: A Selected and Annotated Bibliography*. Norman, OK: The University of Oklahoma Press, 1975.

REFERRED JOURNAL ARTICLES

“Patterns of Union Decline and Growth: An Organizational Ecology Perspective,” *Journal of Labor Research* XXIV (Fall 2003).

“The Determinants of State Employee Compensation,” *Review of Public Personnel Administration* 23 (December 2003). **Awarded “Best Article,”** *ROPPA*, Volume 23 (2003).

Co-author (With Carmine P.F. Scavo), “Reinventing Government in Reformed Municipalities: Manager, Mayor, and Council Actions,” *Urban Affairs Review* 37 (September, 2001).

Co-author (With Steven W. Hays), “Anticipated Changes in Human Resource Management: Surveying the Field,” *Public Administration Review* 61 (September/October, 2001).

Co-author (With Barry Feldman and Carmine P.F. Scavo), “Reinventing Government: City Manager Attitudes and Actions,” *Public Administration Review* 60 (November/ December, 2000).

“Judicial Performance Evaluation in the States,” *Public Administration Quarterly* 22 (Winter, 1999).

Co-author (With Steven W. Hays), “A Brief Rejoinder: Saving the Civil Service,” *Review of Public Personnel Administration* 19 (Winter, 1999).

Co-author (With Steven W. Hays), “Reinventing Government, The New Public Management, and Civil Service Systems,” *Review of Public Personnel Administration* 18 (Fall 1998). (Reprinted in J. Steven Ott and E. W. Russell, *Introduction to Public Administration: A Book of Readings* (Glenview, IL: Addison-Wesley, 2001).

Co-author (with Holly T. Sellers), “Gender Bias in Court Administration,” *Judicature* 81 (July/August 1997).

Co-author (with Steven W. Hays), “Riding the Crest of a Wave: The National Performance Review and Public Management Reform.” *International Journal of Public Administration* 20 (1), 1997.

Co-author (with Holly Sellers), “Sex on the Docket: Reports of State Task Forces on Gender Bias,” *Public Administration Review* 56 (November/December, 1996).

Co-author (with Ande A. Smith), “The Low Level Radioactive Waste Siting Process in Connecticut: Anatomy of a Failure,” *Policy Studies Journal* 22 (4), 1994.

Co-author (with Steven W. Hays), “Labor-Management Relations and Participative Decision-Making: Toward a New Paradigm,” *Public Administration Review* 54 (January/February 1994). Reprinted in Stupak and Leitner, *Handbook of Public Quality Management* (New York: Marcel Dekker, 2001).

Reprinted in Norma M. Riccucci, ed., *Classics of Public Personnel administration and Labor Relations* (Armonk, NY: M.E. Sharpe, 2006).

"Low-Level Radioactive Waste Management: Environmental Policy, Federalism, and New York," *Publius* 23 (Summer 1993).

Co-author (with Steven W. Hays), "State Personnel Directors and the Dilemmas of Workforce 2000: A Survey," *Public Administration Review* 52 (July/August 1992).

Co-author (with Reginald S. Sheehan), "Supreme Court Decision-Making: The Impact of Court Composition on State and Local Government Litigation," *The Journal of Politics* 54 (November 1992).

"Mauritius and the NIC Model Redux: Or, How Many Cases Make a Model?" *Journal of Developing Areas* 24 (January 1990).

"Sunset: A Survey and Analysis of the State Experience," *Public Administration Review* 50 (January/February 1990).

Co-author (with Kathy Morgan), "Longevity Pay in the States: Echo from the Past or Sound of the Future?" *Public Personnel Management* 19 (Summer 1990).

Co-author (with Frank J. Whitaker), "Behaviorally Anchored Disciplinary Scales: A New Approach to Employee Discipline," *Public Personnel Management* 17 (Fall 1988).

Co-author (with Chandan Sinha), "Professionalism and Bureaucratic Responsiveness: Conflict or Compatibility?" *Public Administration Review* 8 (January/February 1988). (Reprinted in Camilla Stiver, ed., *Democracy, Bureaucracy, and the Study of Administration* (Boulder, CO: Westview, 2001).

"Political Responsiveness and Neutral Competence in the Developing Countries," in Frank J. Thompson, "Politics and Merit" *Symposium in Review of Public Personnel Administration* 8 (Spring 1988).

Co-author (with Ann O'M. Bowman), "Dimensions of State Government Capability," *Western Political Quarterly* 41 (June 1988).

"The 'Weak' Governor as Policy Maker: Dick Riley and the South Carolina Education Improvement Act," *Southeastern Political Quarterly*, XV (Fall 1987).

"Spoils in the Caribbean: The Struggle for Merit-Based Civil Service in the Dominican Republic," *Public Administration Review* 46 (March/April 1986).

"Dominican Update: Can Politics Contain the Economic Crisis?" *Caribbean Review* XIV (Fall 1985).

Co-author (with Carol Botsch), "Planning Fringe Benefits for the Government Work Force of the Future," *Public Administration Quarterly* 9 (Fall 1985). Reprinted in International City Management Association, *Pay and Benefits: New Ideas for Local Government*. Washington, DC: ICMA, 1989.

Co-author (with John Stucker), "Interstate Compacts and the Management of Low-Level Radioactive Wastes," *Public Administration Review* 45 (January/February 1985). Reprinted in *Policy Studies Annual Review* - 1986.

Co-author (with Sara Pope), "Quality Circles: Can They Work in Government?" *Administration and Policy Journal* 3 (Fall 1983).

"Public Employee Unionization and Collective Bargaining in the Southeast," *Southern Review of Public Administration* 5 (Winter 1982). **Reprinted in Norma M. Riccucci, ed., *Classics of Public Personnel administration and Labor Relations* (Armonk, NY: M.E. Sharpe, 2006.**

Co-author (with Steven W. Hays), "Examinations in the Public Service," in David H. Rosenbloom (ed.), *Centenary Issues of the Pendleton Act of 1883*. New York: Marcel Dekker, 1982.

Co-author (with Steven W. Hays), "Diversity and Eclecticism in the Teaching of Organizational Theory," *American Review of Public Administration* (December 1982).

Co-author (with Robert B. Garey), "American Federalism and the Management of Radioactive Wastes," *Public Administration Review* 42 (January/February 1982). Reprinted in Deil Wright and Harvey White (eds.), *Federalism and Intergovernmental Relations*. Washington, DC: American Society for Public Administration, 1984.

Co-author (with David R. Morgan, Kenneth Meier, Steven Hays, and Hal Birch), "Reputation and Productivity Among U.S. Public Administration and Public Affairs Programs," *Public Administration Review* 41 (November/December 1981).

Co-author (with Lyle K. Alberts), "Making Political Science More Relevant: Taking It to the People," *Teaching Political Science* 8 (1), 1980.

Co-author (with David R. Morgan), "Unions and State Employee Compensation," *State and Local Government Review* 12 (3), 1980.

"Municipal Budgeting and Collective Bargaining: The Case of Iowa," *Public Personnel Management* 9 (2), 1980. Reprinted in Marvin J. Levine (ed.), *Labor Relations in the Public Sector: Readings and Cases*. Columbus, OH: Grid Pub. Co., 1984.

Co-author (with David R. Morgan), "The Effect of Employee Organizations on the Compensation of Police Officers," *Journal of Collective Negotiations* 9 (1), 1980.

"The Impact of Police Unionization on Municipal Budgetary Outcomes," *International Journal of Public Administration* 1 (4), 1979, pp. 361-379.

"The Unions and the Cities, or Barking Dogs Don't Bite," *The Urban Interest* 1 (Spring 1979).
Reprinted in *Current Municipal Problems* (Fall 1979).

Co-author (with Stephen Sloan and Charles Wise), "Learning About Terrorism: Analysis, Simulation, and Future Directions," *Terrorism* 1 (3) and (4), 1978.

Co-author (with Stephen Sloan), "Non-Territorial Terrorism: An Empirical Approach to Policy Formulation," *Conflict: An International Journal* 1 (Spring 1978).

Co-author (with David R. Morgan), "Collective Bargaining and Faculty Compensation Revisited: A Response and a Reaffirmation," *Sociology of Education* 50 (October 1977).

Co-author (with David R. Morgan), "Collective Bargaining and Faculty Compensation: A Comparative Analysis," *Sociology of Education* 50 (January 1977).

Co-author (with David R. Morgan and James L. Regens), "Assessing Quality Among Graduate Institutions of Higher Education in the United States," *Social Science Quarterly* 57 (December 1976).

OTHER ARTICLES AND BOOK CHAPTERS

Co-author (with Carmine Scavo and Richard Kilroy) "Local Governments and Homeland Security," in International City Management Association, *The Municipal Year Book 2006* (Washington, D.C.: ICMA).

"The Labor Perspective on Civil Service Reform in the States," in J. Edward Kellough and Lloyd Nigro, eds., *Civil Service Reform in the States: Personnel Policies and Politics at the Subnational Level* (Albany, NY: SUNY University Press) (forthcoming).

Co-author (with Barry Feldman) "Labor-Management Relations," in Siegruin Fox Freyss, ed., *Human Resource Management: An Essential Guide* (Washington, D.C.: ICMA, 2005).

"Reinventing Government and Battling Budget Crises: Manager and Municipal Government Actions in 2003," in International City Management Association, *The Municipal Year Book 2005* (Washington, D.C.: ICMA, 2005).

Co-author (with Ann O'M. Bowman) "The Resurgence of State Government," *Spectrum: The Journal of State Government* 76 (1), 2003.

"Problems and Prospects for Public Employee Unions and Public Managers," in Steven W. Hays and Richard C. Kearney, eds., *Public Personnel Administration: Problems and Prospects*. Upper Saddle

River, NJ: Prentice Hall, 2003.

Co-author (with Steven W. Hays), "New Trends in Human Resource Management," *Spectrum: The Journal of State Government* 75 (Winter, 2002).

"Changes and Reforms in Public Sector Labor Management Relations," in K. Tom Liou, ed., *Handbook of Public Management: Practice and Reform*. New York: Marcel Dekker, Inc., 2001.

"Home Rule in Connecticut," in *Home Rule in America: A Fifty State Handbook*, Washington, D.C.: Congressional Quarterly Press, 2001.

"Managing Relations with Organized Employees," in James L. Perry (ed.), *Handbook of Public Administration*. San Francisco: Jossey-Bass, 1996.

"Unions in Government: Where Do They Go From Here?" in *Public Personnel Administration: Problems and Prospects* (3rd ed.). Englewood Cliffs, N.J.: Prentice Hall, Inc., 1995.

"Monetary Impacts of Collective Bargaining," in Jack Rabin, et al (eds). *Handbook of Public Sector Labor Relations*. New York: Marcel Dekker, 1994.

Co-author (with Steven W. Hays), "Promotion of Personnel and Career Advancement," in Jack Rabin, et al (eds). *Handbook of Public Personnel Administration*. New York: Marcel Dekker, 1994.

"Introduction to the Symposium - Federal Labor Relations 2000," *International Journal of Public Administration* 16 (6), 1993.

"Public Sector Labor Relations: Introduction to the Symposium," *Review of Public Personnel Administration* 13 (Summer 1993).

"South Carolina and Hazardous Waste: What Can We Do About It?," *South Carolina Forum* 1 (January-March 1990).

"From Mediocrity to Excellence: Education Policy in South Carolina;" "The Politics of Radioactive Waste in South Carolina," and (with Chandan Sinha), "From Cradle to Grave: Hazardous Waste Policy in South Carolina," in Charlie Tyer and F. Jane Massey (eds.), *Policy and Politics in South Carolina*. Columbia, SC: Bureau of Governmental Research and Service, 1988.

Co-author (with Steven W. Hays), "Employee Discipline and Removal: Coping with Job Security," in *Public Personnel Administration: Problems and Prospects* (2nd ed.). Englewood Cliffs, NJ: Prentice-Hall, Inc., 1990.

"How a Weak' Governor Can Be Strong: Education Reform in South Carolina," *Journal of State Government* 60 (July/August 1987). Reprinted in Thad L. Beyle (ed.), *State Government: CQ's Guide to Current Issues and Activities 1988-89*. Washington, DC: Congressional Quarterly, Inc., 1988.

"States Move Ahead with Radioactive Waste Compacts," *State Government News*, (September 1987). Reprinted in Thad L. Beyle (ed.), *State Government: CQ's Guide to Current Issues and Activities 1988-89*. Washington, DC: Congressional Quarterly, Inc., 1988.

"The Southeast Low-Level Radioactive Waste Compact: Is It Working?" *Public Affairs Bulletin* 34 (November 1986).

"El sistema de 'Botin' en el Caribe: La Lucha por un Servicio Civil y de la Carrera Administrativa en la Republica Dominicana," *Working Papers*, no. 1, Universidad Catolica Madre y Maetra, Santo Domingo (Spring 1986).

"Sobre el Servicio Civil Y la Carrera Administrativa," *Listin Diario* 97 (June 15 and June 23, 1986), (two parts), p. 7.

Co-author (with Steven W. Hays), "The Politics of Selection: Spoils, Merit, and Representative Bureaucracy," in David H. Rosenbloom (ed.), *Public Personnel Policy: The Politics of Civil Service*. Port Washington, NY: Kennikat Press, 1985.

"The Low-Level Radioactive Waste Compact: Trouble on the Horizon?" *Research Exchange* 2 (May-June 1984).

"Municipal Annexation in South Carolina," *Public Affairs Bulletin* 19 (May 1983). Reprinted in Charlie B. Tyer and C. Blease Graham (eds.), *Local Government in South Carolina*. Columbia, SC: Bureau of Governmental Research and Service, 1984.

"Public Employee Unionization in South Carolina Local Government," in Charlie B. Tyer and C. Blease Graham (eds.), *Local Government in South Carolina*. Columbia, SC: Bureau of Governmental Research and Service, 1984.

"Public Employment, Public Employee Unions, and the 1980s," *School Library Media Quarterly* 11 (Summer 1983).

"Nuclear Power and South Carolina." Editorial report published in about 30 daily and weekly newspapers in South Carolina, 1983.

"Impacts of Collective Bargaining in the Public Sector," in Jack Rabin, Thomas Vocino and Gerald Miller (eds.), *Handbook on Public Personnel Administration and Labor Relations*. New York: Marcel Dekker, 1983.

"Spent Fuel Reprocessing and the Barnwell Nuclear Fuels Plant," *Public Affairs Bulletin*, no. 11 (April 1981). Bureau of Governmental Research and Service, University of South Carolina.

Co-author (with John C. Kresslein), "Public Employee Unionization in South Carolina and the Southeast," *Public Affairs Bulletin*, no. 9 (December 1980). Bureau of Governmental Research and Service, University of South Carolina.

Co-author (with Robert B. Garey), "Radioactive Waste Policy and Intergovernmental Conflict in the United States," *Texas Business Review* (September/October 1980).

"Public Employment and Public Employees Unions in a Time of Taxpayer Revolt," and (with Steven W. Hays), "Introduction," in Steven Hays and Richard Kearney (eds.), *Public Personnel Management: Problems and Prospects*. Bureau of Governmental Research and Service, University of South Carolina, 1980.

Co-author (with Robert B. Garey), "Nuclear Waste Transportation and Storage: South Carolina and the Issue of States' Rights," *Public Affairs Bulletin*, no. 6 (August 1979). Bureau of Governmental Research and Service, University of South Carolina.

Co-author (with Robert B. Garey), "South Carolina and the Nuclear Waste Problem," *Public Affairs Bulletin*, no. 3 (April 1979). Bureau of Governmental Research and Service, University of South Carolina.

Co-author (with Robert B. Garey), "Regulating the By-Products of Industrial Production: The South Carolina Hazardous Waste Management Act," *Public Affairs Bulletin*, no. 4 (April 1979). Bureau of Governmental Research and Service, University of South Carolina.

"Terrorism: An Empirical Approach," in edited Proceedings of "Terrorism, Police and Press Problems," *Terrorism*. (Special issue on Terrorism and the Media), vol. 2, no. 1 and 2, 1979.

"From a Sooner in Iowa: Reflections on Politics," *The Oklahoma Observer: A Journal of Politics*, vol. 10, no. 3 (February 10, 1978).

Co-author (with Steven Sloan), "Analysis of a Simulated Terrorist Incident: It Can Happen Here," *The Police Chief* (May 20, 1977).

Co-author (with Steven Sloan), "How Terrorists Can Be Stopped," four-part series on International Terrorism, internationally syndicated by the New York Times News Services (November 1976).

PROFESSIONAL PAPERS AND ACTIVITIES

Co-author (with Carmine Scavo and Richard Kilroy) “Challenges to Federalism: Homeland Security and Disaster Response,” a paper presented at the annual meeting of the American Political Science Association, Philadelphia, August 31-September 3, 2006. (under review at Publius).

“State Employee Pensions: Design, Soundness, Political Influence, and Government Performance,” a paper presented at the annual meeting of the American Political Science Association, Washington, D.C., August 31-September 3, 2005.

Panel Chair, “Public Administration and Public Policy Nexus,” annual meeting of the American Political Science Association, Washington, D.C., August 31-September 3, 2005.

Co-Author (with Carmine Scavo), “Implementation of Reinventing Government in U.S. Municipalities: 1997-2003,” a paper presented at the annual meeting of the Southern Political Science Association, New Orleans, January 5-8, 2005.

Panel Chair, “Rethinking the Public Policy and Public Administration Nexus,” annual meeting of the American Political Science Association, Chicago, September 1-4, 2004.

“The Impact of Public Employee Unions on State Employee Compensation,” a paper presented at the annual meeting of the Southeastern Conference on Public Administration, Columbia, SC, October 3-5, 2002

Chair, “Volunteerism as a Policy Instrument: Developing and Testing an Analytic Framework,” panel at the annual meeting of the American Political Science Association, Boston, August 28-September 1, 2002.

“Determinants of State Employee Compensation,” a paper presented at the annual meeting of the Southeastern Conference on Public Administration, Charleston, S.C. October 3-5, 2002.

Panelist, Roundtable on “Trends and Developments in Human Resource Management,” Southeastern Conference on Public Administration, Charleston, S.C., October 3-5, 2002.

Chair, “Doing Things a Little Differently: Volunteers, Co-production, and Privatization, a panel at the annual meeting of the American Political Science Association, Boston, August 29-31, 2002.

Co-author (With Ann O’M. Bowman), “Resurgence Redux: An Assessment of the States,” paper presented at the annual meeting of the American Political Science Association, San Francisco, August 30, 2001.

Co-presenter, “Evaluating Children’s Services in Domestic Violence Shelters: The North Carolina Experience,” at the 13th National Conference on Child Abuse and Neglect, Albuquerque, New

Mexico, April 23-28, 2001.

“Patterns of Organizational Decline and Public Employee Unions: Ecological and Institutional Perspectives,” a paper presented at the annual meeting of the American Political Science Association, August 31-September 3, 2000, Washington, D.C.

Chair and Discussant, “Intergovernmental Relations and State and Local Public Policies,” a panel at the annual meeting of the American Political Science Association, August 31-September 3, 2000, Washington, D.C.

Co-author (With Carmine P.F. Scavo), “Reinventing Government in Reformed Municipalities: Manager, Mayor, and Council Actions,” a paper presented at the annual meeting of the Southwestern Political Science Association, March 15-18, 2000, Galveston, TX.

Co-author (With Barry Feldman and Carmine P.F. Scavo), “Reinventing Government: City Manager Attitudes and Actions,” a paper presented at the annual meeting of the Southern Political Science Association, November 4-6, 1999, Savannah, GA.

Co-author (With Steven W. Hays), “Anticipated Changes in Human Resource Management: Surveying the Field,” a paper presented at the annual meeting of the American Society for Public Administration, April 11, 1999, Orlando, FL.

“The Transformation of Public Sector Human Resource Management,” the John C. Stennis Lecture, February 4, 1999, Mississippi State University.

Chair, “The Treatment of Bureaucracy in American Government, Texas Government, and California Government Texts,” a panel at the annual meeting of the National Association of Schools of Public Affairs and Administration, October 15-17, 1998, Boise, Idaho.

Co-author (with Steven W. Hays) “Future Trends in Public Personnel Management: A National Survey of Human Resource Management Professionals,” a paper presented at the annual meeting of the American Political Science Association, September 3-6, 1998, Boston, MA.

Chair and Discussant, "Distinctions Without Differences? Diversity and Its Implications for Public Management," panel at the annual meeting of the American Political Science Association, August 28-31, 1997, Washington, DC.

Chair and Discussant, "Using Innovative Technologies to Enhance Customer Feedback," panel at the annual meeting of the American Society for Public Administration, July 26-29, 1997, Philadelphia.

Section Chair, Public Administration and Public Policy, New England Political Science Association, May 2-3, 1997, New London, CT.

Chair, “Why Political and Administrative Institutions and Processes Persist,” panel at the annual

meeting of the New England Political Science Association, May 2-3, 1997, New London, CT.

Chair, "The Capstone Experience," panel at the annual meeting of the National Association of Schools of Public Affairs and Administration, October 18-21, 1996, Denver.

Co-author (with Holly T. Sellers) "Gender and Judicial Selection in the State Courts," a paper presented at the annual meeting of the American Political Science Association, August 28-31, 1996, San Francisco.

"Civil Service Reform: Analysis of the Origins and a Model for the Future," keynote presentation at a conference on Civil Service Reform, July 22, 1996, Lima, Peru.

"Civil Service Reform and Institutional Development," a presentation to the Inter-American Development Bank, May 24, 1996, Washington, DC.

Co-author (with Holly T. Sellers) "Gender Bias in Court Administration," a paper presented at the annual meeting of the New England Political Science Association, May 3-4, 1995, Springfield, Mass.

"Connecticut: The Myth of Local Autonomy," a paper presented at the annual meeting of the Southern Political Science Association, November 2-4, 1995, Tampa, Florida.

Co-author (with Steven W. Hays), "Reinventing Government and the Disempowerment of Public Employees," a paper presented at the annual meeting of the New England Political Science Association, May 5-7, 1995, Portland, Maine.

Co-author (with Steven W. Hays), "The Reinventing Government Phenomenon: An Overview of International Developments," a paper presented at the annual meeting of the Southern Political Science Association, November 6-8, 1994, Atlanta.

Panel Chair, "Politics and Diversity in Public Personnel Administration," a panel at the national meeting of the American Political Science Association, September 1-4, 1994, New York City.

Co-author (with Ande A. Smith), "The Low-Level Radioactive Waste Siting Process in Connecticut: Anatomy of a Failure," a paper presented at the annual meeting of the American Society for Public Administration, July 18-21, 1993, San Francisco.

Moderator, "Recruitment and Selection Issues," a panel at the annual meeting of the American Society for Public Administration, July 18-21, 1993, San Francisco.

Co-author (with Steven W. Hays), "Values in Public Personnel Administration," a paper presented at the annual meeting of the Southern Political Science Association, November 5-7, 1992, Atlanta.

Co-author (with Reginald S. Sheehan), "Federalism and the Supreme Court," a paper presented at the

annual meeting of the Midwest Political Science Association, April 9-11, 1992, Chicago, IL.

Co-author (with Steven W. Hays), "Public Personnel Values in State Civil Service Systems: A Preliminary Examination and Rankings," a paper presented at the annual meeting of the American Political Science Association, August 29-September, 1991, Washington, DC.

"Unions and Federal Labor-Management Relations in the 1990's," a paper presented at the annual meeting of the American Society for Public Administration, March 23-27, 1991, Washington, DC.

Co-author (with Steven W. Hays), "Identifying and Operationalizing Public Personnel Values," a paper presented at the Southern Political Science Association Meeting, November 8-10, 1990, Atlanta, GA.

Discussant, "State Legislative Elections," a panel at the Southern Political Science Association Meeting, November 8-10, 1990, Atlanta, GA.

Co-author (with Reggie Sheehan), "The Supreme Court and Federalism: The Influence of Ideology on Judicial Decisions," a paper presented at the Midwest Political Science Association Meeting, April 5-7, 1990, Chicago, IL.

Chairperson, panel entitled, "State Environmental Policy, Southern Political Science Association Meeting, November 2-5, 1989, Memphis, TN.

Commentator, conference on "Civil Service Systems in the Caribbean Basin," Santo Domingo, Dominican Republic, October 18-20, 1989.

"Sunset: A Survey and Analysis of the State Experience," a paper presented at the Southwest Political Science Association Meeting, March 29-April 1, 1989, Little Rock, AR.

Chairperson, panel entitled, "Alternative Development Strategies and Outcomes," Midwest Political Science Association Meeting, April 13-16, 1989, Chicago, IL.

"Mauritius and the NIC Model Redux: Or, How Many Cases Make a Model?" a paper presented at the Midwest Political Science Association Meeting, April 13-16, 1989, Chicago, IL.

Co-author (with Chandan Sinha), "Professionalism and Responsiveness: Competing Values in Public Administration?" a paper presented at the Southwestern Political Science Association Meeting, March 18-21, 1987, Dallas, TX.

"Problems and Prospects in the Dominican Republic: 1986-1990," a paper presented at FESTAG '86, Caribbean Cultural and Economic Conference, July 28-August 6, 1986, Guadeloupe, French West Indies.

"Indexing State Government Capability," a paper presented with Ann O'M. Bowman at the

Southwestern Political Science Association Meeting, March 19-22, 1986, San Antonio, TX.

"The Politics of the South Carolina Education Improvement Act," a paper presented at the South Carolina Political Science Association Meeting, April 12, 1986, Columbia, SC.

"Government Interest Group Lobbying and Strategy During New Federalism," a paper presented at the Southern Political Science Association Meeting, November 1-3, 1984, Savannah, GA.

"Interstate Compacts: The Case of Low-Level Radioactive Wastes," a paper presented at the Southern Political Science Association Meeting, November 3-5, 1983, Birmingham, AL.

"The Resurgence of the States," a paper presented at the Western Political Science Association Meeting, March 24-26, 1983, Seattle, WA.

Chairperson, panel entitled, "Politics of Hazardous Waste Management," Southern Political Science Association Meeting, October 27-29, 1982, Atlanta, GA.

"Public Employment, Public Employees Unions, and the 1980s," a paper presented at the

Southwestern Political Science Association Meeting, March 17-20, 1982, San Antonio, TX.

"Nuclear Waste Policy in the U.S.," a paper presented with Robert A. Garey at the Southern Political Science Association Meeting, November 6, 1981, Memphis, TN.

Chairperson, panel entitled, "Public Sector Labor Relations," Southwestern Political Science Association Meeting, March 25-28, 1981.

Co-author (with Marcia W. Taylor), "The Impact of Representative Political Structure on the Size Distribution of Income in the U.S.: RIM -- A Computer Simulation Model," a paper presented at the American Political Science Association Meeting, September 1980.

Chairperson, panel entitled, "The Politics of Radioactive and Hazardous Waste Management," Southwestern Political Science Association Meeting, April 1980.

"Reliability and Validity in Citizen Surveys and Community Indicators," Title I Workshop Conference, April 6, 1979, Cedar Falls, IA.

Co-author (with Roby Robertson), "Diffusion of Labor Relations Legislation in the American States," a paper presented at the Southwestern Political Science Association Meeting, April 1979.

"Police, Unions, and Municipal Budgetary Outcomes in the Southwestern United States," a paper presented at the Midwest Political Science Association Meeting, April 1978.

Co-author (with David R. Morgan), "The Impact of Unionization on the Compensation of Municipal Police," a paper presented at the Southwestern Political Science Association Meeting, April 1978.

Co-author (with David R. Morgan), "The Impact of Unionization on State Employee Compensation," a paper presented at the Southwestern Political Science Association Meeting, April 1977.

EXTERNAL GRANTS AND CONTRACTS

Co-Principal Investigator, "Rocky Mount Area United Way Needs Assessment," August 2004 (\$10,000).

Co-Principal Investigator, "Developmental Analysis of Children's Services within Domestic Violence Shelters," North Carolina Governor's Crime Commission, 2000-2001 (\$102,340).

Co-Principal Investigator, "Survey Research and Scholarly Research on School Desegregation; Connecticut Department of Education, 1997 (\$8500).

Principal Investigator, "Technical Assistance - Program Evaluation" - Connecticut Office of Policy and Management, 1996, (\$48,000).

Principal Investigator, "Citizen Survey - Town of Vernon," 1997 (\$5100).

Principal Investigator, "Citizen Survey - Town of Manchester," 1995 (\$12,350).

Principal Investigator, "Citizen Survey - Town of Granby," 1995 (\$7855).

Principal Investigator, "Citizen Survey - Town of Ellington," 1995 (\$3750).

Principal Investigator, "Citizen Survey - Town of Newington," 1994 (\$8200).

Principal Investigator, "Citizen Survey - Town of South Windsor," 1993 (\$900).

Principal Investigator, "Community Service Internships," Commission on National and Community Service, (Connecticut Higher Education Consortium), 1992-1994 (\$13,000).

Principal Investigator, Patricia Harris Public Service Fellowship Grant, 1991-92 (\$48,000); 1992-93 (\$16,000).

Principal Investigator, "Aiken, S.C. Salary and Benefits Survey and Compensation Analysis," Aiken, S.C. 1988-89 (\$3,450).

Principal Investigator, "The Struggle for Civil Service in the Dominican Republic," Universidad Catolica Madre y Maestra, 1985 (\$500).

Principal Investigator, "Savannah River Plant Implications Study," funded by Frances Close Hart Foundation, 1984 (\$4,500).

Director, Title I Workshop, "Using Community Indicators and Citizen Feedback to Evaluate and Improve Local Government Services," Summer 1978, 12 Iowa cities (\$24,316).

REFERENCES UPON REQUEST