

**P. Edward (Eddie) French, Ph.D.**

Professor of Political Science and Public Administration  
Mississippi State University  
105 Bowen Hall  
P.O. Box PC  
Mississippi State, MS 39762  
e-mail:efrench@pspa.msstate.edu  
Cell Phone: 423-341-8895  
Office Phone: 662-325-2711

**Career Recognition National Research Awards:**

- 2020 Elected as Fellow of National Academy of Public Administration
- 2017 American Society for Public Administration SPALR Outstanding Scholar Award

**Principal Areas of Research:**

Local Government Management; Public Sector Human Resource Management; Comparative Public Administration.

**University Professional Positions:**

- Professor in the Department of Political Science and Public Administration, Mississippi State University, August 2014 – Present.
- Associate Professor in the Department of Political Science and Public Administration, Mississippi State University, August 2011 – July 2014.
- Assistant Professor in the Department of Political Science and Public Administration, Mississippi State University, August 2008 – July 2011.
- Assistant Professor in the Division of Public and Nonprofit Administration, The University of Memphis, August 2006 – July 2008.
- Lecturer (non-tenure track), in the Department of Political Science, The University of Tennessee, Knoxville, August 2002 – May 2006.
- Visiting Assistant Professor (non-tenure track), in the Department of Political Science and Criminal Justice, Appalachian State University, August 2001 – May 2002.

**University Administrative Positions:**

- Department Head of Political Science and Public Administration, Mississippi State University, July 2016 – July 2021.
- Executive Director of The Stennis Institute of Government and Community Development, Mississippi State University, January 2014 – August 2016.
- Coordinator of Graduate Studies for The Department of Political Science & Public Administration, Mississippi State University, August 2010 – January 2015 and August 2016 – January 2018.
- Stennis Scholar for Local Government with The Stennis Institute of Government, Mississippi State University, August 2010 – December 2013.
- Local Government Management Certificate Coordinator, The Division of Public and Nonprofit Administration, The University of Memphis, August 2007 – July 2008.
- Public Administration Internship Coordinator, The Division of Public and Nonprofit Administration, The University of Memphis, August 2007 – July 2008.
- Undergraduate Minor in Public Administration Advisor, The Division of Public and Nonprofit Administration, The University of Memphis, 2006-2008.

## Education:

- Ph.D. – Mississippi State University, Starkville, MS (Public Policy and Administration)
- M.Ed. – The University of Virginia, Charlottesville, VA (Higher Education Administration)
- M.C.M. – East Tennessee State University, Johnson City, TN (City Management)
- B.A. – The University of Tennessee, Knoxville, TN (Political Science)

## Publications:

- [1] Julius Nukpezah, Victor Flomo, **P. Edward French**, and Dallas Breen. “Does Public Service Motivation Mediate Public Safety Work’s Effect on Public Sector Employees Job Satisfaction?” *Public Organization Review*, Forthcoming.
- [2] Ahmadu, Aisha S., Julius Nukpezah, **P. Edward French**, and Charles E. Menifield. “Disasters and Social Vulnerability Determinants of Federal Subsidiarity Assistance” *Public Administration Review*, Vol. 84 (1), (2024): pp. 21-39, Lead Article.
- [3] Goodman, Doug, Evgnia Gorina, Romeo Abraham, Brett Cease, and **P. Edward French**. “Voters, Neighbors, and City Performance in Sustainability Transitions” *Public Integrity*, Vol.25 (4), (2023): pp. 337-349.
- [4] Nukpezah, Julius A., **P. Edward French**, Tamara Dimitrijevska-Markoski, and Victor Flomo. “The Moderating Effects of Organizational Publicness on Determinants of the U.S. Federal Employee’s Job Satisfaction” *Public Organization Review* Vol. 22 (4), (2022): pp. 883-901, Lead Article.
- [5] **French, P. Edward** and Robert D. Eskridge. “Empowering the Female City Manager to Succeed: What Role Does Mentoring Play in the Personal Development and Preparation of Women for this Leadership Position?” *Public Administration Review*, Vol. 81 (4), (2021): pp. 704-714.
- [6] Renaud, Karen, Craig P. Orgeron, Merrill Warkentin, and **P. Edward French**. “Cyber Security and Netizens: An Evaluation of the Responsibilization of Citizens in the Five Eyes Countries and China” *Public Administration Review*, Vol. 80 (4), (2020): pp. 577-589. (**This article was the winner of the Louis Brownlow Award from The American Society for Public Administration, 2021**).
- [7] Stanisevski, Dragan and **P. Edward French**. “The Legitimacy of Privatization: Examination of Changes in Attitudes Towards Government Ownership of Business in Ten Countries” *Public Integrity*, Vol. 22 (6), (2020): pp. 542-554.
- [8] Dimitrijevska-Markoski, Tamara and **P. Edward French**. “Determinants of Public Administrators’ Use of Performance Information: Evidence From Local Governments in Florida” *Public Administration Review*, Vol. 79 (5), (2019): pp.699-709.
- [9] Battaglio, R. Paul, **P. Edward French**, and Doug Goodman. “Contracting Out for Municipal Human Resources: Analyzing the Role of Human Capital in the Make or Buy Decision” *Public Administration Quarterly*, Vol. 41 (2), (2017): pp. 297-333.
- [10] Battaglio, R. Paul and **P. Edward French**. “Public Service Motivation, Public Management Reform, and Organizational Socialization: Testing the Effects of Employment At-Will and Agency on PSM among Municipal Employees” *Public Personnel Management*, Vol. 45 (2), (2016): pp. 123-147, Lead Article.

- [11] Zavattaro, Staci M., **P. Edward French**, and Somya Mohanty. "A Sentiment Analysis of U.S. Local Government Tweets: The Connection Between Tone and Citizen Involvement" *Government Information Quarterly*, Vol. 32, (2015): pp. 333-341.
- [12] Goodman, Doug, **P. Edward French**, and R. Paul Battaglio. "Determinants of Local Government Workforce Planning" *American Review of Public Administration*, Vol. 45, (2), (2015): pp. 135 – 152, Lead Article.
- [13] **French, P. Edward** and Melissa C. Emerson. "One Size Does Not Fit All: Matching the Reward to the Employee's Motivational Needs" *Review of Public Personnel Administration*, Vol 35, (1), (2015): pp. 82-94.
- [14] Goodman, Doug, **P. Edward French**, and Tonya Thornton-Neaves. "The Appropriate Use of Employment At-Will in County Sheriffs' Departments: Employment At-Will or Political Patronage?" *Review of Public Personnel Administration*, Vol 34, (3), (2014): pp. 199-217, Lead Article.
- [15] **French, P. Edward**, Doug Goodman, and K.C. Morrison. "An Empirical Evaluation of the Influence of Descriptive Representation on Human Resource Practice at the Local Government Level" *Journal of Public Management and Social Policy*, Vol. 20, (1), (2014): pp. 47-66.
- [16] **French, P. Edward** and Melissa C. Emerson. "Assessing the Variations in Reward Preference for Local Government Employees in Terms of Position, Public Service Motivation, and Public Sector Motivation" *Public Performance and Management Review*, Vol. 37, (4), (2014): pp. 552-576.
- [17] Barrett, Jason R. and **P. Edward French**. "An Evaluation of Security Measures Implemented to Address Physical Threats to Water Infrastructure in the State of Mississippi" *Journal of Emergency Management*, Vol. 11, (1), (2013): pp. 49-58.
- [18] Holland, Joseph H., Jeanne W. Holland, and **P. Edward French**. "Public Professionalization and Education Policy: The Effects of National Board for Professional Teaching Standards" *Delta Journal of Education*, Vol. 2, (1), (2012): pp. 14-23.
- [19] **French, P. Edward** and Doug Goodman. "An Assessment of the Current and Future State of Human Resource Management at the Local Government Level" *Review of Public Personnel Administration*, Vol. 32, (1), (2012): pp. 62-74.
- [20] Eskridge, Robert D., **P. Edward French** and Mary B. McThomas. "The International City / County Management Association Code of Ethics: An Analysis of Violations" *Public Integrity*, Vol. 14, (2), (2012): pp. 127-149.
- [21] Eskridge, Robert D. and **P. Edward French**. "Using the Adapted Cities Framework to Evaluate Per Capita Expenditures in Small U.S. Cities" *Journal of Public Budgeting Accounting and Financial Management*, Vol. 23, (3), (2011): pp. 338-360.
- [22] Patrick, Barbara A. and **P. Edward French**. "Assessing New Public Management's Focus on Performance Measurement in the Public Sector: A Look at No Child Left Behind" *Public Performance and Management Review*, Vol. 35, (2), (2011): pp. 340-369.
- [23] **French, P. Edward** and Doug Goodman. "Local Government Human Resource Management Past, Present, and Future: Revisiting Hays and Kearney's Anticipated Changes a Decade Later" *Politics and Policy*, Vol. 39, (5), (2011): pp. 761-785.

- [24] Goodman, Doug and **P. Edward French**. "Assessing the Temporary Use of At-will Employment for Reorganization and Workforce Reduction in Mississippi State Government" *Review of Public Personnel Administration*, Vol. 3, (3), (2011): pp. 270-290.
- [25] **French, P. Edward**. "Enhancing the Legitimacy of Pandemic Influenza Planning at the Local Government Level Through Transparency and Public Engagement" *Public Administration Review*, Vol. 71, (2), (2011): pp. 253-264.
- [26] **French, P. Edward**. "Eleventh Amendment Immunity in Contemporary Practice: Revisiting the Legal Liability of Local Government in America" *Politics and Policy*, Vol. 37, (6), (2009): pp. 1215-1234.
- [27] **French, P. Edward** and Eric S. Raymond. "Pandemic Influenza Planning: An Extraordinary Ethical Dilemma for Local Government Officials" *Public Administration Review*, Vol. 69, (5), (2009): pp. 823-830.
- [28] Raymond, Eric S. and **P. Edward French**. "Pandemic Influenza Vaccination Distribution: Evaluating the Policies of Several Large Municipalities Across the United States" *Journal of Emergency Management*, Vol. 7, (3), (2009): pp. 33-41.
- [29] **French, P. Edward** and Doug Goodman. "The New Mental Health Parity Law: Issues and Concerns for Public and Private Sector Employers" *Review of Public Personnel Administration*, Vol. 29, (2), (2009): pp. 189-196.
- [30] **French, P. Edward**. "Employment Laws and the Public Sector Employer: Lessons to be Learned from a Review of Lawsuits Filed Against Local Governments" *Public Administration Review*, Vol. 69, (1), (2009): pp. 92-103.
- [31] **French, P. Edward**. "Implications of The Family and Medical Leave Act for Local Governments: Helping Administrators Understand the Law" *Review of Public Personnel Administration*, Vol. 29, (1), (2009): pp. 76-88.
- [32] **French, P. Edward**. "Assessing the Impact of Perceived School Board Effectiveness on Financing K-12 Education in Tennessee" *Journal of Public Budgeting, Accounting, and Financial Management*, Vol. 21, (1), (2009): pp. 105-124.
- [33] Stanley, Rodney E. and **P. Edward French**. "Evaluating Increased Enrollment Levels in Institutions of Higher Education: A Look at Merit-Based Scholarship Programs" *Public Administration Quarterly*, Vol. 33, (1), (2009): pp. 3-30, Lead Article.
- [34] **French, P. Edward**, Doug Goodman, and Rodney E. Stanley. "Two Years Later: Hurricane Katrina Still Poses Significant Human Resources Problems for Local Governments" *Public Personnel Management*, Vol. 37, (1), (2008): pp. 67-75.
- [35] **French, P. Edward**, Gary L. Peevely, and Rodney E. Stanley. "Measuring Perceived School Board Effectiveness in Tennessee: The Latest Survey Results" *International Journal of Public Administration*, Vol. 31, (2), (2008): pp. 211-243.
- [36] Stanley, Rodney E. and **P. Edward French**. Tennessee's John S. Wilder: The Longest Tenured State Legislator in Tennessee History, University Press of America, Lanham, Maryland, (2007), ISBN 0-7618-3693-4.
- [37] Stanley, Rodney E. and **P. Edward French**. "Enrollment Levels in Institutions of Higher Education: Are State Lotteries Making a Difference in the American States?" *Chicago Policy Review*, Vol. 10, (1), (2006): pp. 72-88.

- [38] Folz, David H. and **P. Edward French**. Managing America's Small Communities: People, Politics, and Performance, Rowman and Littlefield Publishers, Lanham, Maryland, (2005), ISBN 0-7425-4339-0.
- [39] **French, P. Edward**. "Policy, Management, and Political Activities: A Current Evaluation of the Time Allocations of Mayors and Managers in Small Cities and Towns" *The Social Science Journal*, Vol. 42, (4), (2005): pp. 499-510.
- [40] Peevely, Gary L., **P. Edward French**, Rodney E. Stanley, and Michael Montgomery. "Measuring the Funding Discrepancies of Black Belt School Districts in Tennessee" *Electronic Journal of Sociology*, Vol. 7, Tier One Refereed, ISSN: 1198 3655, (2005), pp. 1-22.
- [41] Stanley, Rodney E. and **P. Edward French**. "Lotteries, Southern States, and the Federal Government: A Formula for Perpetual Success or Inevitable Destruction in Education Policy" *Public Administration Quarterly*, Vol. 28, (4), (2005), pp. 403-429, Lead Article.
- [42] Stanley, Rodney E. and **P. Edward French**. "Enrollment Levels In Institutions of Higher Education: Are State Lotteries Making A Difference in Dixie" *Journal of College Admission*, No. 188, (2005), pp. 21-27.
- [43] **French, P. Edward**, R. Andy Spears, and Rodney E. Stanley. "The Fifth Paradigm of Public Administration? Public Organizational Theory as a Possible Solution to the Perennial Big Questions of Public Administration" *International Journal of Organization Theory and Behavior*, Vol. 8, (2), (2005), pp. 133-154, Lead Article.
- [44] **French, P. Edward**, D. Grier Stephenson, Jr., Robert J. Bresler, Robert J. Friedrich, Joseph J. Karlesky, and Charles C. Turner. Understanding American Government, Horizon Textbook Publishing, Redding, California, (2004), ISBN 1-932741-6115.
- [45] Stanley, Rodney E. and **P. Edward French**. "The Lottery, Education, and the Southern States: A Measure of Utility in Per Pupil Expenditures Among Lottery States in the South" *Journal of Public Budgeting, Accounting, and Financial Management*, Vol. 16, (4), (2004), pp. 534-553.
- [46] **French, P. Edward** and Rodney E. Stanley. "Measuring the Impact of Casino Proceeds on Total Per Pupil Expenditures for Education in Mississippi" *Journal of Public Budgeting, Accounting, and Financial Management*, Vol. 16, (4), (2004), pp. 554-569.
- [47] **French, P. Edward** and Rodney E. Stanley. "The Recent Adoption of the Voluntary Tax in the Volunteer State" *Journal of Public Budgeting, Accounting, and Financial Management*, Vol. 16, (4), (2004), pp. 570-588.
- [48] **French, P. Edward**. "Form of Government and Per Capita Expenditures: An Evaluation of Small Cities and Towns" *Journal of Public Budgeting, Accounting, and Financial Management*, Vol. 16, (2), (2004), pp. 193-209.
- [49] **French, P. Edward**, Sangho Moon, and Rodney E. Stanley. "Utilizing Logistic Regression For Explaining Lottery Adoption In The Volunteer State" *International Journal of Public Administration*, Vol. 27, (5), (2004), pp. 353-367.
- [50] **French, P. Edward** and David H. Folz. "Executive Behavior and Decision Making in Small U.S. Municipalities" *American Review of Public Administration*, Vol. 34, (1), (2004), pp. 52-66.
- [51] **French, P. Edward**. "Municipal Government: Does Structure Make a Difference in Small Cities and Towns" *Politics and Policy*, Vol. 31, (4), (2003), pp. 694-725.

- [52] Stanley, Rodney E. and **P. Edward French**. “Can Students Truly Benefit from State Lotteries: A Look at Lottery Expenditures Toward Education in the American States” *The Social Science Journal*, Vol. 40, (2), (2003), pp. 327-333.
- [53] Stanley, Rodney E. and **P. Edward French**. “An Empirical Assessment of Lottery Proceeds on Education in the American States” *Chicago Policy Review*, Vol. 6, (1), (2002), pp. 45-59.
- [54] **French, P. Edward** and Rodney E. Stanley. “Lotteries, The American States and The Federal Government: A Formula For Perpetual Success or Inevitable Destruction in Education Policy?” *Journal of Public Budgeting, Accounting, and Financial Management*, Vol. 14, (1), (2002), pp. 27-52.
- [55] Kaatz, James B., **P. Edward French**, and Hazel Prentiss-Cooper. “City Council Conflict as a Cause of Psychological Burnout and Voluntary Turnover Among City Managers” *State and Local Government Review*, Vol. 31, (3), (1999), pp. 162-172.

### **Book Chapters, Book Reviews, and Encyclopedia Entries**

- [56] **French, P. Edward**. “Effective Leadership in Times of Public Health Crises, book review in *Public Administration Review*, Vol. 71, (3), (2011), pp. 485-487.
- [57] **French, P. Edward**. “Performance Management” book chapter in Tools for Municipal Leaders, published by the Mississippi Municipal League, Chapter 7, (2010), pp. 38-42.
- [58] Goodman, Doug, **P. Edward French**, and Stacey Mann. “Local Government Human Resources Management and Catastrophic Events” book chapter in Handbook of Human Resource Management in Government, Third Edition, Jossey-Bass Publishers, ISBN 978-0-470-48404-3, edited by Stephen E. Condrey, Chapter 17, (2010), pp. 403-418.
- [59] **French, P. Edward**. “Sunday Closing Laws” in Encyclopedia of American Civil Rights and Liberties, ed. by John Scheb, Otis Stephens, and Kara Stooksbury, Greenwood Press, Westport, CT., (2006), ISBN 0-313-32758-0.
- [60] **French, P. Edward**. “Merit Systems Protection Board” in Encyclopedia of American Civil Rights and Liberties, ed. by John Scheb, Otis Stephens, and Kara Stooksbury, Greenwood Press, Westport, CT., (2006), ISBN 0-313-32758-0.
- [61] **French, P. Edward**. “John Birch Society” in Encyclopedia of American Civil Rights and Liberties, ed. by John Scheb, Otis Stephens, and Kara Stooksbury, Greenwood Press, Westport, CT., (2006), ISBN 0-313-32758-0.

### **Manuscripts Under Review**

“Population Vulnerability and State Masking Orders: The Intersection of Politics, Economics, and Racial/Income Inequality during the COVID-19 Pandemic” Revise and Resubmit at *State and Local Government Review* with Tonya E. Thornton and Nathan Myers.

### **Technical Reports / Other Publications:**

Mississippi Department of Transportation (MDOT) Salary Survey with Matt Peterson and Dallas Breen, Stennis Institute of Government, March 2016.

City of Meridian Comprehensive Compensation Salary Survey with Dallas Breen, Claudette Jones, Matt Peterson, and Bryan Farrell, Stennis Institute of Government, March 2016.

Bolivar County Mississippi Salary Survey with Claudette Jones, Matt Peterson, and Dallas Breen, Stennis Institute of Government, February 2016.

Highway Transportation Governance and Finance in Mississippi with Judy Phillips, Kayla Lee-Hopkins, John Harper, and Dallas Breen, Stennis Institute of Government, June 2015.

The Economic and Fiscal Effects of the Mississippi Historic Preservation Tax Incentives Program: An Overview for Decision-Makers with Judy Phillips and Dallas Breen, Stennis Institute of Government, February 2015.

The Economic Impact of a Utility Rate Increase in 23 Mississippi Counties with Judy Phillips, Kayla Lee-Hopkins, John Harper, and Dallas Breen, Stennis Institute of Government, August 2015.

The 2016 Presidential Primary Calendar with Judy Phillips, Kayla Lee-Hopkins, John Harper, and Dallas Breen, Stennis Institute of Government, June 2015.

The Mississippi Small Business and Grocer Investment Act Analysis with Judy Phillips, Kayla Lee-Hopkins, John Harper, and Dallas Breen, Stennis Institute of Government, January 2015.

DeSoto County, Mississippi Compensation Salary Plan, with Dallas Breen, Stennis Institute of Government, August 2014.

DeSoto County, Mississippi Agricultural Education Center Feasibility Analysis with Judy Phillips, Dallas Breen, Kayla Lee, John Harper, and Jacorius Liner, Stennis Institute of Government, June 2014.

An Overview of the Economic Impact of New Market Tax Credit Investments in Mississippi and Alabama, with Judy Phillips, Stennis Institute of Government, April 2014.

Lafayette County, Mississippi Salary Comparison Survey Report, with Dallas Breen and Claudette Jones, Stennis Institute of Government, March 2014.

Hancock County, Mississippi Justice Court Study with Lydia Quarles, Joe Young, and Dallas Breen, Stennis Institute of Government, February 2014.

Alternative Fuel Vehicle Considerations for Fleet Managers Propane Report with Dallas Breen, Stennis Institute of Government, January 2014.

City of Pascagoula, Mississippi Pay Classification Study, Stennis Institute of Government, January 2012.

City of Starkville, Mississippi Motivation Study. Presented to the City of Starkville and funded by the Stennis Institute of Government, 2012.

City of Pascagoula, Mississippi Motivation Study. Presented to the City of Pascagoula and funded by the Stennis Institute of Government, 2012.

City of Greenville, Mississippi Motivation Study. Presented to the City of Greenville and funded by the Stennis Institute of Government, 2012.

City of Natchez, Mississippi Motivation Study. Presented to the City of Natchez and funded by the Stennis Institute of Government, 2012.

City of Hernando, Mississippi Motivation Study. Presented to the City of Hernando and funded by the Stennis Institute of Government, 2012.

City of Biloxi, Mississippi Motivation Study. Presented to the City of Biloxi and funded by the Stennis Institute of Government, 2012.

City of Gulfport, Mississippi Motivation Study. Presented to the City of Gulfport and funded by the Stennis Institute of Government, 2012.

City of McComb, Mississippi Motivation Study. Presented to the City of McComb and funded by the Stennis Institute of Government, 2012.

City of Meridian, Mississippi Motivation Study. Presented to the City of Meridian and funded by the Stennis Institute of Government, 2012.

City of Tupelo, Mississippi Motivation Study. Presented to the City of Tupelo and funded by the Stennis Institute of Government, 2012.

### **Conference Participation / Presentations:**

“Hiring Practices in a Post Covid World” presented at the Southeastern Conference of Public Administration (SECOPA), October 1, 2022 at Lexington, Kentucky.

“Navigating the Job Market for MPA and PhD Students” panel Chair at the Southeastern Conference of Public Administration (SECOPA), Sep. 4-7, 2019 at Baton Rouge, Louisiana.

Attendee at the American Society for Public Administration Conference (ASPA), March 8-12, 2019 at Washington, D.C.

Attendee at the Southeastern Conference of Public Administration (SECOPA), Sep. 20-23, 2018 at Birmingham, Alabama. Board Member and Presented the Collins Award, voted President – Elect.

“Determinants of Sustainability Adoption and Outcomes of Sustainability Management in U.S. Cities” presented at the 2018 European Group on Public Administration Conference (EGPA) Sep. 5-7, 2018 at Lausanne, Switzerland.

Attendee at the National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference, October 11-14, 2017 at Washington, D.C.

“Comparing Apples to Apples: Empirical Analyses of Public Service Motivation in the Public Safety Sector” presented at the Southeastern Conference of Public Administration (SECOPA), October 4-7, 2017 at Hollywood, Florida.

Attendee at the American Society for Public Administration Conference (ASPA), March 17-21, 2017 at Atlanta, Georgia. Received the SPALR Outstanding Scholar Award.

Attendee at the Southeastern Conference of Public Administration (SECOPA), October 13-16, 2016 at Raleigh, North Carolina. Chair Panel on How to Start and Build an ASPA chapter.

“The Muddled Component of Public Service Motivation: Altruism in the Public Safety Workplace” presented at the 2016 American Society for Public Administration Conference (ASPA), March 17-21, 2016 at Seattle, Washington.

“Representative Bureaucracy and Public Service Motivation Among Mississippi Local Government Employees” presented at the Southeastern Conference of Public Administration (SECOPA), September 30-October 3, 2015 at Charleston, South Carolina.

“The Role of Research for an Institute of Government” presented at the Southern Consortium of University Public Service Organizations (SCUPSO), October 29-30, 2014 at Washington, D.C.



Attendee at the Southeastern Conference of Public Administration (SECOPA), September 17-20, 2014 at Atlanta, Georgia.

Attendee at the Southern Consortium of University Public Service Organizations (SCUPSO), April 22-24, 2014 at Chapel Hill, North Carolina.

“New Uses of Social Media in Government” presented at the American Society for Public Administration Conference (ASPA), March 14-18, 2014, at Washington, D.C.

“Intra-organizational Variation in the Calculus of Causes for Public Service Motivation: A Multi-City Assessment using Hierarchical Linear Modeling” presented at the American Society for Public Administration Conference (ASPA), March 14-18, 2014, at Washington, D.C.

“Human Resource Management as an Essential Support Function in Emergency Plans” presented at the American Society for Public Administration Conference (ASPA), March 14-18, 2014 at Washington, D.C.

“The Impact of Family Friendly Policies on Performance in U.S. Municipal Governments” presented at the American Society for Public Administration Conference (ASPA), March 14-18, 2014 at Washington, D.C.

Attendee at the National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference, October 10-12, 2013 at Washington, D.C.

“Does the CAO’s Role Perception Align More with Those of Mayors or City Managers? An Analysis Using the Dichotomy / Duality Model” presented at the Southeastern Conference of Public Administration (SECOPA), September, 25-28, 2013 at Charlotte, North Carolina.

“Why Public Sector Employees Choose to Work at the Local Level: The Link Between Motivation and Reward Preferences” presented at the Southeastern Conference of Public Administration (SECOPA), September, 25-28, 2013 at Charlotte, North Carolina.

“Assessing the Importance of Intrinsic and Extrinsic Motivational Factors for Local Government Employees In Terms of Public Service Motivation and Public Sector Motivation” presented at the American Society of Public Administration Conference (ASPA), March 15-19, 2013 at New Orleans, Louisiana.

“Manager and Council Relations: Does Municipal Form of Government Help to Alter Role Perceptions?” presented at the American Society for Public Administration Conference (ASPA), March 15-19, 2013 at New Orleans, Louisiana.

Round Table Discussion “Challenges Faced by MPA/MPP Programs in Delivering Responsive Degrees and Curriculum to Pre-Service and In-Service Students in a Problematic Economy” at the American Society for Public Administration Conference (ASPA), March 15-19, 2013 at New Orleans, Louisiana.

“Evidence Based Practice in Local Government: A Theory of Use in Local Economic Development Practice” presented at the Southern Political Science Association (SPSA), January 3-5, 2013 at Orlando, Florida.

Attendee at the American Society of Public Administration Leadership Retreat (ASPA), January 25-27, 2013 at Washington, D.C.

Attendee at the National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference, October 17-20, 2012 at Austin, Texas.

“Contracting Out Local Government Human Resource Management: A National Study” presented at the Southeastern Conference of Public Administration (SECOPA), October 3-6, 2012 at Coral Springs, Florida.

“An Empirical Examination of the Link Between Descriptive Representation and Human Resource Practice and Reform at the Local Government Level” presented at the American Society for Public Administration Conference (ASPA), March 1-6, 2012 at Las Vegas, Nevada.

Attendee at the National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference, October 20-22, 2011 at Kansas City, Missouri.

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

“Using the Adapted Cities Framework To Evaluate Per Capita Expenditures in Small U.S. Cities” presented at the Southeastern Conference of Public Administration (SECOPA), September 21-24, 2011 at New Orleans, Louisiana.

“Determinants of Local Government Workforce Planning” presented at the American Society for Public Administration Conference (ASPA), March 11-15, 2011 at Baltimore, Maryland.

Attendee at the National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference, September 30 - October 2, 2010 at Las Vegas, Nevada.

“The ICMA Code of Ethics: Insight Revealed from a Ten Year Review of Violation Cases” presented at the Southeastern Conference of Public Administration (SECOPA), October 13-16, 2010 at Wilmington, North Carolina.

“Local Government Human Resource Management Anticipated Trends: An Application of Hays and Kearney’s Anticipated Changes Methodology” presented at the Southeastern Conference of Public Administration (SECOPA), October 13-16, 2010 at Wilmington, North Carolina.

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

“Public Sector Human Resource Management Practices” presented at the Mississippi State University College of Arts and Sciences Research Showcase, October 21, 2009 at Starkville, Mississippi.

“Public Sector Human Resource Management Past, Present, and Future: Revisiting Hays and Kearney’s Anticipated Changes a Decade Later” presented at the Southeastern Conference of Public Administration (SECOPA), September 30-October 3, 2009 at Louisville, Kentucky.

“Government Transparency and Media Relations: Assessing Communication Through Social Digital Networks in the Southern Region of the United States” presented at the Southeastern Conference of Public Administration (SECOPA), September 30 – October 3, 2009 at Louisville, Kentucky.

“The Use of Political Patronage in Sheriffs’ Departments in Mississippi: Results from a Statewide Survey” presented at the American Society for Public Administration Conference (ASPA), March 20-24, 2009 at Miami, Florida.

“Employment Laws and the Public Sector Employer: Lessons to be Learned from a Review of Lawsuits Filed Against Local Governments in Tennessee” presented at the Southeastern Conference of Public Administration (SECOPA), September 24-27, 2008 at Orlando, Florida.

“Pandemic Influenza Vaccination Distribution: Evaluating the Policies of Several Large Municipalities Across the United States” presented at the Southeastern Conference of Public Administration (SECOPA), September 24-27, 2008 at Orlando, Florida.

Attendee at the Annual International City Management Association Conference, October 7-10, 2007 at Pittsburgh, Pennsylvania.

“Post Katrina Impacts on Local Government Retention and Recruitment on the Mississippi Gulf Coast” presented at the Southeastern Conference of Public Administration (SECOPA), September 26-29, 2007 at Nashville, Tennessee.

“Evaluating Increased Enrollment Levels In Institutions of Higher Education: A Look at Merit-Based Scholarship Programs” presented at the Annual Conference of the American Education Finance Association, March 22-24, 2007 at Baltimore, Maryland.

“Measuring School Board Effectiveness Through Survey Research” presented at the Southeastern Conference of Public Administration (SECOPA), September 27-30, 2006 at Athens, Georgia.

“Measuring School Board Effectiveness In Tennessee: Perceptions From the 2005 Survey” presented at the Annual Conference of the American Education Finance Association, March 23-25, 2006 at Denver, Colorado.

“Are State Lotteries Making a Difference in Enrollment Levels in America’s Colleges and Universities? Could the Scholars and Politicians Be Wrong?” presented at the Southeastern Conference of Public Administration (SECOPA), October 5-8, 2005 at Little Rock, Arkansas.

“Measuring Resource and Outcome Discrepancies of Black Belt School Districts in Tennessee” presented at the Annual Conference of the American Education Finance Association, March 17-19, 2005 at Louisville, Kentucky.

“Decision Making and Responsiveness of Chief Executives in Small U.S. Cities” presented at the American Society for Public Administration (ASPA), March 27-30, 2004 at Portland, Oregon.

“Executive Behavior and Decision Making in Small U.S. Cities” presented at the Southeastern Conference of Public Administration (SECOPA), October 12-14, 2003 at Savannah, Georgia.

“The Recent Adoption of the Voluntary Tax in the Volunteer State” presented at the Southeastern Conference of Public Administration (SECOPA), October 12-14, 2003 at Savannah, Georgia.

“An Assessment of the Indirect Effect of Casino Revenues on Federal Allocations For Education” presented at the Association for Budgeting and Financial Management Conference, October 10-12, 2002 at Kansas City, Missouri.

“Measuring The Impact of Casino Proceeds on Local Government Assessment Values in Mississippi” presented at the Southeastern Conference of Public Administration (SECOPA), October 2-5, 2002 at Columbia, South Carolina.

“Form of Government and Per Capita Expenditures: An Evaluation of This Relationship In Small Cities and Towns” presented at the Southeastern Conference of Public Administration (SECOPA), October 10-13, 2001 at Baton Rouge, Louisiana.

“The Effects of City Council Conflicts on Burnout and Tenure of City Managers” presented at the Western Social Science Association Conference, April 18-21, 2001 at Reno, Nevada.

“Can Students Truly Benefit from State Lotteries: A Look at Lottery Expenditures Toward Education in the American States” presented at the Western Social Science Association Conference, April 18-21, 2001 at Reno, Nevada.

“Lotteries, the States and the Federal Government: A Formula for Perpetual Success or Inevitable Destruction in Education Policy” presented at the Southeastern Conference of Public Administration (SECOA), October 4-7, 2000 at Greensboro, North Carolina.

“Are States with Lotteries Experiencing Budgetary Discrimination from the Federal Government? A Look at Educational Expenditures Across the Southern States” presented at the Citadel Symposium on Southern Politics, March 2-4, 2000 at Charleston, South Carolina.

“Can Students Truly Benefit from State Lotteries? A Look at Lottery Expenditures Toward Education in the South” presented at the Southeastern Conference of Public Administration (SECOA), October 7-9, 1999 at St. Petersburg, Florida.

“The Effects of City Council Conflict on City Managers and City Administrators: Burnout and Job Satisfaction” presented at the Midwest Political Science Association, April 22-25, 1998 at Chicago, Illinois.

“Casino Gambling’s Impact on Municipal Human Resources Management: A Comparison of Casino and Non-Casino Cities in Mississippi” presented at the Southeastern Conference of Public Administration (SECOA), September 25-27, 1997 at Knoxville, Tennessee.

#### **Honors / Awards / Other Activities:**

Chair of the Brownlow Award for ASPA, Spring 2023.

Winner of the Senator Peter Boorsma Award given by the Southeastern Conference for Public Administration (SECOA), October 1, 2022. (Given to an International Scholar).

Chair, 2022 Pugliese Award Committee, for the Southeastern Conference for Public Administration, (SECOA), October 1, 2022.

Winner of the Donato J. Pugliese Award given by the Southeastern Conference for Public Administration (SECOA), September 24, 2021. (Given for lifetime of service).

Nominated for Giles Distinguished Professor at Mississippi State University, 2021.

Selected to serve on American Society for Public Administration Audit Committee, 2020-2022.

Nominated for the National Academy of Public Administration 2020.

Winner of the 2020 Mississippi American Society for Public Administration, Francis Liddell Service Award. Award recognizes a lifetime of service to the Mississippi ASPA chapter.

Nominated for the National Academy of Public Administration 2019.

Served on the Chester Newland Award Committee for the American Society for Public Administration, 2018-19. Award recognizes the Best Commentary published in Public Administration Review for the year.

Graduate of the 2017 Mississippi State University Academic Administrators Training, provided by the Office of the Provost and Executive Vice President.

Served on the Dwight Waldo Award Committee for the American Society for Public Administration, 2017-18. Award recognizes an individual who has made outstanding contributions to the professional literature of public administration over an extended career with a minimum of twenty-five years in the field.

Winner of the 2017 American Society for Public Administration SPALR Outstanding Scholar Award, given at the ASPA national conference March 19, 2017 in Atlanta, Georgia. Award recognizes individuals who have demonstrated an exemplary record of research, teaching, and service in public human resource management.

Invited Speaker for the Mississippi State University visiting Fulbright Scholars, August 1, 2016, Mississippi State University.

Invited Speaker for the Mississippi Municipal League, June 27-28, 2016 meeting in Biloxi, Mississippi.

Outstanding Graduate Professor of the Year Award, 2016, Department of Political Science and Public Administration, Mississippi State University.

Nominated for the 2016 Outstanding Scholarship in Public Sector Human Resources Award by The Section on Personnel Administration and Labor Relations (SPALR).

Panel Chair for Motivation in the Public Sector at the 2016 American Society for Public Administration, September 18-22 at Seattle, Washington.

Chair, Southeastern Conference of Public Administration (SECOPA) Taskforce on Status of ASPA Chapters in the SECOPA region, spring 2016.

Invited Speaker for the Mississippi Municipal League, October 14-15, 2015 meeting in Starkville, Mississippi.

Invited Speaker for the Mississippi State University visiting Fulbright Scholars, August 3, 2015, Mississippi State University.

Invited Key Note Speaker for the Mississippi Certified Public Manager Graduation Ceremony, June 4, 2015, Old State Capitol Building, Jackson, Mississippi.

Invited Speaker for the Mississippi Municipal League, June 22-24, 2015 meeting in Biloxi, Mississippi.

Invited Speaker for the Kemper County, Mississippi Leadership committee, November 18, 2014.

Invited Speaker for the Pearl River County, Mississippi Leadership committee, November 13, 2014.

Invited Speaker for the Mississippi Municipal League, November 6-7, 2014 meeting in Hattiesburg, Mississippi.

Invited Speaker for the Mississippi Municipal League, June 25-27, 2014 meeting in Biloxi, Mississippi.

Invited Keynote Speaker for the Starkville Rotary Club, April 14, 2014 (second largest Rotary Club in Mississippi).

Nominated for the College of Arts & Sciences Mentoring award, 2014.

Nominated for the Office of Research and Economic Development Research award, 2014.

Member of Southern Consortium of University Public Service Organizations (SCUPSO), 2014.

Served on the NASPAA / ASPA Distinguished Research Award Committee, 2014.

Invited Speaker for the Mississippi Association of Supervisors, June 17-20, 2013 meeting in Biloxi, Mississippi.

Outstanding Graduate Professor of the Year 2013, Department of Political Science and Public Administration, Mississippi State University.

Awarded Certificate of Appreciation from *Review of Public Personnel Administration* for three years of service as Associate Editor for Practitioner Outreach, given at the 2013 American Society for Public Administration Conference, March 17, 2013 in New Orleans, Louisiana.

Chair of American Society of Public Administration's Strategic Imperatives #3 Board for 2013-14.

Invited Speaker for the Mississippi Municipal League, June 25-27, 2012 meeting in Biloxi, Mississippi.

Vice Chair of American Society for Public Administration's Strategic Imperatives #3 Board for 2012-13.

Elected to ASPA's Section of Personnel and Labor Relations Board, March 2012.

Mississippi State University – President's Commission on the Status of Minorities Faculty Diversity Award Winner, February 17, 2012.

Invited Speaker for the Mississippi Municipal League, January 24-26, 2012 meeting in Jackson, Mississippi.

Served on the Brownlow Award Committee for the Best Article in *Public Administration Review* written by a practitioner, 2011.

The Clinton Wallace Dean's Eminent Scholar Award Winner, College of Arts and Sciences, 2011-2014 (3 year designation).

Panel Chair for Performance Measures and Management at the 2011 Southeastern Conference of Public Administration, September 21-24 at New Orleans, Louisiana.

Invited Speaker for the Mississippi Municipal League, June 24-26, 2011 meeting in Biloxi, Mississippi.

Outstanding Graduate Professor of the Year 2011, Department of Political Science and Public Administration, Mississippi State University.

Invited Speaker for the Mississippi Municipal League, November 2010 meeting in Philadelphia, Mississippi.

Winner of the Will Clark Family Award at Mississippi State University, September 2010, part of the State Pride Faculty Awards Program.

2010 College of Arts and Sciences Researcher of The Year Award for Social and Behavioral Sciences, Mississippi State University.

Invited Speaker for the Mississippi Municipal League, June 2010 meeting in Biloxi, Mississippi.

Member of the Advisory Committee of the Policy Studies Organization Proceedings, National Organization in Washington, D.C., 2010.

Nominated for the College of Arts and Sciences Eminent Scholar 2009, Mississippi State University.

Outstanding Graduate Professor of the Year 2009, Department of Political Science and Public Administration, Mississippi State University.

Nominated for Mississippi State University 2009 Research Award for Faculty.

Invited Keynote Speaker for the Mississippi Municipal League, November 2009 meeting in Natchez, Mississippi.

Panel Chair for Human Resources Management at the 2007 Southeastern Conference of Public Administration (SECOPA), September 26-29 at Nashville, Tennessee.

Round Table Discussant – “Succession Planning and the Human Capital Crisis in Government” at the COMPA National Conference, February 20-25, 2007 at Memphis, Tennessee.

Panel Chair for Economics of School and Student Funding at the 2005 Southeastern Conference of Public Administration (SECOPA), October 5-8, at Little Rock, Arkansas.

Nominated for The University of Tennessee National Alumni Association Outstanding Teacher Award, November 2004 and again in 2005.

Round Table Discussant – “Qualifications for City and County Managers” at the 2002 Teaching Public Administration Conference, February 7-9, 2002 at Knoxville, Tennessee.

Winner of the Best Doctoral Student Paper Award at the 2001 Western Social Science Association Conference for “Can Students Truly Benefit From State Lotteries: A Look at Lottery Expenditures Toward Education in the American States” presented in Reno, Nevada, April 18-21, 2001.

Winner of the Collins Best Doctoral Student Paper Award at the 1999 Southeastern Conference of Public Administration (SECOPA) for “Can Students Truly Benefit From State Lotteries? A Look at Lottery Expenditures Toward Education in Southern States” presented in St. Petersburg, Florida, October 7-9, 1999.

Panel Chair for Lotteries and Casino Gambling at the 1999 Southeastern Conference of Public Administration, October 7-9, 1999 at St. Petersburg, Florida.

### **Professional Service:**

#### Journal Boards

- Editor – *Public Administration Review* – 2020 – 2023.
- Associate Editor - *Public Administration Review* – 2017 –2020.
- Editor-In-Chief- *Public Personnel Management* – January 1, 2013-December 31, 2015.
- Associate Editor (Practitioner Outreach) – *Review of Public Personnel Administration*- 2010-2013.
- Editorial Board Member – *Review of Public Personnel Administration* – 2013 – 2022.
- Editorial Board Member – *State and Local Government Review*- January 2012-December 2014.
- Editorial Board Member – *Journal of Public Management and Social Policy*- 2014-Present.

- Editorial Board Member – *Journal of Public Administration and Policy Research* – 2010-2012.

*Manuscripts Reviewed for:*

- Public Administration Review
- The American Review of Public Administration
- Administration and Society
- Review of Public Personnel Administration
- Public Personnel Management
- Public Performance & Management Review
- State and Local Government Review
- Public Integrity
- Journal of Urban Affairs
- Journal of Public Budgeting, Accounting, and Financial Management
- Politics and Policy
- International Journal of Organization Theory and Behavior
- Journal of Public Administration and Policy Research
- Education Research Journal
- International Journal of Educational Administration and Policy Studies
- Journal of Public Management and Social Policy

*University Service:*

- Served as Chair of Search Committee for the Cobb Institute of Archaeology Director, Spring 2021 at MSU.
- Served as Outside Reviewer for Promotion to Full for a Regional Public University, 2020 MSU
- Served as External Reviewer for Promotion of a Research Professor for National Public University, 2020. MSU
- Served as External Reviewer for Promotion to Full for a Regional Public University, 2020. MSU
- Served as External Reviewer for Promotion and Tenure for a Regional Public University, 2020. MSU
- Served as host for Kimberly Campbell for Conerly lecture series Spring 2020. MSU
- Served as External Reviewer for Promotion and Tenure for a Top 15 Private University, Fall 2019. MSU
- Served as host for Judge William Alsup for Conerly lecture series Spring 2019.
- Presentation to University of Rome Tor Vergata, November 2018. Graduate programs offered by the Department of Political Science and Public Administration, Rome, Italy.
- Presentation to Universite Internationale de Rabat, November 2018. Graduate programs offered by the Department of Political Science and Public Administration, Rabat, Morocco.
- Served as Chair of Search Committee for the Department Head in Sociology, Fall 2018 at MSU.
- Served as External Reviewer for Promotion to Full Professor for a Top 10 Public University, Fall 2018. MSU
- Served as host for Constitution Day lecture, Fall 2018 , MSU.
- Served as External Reviewer for Promotion to Full Professor for a Regional University, Fall 2017. MSU.



- Served as co-host for Constitution Day lecture, Fall 2017, MSU.
- Served as Chair of Search Committee for the Department Head in Anthropology and Middle Eastern Cultures, Fall 2017 at MSU.
- Served as co-host for Matthew Rooney, Director of Economic Growth, Bush Institute talk on NAFTA, Global Engagement Lecture Series, Fall 2017. MSU.
- Served as External Reviewer for Tenure and Promotion for a National University, Fall 2017. MSU.
- Served as outside observer for the Department of Educational Leadership Dissertation presented by Charles Stevenson, Spring 2017.
- Served as guest host for Governor Haley Barbour for the Conerly lecture series Spring 2017.
- Served as guest host and introduced Dr. James Kraska for the International Institute lecture series Fall 2016.
- Served as guest host and introduced Chief Justice William Waller, Jr. for the MSU Constitution Day lecture and lunch, Fall 2016.
- Served as External Reviewer for Tenure and Promotion for a National University Fall 2016.
- Served on Search Committee for Junior Faculty Search Fall 2015. MSU.
- Served as External Reviewer for Tenure and Promotion for a Regional University Fall 2014. MSU.
- Chair Department Faculty Search Committee(s) (two positions) Fall 2013. MSU
- Served on Search Committee for the Associate Director of the Stennis Institute, May 2013. MSU.
- Served on the MSU Diversity Award Selection Committee, February 2013. MSU.
- Chair Department Faculty Search Committee Fall 2012. MSU.
- Faculty Recruitment of Future Committee Fall 2012. MSU
- Served as External Reviewer for Tenure and Promotion for a Regional University Summer 2012. MSU.
- Served on Review Panel to Select the Winner of the 2012 Outstanding Graduate Student Mentor Award, Spring 2012, MSU.
- Chair Department Faculty Search Committee Fall 2011, MSU.
- Coordinator of Graduate Studies for Political Science and Public Administration Fall 2010 to Spring 2015 and then again September 2016 to present.
- Member of Faculty Search Committee Fall 2010, MSU.
- Member College of Arts and Sciences Faculty Senate 2009-2011, MSU.
- Member MPPA core faculty committee 2008-present.
- Member Department Head Executive Advisory Committee 2009-2011.
- Presenter at the College of Arts & Sciences Faculty Showcase, Fall 2009.
- Coordinator of the Certificate Program in Local Government, 2007-2008, University of Memphis.
- Developed a Certificate Program in Local Government Management for The University of Memphis, 2006.
- Alumni Relations and Development Committee – The University of Memphis, 2006-2008.
- Undergraduate Minor in Public Administration Advisor – The University of Memphis, 2006-2008.
- Lead Faculty Member for MPA Comprehensive Exams – The University of Memphis, 2007-2008.
- Internship Coordinator 2007-2008, The University of Memphis.

- DPNA Library Representative – The University of Memphis, 2006-2008.
- SECOPA 2007 Conference –Committee Chair for Local Government and Human Resources – working with the Tennessee State University faculty.
- Faculty advisor for Kappa Alpha Order – The University of Memphis, 2007-2008.

#### **Grant Experience:**

- 2019 – Key Scientist – Smith Richardson Foundation Grant – Funded for \$33,326 with Tonya Neaves of George Mason University. This research consisted of conducting interviews in Spain and Portugal on budgeting practices for European countries.
- 2014 – Stennis Director – Mississippi Transportation Infrastructure Improvement Opportunities Grant. Funded by The Hearin Foundation. Amount \$225,000, Stennis Institute. MSU.
- 2013 – Co-Researcher –“Exploring Twitter Use in U.S. Cities” Arts and Sciences Humanities and Arts Research Program Grant – College of Arts and Sciences. Funded for \$2,500. Also submitted for Bridge Proposal for \$5,000, with Staci Zavattaro. MSU.
- 2013 – Co-Researcher-“The Social and Political Resiliency of Communities in Light of the DWH Oil Spill \$162,329 with Tonya Neaves, Mississippi State University – Mississippi-Alabama Sea Grant Consortium – Round #1 Un-Funded. MSU.
- 2012 – Principal Investigator – Graduate Recruitment Assistance Grant (GRAS) – MSU Graduate School for Recruiting funds. Funded for \$1,600. MSU
- 2009- Research Advisor – Appalachian Regional Commission, Delta Regional Authority, Mississippi Department of Transportation and Local Industry Grant. Revitalization of the C & G Railroad. This research project provided the economic development and transportation system data, workforce analysis, community involvement, and preliminary engineering necessary to begin the restoration and revitalization of 93 miles of the Columbus and Greenville (C&G) rail line from West Point, MS to Greenwood, MS for economic development. March 2009- May 2010. Funded for \$375,000. MSU.
- 2009-Co-Principal Investigator – The Impact of Natural Disasters on Vulnerable Groups: A Study of the Mississippi Gulf Coast Communities - \$96,803 with Dagmar Radin and Robert Buchanan, Department of Political Science and Public Administration, Mississippi State University-Mississippi-Alabama Sea Grant Consortium – Round #1- Received Letter to apply for full funding. Un-Funded at final stage. MSU.
- 2008 – Co-Principal Investigator – ENAGAGEMENT – (Educational Network for Garnering Administrator’s Guidance and Emersion of Multiculturalism and Equity for Non-Native Transitioning) - \$50,000 with Lisa Hobson-Horton Department of Educational Leadership, The University of Memphis – Tennessee Board of Regents Grant – Un-Funded.
- 2007 – Principal Investigator – Managed Competition for Local Governments in America’s Small Communities - \$6,500 – The University of Memphis Faculty Research Grant – Un-Funded.

#### **Professional and Honorary Organizations:**

- Chair Site Selection Committee, Southeastern Conference for Public Administration 2023-24.
- President, Southeastern Conference for Public Administration 2019-20.
- Vice President and President-Elect, Southeastern Conference for Public Administration 2018-19.
- Chair of the Collins Committee – recognizes the outstanding paper written by a Ph.D. student, Southeastern Conference of Public Administration (SECOPA), 2017-18.

- Nominations Committee – Southeastern Conference of Public Administration (SECOPA), 2016-2017.
- Collins Award Committee – recognizes the outstanding paper written by a Ph.D. student, Southeastern Conference of Public Administration (SECOPA), 2016-17.
- Executive Board Member of the Southeastern Conference of Public Administration (SECOPA), 2016 – 2018 and again 2023.
- President, Mississippi Chapter of American Society of Public Administration 2017 - 2018.
- Vice-President, Mississippi Chapter of American Society of Public Administration 2016-2017.
- Vice-President, Mississippi Chapter of American Society of Public Administration 2008-2009.
- Former Board Member, East Tennessee Chapter of American Society of Public Administration.
- American Society for Public Administration
- Pi Alpha Alpha National Honor Society in Public Administration
- Pi Sigma Alpha National Honor Society in Political Science
- Alpha Theta Chi Collegiate Honor Society
- Phi Kappa Phi National Honor Society
- Pi Gamma Mu International Honor Society in Social Science
- Gamma Beta Phi Collegiate Honor and Service Society
- Kappa Alpha Order

#### **University Courses Offered:**

##### Undergraduate:

Urban Politics  
 Public Policy  
 Introduction to Public Administration  
 Public Budgeting  
 US Government and Politics  
 Urban Administration  
 Honors American Government

##### Graduate Seminars:

Public Sector Leadership  
 City and County Management  
 Public Sector Risk Management  
 Introduction to Public Administration  
 Seminar in Public Administration  
 Public Management  
 Human Resources Management  
 Urban Administration  
 Contemporary Perspectives in P.A.  
 Public Financial Management  
 Public Policy  
 Scope of Public Administration  
 Admin. Of H.R. in Public Sector  
 Rural Government Administration  
 Capstone in Public Administration

## Ph.D. Dissertation Committees at Mississippi State

- Aisha Sarah Ahmadu (Dissertation Co-Director) “The Nexus Among Disaster Impact, Social Vulnerability, Subsidiarity Assistance, and Government Finance in the United States” Defended March 11, 2022.
- Karissa D. Bergene (Dissertation Co-Director) “The Impact of Prior Pandemic Planning on Health Outcomes During the COVID-19 Pandemic: A Study of Local Government Pandemic Planning in the United States” Defended October 16, 2023.
- Joseph (Dallas) Breen (Dissertation Director) “Examining the Intra-Organizational Differences Among Municipal Employees: An Empirical Investigation of Public Safety in the Municipal Workforce” Defended September 30, 2014.
- Isla Anne Schuchs-Carr (Dissertation Director) “Exploring the Relationships Between Political Culture in Education Policy Practices and Outcomes in the American States” Defended March 7, 2017.
- Yolanda Cook (Dissertation Director) “Motivation in the Nonprofit Sector: How Does Public Service Motivation, Job Satisfaction, and Level of Commitment Explain Executive Directors’ and Full-Time Employees’ Motivation to Achieve the Mission of the Organization?” Defended March 27, 2014.
- Joseph W. Denton (Dissertation Director) “Testing Local Municipality Hiring Procedures and Local Forms of Government: Are Search Engines and Social Media Sites Used to Collect Supplemental Information about Applicants?” Defended September 24, 2015.
- Melissa Emerson (Dissertation Director) “The Role of Institutional Antecedents in Public Service Motivation and the Impact of Altruism, Empathy, and Public Service Motivation on Prosocial Behavior Among Local Government Employees” Defended March 24, 2014.
- Robert D. Eskridge (Dissertation Director) “Municipal Government Does Institutional Structural Reform Make a Difference in Local Government” Defended November 18, 2011.
- Victor O. Flomo (Dissertation Co-Director) “Employee Job Satisfaction of Public Sector Professionals: The Roles of Public Safety Work and Public Service Motivation” Defended October 5, 2023.
- Stacy Mann (Dissertation Director) “Creating Resilient, Sustainable Local Governments: Merging Human Resources Management and Emergency Management” Defended August 25, 2011.
- Tonya Neaves (Dissertation Director) “The Social and Political Resiliency of Communities and Implications for Disaster Policy: A Case Study of the Deepwater Horizon Oil Spill” Defended March 24, 2014.

- Kimberly K. Roberts (Dissertation Director) “A Feel for the Whole: Considering State Specific Quality Measures for Medicare’s value-based programs in the Context of Social Risk Factors and Population Health” Defended February 28, 2018.
  - Aaron Rollins (Dissertation Co-Director) “A Look at New Public Management Through the Lens of the NCLB Act Specifically as it Relates to Traditionally Marginalized Populations” Defended October 16, 2013.
  - Alexander G. Washington (Dissertation Director) “Public Service Motivation: Have Financial Incentives Strengthened the Motivation of Mississippians?” Defended March 8, 2017.
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- Arterberry, Latara Marie (Committee Member) “The Effects of Work-life Balance, Teleworking, and DEIA on the U.S. Federal Employee Job Satisfaction: Towards Developing a Contemporary Needs Theory” Defended February 8, 2024.
- Tracey L. Baham (Committee Member) “Holding Performance Measures Accountable for Social Equality: A Polycentric Approach to Evaluating American Higher Education” Defended August 29, 2016.
- Susan Baker (Committee Member) “Determining Appropriate Outcome Measures in a Psychosocial Rehabilitation Model for the Mentally Ill: A Knowledgeable Citizens’ Perspective” Defended March 19, 2012.
- Jason R. Barrett (Committee Member) “Examining the Effect of Government Structure and Size on the Performance of Mississippi Community Water Systems, Defended December 9, 2014.
- Alushus Cooper (Outside Committee Member) “A Study of Risk Perception to Build Community Resilience and Reduce Social Vulnerability Through Disaster Preparedness in Rural Mississippi” Jackson State University, Defended December 1, 2021.
- Patrick Exmeyer (Committee Member) “The Influence of Organizational Demographics and Whistleblowing Factors on Employee Perceptions of Procedural Justice” Defended January 26, 2017.
- Katherine I. Echols (Committee Member) “Authentic Leadership, Research Integrity, and Institutions of Higher Learning: Why Focusing on Departmental Leadership is Critical for Preserving the Sanctity of Science.” Defended September 29, 2017.
- Timothy J. Fair (Committee Member) “A Quantitative Examination of Factors that Aid in the Persistence and Academic Success of Black Initiative Participants” Defended October 19, 2016.
- Melody L. Fortune (Committee Member) “The Influence of Social Determinants on Late Stage Breast Cancer and the Impact of the National Breast and Cervical Cancer Program on Late Stage Breast Cancer Diagnosis” Defended October 31, 2011.

- Nicholas Luke Fowler (Committee Member) “States and Federal Environmental Policy: A Hierarchical Linear Model of CAA and CWA Implementation” Defended November 14, 2012.
- Roberto Gallardo (Committee Member) “Extent of Cluster-Based Economic Development Policies and the Political / Institutional Context: A Collective Case Study” Defended November 19, 2010.
- Robert Green (Committee Member) “Effecting Organizational Change at the Macro Level of Professions” Defended September 29, 2017.
- Heather L. Hanna (Committee Member) “Bureaucratic Response in an Era of Rapid Change: The Implementation of Strategic Habitat Conservation within the U.S. Fish and Wildlife Service” Defended August 10, 2016.
- Sung Chan Kim (Committee Member) “Budgetary Choice and Impact on Economic Growth: Lessons from U.S. State Government” Defended June 22, 2016.
- James Orr (Committee Member) “Is It a Small World After All: An Examination of Scientific Collaborations in Public Administration” Defended September 5, 2012.
- Matthew L. Peterson (Committee Member) “Measuring the Effects of Veterans’ Preference Policies in Government Service: A Public-Private Examination of Veteran Women and Minority Representation, Veteran Wage Differentials, and Explanatory Factors” Defended October 1, 2020.
- Beth M. Rauhaus (Committee Member) “Linking Active to Passive Representation in State Bureaucracies and Legislative Committees: An Examination of Gender Representation and State Domestic Violence Policies” Defended February 27, 2012.
- Andrew S. Rendon (Committee Member) “Generation Z’s Perceptions of Public Sector Culture Moderate Their Aspirations Towards Public Service” Defended March 8, 2024.
- Hok Roth (Committee Member) “Pseudotransformational Leadership, Leadership Styles, and Emotional Intelligence: A Comparative Case Study of Lon Nol and Pol Pot” Defended October 7, 2016.
- Allison Settles (Committee Member) “The Role of Supervisor-Subordinate Relationship Quality on Turnover Intention in the Federal Government” Defended March 21, 2016.
- Ashely Settles (Committee Member) “Examining Diversity and Inclusion in the Federal Workforce and the Impact of Inclusion on Employee Engagement” Defended March 21, 2016.
- Mary Atkinson Smith (Committee Member) “The Performance of Participation in the Medicare Quality Payment Program” Defended November 2, 2023.

- Angela C. Verdell (Committee Member) “ The Effects of Institutional Structure of Predominantly White Land-Grant Colleges and Universities in the Southeast on African-American Graduation Rates in Engineering” Defended October 19, 2017.

### **Masters in Political Science Committees at Mississippi State University**

- Tyson M. Elbert (Committee Member) Defense of Thesis Titled “Woodrow Wilson’s Lasting Impact on the Development of Federal Budget Practice and Theory” October 20, 2014.
- Clayton G. Taylor (Committee Member) Finished Comp Defense October 16, 2009.
- Courtney O. Walker (Committee Member) Finished Comp Defense March 5, 2010.
- Ian Walker (Committee Member) Finished Comp Defense January 12, 2012.

### **References**

Doug Goodman, Ph.D.  
 Professor and School Director  
 School of Public Administration  
 College of Community Innovation and Education  
 University of Central Florida  
 528 W. Livingston St., Suite 446  
 Orlando, FL 32801  
 email: Doug\_goodman@ucf.edu  
 407-823-1991

Jared J. Llorens, Ph.D.  
 Dean, E.J. Ourso College of Business  
 4000 Business Education Complex East  
 Louisiana State University  
 Baton Rouge, LA 70803  
 email: jared1@lsu.edu  
 225-578-5297

Charles E. Menifield, Ph.D.  
 Professor and Dean Emeritus  
 School of Public Affairs and Administration  
 Rutgers, The State University of New Jersey-Newark  
 Newark, NJ 07102  
 email: charles.menifield@rutgers.edu  
 973-353-5196

Kendra Stewart, Ph.D.  
Former President of American Society for Public Administration  
Professor and Director Joseph Riley, Jr. Center for Livable Communities  
176 Lockwood Blvd, Room 213  
College of Charleston  
Charleston, S.C. 29424  
email: [stewartk@cofc.edu](mailto:stewartk@cofc.edu)  
843-6691

Rick L. Travis, Ph.D.  
Dean, College of Arts & Sciences  
Mississippi State University  
Allen Hall, Drawer AS  
Mississippi State Mississippi 39762  
email: [rtravis@deamas.msstate.edu](mailto:rtravis@deamas.msstate.edu)  
622-325-8071