

Lance J. Noe (pronouns: he/him/his)  
Aliber Hall, Room #210  
2507 University Avenue,  
Des Moines, IA 50311  
Phone: (515) 271-2008  
E-mail: Lance.Noel@drake.edu

## **ACADEMIC PROFESSIONAL WORK EXPERIENCE**

### Associate Professor of Practice in Public Administration, Zimpleman College of Business, Drake University

2022-current

Serves or has served as teaching professor of graduate level courses in the areas of: 1) Grant Writing and Fund Raising, 2) Introduction to Public Administration, 3) Public Policy, 4) Performance Measurement/Program Evaluation and Mgmt., 5) Health Policy, 6) Leadership, 7) Health Management, 8) Public/Nonprofit Human Resources, 9) Negotiation and Conflict Resolution, 10) Economic Development, 11) State and Local Government, 12) Public Sector Budgeting, 13) Public Sector Budgeting, and 14) Special topics course Citizen Engagement in Public Administration. In addition, develops and facilitates independent study experiences for public administration graduate students.

Supporting Graduate Programming: Participates as member of graduate committee and participated in the redesign of Master of Public Administration degree program on three occasions since 2002. Contributions included heading research of comparable MPA programs from curriculum and format perspective and leadership in the development of final design.

### Department Chair, Master of Public Administration Department, Zimpleman College of Business, Drake University

2022-current

Serves as Department Chair for Master of Public Administration Department. Duties involve leadership of faculty created curriculum, scheduling of courses, resources management of department related matters, evaluation of applications to the MPA degree that require faculty review and approval and other general responsibilities of a Department Chair.

### Director, Center for Professional Studies, Zimpleman College of Business, Drake University

2005-current

Responsible for educational, financial, and overall mission of the Center for Professional Studies which offers professional certification programming to private, public and nonprofit sector organizations in the primary areas of Public Management/Administration, Business and Finance, Leadership, Effective Communication, Grant Writing, Nonprofit Fundraising, Nonprofit Management, and Health Management and Leadership. Also develops curriculum and facilitates courses in qualified areas.

Serves as academic and instructional leader for national accredited Certified Public Manager® program/State of Iowa. Specific areas of national accredited curriculum

developed and facilitation by the director includes: Public Administration, Role of Citizens in Administration, Leadership, Project Management, Conflict Management and Negotiation, Creativity in Management, Performance Measurement, Ethics, Planning, State and Local Government, Public Policy, Public Sector Budgeting, Economic Development, Administrative Law, Iowa History, Grant Writing, and Effective Presentation Skills.

Also serves/served as Principal Investigator/Administrative Director and Academic Director—Drake University's U.S. State Department Mandela Washington Fellowship Grant.

Principal Investigator/Administrative Director and Academic Director—Drake University's U.S. State Department Mandela Washington Fellowship Grant.

2016-current

Since 2016 has served in one or more roles each year - grant writer (beginning in 2015), program developer, Principal Investigator, Administrative Director, and Academic Director for the U.S. Department of State Mandela Washinton Fellowship program that brings 25 business leaders from nations in Africa to Drake University for six weeks each year to engage with Drake-developed curriculum and Drake/regional leaders.

Adjunct Instructor, Drake University

Fall 2002-2022

Instructs or has instructed graduate level courses in the areas of: 1) Grant Writing and Fund Raising, 2) Introduction to Public Administration, 3) Public Policy, 4) Performance Measurement/Program Evaluation and Mgmt., 5) Health Policy, 6) Leadership, 7) Health Management, 8) Public/Nonprofit Human Resources, 9) Negotiation and Conflict Resolution, 10) Economic Development, 11) State and Local Government, 12) Public Sector Budgeting, 13) Public Sector Budgeting, and 14) Special topics course Citizen Engagement in Public Administration. In addition, develops and facilitates on average two independent study experiences each year for public administration graduate students.

Supporting Graduate Programming: Participated as member of graduate committee in the research and redesign of Master of Public Administration degree program on three occasions since 2002. Contributions included heading research of comparable MPA programs from curriculum and format perspective and leadership in the development of final design.

Supporting MPA Program through Certified Public Manager® Program: Serving to connect the Drake MPA degree to Certified Public Manager® program through leadership of the Center for Professional Studies.

Educational Consultant to the Center for Professional Studies, Drake University

2002-2005

Served as program and content developer for professional certification programming offered by the Center for Professional Studies in the primary areas of Public Management, Nonprofit Management, and Health Management and Leadership. Also serves as key team

member for various projects related to the center requiring budgeting and planning competencies.

Visiting Assistant Professor of Public Administration/Adjunct Instructor, Drake University

Fall 2000-2002

Taught one/two courses each semester in the areas of: Grant Writing and Fund Raising, Public Policy, Health Policy, Health Management, Public Personnel, and State and Local Government. Served as key participant in the revision of the MPA program in 2000/2001.

Coordinator of Academic Programs, College of Architecture, Urban and Public Affairs, Florida Atlantic University

February 1998 - Summer 2000

Provide primary academic advising to 425 undergraduate students in Public Administration, Social Work, Criminal Justice, and Urban and Regional Planning. Develop and implement programming in areas of recruiting and retention. Served as primary coordinator of a joint institutional program linking Associate of Science programming to the Bachelors in Public Administration. Participated in various university committees related to institutional effectiveness, position recruitment, and academic policy development. Work extensively with Department Chairs related to degree program development, academic policymaking, course scheduling, planning, and student recruiting and retention. Also assisted in development of Leadership Certificate program for Broward County Sheriff's Office.

Graduate Assistant, School of Public Administration, Florida Atlantic University

September 1995 - February, 1998

Participation in faculty research and provided college administration support. Teaching responsibilities usually included serving as sole instructor for two undergraduate courses each semester beginning in Spring of 1996.

**OTHER FULL TIME PROFESSIONAL EXPERIENCE**

Private Sector Experience

From 1983-1995 worked for a national retail firm advancing to position of retail buyer responsible for a \$25,000,000 annual retail portfolio. Position solely responsible for planning, profitability, marketing, transportation, and inventory management of multiple product lines.

**EDUCATION**

Post Graduate Study in Public Administration completed to ABD level, Florida Atlantic University, Ft. Lauderdale, Florida, 2000.

Master of Public Administration, Drake University, Des Moines, Iowa, 1993

Bachelor of Science, Iowa State University, Ames, Iowa, 1983

**ADDITIONAL PROFESSIONAL CONSULTING/TEACHING/SERVICE EXPERIENCES**

Academic Director, U.S. Department of State's Young African Leaders Initiative, Drake University

Served as Academic Director for the six-week 2023 Young African Leaders Initiative program grant offered through U.S. State Department

Serving on team to pursue 2024 Drake University Institute for the Mandela Washington Fellowship

Administrative Director and Principal Investigator, U.S. Department of State's Young African Leaders Initiative, Drake University

Served as administrative director and instructor for the six-week 2016, 2017, 2018, 2019, 2020/21 and 2022 Young African Leaders Initiative program grant offered through U.S. State Department. Also serves as Principal Investigator (2018 – 2021) and grant writer (2017 – 2021) for program.

Co-academic Director, U.S. Department of State's Young African Leaders Initiative, Drake University

Served as Co-academic Director for the six-week 2016 and 2018 Young African Leaders Initiative program grant offered through U.S. State Department

Accreditation/Reviewer

Continues to serve periodically as member of accreditation review committee charged with reviewed and making accreditation recommendations for the national Certified Public Manager® program.

2023 – served on committee reviewing State of Georgia CPM program

2022 – served on committee reviewing Arizona State University CPM program

Summary of Drake University Service (2016 – current)

Department of Public Administration – Chair	2022 – current
Member Drake Academic Chairs Committee	2022 - current
CBPA Graduate Curriculum Committee, member	2022 - current
CBPA Graduate Curriculum Committee, member	2016 – 2017
CBPA Cabinet, member	2017 – current
University Sustainability Committee, member	2016 – current
Drake Online and Continuing Education Committee, member	2019 – 2022
Faculty Advisor to Pi Alpha Alpha Honor Society (MPA)	2016 – current
Participating Member within MPA Department	2016 – 2021
Drake Graduate Advisory Council, member	2016 – 2022
Academic Director Mandela Washington Fellowship (six-week program) *	2022 – current
Co-Academic Director Mandela Washington Fellowship (six-week program) *	2015 – 2016
Administrative Director, Mandela Washington Fellowship *	2016 – 2022

Federal Grant Writer and Principal Investigator, U.S. Department of State Mandela Washington Fellowship (new application annually)	2016 - 2022
Curriculum Developer and Facilitator for Public Sector, Rural Development and Governance for Mandela Washington Fellowship (annually)	2016 – current
Coach to International Business Leaders – Mandela Washington Fellowship	2021
Content Developer for Drake Proposal – Mid-American Energy Education Program (Regulatory Policy and Conflict Management and Negotiation)	2021
Public Speaking Seminar facilitated for Drake MUBS students	2020 and 2023
Facilitated Grant Writing Session for Drake Social Justice Learning Community	2018
Assisted in organizing MPA Travel Course Experience	2016 – 2019
Facilitated one-day grant seminars for undergraduate students	2016 and 2017
Committee member for 2017 MPA faculty position search	2017

Summary of Outreach (2002 – current)

Facilitated Seminar on Grant Writing for IA Association of Chambers of Commerce	2023 (Feb)
Facilitated Grant Writing series for community group Africans for Iowa Empowerment	2023 (April)
Facilitated Seminar Topic of Ethics for Des Moines Chapter of Association of Government Accountants	2023 (April)
Speaker – Iowa City Managers Association annual meeting	2023 (July)
Grants Professional Association Education Committee, member	2016 – current
Member of Iowa Certified Public Manager® Advisory Board	2016 – current
Seminar Speaker – Community Foundation of Greater Des Moines (Crucial Conversations)	2021
Member and Program Committee Member - American Society of Public Administration	2016 – current
Presenter – Des Moines Chapter Association in Government Accountants Seminar	2021
Grant Writer for Drake Neighborhood Youth Boxing Club – United Way of Central Iowa (three grants written)	2021 – current
Federal Grant Writer for Community Navigator Grant (Greater DSM Partnership)	2021
Federal Grant Writer for U.S. Small Business Administration STEP Grant for State Of Iowa, Iowa Economic Development Authority (grant written annually)	2016 – 2022
VISTA One-Day Seminar on topic of Grant Writing (once each year)	2019 and 2020
Three- half day seminars, <i>Leading Across Generations</i> , Des Moines Fire Department	2019
Seminar Speaker on Topic “Board Development” - Iowa Illinois Safety Council Board	2019
Facilitated Grant Writing Session for Drake Social Justice Learning Community	2018
Presented at seminar of the Iowa Public Transit Conference – “Writing the Right Grant”	2018 and 2019
Chair of Grants Committee for DSM Rotary Club Foundation	2016 – 2017

Member of DSM Rotary Club Board of Trustees	2016 – 2017
Grant Seminar for Nonprofit Management Academy for Iowa State University Extension for Linn County Extension and Outreach	2017
One-day seminar on topic of Ethics for Kiesling Associates LLP, Des Moines	2016
Designed process and facilitated Strategic Planning event for city of Winterset, Iowa	2016
Designed curriculum and presented Grant Writing program for Community Foundation of Des Moines event featuring 50 area nonprofit leaders	2016
Designed curriculum and facilitated, " <b>Leadership Brand</b> " session for GCMOA (city and county officials)	2015
Served as grant writer for State of Iowa Economic Development Authority's grant proposal for the United States SBA " <b>State Trade and Export Enhancement</b> " grant	2015
Designed curriculum and facilitated Grant Writing workshop: St. Ambrose University	2015
Designed curriculum and facilitated " <b>Ethics Seminar</b> " for Kiesling Associates LLP, West Des Moines, IA	2014
Designed curriculum and facilitated " <b>Ethics of Good Decision Making</b> " session for Association of government Accountants—Spring Seminar	2014
Served as grant writer for State of Iowa Economic Development Authority's grant proposal for the United States SBA " <b>State Trade and Export Enhancement</b> " grant	2014
Designed curriculum and facilitated six-day grant certificate program: St. Ambrose University	2012
Served as grant writer for State of Iowa Economic Development Authority's grant proposal for the United States SBA " <b>State Trade and Export Enhancement</b> " grant	2012
Designed curriculum and facilitated <b>Board Leadership and Development Program</b> for Iowa Department of Transportation/Iowa's Byways Program	2011
Served as grant writer for State of Iowa Economic Development Authority's grant proposal for the United States SBA " <b>State Trade and Export Enhancement</b> " grant	2011
Designed curriculum and facilitated <b>Conflict Management and Resolution Program</b> / Polk County Iowa Government	2010
Served as grant writer for State of Iowa Economic Development Authority's grant proposal for the United States SBA " <b>State Trade and Export Enhancement</b> " grant	2010
Designed curriculum and facilitated a multi-week <b>Grant Discernment Process</b> for Iowa Department of Human Rights	2009
Served as grant writer for State of Iowa, Department of Education's grant proposal for the United States' <b>Teacher Quality Enhancement</b> grant	2009
Served as lead facilitator of <b>Policy Task Force</b> for Iowa Medical Society for a year long process of policy determination	2008
Facilitated healthcare executive session meeting in Iowa City, IA for the Iowa Medical Society and created final <b>Policy Report</b>	2007
Served as grant writer for State of Iowa, Department of Education's grant proposal for the United States' <b>Teacher Quality Enhancement</b> grant	2007
Served as grant consultant for the Iowa Department of Management for special initiatives	

- related to grant writing and grant education. Coordinated summer conference in addition to agency consulting on grant preparation 2007
- Designed curriculum and facilitated ***Grant Writing Discernment and Training*** sessions for Iowa Department of Cultural Affairs at three Iowa locations: Waterloo, Storm Lake and Ottumwa 2006
- Designed process and facilitated major focus group event for Mary Greeley Medical Center, Ames Iowa related to middle and upper management and their views regarding organizational mission. Also served as consultant to facilitate director level work sessions for local medical center. 2005
- Served the lead research consultant for City/County Consolidation Commission that was formed to examine and potentially draft a proposal to consolidate various aspects of local government in Polk County. 2002/3

Undergraduate Courses in Public Policy, Personnel and Supervisory Practices, State and Local Government

1996 - 2000

Beginning Spring term of 1996, served as sole instructor for eleven sections of public policy and personnel undergraduate courses at Florida Atlantic University. Student generated teaching evaluations and example of course syllabus is available for review. Experienced in teaching multiple sections within a semester with class sizes ranging from 10 to 40 students per section.

Graduate Level Teaching in Executive Leadership Certificate Program

1999 - 2000

Part of team that developed programming and taught in Florida Atlantic University/Broward County, Florida Sheriff's Office Executive Leadership Program. Topics instructed: Creativity, Innovation, and Team Building.

**ARTICLES/BOOKS/CASE STUDIES/PAPERS PRESENTED AT CONFERENCES AND IN PUBLICATION**

***Religious Discrimination in the Workplace: Understanding and Valuing Religious Practices, Rituals, Custom and Observances***, C. Kenneth Meyer; Meghan Van Wyk; Lance Noe. Journal of Business and Behavioral Sciences, Fall 2023, Vol. 35 Issue 3, p.56-76

***The Craft of Public Administration/12<sup>th</sup> Edition (2023)*** co-author of textbook that serves as a text utilized by public administration degree programs and Iowa Certified Public Manager® program

***The Grand Make-over of the United State: Time for Dramatic Change***, C. Kenneth Meyer; Lance Noe. Journal of Business and Behavioral Sciences, Fall 2021, Vol. 33 Issue 2, p.3-10

***Darn Toot'n Ridiculous Environment Impact*** C. Kenneth Meyer; Jeffrey Geerts; Lance Noe; Leah Hutchinson. Journal of Business and Educational Leadership, Fall 2021, Vol. 11 (1), p.111-122

***The Emergence of Public Administration as a Tool for Public Management*** C. Kenneth Meyer; Michael Hall; Casandra Clyde; Jeffrey A Geerts; Lance J Noe. Journal of Business and Educational Leadership, 2019-10-01, Vol.9 (1), p.4-16

***Leadership is More Than Rank***, C. Kenneth Meyer; Lance J Noe; Jeffrey A Geerts; Heather Booth, Journal of Business and Educational Leadership, 2018-10-01, Vol. 8 (1), p.29-38

***Always be Selling – Even on the Job***, C. Kenneth Meyer; Marlene Heuertz; Jeffrey A. Geerts; Lance Noe. International Journal of Business, Humanities and Technology, 2018-9-01, Vol.8 (2), p.10-13

***According to the Rules of the Game***, C. Kenneth Meyer; Meghan Harris; Lance Noe; Jeffrey A. Geerts. International Journal of Business and Social Science, 2018-7-01, Vol. 9 (7), p.30-34

***A Hint of Pink Among the Green***, C. Kenneth Meyer; Lance Noe Jeffrey A. Geerts; Julie Dean. International Journal of Business and Social Science, 2018-7-01, Vol .9 (7), p.26-29

***Experiencing State and Local Government (2020)*** co-author textbook includes multiple case studies developed for certificate and graduate level education

***Practicing Public and Nonprofit Management (2019)*** co-author textbook includes multiple case studies developed for certificate and graduate level education

***The Craft of Public Administration/11<sup>th</sup> Edition (2016)*** co-author of textbook that serves as one of major texts utilized by public administration degree programs

***Solving Public-Management Problems: A Case Study Approach (2015)*** co-author textbook includes multiple case studies developed for certificate and graduate level education

***Nonprofit Management and Leadership Case Studies (2014)*** co-author textbook includes multiple case studies developed for certificate and graduate level education

***Conference Presentation, ASBBA (American Society of Business and Behavioral Sciences), Berlin Germany (2012)*** co-author and co-presenter of course curriculum design for MPA graduate student international study abroad experience

***Managing People as Assets (2012)*** co-author textbook includes multiple case studies developed for certificate and graduate level education

***Human Relations in Action (2011)*** co-author textbook includes multiple case studies developed for certificate and graduate level education

***Organizational Change (2009)*** co-author includes multiple case studies developed for certificate and graduate level education

***Conducting the People's Business (2009)*** co-author includes multiple case studies developed for certificate and graduate level education

***Managing Public Service Organizations (2006)***, co-author includes multiple case studies developed for certificate and graduate level education

***Managing America's Organizations***, co-author includes multiple case studies developed for certificate and graduate level education

***Unified Government Gains Momentum***, Cityscape, Iowa League of Cities Journal, August, 2003



***Public Personnel Administration***, eight individual case studies co-authored with C. Kenneth Meyer, Harcourt, 2002

***Film Documentary as Simulacrum: How the Farmer's Wife Created an Image of Something that Never Was***, paper presented at 2000 Conference of the Public Administration Theory Network, Ft. Lauderdale, FL

***Reflections on the 2000 Public Administration Theory Network Conference***, non-refereed submission accepted for publication in upcoming issue of Administrative Theory & Praxis

***The Search for Liberty in Public Policy Making; A Case Study Approach to Increase Community Understanding***, paper presented at the 1999 Conference of the Public Administration Theory Network, in Portland, OR

***Expanding the Use of Hermeneutics in Public Administration Discourse***, paper co-authored and presented with John Donohue for 1998 Conference of the Public Administration Theory Network, in Colorado Springs, CO

***Economic Development in a Transitional Economy: The Vietnam Experience***, book chapter co-authored with Dr. Khi V. Thai, Dr. Rupert G. Rhodd, Dr. Pamela T. Brannon for Handbook of Economic Development, Marcel Dekker, Inc., 1998

***Democracy in Cyberspace: Virtual or Real***, paper co-authored and presented with John Donohue for 1997 Southeastern Conference of Public Administration, Knoxville, TN

***Pigs, People, and Pollution: A Case Study***, case study co-authored with Dr. C. Kenneth Meyer for The Craft of Public Administration, Berkley and Rouse, 1997

***The Local Government Response to the Challenge of the National Information Infrastructure***, paper co-authored with Dr. Leslie Leip, Dr. Yong-Mi Kim, Jason Nunemaker for 1997 ASPA conference in Philadelphia, PA

***Teaching Comparative Administration: Using Experience in Transitional Economies***, paper co-authored with Dr. Khi V. Thai, for the 1996 National Conference on Teaching Public Administration, Richmond, VA

## **PROFESSIONAL ORGANIZATION MEMBERSHIPS AND SERVICE**

Served as member of Human Resources Enterprise Customer Council—an appointed board that by state law is authorized to implement a business-oriented strategy for Iowa State Government

Served a participant on the finance committee of a metro-wide effort to provide vision for future development

Grant team member in ISU/Drake University Community Development Grant

Served as team member of team that submitted Federal Grant through Restorative Justice Research program (Florida)

Phi Kappa Phi

Pi Alpha Alpha, Chapter President, Drake University and Florida Atlantic University chapter and current instructor sponser

American Society for Public Administration. Served as President of Iowa Chapter in 2004 and current member

Grants Professional Association—member of metro association