

C. KENNETH MEYER, Ph.D.

CURRICULUM VITAE

OFFICE ADDRESS:

Department of Public Administration
Drake University
Des Moines, Iowa 50311-4505
Phone: (515) 271-4128

HOME ADDRESS:

4917 Twana Drive
Des Moines, Iowa 50310
Phone: (515) 276-3097

BIOGRAPHICAL INFORMATION

**Date and place
of birth:**

August 26, 1941; Wabasha, Minnesota

Marital Status:

Married - Marjorie Ann Arens, January 30, 1965, Kellogg,
Minnesota

Children:

Three children - Heidi Maria, born January 18, 1966; Maria
Eleanor, born July 3, 1969 (deceased); and Elizabeth Maria, born
October 13, 1970.

EDUCATION

B.A.

The College of St. Thomas, 1965
Major: Social Science

M.A.

The University of Oklahoma, 1969
Major: Political Science
Minor: Sociology

M.A.P.A.

The University of Oklahoma, 1970
Major: Public Administration
Minor: Sociology

Ph.D.

The University of Oklahoma, 1979
Major: Political Science
Minor: Sociology

- Major Ph.D. Fields:** Public Administration, empirical political theory and quantitative methodology, comparative government, and international relations.
- Dissertation Title:** "A Longitudinal Analysis of State Question Voting Patterns in Oklahoma: 1907-1972." Dissertation Director: Professor Oliver E. Benson, Docteur `es sciences politiques
- Special Interests:** Organization and administrative theory, social indicator and quality of life research and evaluation, public policy formation and analysis, urban and rural planning principles and techniques, empirical and normative theory, legislative and executive internship programs at all levels of government, problems and issues of state and community government, innovative educational delivery systems (UWW), police administration and behavior, and the study of violence in American society.
- Special Skills:** Statistics, quantitative political and sociological analysis (Inter-University Consortium for Political and Social Research (ICPSR), Institute for Social Research, The University of Michigan, 1969), applied research methodology, organizational and administrative analysis, computer programming and application.

PROFESSIONAL EXPERIENCE

- 1997-Present Thomas F. Sheehan Distinguished Professor of Public Administration, College of Business and Public Administration, Drake University, Des Moines, Iowa 50311; Visiting Professor, Advanced Programs, University of Oklahoma, 1966-present (Political science/public administration; economics, and human relations).
- 1992-1997 Thomas F. Sheehan Distinguished Professor of Public Administration and Chairperson, Department of Public Administration, College of Business and Public Administration, Drake University, Des Moines, Iowa 5011
- 1990-1992 PROFESSOR AND CHAIRPERSON, Department of Public Administration, College of Business and Public Administration, Drake University, Des Moines, Iowa, 50311
- 1989-1990 ASSOCIATE PROFESSOR, Department of Political Science, The University of Oklahoma, Norman, Oklahoma 73019

- 1986-1989 ASSOCIATE PROFESSOR, Department of Political Science and DIRECTOR, Programs in Public Administration; DIRECTOR, Doctor of Public Administration Degree Program, The University of Oklahoma, Norman, Oklahoma. ADMINISTRATIVE RESPONSIBILITIES: .50 FTE. Direct large on-campus BAPA, MPA, and DPA programs and manage the academic component of a world-wide MPA delivery system with 15 domestic and international sites and a graduate enrollment of nearly 800 students. Also, direct those activities associated with the MPA program at the University Center at Tulsa. Provide a myriad of administrative, operational, development, coordination, counseling and outreach, program development, student admissions, general supervisory functions and logistical activities associated with the delivery of a MPA degree in a complex and dynamic contracting environment.(Resigned the position of Director on 8/15/89 and returned to Department of Political Science as a full-time teaching and research professor.)
- 1980-1985 ASSOCIATE PROFESSOR, Department of Political Science and ASSOCIATE DIRECTOR, Programs in Public Administration; DIRECTOR, Doctor of Public Administration Degree Program, The University of Oklahoma, Norman, Oklahoma. (Tenured, 1982)
- 1979-1980 ASSOCIATE PROFESSOR, Department of Political Science (Tenured), ASSOCIATE DIRECTOR, Governmental Research Bureau, DIRECTOR, Graduate Programs in Political Science and Public Administration, and DIRECTOR, Public Service Fellowship Program, The University of South Dakota, Vermillion, South Dakota.
- 1978-1978 ASSISTANT PROFESSOR, Department of Political Science (Tenured), and ASSOCIATE DIRECTOR, Governmental Research Bureau, DIRECTOR, Graduate Studies in Political Science; DIRECTOR, Public Service Fellowship Program, The University of South Dakota, Vermillion, South Dakota.
- 1975-1978 ASSISTANT PROFESSOR, Department of Political Science, and ASSISTANT DIRECTOR, Governmental Research Bureau, The University of South Dakota, Vermillion, South Dakota. ACTING DIRECTOR, Master of Public Administration program, Summer, 1974, 75, 76.

- 1973-1974 DIRECTOR OF RESEARCH, Office of Research Administration, Police Assaults Study, The University of Oklahoma (a federally-funded \$800,000 project).
- 1972-1973 ASSISTANT PROFESSOR, Department of Political Science, and SPECIAL ASSISTANT TO THE PRESIDENT--External Studies Program, Winona State University, Winona, Minnesota.
- 1971-1972 ASSISTANT PROFESSOR, Department of Political Science and DIRECTOR, National, State, and Local Internship Program, State University of New York, Oswego.
- 1970-1971 ASSISTANT PROFESSOR, Department of Political Science, Winona State University, Winona, Minnesota.
- 1969-1970 RESEARCH ASSOCIATE and DIRECTOR, State Questions Project Bureau of Government Research, The University of Oklahoma.
- 1968-1969 RESEARCH ASSOCIATE, Bureau of Government Research, INSTRUCTOR, Center for Continuing Education, and TEACHING ASSISTANT, Department of Political Science, The University of Oklahoma.
- 1967-1968 RESEARCH ASSISTANT, Bureau of Government Research, The University of Oklahoma.

ACADEMIC PUBLICATIONS

BOOKS:

- CO-AUTHOR, Perspectives on Police Assaults in the South Central United States, The University of Oklahoma, Vol. I, II, and III. 1974.
- CO-AUTHOR, Ambush Related Assaults Against Police Officers: Violence at the Street Level (Springfield, Illinois: Charles C. Thomas, 1986).
- CO-AUTHOR, Practicing Public Management (New York: St. Martin's Press, 1983; 2nd Edition, 1989).
- CO-AUTHOR, The Sources of Violence in America and Their Consequences for Law Enforcement, Charles C. Thomas Publishers: Springfield, IL: 2001, pp. 365.
- CO-AUTHOR, Public Personnel Administration, Dallas-Fort Worth, TX: Harcourt-Brace, 2001. pp. 350.
- CO-AUTHOR, Managing America's Organizations, Millennium HRM Press, Inc., 2006.
- CO-AUTHOR, Managing Public Sector Organizations, Millennium HRM Press, 2006.
- CO-AUTHOR, Conducting the People's Business, Millennium HRM Press, Inc., 2009.
- CO-AUTHOR, Organizational Change: Workforce, Workplace and Technology, Millennium HRM Press, Inc., December, 2009.

CO-AUTHOR, Human Relations in Action, Millennium HRM Press, Inc., 2010.
 CO-AUTHOR, Managing People as Assets, Millennium HRM Press, Inc., 2011.
 CO-AUTHOR, Nonprofit Management and Leadership, Millennium HRM Press, Inc., 2013.
 CO-AUTHOR, Solving Public Management Problems, Millennium HRM Press, Inc., 2015
 CO-AUTHOR, Understanding Nonprofit Organizations (Steve J. Ott and Lisa Dicke), 2016;
 3rd Edition, 2023
 CO-AUTHOR, The Craft of Public Administration, 11th Edition, with John Rouse, 2016;
 12th Edition, 2022.
 CO-AUTHOR, Practicing Public and Nonprofit Management, Millennium HRM Press, Inc.,
 2018.
 CO-AUTHOR, Experiencing State and Local Government, Millennium HRM Press, Inc., 2022
 CO-AUTHOR, Public Human Resources Management, Millennium HRM Press, Inc., 2025.

BOOKS IN PROGRESS

CO-AUTHOR, Advanced Cases in Public Policy and Public Administration (In Progress).
 CO-AUTHOR, Comparative Public Management and Public Policy (In Progress).

RECENT REFEREED ARTICLES AND CONFERENCE PROCEEDINGS

CO-AUTHOR, “Sidetracking the Nursing Shortage: Key Drivers”, Journal of Business and Educational Leadership, Vol. 15, No. 1 Spring, 2025

AUTHOR, “The Choice is Ours to Make: Democracy or Autocracy”, Journal of Business and Behavioral Science, Vol. 37, No. 1, Spring, 2025.

CO-AUTHOR, “Leadership for Creativity and Innovation”, Journal of Business and Educational Leadership, Vol. 14, No. 1, Spring, 2024.

CO-AUTHOR, “Leadership Theories and Styles Understood and Synthesized”, Journal of Business and Behavioral Science. Vol. 35, No. 3, Fall, 2023.

CO-AUTHOR, “Religious Discrimination in the Workplace: Understanding and Valuing Religious Practices, Rituals, Customs and Observances”, Journal of Business and Behavioral Science, Vol. 35, No. 3, Fall, 2023.

Author, “The Necessary but Unfinished Agenda”, Journal of Business and Behavioral Sciences, Vol. 34, Number 2, Fall, 2022 pp.3-13

Author, “The Grand Make-Over” of the United States: Time for Dramatic Change!
Journal of Business and Leadership Studies, Vol. 10, No. 2, Fall, 2020.

CO-AUTHOR, “The Emergence of Public Administration as A Tool for Public Management,” Journal of Business and Educational Leadership, Volume 9, Number 1, Fall, 2019.

CO-AUTHOR, Wither the New Phoenix? Immigration, Minorities and Population Change, Journal of Business and Behavioral Sciences, Vol 32, No. 4, Fall, 2020

CO-AUTHOR, "Religiosity in the Workplace: Major Dimensions of Comparative Religions," Submitted, January, 2019.

CO-AUTHOR, "America's Salad Bowl of Differences: Comparative U.S. Demographics and Immigration," Published in the Proceedings of the ASBBS, March 8, 2019.

CO-AUTHOR, "Leadership is More Than Rank," Journal of Business and Educational Leadership, Vol. 8, No. 1, Fall, 2018.

CO-AUTHOR, "According to the Rules of the Game," International Journal of Business and Social Science, Vol. 9, No. 8, August, 2018.

CO-AUTHOR, "A Hint of Pink Among the Green," International Journal of Business and Social Science, Vol. 9, No. 8, August, 2018.

CO-AUTHOR, "Small Business Strategy in India: The Case of Café' Central," Journal of Business and Educational Leadership, Vol. 7, No.1, Spring, 2018.

CO-AUTHOR, "Always be Selling—Even on the Job," International Journal of Business, Humanities, and Technology, Volume 4, Number 2; June 2018.

CO-AUTHOR, "Disabled Laborers and the Equal Employment Opportunity Commissions (EEOC) Nightmare," Journal of Diversity Management, Spring, 2016.

CO-AUTHOR, "The Nuts and Bolts of an Effective Internship Program," The Journal of Business Case Studies, Spring, 2016.

CO-AUTHOR, "The Strategy of Sustainable Waste Management: Landfill Management, Recycling, Reduction, and Pollution Prevention," Journal of Business Case Studies, Spring, 2016.

CO-AUTHOR, "Small Business Strategy in India: The Case of Café' Central," Proceedings of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 2016.

CO-AUTHOR, "Historical Stream in the Development of 'Economic Theory'" (Forthcoming, 2017)

CO-AUTHOR, "On Violence Against Authority: Management, Policy and Research Implications," International Journal of Management and Information Research, Vol. 19, No. 1, Second Quarter, 2015

AUTHOR, "Gold Rush Games in Politics, Economics, and Business with an Emphasis on violence in Sports," Journal of Business and Behavioral Sciences, Spring, 2015.

CO-AUTHOR, "Landfill Management, Recycling, and Sustainability: Waste Management, Reduction, and Pollution Prevention," Journal of Sustainability Research, 2015.

CO-AUTHOR, "Discrimination in the Workplace: Real or Imagined?" Journal of Diversity Management, Vol. 9, No. 2, December 2014.

CO-AUTHOR, "From Dan to Danita: LGBT Based Discrimination to Issues of Religious Freedom," Journal of Diversity Management, Vol. 10, No. 1, June, 2014.

CO-AUTHOR, "'Grass' by Any Other Name—Xeriscaping and Sustainability," Journal of Sustainability Management, Vol. 2, No. 1, June 2014.

CO-AUTHOR, "Thin Blue Line or Thick Blue Wall?" Journal of Business Case Studies, Fall, Vol.11, No. 1, 2014.

CO-AUTHOR, "On Violence Against Authority," Proceedings, the Clute Institute International Business and Education Conferences, Las Vegas, Nevada, 2014.

CO-AUTHOR, "Talking Trash: Ethics, Sustainability, Recycling, and Organizational Trustworthiness," Journal of Sustainability Management, 2(2) 2014.

CO-AUTHOR, "Strategic Planning at UnityTrust Hospital," Journal of Business and Behavioral Sciences, February, 2015.

CO-AUTHOR, "The Housing Shuffle: Connecting Public Policy to Universal Design, Sustainability, Health Management, and Aging in Place," Journal of Business Case Studies, Vol. 10, No. 4, Fourth Quarter, 2014.

CO-AUTHOR, "Immigration and Diversity," Journal of Business and Behavioral Sciences, Vol. 25; No 2; Fall 2013.

CO-AUTHOR, "The Rise of Statistical Testing in Public Administration Research and Why it is a Mistake," lead article, Journal of Business and Behavioral Science, November 2012:1-20.

CO-AUTHOR, "Nonprofit Organizations in a Human Resources Management Context: Understanding What Differentiates Nonprofits from Other Public Sector Entities," International Journal of Management & Information Systems, Summer, 2013.

CO-AUTHOR, "Trustworthiness, Justice and the Mediating Lens," Journal of Business and Behavioral Sciences, Spring, 2014

CO-AUTHOR, "Eupsychian Management: Organizational Change, Behavior, Motivation, and Trust," Journal of Business Case Studies, Vol. 10, No. 2, Second Quarter, 2014.

CO-AUTHOR, Nonprofit Organizations in a Human Resources Context: Understanding What Differentiates Nonprofits From Other Public Sector Entities, Las Vegas International Academic Conference, Las Vegas, Nevada USA 2012.

CO-AUTHOR , "Eupsychian Management: Organizational Change, Behavior, Motivation, and Trust," refereed conference proceedings of 2013 54th Las Vegas International Academic Conference, September 22-25, Monte Carlo Resort and Casino, Las Vegas, Nevada 89109.

CO-AUTHOR, "Immigration and Diversity," refereed conference proceedings, ASBBS, Spring, 2013. CO-AUTHOR, "Trustworthiness, Justice and the Mediating Lens,"

Proceedings of the ASBBS 17th International Conference , Discipline Based.
http://www.asbbs.org/files/2013/ASBBS_2013_INT_PROG.pdf

CO-AUTHOR, "An Introduction to Nonprofit and Public Sector Human Resources Management," in Nonprofit Management and Leadership Case Studies, Millennium HRM Press, Inc., 2013). Discipline Based.

CO-AUTHOR, "Trustworthiness, Justice and the Mediating Lens," Proceedings of the ASBBS 17th International Conference
http://www.asbbs.org/files/2013/ASBBS_2013_INT_PROG.pdf

CO-AUTHOR, "Nonprofit and Public Sector Human Resources Management: A Comparative Analysis," International Journal of Management & Information Systems, Summer 2013.

CO-AUTHOR, "Understanding What Differentiates Nonprofits From Other Public Sector Entities," Clute Institute Proceedings, 2012.

CO-AUTHOR, "The Rise of Statistical Testing in Public Administration Research and Why it is a Mistake," Journal of Business and Behavioral Sciences, Spring, 2013: 1-20

CO-AUTHOR, "Sports, Politics and Other Gold Rush Games: Why Bad Guys Increasingly Are the Winners," Public Integrity, Winter 2000: 29-43.

CO-AUTHOR "A Theoretical Perspective on Violence Against Governmental Authority," Public Administration and Management Interactive Journal, Vol. 4, No. 3, Fall, 1999, pp. 1-33.

AUTHOR "Stalked by Violence," Update, Winter, 1995, p. 6.

AUTHOR "The MPA Degree: The Professional Degree for the 90's," Adult Learner, Fall, 1994, pp. 1-3.

CO-AUTHOR "Norms of Professional Behavior in Highly Specialized Organizations: The Case of American Zoos and Aquariums," Administration and Society, Vol. 124, No. 1, May, 1992, pp. 81-99.

CO-AUTHOR "Violence at the Street Level: Police Casualties and Fatalities," The Police Journal, Vol LXIV, No. 1, January-March, 1991, pp. 28-45.

CO-AUTHOR "Situational Effects in Police Officer Assaults: The Case of Patrol Unit Size," The Police Journal, Vol LXIII, No. 3, July-September, 1990: pp.260-271.

CO-AUTHOR "An Organizational Perspective on Training and Development in the Public Service," in Steven W. Hays and Richard C. Kearney, Public Personnel Management: Problems and Prospects, 2nd Edition. (Englewood Cliffs, N.J.: Prentice-Hall, Inc., 1989. pp. 132-147. Article reprinted as book chapter in Ronald D. Sylvia, Public Personnel Administration (Belmont, CA: Wadsworth Publishing Company), 1994, pp. 223-234.

CO-AUTHOR "The Search for Effectiveness and Efficiency in Government: Policy Analysis, Program Evaluation, Social Indicator and Quality of Life Research," Public Affairs, January, 1983. 11 pp.

- CO-AUTHOR "An Analysis of Factors Related to Robbery-Associated Assaults on Police Officers, Part III," Journal of Police Science and Administration, Volume 10, No. 4, September, 1982: 70 pp. (Lead article). 249-272.
- CO-AUTHOR "An Analysis of Factors Related to Robbery-Associated Assaults on Police Officers, Part II," Journal of Police Science and Administration, Volume 10, No. 3, June, 1982: 30 pp. (Lead article). 127-150.
- CO-AUTHOR "An Analysis of Factors Related to Robbery-Associated Assaults on Police Officers, Part I," Journal of Police Science and Administration, Volume 10, No. 2, March, 1982: 48 pp. (Lead article). 1-27.
- CO-AUTHOR "Policy Analysis, Social Indicators, and Program Evaluation: The Search for Effectiveness and Efficiency in Government," Public Affairs, March, 1982. 20 pp.
- CO-AUTHOR "A Comparative Assessment of Assault Incidents: Robbery-Related, Ambush, and General Police Assaults," Journal of Police Science and Administration, Volume 9, No. 1, March, 1981: 1-18. (Lead article).
- CO-AUTHOR "Turnover in State Government--A Regional Assessment," Midwest Review of Public Administration, March, 1980. 15 pp.
- CO-AUTHOR "Oral History: A Rich Tradition," Public Affairs, January, 1980. 10 pp.
- CO-AUTHOR "Robbery-Related Assaults on Police: An Empirical Analysis of National Incidents," Public Affairs, August, 1979. 8 pp.
- CO-AUTHOR "Social Indicators: An Aid to Public Policy Evaluation in State Government," Public Affairs, May, 1979. 8 pp.
- CO-AUTHOR "South Dakota State Government Employee Turnover and Work Related Attitudes: An Analysis and Recommendation," Midwest Review of Public Administration, June, 1979. 30 pp.
- CO-AUTHOR "Violence and Police: The Special Case of the Police Assailant," Journal of Police Science and Administration, June, 1979. 27 pp.
- CO-AUTHOR "A Brief Analysis of Offender Characteristics in Serious Crime," South Dakota Social Science Association Journal, Volume 9, No. 1, 1979: 4-14.
- CO-AUTHOR "Public Employee Turnover in State Government: Costs and Benefits," Public Affairs, August, 1978. 9 pp.
- CO-AUTHOR "A Social-Psychological Analysis of Police Assailants," Bureau of Government Research, The University of Oklahoma, June, 1978. 47 pp.
- CO-AUTHOR "Landsat: Space Technology in Natural Resource Planning," Public Affairs, February, 1976. 7 pp.
- CO-AUTHOR "A Microanalysis of Assaults on Police in Austin, Texas," Bureau of Government Research, The University of Oklahoma, 1974. 30 pp.
- CO-AUTHOR "An Analysis of Officer Characteristics and Police Assaults Among Selected South Central Cities," Bureau of Government Research, The University of Oklahoma, 1974. 10 pp.
- CO-AUTHOR "An Analysis of Assaults on Municipal Police Officers in 46 South Central Cities," Bureau of Government Research, The University of Oklahoma, 1974. 23 pp.
- CO-AUTHOR "An Analysis of Police Assailants in Albuquerque," Bureau of Government Research, The University of Oklahoma, 1974. 23 pp.
- CO-AUTHOR "Introduction and Methodology to the Study of Police Assaults in the South Central United States," Bureau of Government Research, The University of Oklahoma, 1974. 30 pp.

AUTHOR "The College Without Walls,"--Regional Implications in Southeastern Minnesota," in Perspectives on Regionalism, Ahmed El-Afandi, ed., Minnesota Humanities Commission, 1973. 8 pp.

AUTHOR State Party Structure, National Municipal League, 1968.

CO-AUTHOR "Earmarking: Beneficial or Detrimental?" Oklahoma Government Bulletin, Spring, 1968.

CO-AUTHOR "Party Patterns in Oklahoma's New Congressional Districts," Oklahoma Government Bulletin, Spring, 1967.

CASE STUDIES:

CO-AUTHOR. "Betting on Family Life," "Leave it to Bereavement Policy," "Madison County's Zero-Tolerance for Harassment and Discrimination Directive," "Supervising God," "The Sweet Smell of a Good Appearance Policy," "Keep Your Stick On the Ice or Your Views to Yourself," "A Proud Tradition of Affirmative Action," "AIDS in the Public Workplace," "Patronage or Cronyism," and "Time and Time Again," in Public Personnel Administration, 2nd Edition (Orlando, Florida: Harcourt-Brace College Publishers, 2001).

CO-AUTHOR "Pigs, People, and Pollution: Hog Confinement as Public Policy," in George Berkley and John E. Rouse, Jr., The Craft of Public Administration 7th Edition (Madison, WI: Brown and Benchmark Publishers, 1997), pp. 418-431. Also, the six cases mentioned below were reprinted in the 7th Edition of Berkley and Rouse, The Craft of Public Administration.

CO-AUTHOR "Administrative Discretion at the State Health Service Administration," in George Berkley and John E. Rouse, Jr., The Craft of Public Administration. 5th Edition (Dubuque, Iowa: Wm. C. Brown Company Publishers, 1991), pp. 334-349; 6th Edition (Dubuque, Iowa: Wm. C. Brown Company Publishers, 1994), pp. 379-384. 7th Edition (Dubuque, Iowa: Wm. C. Brown Company Publishers, 1996), and 8th Edition (2000). In addition, six cases were reprinted from the 1st and 2nd Editions of Practicing Public Management: A Casebook, New York: St. Martin's Press, 1983 and 1989 Editions, such as "If It's Legal, It's O.K.;" "A \$5,000 Anonymous Phone Call?;" "The Good/Bad Administrator;" "An Authoritarian Approach to Management;" and "Treated Like Dogs."

CO-AUTHOR "Sick Leave in Spring Valley," in Gary Dressler, Personnel Management, 4th Edition, New York: Prentice-Hall, 1988; 1991.

CO-AUTHOR "A Plethora of Problems" and "A Problem of Motivation," in Harold F. Gortner, Julianne Mahler, and Jeanne Bell Nicholson, Organization Theory: A Public Perspective, Chicago, Ill: The Dorsey Press, 1987, pp. 333-337, 384-386.

RESEARCH MONOGRAPHS:

CO-AUTHOR Violence and the Police: An Analysis of Robbery-Related Assault Incidents, Bureau of Government Research, The University of Oklahoma, 1983. 76 pp.

CO-AUTHOR A Compendium of Social Indicator and Quality of Life Measurements, Special Report 47, Governmental Research Bureau, The University of South Dakota, December, 1981. 340 pp.

- CO-AUTHOR "Planning Information System Design: What to do Before the Data Arrives," Technical Report, Governmental Research Bureau, The University of South Dakota, July, 1978. 109 pp. Revised 2nd edition, September, 1981. 112 pp.
- CO-AUTHOR, "South Dakota Votes for Governor: 1889-1978," Special Report 46, Governmental Research Bureau, The University of South Dakota, July, 1981. 54 pp.
- CO-AUTHOR "Direct Democracy in South Dakota: The People Conducting their own Business," Governmental Research Bureau, The University of South Dakota, June, 1979. 225 pp.
- CO-AUTHOR "An Assessment of Grant Information Tracking Systems," Special Report, Governmental Research Bureau, The University of South Dakota, August, 1978. 178 pp.
- CO-AUTHOR "An Operationalization of State and Regional Indicators in Public Policy and Quality of Life Evaluation," Governmental Research Bureau, The University of South Dakota, June, 1978. 140 pp.
- CO-AUTHOR The Guide to South Dakota Grant Assistance and Technical Services, The Governmental Research Bureau, The University of South Dakota, November, 1975. 275 pp.
- CO-AUTHOR Operations Research Manual, The University of Oklahoma, 1974. 256 pp.
- CO-AUTHOR "A Descriptive Profile of the Assault Incident," Bureau of Government Research, The University of Oklahoma, 1974. 151 pp.
- AUTHOR Minnesota Catalog of Assistance Programs, League of Minnesota Municipalities and Office of Local and Urban Affairs, Minnesota State Planning Agency, 1972. 974.225 pp.
- AUTHOR Oklahoma's Middle Management Personnel: A Study of Five Selected Agencies in Oklahoma State Government, Bureau of Government Research, The University of Oklahoma, 1973. 75 pp.
- AUTHOR "Guide to Graduate Studies in Political Science," (Mimeograph), Department of Political Science, The University of South Dakota, Summer, 1979. 82 pp. Rev. Summer, 1980. 88 pp.

TRAINING MANUALS:

- CO-AUTHOR Supervisory Training Manual for County Officers of Oklahoma, April, 1980. 265 pp.
- CO-AUTHOR Supervisory Training for Court Officials of Minnesota Manual, February, 1982. 200 pp.
- CO-AUTHOR Management of Human Resources for Court Officials in Minnesota Manual, July 1982. 257 pp.

ENCYCLOPEDIA ARTICLES:

- AUTHOR "Oklahoma: 1990." Collier's Encyclopedia, 1991 Year book. MacMillan Educational Company, 1991, lp. 494.
- CO-AUTHOR "Oklahoma: 1989." Collier's Encyclopedia, 1990 Year Book. New York: MacMillan Educational Company, 1989. pp. 389-390.
- CO-AUTHOR "Oklahoma: 1988." Collier's Encyclopedia, 1989 Year Book. New York: MacMillan Educational Company, 1988 p. 375; p. 116.
- CO-AUTHOR "Oklahoma: 1987." Collier's Encyclopedia, 1988 Year Book. New York: MacMillan Educational Company, 1987. pp. 368-369.

- CO-AUTHOR "Oklahoma: 1986." Collier's Encyclopedia, 1987 Year Book. New York: MacMillan Educational Company, 1986. pp. 369-370; 109.
- CO-AUTHOR "Assaults Against Police Officers," Encyclopedia of Police Science, New York: Garland Publishing Co., 1989. pp. 23-27.
- CO-AUTHOR "Murder of Police Officers," Encyclopedia of Police Science, New York: Garland Publishing Co., 1989. pp. 334-339.

CASE STUDIES PUBLISHED:

1. The Good/Bad Administrator
2. Special Privileges for Officials?
3. A \$5,000 Anonymous Phone Call?
4. A Moral Dilemma
5. A Plethora of Problems
6. Blocking the Super Block
7. Sick Leave in Spring Valley
8. A Case of Dissatisfaction
9. A Campaigner for Equal Rights
10. Parking meters—A Perennial Problem
11. Leonard Davis's Dilemma
12. Does that Design Belong to Us?
13. An Instance of Racial Bias?
14. A Leave of Absence
15. Public Safety vs. Union Labor
16. Old Friendships
17. No Clean Seep in Winchester
18. Preservation of Public Land
19. An Authoritarian Approach to Management
20. A Question of Contamination
21. Unifying the Department of Corrections
22. A Problem of Motivation
23. The Prank That Misfired
24. The Parking-Ticket Ledger
25. Affirmative-Action Pressures
26. Biting the Bullet
27. Theirate Police Chief
28. A Matter of Relief
29. A New director at Hillside Children's Center
30. Supervising Job Trainees
31. Documentary Evidence
32. Problems with Volunteer Workers
33. A Smoke-Filled Room
34. Discord in Rehabilitation Services
35. Coproduction for Marrsville?
36. A Bounty on Wolves
37. An Alcoholic Problem
38. Personnel Dilemma: Terminate or Retain
39. In Whose Best Interest?
40. Police Crime in Fullerton
41. Restoring Peace at Maysville
42. Equalizing Overtime Assignments

43. **Union Contract negotiations in Springfield**
44. Pariah in the Public Library
45. From Showplace to Eyesore
46. The Ordeal of Change
47. Sick Leave or AWOL
48. Reverse Discrimination in the Commission on Human Relations
49. Check-out for the Old Library
50. Meeting the Press
51. Treated Like Dogs
52. Security and the Street Level Bureaucrat
53. The Loophole That Works 24-7 Without Benefits
54. Management in a Foreign Land
55. Throwing the First e-stone
56. Competition from Behind Bars
57. E-Government
58. To Separate With or Without Voice Is The Question or
A Collision of Bureaucratic and professional Norms
59. Redesigning the Department of Elder Affairs
60. Creating a “New” Olin County Metroplex
61. A Healthcare Dilemma
62. New Direction for the Department of Personnel
63. Bad Rules, Bad Employees or “Is that a Motel 24 I
see up There
64. Pigs, People and Pollution
65. Safe Sex and Lifestyle
66. Zero Tolerance Policies: Do They Make Any Sense?
67. AIDS and Afraid
68. Smoker and Non-Smoker Rights
69. Partnering and Monologues
70. Many Sides to Downsizing
71. Blocking the Super Block
72. Preservation of Public Lands
73. Administrative Discretion at the State Health
Services Administration
74. The Political Process Gets Canned
75. Public Administrators Do It In the Publics Interest
76. Regional or Racial Bias in Diversity Training
77. *Kaizan* Goes Public
78. A Comforting Scientific Experiment?
79. When the Past Comes Calling
80. Earmarked, Dedicated, and Violated?
81. Where to Begin?
82. A Taste of Public Entrepreneurialism
83. Congruity or Walking Your Talk
84. Appearance Equals Reality: A View From Below
85. Balancing Work and Life Activities
86. Dressing for Success
87. Security or Humanity: Are You in Charge of Your
Own Destiny
88. Employee Problems
89. The Selling of America
90. Be All You Can Possible Be
91. Universal Design

92. The Tail That Wags the Dog
93. Ancestry Worship and the Right to Religious Expression
94. What Are Your Issues
95. Not Every Thing is “Crystal” Clear: Politics and Contracting
96. A Little “Dab” Will Do Ya
97. Contagious Neighborhoods
98. From Intern to Full-blown Professional
99. What Are Your Issues
100. It’s Not Easy at the Top
101. If It’s Legal, It’s O.K.
102. An Illegal Order
103. Going Bare
104. An Equitable Sick-Leave Plan
105. The Far Side of Fifty
106. To Quit or Not to Quit
107. Pressing a Harassment Suit
108. A Leave of Absence
109. A vigilante Arrest
110. A Question of Contamination
111. No Welcome Wagon here
112. A Problem of Motivation
113. A Cutback Emergency
114. Retreat at Lake Clearwater
115. A Matter of Relief
116. American vs. Immigrant labor
117. Supervising Job Trainees
118. Discord in Rehabilitation Services
119. The Polygraph Controversy
120. A Message from Al Anon
121. Gagging City Employees
122. A Charge of Favoritism
123. An Improper Book Sale?
124. A Thief among Us
125. A Prophylactic Measure
126. Racial Insults
127. Diagnosis: Burnout
128. The Slot Machine to-do
129. Tokens of Friendship
130. Security in the Workplace
131. Questions about Layoffs
132. Equal Opportunity at Sea
133. The Baby-Sitting Dispute
134. Patronage or Cronyism
135. Keep Your Stick on the Ice or Your Views to Yourself
136. A Proud Tradition of Affirmative Action.
137. Leave it to the Bereavement Policy
138. Time and time Again
139. The Sweet Smell of a Good Appearance Policy
140. Supervising God
141. Madison County’s Zero –Tolerance for Harassment and Discrimination
142. Betting on Family Life
143. Long Distance Management
144. Many Faces of Discrimination

145. Administrative Discretion at the Hillside Health Center
146. Goats, Guns and Gas
147. An Ethical Dilemma or Matter of Judgment
148. Between a Rock and a Bolder
149. Bureaucracy and “Babyfication”
150. Chartering New Ground
151. Contagious Neighborhoods
152. Grooming and Dress standards
153. This Land is Your Land
154. When the Funding Stops
155. What goes On Here, Leaves Here
156. AIDS in the Public Workplace
157. The Many Faces of Discrimination
158. Immigration and Diversity
159. Reaction to Imminent Threats
- 160.. The Day the Sun Quit Shining
161. Health Care: Right or Privilege?
162. Patriot or Vigilante
163. Saving Grace?
164. Equal or Preferential Treatment?
165. Leadership and Sustainability
166. Paradise Lost for Some
167. Jane’s Jam
168. Is This Really Happening?
169. Rules for Survival
170. What is Right with Rights?
171. Dynamic Co-Creation: Building a Competitive Economy
172. A Taxing Situation
173. Straddling both Sides of the Fence
174. Meet Me at the Elysium
175. *Bad Feng Shui*
176. Eminent Domain or *Dominium Eminens*
177. Freda is Sick Again Ward
178. Jimmy’s 49 Questions: Team Interviewing
179. What Color is Your Coded Message?
180. When the Disease Hits Home
181. Defining the Boundaries of Harassment
182. Waiting for Jim Crow
183. Employees and Health Benefits
184. Conflicting Values
185. All In the Family
186. What’s Right with Rights?
187. A Hard Pill to Swallow
188. Best Friends on the Job
189. Its About Putting Asses in Seats
190. **Union Negotiation, Art or Science**
191. Workplace Prank or Crime
192. Management: Helpful or A Hindrance?
193. Demotion: Any Other Name
194. Was Her Privacy Violated
195. One Persons Effort to Reduce WMSDs
196. Uniform Policies for Everyone
197. Community and Economic Development

198. Pictures Are Worth A Million Words
199. Linger 9/11 Concerns
200. Other Duties as Assigned
201. Language Has Meaning
202. Zero Waste Production
203. Ergonomics in the Workplace
204. Sustainable Solution in an Unsustainable Market
205. Showdown in Cow Town
206. Return of the Iron Horse
207. Managerial Succession
208. City Bargaining
209. The Expectant Mother
210. How high is the Water?
211. Life at Quality Care House (QCH)
212. Severe Acute Respiratory Syndrome (SARS)
213. What Should it Be? CEO or Executive Director
214. Green Summit: From Speed Trap to Destination City
215. Reengineering Port Charles
216. Printing, Politics and Personal Preference
217. The “Pink Slip” Support system
218. A Moral Milestone
219. “Grass” by any Other Name
220. Daughter Dearest: Nepotism at Builders Credit Association
221. Does it Really Pay to Recycle
222. Entrepreneurialism or Exploitation?
223. The Downward Spiral of Founder’s Hospital
224. Will They Come When the Building is Done?
225. Doing the Zoo
226. The Pink Slip Support System
227. Meetings Forever
228. Interns—An Underutilized Asset
229. Eupsygian Management: Interpolis at Work
230. Show Me the Money
231. Monitoring Ali Johnson
232. Talking Trash
233. Grass by Any Other Name
234. Showdown in Cow Town
235. Management Helpful or Hindrance
236. According to the Rules of the Game
237. A Hiring Dilemma
238. Immigration and Diversity
239. The Physics of a Safe Infrastructure
240. From Dan to Danita
241. Solicitation on the Job
242. Introspection to Cloud Computing
242. Justice is an Elusive Concept
243. Leadership is more than Rank
244. Welcome to the Board of Directors
245. The Housing Shuffle
246. Discrimination: Real or Imagined
247. Thin Blue Line or Thick Blue Wall
248. Strategic Planning at UnityTrust Hospital
249. Learning and Development in an Agile IT Organization

Cases 249-256, were Published in Understanding Nonprofit Organizations, Dickie and Ott, Westview Press, 2016:

- 249. Creative Curmudgeonly
- 250. Growing Support Online One Meal at a Time
- 251. Volunteer and Donor Recruitment on Social Media
- 252. Now You See 'Em, Now You Don't: Volunteers and Nonprofits
- 253. Turning the Tide: Transitioning From Volunteers to Paid Staff
- 254. An Awareness Campaign Gone awry
- 255. Technology and Transparency at the Museum
- 256. Unwelcome News: Nonprofit scandal
- 257. Fostering Growth Through Capacity Building
- 258. Leadership and Growth Challenges in Nonprofit Organizations
- 259. Conflicting Values
- 260. Best Laid Plans: Challenges in Strategic Planning
- 261. Ethical Considerations in Fundraising
- 262. Organizational Stability in the Midst of Turnover and Organizational Change
- 263. When the Funding Stops
- 264. Southwest County Foodbank: Nonprofit Board Advocacy
- 265. Measure Twice, Cut Once: Performance Evaluation
- 266. Changing the Guard: Leadership Change in Nonprofit

RESEARCH IN PROGRESS

- CO-AUTHOR "A Referenda Investigation: The "Silent Vote" Solution." First Draft Completed.
- CO-AUTHOR "Socioeconomic and Demographic Correlates of Voting Behavior
- CO-AUTHOR "Areal Voting Patterns Among Oklahoma Counties on State Questions." First Draft Completed.
- CO-AUTHOR "Quitting State Government: A Delphi and Causal Model of Intent to Leave." First draft completed.
- CO-AUTHOR "The Initiative and Referendum as Policy Making Instruments: The Ultimate Public Opinion Poll."
- CO-AUTHOR "Age Discrimination in Employment: An Examination of the Law and the Issues." First Draft Completed.

GRANTS AND CONTRACTS AWARDED

TOTAL: \$1.5 million (Approximately) of Grant and Contract Research

- DIRECTOR, Iowa Energy Center, Green Urbanism, March 2002, \$800.00
- DIRECTOR, Medical Hazardous Waste Disposal Study, February, 1997, \$2,789, March 13, 1997-March 13, 1999.
- DIRECTOR, SIPA Student Travel Award, Pioneer Hi-Bred International, Inc., May, 1998, \$1,500.
- DIRECTOR, Mentorship to Work Program, Government Relations, Pioneer Hi-Bred International, Inc., January, 1997-May, 1997, \$5,605.
- DIRECTOR, Mentorship to Work Program, Community Investment, Pioneer Hi-Bred International, Inc., January, 1997-May, 1997, \$5,600.
- DIRECTOR, Mentorship to Work Program, Community Investment, Pioneer Hi-Bred International, Inc., May, 1996-December, 1996, \$11,500.
- DIRECTOR, Mentorship to Work Program, Government Relations, Pioneer Hi-Bred International, Inc., August, 1996 -December, 1996, \$5,605.
- DIRECTOR, Mentorship to Work Program, Government Relations, Pioneer Hi-Bred International, Inc., May, 1996-August, 1996, \$5,605.
- DIRECTOR, Master of Public Administration Mentorship Program, Public Relations, Pioneer Hi-Bred International, Inc., August 1995, \$17,535.
- DIRECTOR, Master of Public Administration Mentorship Program, Community Investment, Pioneer Hi-Bred International, Inc., June 1995, \$20,000.
- DIRECTOR, Master of Public Administration Internship Program, Pioneer Hi-Bred International, Inc., May, 1995, \$3,500
- DIRECTOR, Master of Public Administration Internship Program, Pioneer Hi-Bred International, Inc., June, 1994, \$15,000
- DIRECTOR Supervisory Training for Court Officials of Minnesota--Phase II, July 18-21, 1982, Radison-Arrowwood Inn and Resort, Alexandria, MN. \$3,750.
- DIRECTOR Supervisory Training for Court Officials of Minnesota--Phase I, February 9-12, 1981, Kahler Hotel, Rochester, MN. \$3,950.
- DIRECTOR Supervisory Training for County Officers of Oklahoma, IPA, December, 1980. \$15,500.
- ASSOCIATE DIRECTOR Public Service Fellowship Grant, HEW, August, 1980. \$32,000.
- PROJECT DIRECTOR South Dakota Facts and Trends, 1980. \$125,000.
- PROJECT DIRECTOR Social Indicator and Quality of Life Measurement Development and Research Project, 1979-1980. \$106,750.
- PROJECT DIRECTOR SIMPCO Land Use Information System Maintenance, 1978-1980. \$10,000.
- PROJECT DIRECTOR State and Regional Models in Public Policy Evaluation, 1977-1978. \$100,000.
- PROJECT DIRECTOR Violence and Police, 1977-1978. \$15,000.
- PROJECT DIRECTOR SIMPCO Land Use Information System Development, 1977-1978. \$15,000.
- PROJECT DIRECTOR South Dakota State Employee Occupational and Work Related Attitude Survey, 1977-1978. \$15,000.
- PROJECT DIRECTOR State Public Policy Analysis, 1976-1977. \$100,000.

- PROJECT DIRECTOR South Dakota Land Use and Natural Resource Information System 1975-1976. \$50,000.
- PROJECT DIRECTOR South Dakota State Assistance and Technical Services Project, 1975-1976. \$12,000.
- PROJECT DIRECTOR Empirical Modification of Democratic Theory, Graduate Research Council, University of South Dakota, 1974-1975. \$3,000.
- DIRECTOR of Research, Police Assaults Study, Department of Justice, 1973-1974. \$800,000.
- PROJECT DIRECTOR Title 1, Higher Education Act, 1965, Community Service and Continuing Education, 1971-1972. \$10,000, Winona State University.
- Memorandum of Agreement, South Dakota Cabinet Subcommittee on the Master of Public Administration Program and The University of South Dakota, July 1, 1976 - June 30, 1977. (Approximately \$5,000 yearly subsidy for the USD-MPA programs for 1977-1980 period).

COURSES TAUGHT

PUBLIC ADMINISTRATION: AN INTERNATIONAL AND COMPARATIVE PERSPECTIVE

Note: The following courses comprised a study at home and study abroad component. The class size varied between 40 and 55 graduate students and Community Resource Specialists. To date, this class has examined best practices in nearly 200 different European cities.

- Women and Entrepreneurialism and Collaborative Governance (London, Oxford, Cambridge, Cardiff, Dublin, Paris, Fontainebleau, Lyon, and Barcelona). March, 2016.
- Art, Politics, Administration and History: Integration of Continental Legacies (Florence, Sienna, Rome, Naples, Olympia, Athens, Ephesus, and Istanbul).
- Building the City of the Future (Amsterdam, Stockholm, Copenhagen, Hamburg, Berlin, Dresden, Freiberg, Rothenberg On de Tabor, Munich, Vienna, Venice).
- Sustainability: Knowledge Replaces Ignorance (London, Amsterdam, Berlin, Munich, Paris, Barcelona, and Madrid).
- Revitalization of Urban Places and Spaces: Resource Utilization, Energy Uses, and Sustainability (London, Amsterdam, Brussels, Bruges, Geneva, Paris, Madrid, and Barcelona).
- Food Policy, Social Justice, Hunger and Sustainability—A Cross national Perspective (St. Petersburg, Krakow, Berlin, Warsaw, Prague, Munich, Florence, Modena, Verona, and Rome).
- Children as Our Future: An International Comparative Perspective (Copenhagen, Hamburg, Stuttgart, Geneva, Paris, Normandy, Dublin and London).
- Sustainability and Change (London, Brussels, Amsterdam, Leipzig, Berlin, Munich, Venice, Milan, and Nice).
- Health Across the Continents (Moscow, St. Petersburg, Krakow, Warsaw, Prague, Munich, Innsbruck, Florence, and Rome).
- Building the Healthy Community of Tomorrow: (London, Paris, Stuttgart, Strasberg, Freiberg, Bad Radguz, Milan, Nice, Barcelona, and Madrid).

Innovation in Public Administration: Turning Dreams into Reality (Study abroad in Berlin, Munich, Trogin, Milan, Pizza, Florence, Rome).

Green Urbanism, Sustainability, and Economic Development (Study abroad in London, Freiberg, Amsterdam, Rome).

Comparative Study of Governmental Reinvention and Restructuring (Study abroad in Dublin, London, Paris, and Madrid).

Comparative Management and Policy Analysis in a Global Context (Study abroad in Amsterdam, Heidelberg, Freiberg, Munich, Salzburg, Venice, Florence, Bologna, and Nice).

Comparative Management and Policy Analysis in a Global Context: Green Urbanism (Study abroad in Dublin, London, Brussels, Cologne, Heidelberg, Friedberg, and Paris).

SMaRT: Boundary Testing (Study abroad in Dublin, London, Paris and Madrid).

Comparative Public and Private Management (European Study Abroad Course: Vienna, Prague, Salzburg, Geneva, and Rome).

Reinvention and Restructuring of Government: A Comparative Analysis (European Study Abroad Course: London, Amsterdam, Paris, and Berlin).

SmaRT: Boundary Testing (European Study-Abroad Course: Ireland, England, Belgium, France, and Spain).

Govbustech@Drake.edu (Study abroad in Vienna, Prague, Salzburg, Geneva, Paris and Rome).

INTERNATIONAL:

Nixon Doctrine (Seminar)
 International Relations
 World Town Hall: Great Issues
 Comparative Public Management and Policy

PUBLIC ADMINISTRATION

Introduction to Public Administration and Non-Profit Sector Management
 Human Resource Management
 Managing People as Assets
 Current Issues in Human Resources Management
 Human Resource Management Applications
 Introduction to Public Administration
 Graduate Seminar in Public Administration
 Case Studies in Public Administration
 Advanced Cases in Public Administration
 Public Personnel Administration
 Organization and Administrative Theory
 Research Problems in Public Administration
 Quantitative Methods in Public Administration
 Business and Government
 Municipal Administration

State and Regional Planning
 Planning in a Rural Environment
 Urban Planning: Principles and Techniques
 Public Organization Management
 Cases in Personnel Management
 Management of Public and Non-Profit Organizations
 State Administration

PUBLIC POLICY:

Public Policy Formation
 Public Policy Analysis
 Program Evaluation

RESEARCH METHODS AND STATISTICS:

Measurement and Analysis for Public Administrators
 Introduction to the Analysis of Political and Administrative Data
 Quantitative Analysis for Public Administrators
 Program Planning and Evaluation

AMERICAN:

New York State Politics
 State and Local Government
 American Political Parties & Interest Groups
 American Political Institutions
 Urban Politics
 American Government

POLITICAL THEORY:

Normative & Empirical Theory
 Introduction to Political Philosophy
 Empirical Theory & Research Methodology
 Quantitative Methods in Political Science

OTHER:

Politics and Ecology
 Introduction to the Study of Political Science
 Teaching Political Science in the Primary and Secondary Grades
 Political Issues & Questions of the 70's

SPECIAL LECTURES, INSTITUTES, AND CONFERENCE PRESENTATIONS

RECENT:

- KEYNOTE ADDRESS, Alice, what do you see in the “Topsy-Turvy Bizarre World of Authoritarianism? Making Sense from “Jabberwocky”, ASSBS International Conference, San Diego, California, March, 2025
- Clapham, M. M. & Meyer, C. K. (2022). *Leadership stereotypes and gender role attitudes across cultures*. Paper presented at the American Society of Business and Behavioral Sciences Conference, Las Vegas.
- Hall, M. L., Clapham, M. M. and Meyer, C. K. (2023). *Leadership: The Search for Understanding Leaders*. Paper presented at the American Society of Business and Behavioral Sciences. Las Vegas, Nevada, March 3-5, 2023.
- Keynote Address’ “The City as the Defining Institution of Government,” ASSBS Conference, Harrah’s Hotel and Resort, Las Vegas, Nevada, March 8-11, 2019.
- Presenter, “Wither the New Phoenix, ASBBS, Harrah’s Hotel and Resort, Las Vegas, Nevada, March 8-11, 2019.
- Presenter, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February 15-16, 2019.
- Presenter, Change Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February 2017.
- Presenter, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, April, 2017.
- Presenter, Managing Diversity, Certified Public Management Program, State of Iowa, Des Moines, Iowa, April, 2017
- KEYNOTE ADDRESS, “Cities of the Future: A Manifestation of Moore’s Law” International Education and Business Conference, Stockholm, Sweden, June 11, 2017.
- Presenter, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July, 2017.
- Presenter, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, September, 2017.
- Presenter, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, November, 2017.
- Presenter, Change Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2017.
- Graduation Address, “...and then what?” Certified Public Management Program, State of Iowa, Des Moines, Iowa, December, 2017.

GRADUATION ADDRESS, “Life after the CPM: Expectations for the Future,” Certified Public Management Program, State of Iowa, December 7, 2016.

PRESENTER, Change Management, Certified Public Management Program, State of Iowa, November 2016.

PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, October, 2016

KEYNOTE ADDRESS, “The Darkside of organizations: EEOC and Disabled laborers,” International Conference on Business, , Harrah’s Resort and Casino, Las Vegas, Nevada, September, 2016

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, September, 2016

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July, 2016.

PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, May 4, 2016.

KEYNOTE ADDRESS, "...and then what?" Pi Alpha Alpha Annual Induction Ceremony, April 7, 2016, Parent's Hall, Olmsted, Drake University

PRESENTER, Change Management, Certified Public Management Program, State of Iowa, April 12, 2016.

KEYNOTE ADDRESS, 18th International Conference of the American Society of Business and Behavioral Sciences, Venice, Italy, Summer, 2015.

GRADUATION ADDRESS, "Life's Journey: Combining the Reality of Public Service with the Imagination of a Public Servant," Certified Public Management Program, State of Iowa, June 10, 2015.

INSTRUCTOR, Human Relations Research Methods and Statistics, University of Oklahoma, Naples Naval Facility, Naples, Italy, May, 2015.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, May 15-17, 2015.

PRESENTER, Leadership in Contemporary America, West Des Moines Leadership Program, April, 2015.

PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, April 16, 2015.

KEYNOTE ADDRESS, Pi Alpha Alpha Annual Induction Ceremony, April 9, 2015, Parent's Hall, Olmsted, Drake University

KEYNOTE ADDRESS, American Society of Business and Behavioral Sciences, Harrah's Resort and Casino, Las Vegas, Nevada, February 19, 2015.

KEYNOTE ADDRESS,, Clute Institute International Conference, Monte Carlo Resort and Casino, Las Vegas, Nevada, October 6, 2014.

PRESENTER, "Violence at the Street level," Clute Institute, Monte Carlo Resort and Casino, Las Vegas, Nevada, October 5-8, 2014.

PRESENTER, Change Management, Certified Public Management Program, State of Iowa, July 16 18, 2014.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July 14-15, 2014.

COMMENCEMENT ADDRESS, "...and then, what? Iowa Certified Public Managers Program, Bulldog Auditorium, Drake University, June 11, 2014.

Graduation Address, "To Sculpt Your Own Image," Pi Alpha Alpha Banquet, Parents Hall, Drake University, March 28, 2014

INSTRUCTOR, Managing Public Programs, University of Oklahoma, June, 2014

PRESENTER, Change Management, Certified Public Management Program, State of Iowa, June 18, 2014.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, June 16-17, 2014.

PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, May 13, 2014 (forthcoming).

PAA Award Banquet Presentation, "Great Places Produce Great People, April 2014, Drake University

PRESENTER, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, April 8-9, 2014.

PRESENTER, “What Does Statistical Significance Mean? ‘Minding Your ps and q’s,’” American Society of Business and Behavioral Sciences, Harrah’s Hotel and Convention Center, February 20, 2014

PRESENTER, “Eupsychian Management,” Ansbach Community Center, Ansbach, Germany, December, 2013...

GRADUATION ADDRESS, Commencement, State of Iowa Certified Public Management Program Graduation, Olmsted Center, December 12, 2013.

PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, November 12, 2013.

PRESENTER, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, October 8-9, 2013.

Presenter, “Eupsychian Management,” The 2013 Clute Institute International Conference, the Mirage Hotel and Resort, September 22-25, 2013, Las Vegas, Nevada

PRESENTER, Change Management, Certified Public Management Program, State of Iowa, July 17, 2013.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July 15-16, 2013.

PRESENTER, The Theory of Experiential Learning: The Case Study Methodology in Practice, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July, 2013.

PRESENTER, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, June, 2013.

PRESENTER, Change Management, Certified Public Management Program, State of Iowa, Davenport, Iowa, June 19, 2013.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, June 17-18, 2013.

PRESENTER, “Trustworthiness and Justice and the Mediating Lens, 17th International Conference, ASBBS, Green Park Hotel, Istanbul, Turkey, June, 2013..

GRADUATION ADDRESS, Master of Public Administration Program, Skeslow Auditorium, Drake University, May 11, 2013.

PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, May 7, 2013.

KEYNOTE SPEAKER, “Creating what you can imagine and reflecting on what you have observed,” Pi Alpha Alpha Banquet, April 17, 2013.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Davenport, Iowa, December 10-11, 2012.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, November 29, 2012.

PRESENTER, “Strategic Human Resource Management at Roberta Mayberry Clinic and Hospital,” American Society of Business and Behavioral Sciences, Harrah’s Hotel and Convention Center, February, 2013.

PRESENTER, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, December, 2012.

PRESENTER, Management in America Public Organizations, Certified Public Management Program, State of Iowa, Davenport, December, 2012.

PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, November 15 and 22, 2012.

PRESENTER, "Immigration and Diversity," Academy of Business Disciplines, Ft. Myers Beach, Florida, November 8-10, 2012, Ft. Myers Beach, Florida.

PRESENTER, "HRM: Public and Nonprofit Comparison," Clute Institute, Caesars Hotel and Convention Center, Las Vegas, NE, October 11-14, 2012

PRESENTER, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, October 9-10, 2012.

CONVENOR, Roundtable of Distinguished Professors: Are We Preparing Graduates for Ethical challenges in the Workplace? Herb and Karen Baum, Symposium on Ethics and the Professions, October 2-3, 2012, Olmsted Center, Drake University.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Davenport, Iowa, August 6-7, 2012.

PRESENTER, Change Management, Certified Public Management Program, State of Iowa, Davenport, Iowa, August 1, 2012.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July 30-31, 2012.

PRESENTER, Introduction to Public Administration, Certified Public Management Program, State of Iowa, July 27, 2012, Des Moines, Iowa

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, July 19-20, 2012, Des Moines, Iowa

PRESENTER, "Global Management Leadership, and Education," ASBBS, Berlin, Germany, June 20-25, 2012.

PRESENTER, Change Management, Certified Public Management Program, State of Iowa May 18, 2012, Des Moines, Iowa

PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, May 10-11, 2012, Des Moines, Iowa

PRESENTER, Change Management, State of Iowa Certified Public Management Program, May 9, 2012, Des Moines, Iowa

PRESENTER, Leadership II, West Des Moines Leadership Program, April 28, 2012, City Hall, West Des Moines, Iowa,

PRESENTER, Leadership, West Des Moines Leadership Program, April 21, 2012, City Hall, West Des Moines, Iowa

PRESENTER, "Designing the Sculpture of yourself", Pi Alpha Alpha Banquet, Drake University, April, 20, 2012

PRESENTER, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, April 4-5, 2012.

GRADUATION ADDRESS, Master of Public Administration Graduation, Convention Center, Rock Island, Illinois, May 12, 2012.

PRESENTER, "The Remarkable Persistence of Null Hypothesis Statistical Significance Testing in the Business and Behavioral Sciences," 20TH Annual Conference of American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 23-27, 2012.

PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, November 29-30, 2011.

PRESENTER, Diversity and the Workplace, Certified Public Management Program, State of Iowa, November 15, 2011.

PRESENTER, Leadership and Management in Human Resource Management, October-November, 2011, City of West Des Moines, Iowa.

PRESENTER, Human Resource Management, III, West Des Moines Leadership Program, September, 29, 2011, City Hall, West Des Moines, Iowa.

- PRESENTER, Human Resource Management, II, West Des Moines Leadership Program, September, 22, 2011, City Hall, West Des Moines, Iowa
- PRESENTER, Human Resource Management, West Des Moines Leadership Program, September 8, 2011, City Hall, West Des Moines, Iowa.
- PRESENTER, Introduction to Public Administration, Certified Public Management Program, State of Iowa, July 27, 2011.
- PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, July 19-20, 2011.
- PRESENTER, Organizational Change and Program Innovation, Certified Public Management Program, State of Iowa, Des Moines, Iowa, June, 2011.
- PRESENTER, Leadership and Management in Human Resource Management, October-November, 2011, City of West Des Moines, Iowa.
- PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, May, 2011.
- PRESENTER, "Overt Criticisms of the Work of Statistical Significance Testing," Academy of Business Disciplines, Ft. Myer, Florida, October, 2011.
- PRESENTER, Change Management, Certified Public management Program, State of Iowa, Des Moines, Iowa, May 18, 2011.
- PRESENTER, Diversity Issues for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, May 14, 2011.
- PRESENTER, Organizational Change in the Public and Nonprofit Sectors, Certified Public Management Program, State of Iowa, Des Moines, Iowa, May 11, 2011.
- PRESENTER, Leadership Vistas, West Des Moines Leadership Program, April 21 and 28th, 2011.
- KEYNOTE ADDRESS, "If You Mean it—Say it Again," Pi Alpha Alpha Banquet, Olmsted Center, Drake University, April 20, 2011.
- PRESENTER, "The Significance Test in Social Science Research," Harrah's Hotel and Convention Center, Las Vegas, Nevada, February 23-27, 2011.
- PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Davenport, Iowa, January 19-20, 2011.
- KEYNOTE ADDRESS, "Food Policy: Why We Need to Know More About the Food We Eat," Innovation and Leadership Conference, Drake University, January 14, 2011
- PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, November, 2011.
- PRESENTER, Organizational Change in the Public and Non-Profit Sectors, Certified Public Management Program, State of Iowa, Des Moines, Iowa, October, 2010.
- COORDINATOR, MPA Alumni Mediterranean Cruise, October 16-23, 2011
- COMMENCEMENT CEREMONY, "If You Mean It, Say It Again," Rock Island Conservatory, August, 2010.
- PRESENTER, Human Resources Management for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July, 2010.
- LUNCHEON ADDRESS, "The Death of Management," Pi Alpha Alpha Banquet, Drake University, April, 2010.
- PRESENTER, "Reaction Against the Almost Universal Adoption of NHST for Certifying Knowledge Claims," 18th Annual Conference of American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February, 2010.
- KEYNOTE ADDRESS, "Building the Healthy City of the Future," Innovation and Leadership Conference, Drake University, January, 2010.

- COMMENCEMENT CEREMONY, "In Order to Form a More Perfect Union," Rock Island Conservatory, August, 2009.
- KEYNOTE ADDRESS, "Health in the 21st Century," Innovation and Leadership Conference, Drake University, January, 2009.
- KEYNOTE ADDRESS, "What Is Your Legacy?" Drake University Alumnae Association, April, 2009
- LUNCHEON ADDRESS, "Innovation and Change in Public Administration," Pi Alpha Alpha Banquet, Drake University, April, 2009.
- PRESENTER, Leadership and City Management, City of West Des Moines Leadership Program, January, 2009.
- PRESENTER, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2009.
- PRESENTER, Human Resources Management for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2009.
- PRESENTER, Organizational Change in the Public and Non-Profit Sectors, Certified Public Management Program, State of Iowa, Des Moines, Iowa, March, 2009
- PRESENTER, Human Resources Management for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February 17-18, 2008
- PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, May 12-13, 2008.
- PANEL PRESENTER, "Reaction Against the Almost Universal Adoption of NHST for Certifying Knowledge Claims," presented at the 18th Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February, 2008.
- PRESENTER, Human Resources Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July 8-9, 2008.
- PRESENTER, Employment Relations, Certified Public Management Program, State of Iowa, Des Moines, Iowa, August 13, 2008.
- PRESENTER, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, November 18-19, 2008.
- Key Note Address, "Sustainable Environmental Issues," 2nd Annual Innovation and Leadership Conference, Center for Professional Studies, Drake University, November 15, 2008.
- COMMENCEMENT ADDRESS, "MPA Graduation Cohort," Botanical Gardens, Moline, Illinois, Summer, 2008.
- PRESENTER, Leadership for a Change, City of West Des Moines Leadership Program, April 24, 2007
- PRESENTER, "Research Methods and Statistics in Public Administration," Certified Public Management Program, State of Iowa, Des Moines, Iowa, November 8-9, 2006.
- PRESENTER, "Leadership in the 21st Century Organization," West Des Moines' Leadership Training Program, October, 2006.
- KEYNOTE LUNCHEON ADDRESS, "Sustainable Leadership," presented at the 1st Annual Innovation and Leadership Conference, Center for Professional Studies, Drake University, Des Moines, Iowa, 2006, November 17, 2006.

- LUNCHEON ADDRESS, “Violence and the Media, Pi alpha Alpha Annual meeting, Drake University, April 14, 2006.
- PANEL PRESENTER, “The Importance of Replication Research and Its Publication Frequency in Marketing and Public Administration,” presented at the 14th Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 2-25, 2006.
- PANEL PRESENTER, “Innovations in Global Learning: Turning Dreams into Reality,” presented at the 9th International Conference, AABBS, Bankside House, London School of Economics, August 10-12, 2006.
- COMMENCEMENT ADDRESS, “MPA Graduation Cohort,” Botanical Gardens, Moline, Illinois, Summer, 2006.
- KEYNOTE ADDRESS, “Management in a Foreign Land,” presented at the Thirteenth Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 23, 2006
- PRESENTER, “Research Methods and Statistics in Public Administration,” Certified Public Management Program, State of Iowa, Des Moines, Iowa, October 25, November 4-5, 2005.
- PANEL PRESENTER, "Global Management Learning: Studying Management and Public Policy Issues at Home and Abroad," presented at the ASBBS International Conference, Bankside House, London School of Economics, August 5-6, 2005, London, England
- PANEL PRESENTER, “Statistical Significance Tests in a Sample of Marketing and Public Administration Journals,” presented at the Eleventh Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 19-23, 2004
- PRESENTER, “Comparative Public Management and Public Policy Within A Global Context,” Center for Global Citizenship, Drake University, October, 2004; November 2004.
- PANEL PRESENTER, “Comparative Public Management and Public Policy: A SMaRT Analysis,” The International Academy of Business and Public Administration Disciplines, Tunica, Mississippi, May 24-26, 2004.
- PANEL PRESENTER, “Common Misinterpretations of the Outcomes of Statistical Significance Tests in Marketing and Public Administration Research, presented at the Tenth Annual Meeting of the American society of Business and Behavioral Sciences, Las Vegas, Nevada, February 20-24, 2003.
- PANEL PARTICIPANT, “An Empirical Examination of Medical Waste Policy Regulations and Practices: The Case of Iowa,” presented at the Tenth Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 20-24, 2003.
- PRESENTER, “Comparative Public Management and Public Policy Within A Global Context,” Center for Global Citizenship, Drake University, October, 2004; November 2004.
- PARTICIPANT, Region V, American Society for Public Administration, October, 2002, Omaha, NE.
- INSTRUCTOR, Certified Public Management Program, Iowa Department of Personnel. Topic: “Managing People as Assets in State Government,” May 25-26, 2002.
- INSTRUCTOR, Shaping Your Pharmacy Future, February 2-May 19, 2001, and February and March, 2002, Drake University, Des Moines, Iowa. Topics: “Decision Making in

Contemporary Organizations," Treating Employees as Assets," "Unleashing the Talents and Creativity of Your Staff," and "The Millennium Organization and the Employee of the 21st Century."

- PANEL PARTICIPANT, American Society for Public Administration 59th National Conference, Seattle, Washington, May, 1998. Paper: "A Theoretical Perspective on Violence Against Governmental Authority."
- INVITED LECTURE: "Violence and Authority," College of Urban Affairs, Colloquium on Contemporary Public Policy Issues, Florida Atlantic University, Boca Raton, Florida, April 4, 1997.
- INVITED SPEECH, "Assaults and Murders of Police Officers: Violence and the Thin Blue Line," 1996 Iowa State Police Conference, University Park Holiday Inn, West Des Moines, Iowa, October 8, 1996.
- INVITED LECTURE "Research Pertaining to the Homicides of Law Enforcement Officers," National Academy, Federal Bureau of Investigation (FBI), U.S. Department of Justice, Quantico, VA, November, 1994.
- INVITED LECTURE "Reinvention of Government: Implications for Urban Planners," American Planners Association, Embassy Squares Hotel, Des Moines, Iowa, 1994.
- ROUNDTABLE HOST, National Association of Schools of Public Affairs and Administration, Orlando, Florida, October, 1993. Topic: "Implementing Total Quality Management."
- INVITED LECTURE: "Changing Images of Public Service," Golden Circle Auditors and Treasurers Association, Drake University, Des Moines, IA, 1992.
- ROUNDTABLE HOST National Association of Schools of Public Affairs and Administration, Baltimore, MD, October 16-20, 1991. Topic: "Risk Management in the MPA Curriculum."
- SPEECH "Violence in American Society," Des Moines Optimist Club, Ruan Center, Des Moines, IA, November, 1990
- CO-CHAIR, NASPAA 1990 National Conference Program Committee, Salt Lake City, UT, October 1990.
- PANEL CONVENOR National Association of Schools of Public Affairs and Administration, Salt Lake City, Utah, October 25-27, 1990. Topic: "Outreach Program Models: Diversified Educational Opportunities for Public Service Professionals."
- ROUNDTABLE HOST National Association of Schools of Public Affairs and Administration, Salt Lake City, Utah, October 25-27, 1990. Topic: "Micro-computers in MPA Curricula."
- PANEL PARTICIPANT Southeastern Conference on Public Administration, Birmingham, AL, October 12-13, 1988. Topic: "An Overview of Program Evaluation and Outcome Assessment Approaches."
- PANEL PARTICIPANT American Society for Public Administration National Conference, Boston, MA, March 28 - April 1, 1987. Topic: "Violence, Firearms and the Police: Theory and Reality."
- INSTRUCTOR "Supervisory Training for Court Officials of Minnesota: Management of Human Resources," Minnesota Association for Court Administration, Radisson-Arrowwood Inn and Resort, Alexandria, MN, July 18-21, 1982. Topics: "Motivating Improved Productivity During a Period of Declining Resources"; and "Some Behavioral Applications of Management: Job Enrichment, Job Rotation, Job Redesign, Job Enlargement, and Quality Circles."

- PANEL PARTICIPANT "Successful Management: The Challenge, The Theory, The Practice," Young Professionals Forum, ASPA, Trade Winds Central Inn, Oklahoma City, OK, April 2, 1982. Topic: "It's Called Getting a Job."
- INSTRUCTOR 26th Annual Short Course for Professional City Administrators, Oklahoma Center for Continuing Education, Norman, Oklahoma. Topic: "Effective Management in the Small Group Setting," January 27-29, 1982.
- INSTRUCTOR Rehabilitation Administration and Management Programs, University of Oklahoma, "Managing Human Resources in the Rehabilitation Agency," Howard Johnson Motel, Norman, Oklahoma, April 27-May 1, 1981. Topic: "The External Environment of Management."
- DISCUSSANT "Teaching Political Science," Southwestern Political Science Association, March 25-28, 1981. Dallas, Texas.
- PANEL PARTICIPANT "Public Administration Education: New Levels, New Forms, New Problems," National Association of Schools of Public Affairs and Administration, October 19-22, 1980. Paper titled: "Changes in Public Administration Education: Challenges and Opportunities."
- PANEL PARTICIPANT American Society for Public Administration, Region VIII, St. Paul, Minnesota, September 14-17, 1980. Paper titled: "Practitioners in the Teaching of Public Administration: Taking Advantage of Practitioners Skills, Knowledge, and Experiences by Using the Case Study Methodology."
- INSTRUCTOR U. S. Office of Personnel Management, Denver Region, "Management Institute," Holiday Inn, Pierre, South Dakota, October 16, 1979. Topic: "Behavioral Aspects of Management and Some Applications."
- INSTRUCTOR State of South Dakota Law Enforcement Supervision School, Imperial 400 Motel and Convention Center, Rapid City, South Dakota, September 17-28, 1979. Topics: "Supervisory Role in Short Range Planning and Work Assignments; Supervisors Function in Organization Administration and Management."
- INSTRUCTOR State of South Dakota Law Enforcement Executive School, Imperial 400 Motel and Convention Center, Rapid City, South Dakota, March 19-30, 1979. Topics: "Organizational Stress and Law Enforcement Personnel; Maintaining Organization Integrity; and Crime Analysis: Its Utilization and Implication for Management."
- INSTRUCTOR State of South Dakota Law Enforcement Command School, Howard Johnson Convention Center, Rapid City, South Dakota, January 15-29, 1979. Topics: "Organization of Law Enforcement Activities and Functions: Nature and Purpose of Organization; Law Enforcement Organization: The Traditional and Non-Traditional Model; Basic Departmentation; Line and Staff Relationships; Authority and Accountability; Power and Politics; Decentralization vs. Centralization; Organizing for Special Events and Operations; and, Contingency Organization."
- INSTRUCTOR State of South Dakota Law Enforcement Supervision School, Continuing Education Center, University of South Dakota, Vermillion, South Dakota, September 25-October 6, 1978. Topics: "Human Relations Problems." Topic: "Use of Excessive Force: The Supervisor's Role in Resolving Excessive Force Problems."
- PANEL PARTICIPANT "Research and Grants Workshop," South Dakota Research Institute, May 5, 1978, Center for Continuing Education, Vermillion, South Dakota.
- INSTRUCTOR State of South Dakota Police Executive School, Continuing Education Center, University of South Dakota, Vermillion, South Dakota, April 14-21, 1978. Topics: "Behavioral Aspects of Management and Behavioral Applications in Complex Organizations."

PANEL PARTICIPANT "Administration of Justice in the Southwest," American Society for Public Administration, April 9-12, 1978, Phoenix, Arizona. Paper titled: "A Social-Psychological Analysis of Police Assailants."

INSTRUCTOR State of South Dakota Police Command School, Continuing Education Center, University of South Dakota, Vermillion, South Dakota, February 13-24, 1978. Topics: "Planning Function; Nature and Purpose of Planning; Setting Objectives; Planning Premise; Strategies and Policies; and Programming Large Operations."

CONFERENCE PARTICIPANT "Ethics in the Public Service," South Dakota Committee on Humanities, November 5, 1977, House Chamber, Capitol Building, Pierre, South Dakota. Paper titled: "Ethics and Public Policy--A Modern Perspective."

PROGRAM MODERATOR and PANEL PARTICIPANT "Evaluating Your Council," National Association of Councils of Government, May 1-4, 1977, San Antonio, Texas. Paper titled: "The Principles and Techniques of Program Evaluation."

PARTICIPANT "Management and Leadership Innovation," 62nd Annual County Convention, September, 1976.

LECTURE "Ethics in Politics and Administration," Pi Gamma Mu (National Honorary Social Science Society), April, 1977.

I have also presented a large number of lectures and speeches before various social, civic, political and professional organizations and associations during the past seventeen years.

POSITIONS HELD IN PROFESSIONAL ASSOCIATIONS

MEMBER, Executive Board, Criminal Justice Policy Section, American Society for Public Administration, 2002-present.

MEMBER, Executive Board, American Society for Public Administration, Section on Criminal Justice Administration, 2000-2003.

MEMBER, Executive Council, American Society for Public Administration, Capitol Chapter, Iowa, 1990-1998.

VICE PRESIDENT, American Society for Public Administration, OKC Capitol Chapter, 1991-1992; 1992-1993.

MEMBER, Executive Board, American Review of Public Administration, 1990-present.

MEMBER National Executive Council, National Association of Schools of Public Affairs and Administration, (1988-1991).

MEMBER NASPAA 1990 National Conference Program Committee, (1989-1990).

CO-CHAIR National Chapter Development Committee, American Society for Public Administration, 1989-present.

PRESIDENT American Society for Public Administration, Oklahoma Chapter, 1988-1989.

BOARD MEMBER Political Science Based Section, National Association of Schools of Public Affairs and Administration (NASPAA), 1987-1990.

MEMBER Advisory Board of the American Society for Public Administration (ASPA), Oklahoma City Chapter, 1987-1990.

EDITORIAL BOARD American Review of Public Administration, 1980-1984.

CHAIRPERSON Publications Advisory Council, Midwest Review of Public Administration, Park College, Parkville, Missouri, 1979-1980.

VICE CHAIRPERSON Publications Advisory Council, Midwest Review of Public Administration, Park College, Parkville, Missouri, 1979-1980.

UNDERGRADUATE REPRESENTATIVE National Association of Schools of Public Affairs and Administration, Region VII, 1975-present.

PRESIDENT American Society for Public Administration, Siouxland Chapter (State of South Dakota, Northeastern Nebraska, and Northwestern Iowa), 1975-1977.
 ASSISTANT EDITOR The Bureaucrat, Inc., and Occasional Papers Service, Maxwell School, Syracuse University, New York, 1974-1979.
 EXECUTIVE OFFICER South Dakota Association of Planning Officials, 1974-1980.
 MEMBER, American Society for Public Administration, 1966-present.

POSITIONS HELD IN UNIVERSITY GOVERNANCE AND EVALUATION

MEMBER, Graduate Committee, College of Business and Public Administration, 1990-present
 CHAIR, Public Administration Search Committee, College of Business and Public Administration, October, 2008-May, 2009.
 MEMBER, MPA Restructuring Committee, College of Business and Public Administration, September, 2008-May, 2009
 MEMBER, MBA Restructuring Committee, College of Business and Public Administration, 2005-2006.
 MEMBER, MPA Restructuring Committee, College of Business and Public Administration 2000-2001.
 CHAIR, Search Committee for the Dean of the College of Business and Public Administration, Drake University, 1995-1996.
 MEMBER, Search Committee, Director of Graduate Studies, College of Business and Public Administration, 1998.
 MEMBER, Tenure Committee, College of Business and Public Administration, Drake University, 1991-present.
 MEMBER, Faculty Senate, Drake University, 1991-1992.
 MEMBER, Graduate Studies Committee, College of Business and Public Administration, Drake University, 1990-present.
 MEMBER, Continuing Education Committee, Drake University, 1990-1994.
 MEMBER, Ad Hoc Mission Review Committee, College of Business and Public Administration, Drake University, 1990-1995.
 MEMBER, University Student Publications Committee, Drake University, 1991-1992.
 MEMBER University of Oklahoma Council on Continuing Education and Public Service, University of Oklahoma, 1984-1990.
 MEMBER Department of Political Science Strategic Planning Task Force, University of Oklahoma, 1987.
 CHAIR Finance and Salary Committee, Continuing Education and Public Service, 1985-1986.
 MEMBER College of Arts and Science Continuing Education Committee, University of Oklahoma, 1986-1990.
 MEMBER Scheduling Committee, Department of Political Science, University of Oklahoma, 1980-1990.
 MEMBER Teaching Evaluation Committee, Department of Political Science, University of Oklahoma, 1987.
 PRINCIPAL REPRESENTATIVE National Association of Schools of Public Affairs and Administration, 1985-present.
 MEMBER Executive Committee, Advanced Programs, University of Oklahoma, 1981-1989.

MEMBER OU Associates Social Science Subcommittee, University of Oklahoma, 1981-1990.

CHAIRPERSON Master of Public Administration Committee, Department of Political Science, University of Oklahoma, 1980-1989.

MEMBER Graduate Program Committee, Department of Political Science, University of Oklahoma, 1982-1990.

MEMBER Interdisciplinary Program Committee, University of Oklahoma 1981-1989.

MEMBER Undergraduate Studies Committee, Department of Political Science, University of Oklahoma, 1981-1990.

ADVISOR Doctorate of Public Administration Degree Program, University of Oklahoma, 1982-1989.

ADVISOR Master of Public Administration Degree Program, Department of Political Science, 1980-1989.

ADVISOR Public Administration and Public Affairs Undergraduate Degree Program, University of Oklahoma, 1980-1989.

ADVISOR Public Administration Club, Department of Political Science, University of Oklahoma, 1980-1989.

ADVISOR Pi Alpha Alpha, University of Oklahoma Chapter, 1980-present.

CHAIRPERSON Advanced Programs Evaluation Subcommittee, University of Oklahoma, 1981-1982.

MEMBER Benson Awards Committee, Department of Political Science, University of Oklahoma, 1982-1989.

REPRESENTATIVE Graduate Recruitment Day; Representative, Arts and Sciences High School Day, Department of Political Science, 1980-1989.

CHAIRPERSON Social Sciences Division, College of Arts and Sciences, The University of South Dakota, 1974-1976.

SECRETARY Social Sciences Division, College of Arts and Sciences, The University of South Dakota, 1974-1976.

SECRETARY Social Sciences Division, College of Arts and Sciences, The University of South Dakota, 1979-1980.

MEMBER Mission Review Committee, College of Arts and Sciences, The University of South Dakota, 1979-1980.

ADVISORY PANEL MEMBER South Dakota Research Institute, University of South Dakota, 1977-1979.

MEMBER External Degree Task Force, University of South Dakota, 1977-1978.

MEMBER Task Force on Master of Public Administration Program, 1976-1978.

MEMBER Task Force on Council Operations, South Eastern Council of Governments, 1976-1978.

University Committee: College of Arts and Sciences Advisory Committee, The University of South Dakota, 1974-1976.

Chaired and served as a member on numerous administrative and faculty search committees at The University of Oklahoma and Drake University during the 1980 to present period. Numerous other administrative and professional appointments were held at the university and department level at Winona State University and SUNY-Oswego.

CONSULTANT AND PUBLIC SERVICES

United States Office of Personnel Management, 1979 to 1998.
 American Broadcasting Corporation (ABC), New York, 1974-1980.
 Department of Economic and Community Affairs, Oklahoma City, Oklahoma 1980.
 State Planning Bureau, State of South Dakota, 1974-1980.
 Office of Local and Urban Affairs, State Planning Bureau, St. Paul, Minnesota, 1973.
 Bureau of Finance and Management, State of South Dakota, 1977-1979.
 Siouxland Interstate Metropolitan Planning Council, Sioux City, Iowa, 1974-1980.
 Augustana Research Institute, Augustana College, Sioux Falls, South Dakota, 1977.
 Vocational Rehabilitation Institute, Region VI, 1970, and 1981, Norman, Oklahoma.
 Delphi Team, "Natural Resources System," Bureau of Finance and Management, Pierre, South Dakota, 1978-1979.
 Diocese of Sioux Falls "Diocese Needs Assessment Study," Sioux Falls, South Dakota, 1978.
 Public Management Associates, 621 S. Flood, Norman, Oklahoma. 1981-present.
 Old West Research and Consultants, 1979-present.
 Opinion Research Associates, 1969-1970, Norman, Oklahoma.
 Pre-publication Reviewer, American Government, West Publishing Company, St. Paul, Minnesota, 1974-present.
 Pre-publication Reviewer, American Government & Public Policy, McGraw-Hill Book Company, New York, New York, 1974-present.
 Pre-publication Reviewer, Public Administration, Prentice-Hall, New York, 1987-present.
 Pre-publication Reviewer, Public Administration, Harcourt Brace, Granbury, Texas, 1999-present.

RADIO-TELEVISION

PADM 271, Contemporary Workplace/Workforce Issues, Iowa Communication Network, Spring Semester, 1999
 PADM 276, Human Resource Management Applications, Iowa Communication Network, Fall Semester, 1995.
 "Master of Public Administration Degree Program," Drake University, 1995.
 Future Choices in South Dakota, 1977 (Television).
 Perspectives on Religion and Politics: The Role of the Military Chaplain, 1972 (Radio).
 External Studies--An Alternative in Higher Education, 1972 (Radio).
 Why Vote? An Analysis of the 1972 Presidential Election, 1972 (Radio).
 Election Analysis, 1974, 1976, 1978, ABC, State of South Dakota (Television).
 Numerous program and special interest presentations on radio and television with the Armed Services Far East Network and in Europe during the 1980 -1990.

SPECIAL STUDENT PROJECTS

- A. Development and implementation of an External Studies Program (University Without Walls) for Winona State College.
- B. Development and Implementation of Political and Administrative Internship Programs.
 1. National level - legislative and executive interns.
 2. State level - legislative interns, administrative interns in state departments and agencies.
 3. Local level - local government administrative interns in many different departments, agencies, commissions and bureaus in Minnesota, New York, South Dakota, and Oklahoma.
 4. Professional level - interns in areas of land use, public policy analysis, education, environment, quality of life and urban/rural planning, solid waste, airport administration, agriculture policy, etc.
- C. Independent study programs which emphasize applied research methods.
- D. Social science workshops in the teaching of political science and public administration
- E. Planning in an Urban Environment, class trip to Jonathon New Town, and Minneapolis and St. Paul, April, 1977 and April 1978.
- F. World Town Hall--An experimental course, Spring, 1978 (approximately 250 students enrolled).
- G. Mentorship to Work Program with Pioneer Hi-Bred International, Inc, in the areas of community investment and government relations, Drake University.
- H. Study Abroad courses: Reinvention and restructuring of Government--A Comparative Analysis (38 MPA students on a four country analysis of London, Berlin, Amsterdam and Paris, Spring, 1999) and Govbustech@drake.edu course with 34 participants to study workplace/workforce changes, technological transformation, ecology and zero-emission production, and e-commerce and e-service in Vienna, Prague, Salzburg, Geneva and Rome, Spring Semester, 2000. Also, SMaRT: Boundary Testing, 38 participants, to study redevelopment and discovery of organization in London, Dublin, Paris and Madrid, 2001, and SMaRT Boundary Testing (Green Urbanism) with 27 participants to study economic and ecological sustainability in Amsterdam, Freiburg, Heidelberg, Munich, Salzburg, Venice, Florence, Bologna, and Nice, 2002.
- I. Anita Bales Excellence in Public Service Scholarship Endowment, Memorandum of Agreement consultant.

MILITARY STATUS

Veteran, United States Army, Honorable Discharge, August, 1967. (Vietnam era veteran).

SPECIAL HONORS AND AWARDS

Outstanding Teacher of the Year Award, 2008-2009, Drake University, April, 2009
Teacher of the Year Award, College of Pharmacy and Health Sciences, Drake University, February 7, 2006.

“Green Apple Award,” by British Parliament, February, 2005 Best Environmental Management Practice in Green Urbanism, for PADM 282, Comparative Public Management and Public Policy in a Global Context course, Drake University.

Outstanding Teacher of the Year Award, 2008-2009, Drake University, April, 2003

Harry I. Wolk Outstanding Faculty Scholar Award, March 2002; April, 2016.

Governor of Iowa Distinguished Volunteer Award, 2001. Adjutant General Office, State of Iowa, **Outstanding Recognition Award**, 2001.

Nominee, **Madelyn Levitt Mentor of the Year Award**, Drake University, 2002

Nominee, **Madelyn Levitt Teacher of the Year Award**, Drake University, 1996, 1997, 1998, 1999, 2000, 2001, 2006, 2008, 2010.

Outstanding Teacher of the Year Award, 1996-1997, CBPA, Drake University, April 8, 1997

Regents' Award for Superior Teaching, The University of Oklahoma, 1986.

National Science Scholarship, The College of St. Thomas, 1965.

National Science Foundation Fellowship, The University of Oklahoma, 1969.

Ewing Seminar Committee, The University of Oklahoma, 1969-1970.

President, Pi Sigma Alpha, Beta Chapter, The University of Oklahoma. 1969-1970.

American Society for Public Administration, **Outstanding Contribution Award**, 1983, 1986, 2002.

American Society for Public Administration, **National Award for Recruiting the Most New Members**, 1993, 1994, 1995, 1996, 1997, and 1998.

Member, **Pi Alpha Alpha, National Honorary Society for Public Administration and Public Affairs**.

Member, **Pi Sigma Alpha, National Political Science Honorary**

Member, **Beta Gamma Sigma, National Business Honorary Society**

SAMPLE TITLES OF DISSERTATIONS, THESES, AND RESEARCH PROBLEMS DIRECTED

1970 to 2025: Listing available upon request.

1990 (May)

Wilson, Laura Ann, D.P.A. "A Situational Analysis of Police Assaults."

Samad, Roger. "Contracting Out: The Road to Efficiency in Public Production?"

1989 (January)

Bower, Brian, Ph.D. "Waiting for Michels: An Operationalization of the Iron Law of Oligarchy."

Fiore, William J. "The Professionalization of Zoo Managers: A National Survey."

1989 (July)

Sieber, Betty A. "An Examination of Sex Differences in Living Arrangements and Median Income Among Elderly Men and Elderly Women."

1989 (August)

Lang, Joan. "A Comparison of the Administration and Implementation of a Basic Skills Education Program Using Humanistic/Behavioristic Teaching Theories Versus Solely Behavioristic Teaching Theories."

1989 (September)

Noble, Kim A. "A Comparison of Substance Abuse Testing Between the U.S. Military and the Public/Private Sectors."

Shelver, John K. "Light Infantry Division Development and Employment."

Atkins, Hannah D. "Representational Role Orientation of Oklahoma Legislators: 1970-1989."

1987 (January)

Bailey, Rebekah A. "A Study of the Methods by which Women are Attempting to Rise to Management Positions: 1983-1986."

Kaufman, Timothy. "Manpower, Personnel, and Training Planning in Weapon System Acquisition."

1986 (November)

Bertness, Juli Burke. "The Impact of Economic Insecurity on the Performance of Phillips Petroleum Employees: A Case Study."

1986 (October)

Andreozzi, Cindy. "A Case Study of the United States' Latin American Foreign Policy--Options for U.S. Relations with Nicaragua 1986-1990."

Marsh, John Robert. "Air Force Pilot Retention: An Empirical Analysis."

1986 (September)

Corbin, John J. "The Freedom of Information Act: Problem of Confidential Business Information."

Ortiz, Robert. "The Honduran Military and the Catholic Church--Friend or Foe."

1986 (February)

- Dillon, James. "Food and Drug Administration Conflict of Interest Program, Education and its Impact on Employee Awareness."
- Everman, Thomas D. "A Study of the USAF Centralization Repair Concept in the Pacific Theater."
- Lee, Young Shim Dho. "The Historical Precedents of Dialogue Between North and South Korea Since Liberation and Their Implication for Present and Future Negotiations."
- Stack, Venette F. "The Development of Federal Policy on Health Care Reimbursement."
- Williams, Gary C. "A Study on the Quality of Personnel Assigned to the Highest Military Staff of the United States: 1980-1985."

1985 (November)

- Eastcott, V. Jean. "The Comparable Worth Issue."

1985 (October)

- DeArmond, Virgil. "The Influence of the Liberal Democratic Tradition in Western Society in its Fight Against International Terrorism."
- Holt, Rhonda. "A Revolution in Medicine: An Analysis of the Trend Toward Ambulatory Surgical Centers in the United States: 1960-2000."
- Igo, Robert. "An Evaluation of Employee Participation Efforts at the FAA Academy."
- Ray, Lori A. "Motivation in the Work Environment: An Analysis and Recommendation."
- Whitt, Miroslava. "A Feasibility Study of Assigning USAF Female Members to Instructor Positions in the Inter-American Air Forces Academy."

1985 (May)

- Hunter, Kenneth. "Comparable Worth: Origins, Alternatives, and Recommendations."

1985 (July)

- Ibarra, Felipe S. "Bilingual Education Implementation: An Analysis."
- Ketcham, Ann Richard. "Sexual Harassment in City Hall: Is it a Problem?"
- Mize, John. "Equity and the Property Tax: An Analysis."
- Ocrant, Peggy A. "The Heart and Public Policy."
- Whitt, Michael. "Ocean Superships, the Intermodal Railroad System, and Their Impact on the U.S. Water Ports and Railway System."

1985 (April)

- Burt, Anne W. "Current World Terrorism and Hostage Situations Targeting U.S. Persons."

1985 (March)

- Terrazas, Edgar Lucio. "The Controversy over U.S. Security Assistance to Latin America: 1965 to 1985."

1985 (February)

Sargent, Joel A. "An Analytical Model Useful in the Geographical Allocation of Reserve Facility Resources."

1985 (January)

Bowman, Gary M. "Managing Change in the U.S. Army: 1981-1990."

Tomlinson, Jon S. "A Study of the Relationship Between Attitudes of Missile Combat Crew Members and Missile Wing Operations Performance."

1984 (December)

Lewis, Sanestelle. "Towards a National Urban Policy: A Study of Public Policy Development and the Executive Branch."

Thompson, Carolyn. "A Death and Life Issue: An Analysis of Public Policy on the Identification of Transplant Organ Donors in the United States, 1968-1984."

1984 (November)

Jackson, Frank Joseph. "The Administration of Military Nuclear Arms."

La France, William J., Jr. "The Military Community and its Response to Domestic Violence Overseas."

Whitson, Samuel A. "Evaluation of Alternative Configurations For the Consolidation of Criminal Investigative Activities on Army Installations."

1984 (October)

Lockett, Rene'. "The Impact of the Continuous Progress Program on the Reading Abilities of Chicago's Public-School Students."

1984 (September)

Harden, Thomas P. "Recidivism: Can it be Correlated to Demographic, Social, and Environmental Variables?"

1984 (June)

Barnes-Lee, J. D. "The Impact of the Organization of the Air Force Voluntary Education Services Program on the Execution of the Functions of Public Management."

1984 (May)

Mason, James G. "An Analysis of the Ports and Railroad Transfer of Functions under the Carter-Torrijos Treaty of 1977."

1984 (April)

Puckhaber, Carl A. "The Japanese Industrial Relations System."

1984 (March)

Caton, Chester. "The Japanese Economic System: A Public Policy Analysis."

1984 (February)

Johnson, Sandra Lee. "A Study of the Freedom of Information Act."

1983 (December)

McVey, Susan. "Employment Patterns of Selected Oklahoma Librarians."

1983 (November)

Agboaye, Esther O. "Municipal Land Use without Zoning: A Case Study of Wichita Falls, Texas: 1978-1983."

Kraussman, James P. "An Analysis of Management and Supervision Practices Related to the Perceptions and Career Intentions of Various Categories of Air Force Officers."

Kunza, Dennis J. "A Study of Design a New Rotating Shift Schedule for Operations Workers of the 6920th Electronic Security Group."

Solze, James W., Jr. "The Air Traffic Controllers Vs. the Government Bureaucracy: An Analysis of the Strike."

Zahler, William Arthur. "Marketing Mental Health Services in an Overseas Military Community: A Case Study."

1983 (October)

Lapuzza, Michael J. "An Exploratory Study of Lateral Entry of Civilian Personnel into the Sworn Rank Structure of the Oklahoma Highway Patrol."

1983 (September)

Davis, Elaine T. "Impact of Reorganization on the Defense Audit Service: The Creation of a Statutory Office of the Inspector General in the Department of Defense."

1983 (August)

Gorman, Mary. "Pros and Cons of Public Law 97-252: An Analysis of the Former Spouses' Protection Act (FSPA)."

Holmes, James L. "Methods of Policy Transmission in a Moderate Sized Bureaucratic Organization."

1983 (June)

Harris, Ragan. "Management Information Systems in Public Administration."
 Murray, Edward M. "The Life Safety Code: What Has Been Its Impact upon Public
 Psychiatric Hospitals?"

1983 (May)

MacNiven, Stuart. "Quality Circles and the Public Sector."

1983 (March)

Mounce, George Douglas, III. "Ergonomics and Environmental Stress."
 Rupp, Gary H. "Quality Circles at an Air Force Base: A Case Study."

1983 (January)

Schlachtenhaufen, Ed. "Word Processing: Tower of Babel or New Jerusalem?"

1982 (June)

Sanborn, Alden R. "Government Monopolies in the Cities."

1982 (May)

Fischer, Thomas S. "The Merits of Computer Assisted Instruction in a State Agency."
 Greer, Lynn H. "The Reorganization of the Federal Supply Service."

1982 (April)

Austin, Henry W. "Assessment of the Douglas County Sanitary and Improvement District
 Parks."
 Duty, Thomas C. "Restructuring the Use of Lands and Waters in the Former Canal Zone."

1982 (March)

Holmes, David D. "Community Disaster Preparedness: Plans and Actions."
 Mizer, Orville Charles. "An Assessment and Identification of Patient Dissatisfaction in a
 Military Hospital."
 Jones, Kenneth L. "The Medics Project: A Computer Program to Track Firefighters Health
 and Physical Fitness."

1981 (December)

Kemper, J. T. "The Military Pay System: Can It Survive?"

1981 (November)

Smith, Paul Clinton, Jr. "Attitudes and Perceptions of Air Force Men and Women Toward Equal Opportunity and Treatment."
 Stille, Alfred B., Jr. "A Critical Literature Review of the Mid-Career Crisis."

1981 (September)

Hebert, Stephen James. "A Study to Assess and Evaluate Existing U.S. Army VII Corps Aviation Policies and Regulations Involving General Aviation Training, Safety, and Weather Minimums."
 Henry, W. D. "Toward a Definition of Pentagon Market Segments Within the Cryptologic Technician Community of the United States Navy."
 Hine, J. T. "Project Duration Estimation Using PERT and CPM."
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REFERENCES

Dr. Robert Lee, Professor Emeritus
 Institute of Public Administration
 The Pennsylvania State University
 205 Burrowes Building
 University Park, PA 16802
 (814) 238-5458

Dr. James J. Heaphey, Professor Emeritus
Nelson Rockefeller College
State University of New York at Albany
Albany, NY 12222
(518) 442-5264

Dr. Ronald Sylvia, Professor and Chair
Department of Political Science
San Jose State University
San Jose, CA 95192-0119
(408) 924-5550

Dr. Susan A. MacManus, Professor
Department of Public Administration
University of South Florida
Tampa, FL 33620
(813) 974-3496

Revised: 7/5/2025:Curriculum Vitae HD

