
Curriculum Vitae

N. Joseph Cayer

PERSONAL

Birthplace: Stephenson, Menominee County, Michigan

Address: (Home)	(Office)
2121 S. Pennington #7	School of Public Affairs
Mesa, Arizona 85202	Arizona State University
480-838-8976	Tempe, Arizona 85287-0603
	Phone: 480-965-8421
	FAX: 480-965-9248
	Email: Joe.Cayer@asu.edu

EDUCATION

B.A., *magna cum laude*, Political Science, University of Colorado (1964)
M.P.A., Public Administration, University of Colorado (1966)
Ph.D., Political Science, University of Massachusetts (1972)

FIELDS OF INTEREST

Public Administration
Public Personnel Administration
Public Sector Labor Relations
Organization Theory and Behavior
State and Local Government
Intergovernmental Relations

PROFESSIONAL EXPERIENCE

School of Public Affairs, Arizona State University
Professor, 1982-present
Director, 1988-1994
Acting Director, 1987-1988
Doctoral Director, 2000-2002
MPA Director, 1996-2000
Director of Research and Publications 1985-1988
Associate Professor, 1980-1982

Center for Public Service, Texas Tech University
Director and Associate Professor of Political Science, 1978-1980

Acting Director, 1977-1978
MPA Director, 1977-1980
Associate Professor of Political Science, 1975-1980

Department of Political Science, University of Maine
Assistant Professor, 1971-1975

Department of Political Science, University of Massachusetts
Lecturer, 1970-1971 and Teaching Assistant, 1968-1970

Department of Government, Del Mar College, Corpus Christi, Texas,
Visiting Professor, Summers 1969, 1970, 1971, 1972

Department of Political Science, Texas A&M University
Visiting Professor, Summer, 1968

Department of Government, Lamar University
Instructor, 1966-1968

Colorado Legislative Council
Research Assistant, Summer 1966

University of Colorado, Bureau of Government Research and Service
Research Assistant, 1965-1966

RELATED EXPERIENCE

Member, Judicial Merit Commission, Superior and Justice Courts of Arizona, Maricopa County, 1998-present

Member, City of Mesa Personnel Appeals Board, 1988-1996 (Chair, 1994-96); 2002-present (Chair, 2004-present)

Hearing Officer, City of Phoenix Employee Relations Board, 1995-1999

Academic Mentor, City of Scottsdale Venture Team, 1993-1994

Member, City of Phoenix Disciplinary Appeals Review Panel, 1990

Unpaid Consultant, City of Sierra Vista, Arizona, Performance Appraisal and Pay-For-Performance, 1990

Co-director, Project to Study Data Network for Human Services Service Delivery System and Content, 1988

Co-director, Project to Study Valley United Way's Use of Data Network for Human Services, 1987

Co-coordinator, Project to develop personnel system for Town of Surprise, Arizona, 1986

Member, Emergency Ambulance Service Billing and Collection System Evaluation Panel, City of Phoenix, 1985

Member, Fire Department Promotional Board, Tempe, 1985

Member, City of Mesa Merit System Board, 1983-1988 (Chair, 1985-86); 1996-2002

Member, City of Mesa Local Public Safety Retirement Board, 1985-86

Pro bono Consultant, Center for Applied International Development, Texas Tech, 1983

Brookings Institution Field Associate, Community Development Block Grant Monitoring Project, 1977-1980

Member, City of Lubbock Urban Design Commission, 1979-1980

HONORS AND AWARDS

Alumni Association Founders Day Outstanding Teaching Award, Arizona State University, 2005
Paul P. Van Riper Award for Excellence and Service, American Society for Public Administration, 2004
Distinguished Research Award, School of Public Affairs, Arizona State University, 1998, 2000, 2004
Distinguished Teaching Award, School of Public Affairs, Arizona State University, 1998, 2001
Professional Award for Superior Service, Arizona Chapter, American Society for Public Administration, 1993
Best Teacher Award, *Pi Alpha Alpha*, Texas Tech University, 1978-79

PUBLICATIONS

Books

American Public Policy: An Introduction, co-authored. St. Martin's Press, 1982; 2nd ed., 1986; 3rd ed., 1990; 4th ed., 1993; 5th ed., 1996; 6th ed., 1999; 7th ed., Wadsworth, 2003; 8th ed., 2005.
Public Personnel Administration in the United States. St. Martin's Press, 1975; 2nd ed., 1986; 3rd ed, 1996; 4th ed., 2004.
Public Administration: Social Change and Adaptive Management with Louis F. Weschler. St. Martin's Press, Inc., 1988 (translated into Korean, 1992); 2nd ed., Birkdale Publishers, 2003.
Supervision for Success in Government: A Practical Guide for First Line Managers, with Dalton S. Lee, Jossey-Bass, 1994.
Handbook of Training and Development for the Public Sector: A Comprehensive Guide with Montgomery Van Wart and Steve Cook, Jossey-Bass, 1993.
Managing Human Resources. St. Martin's Press, 1980.

Monographs and Reference Tools

Coauthor, "Executive Directors of State Arts Agencies: Who are They?" Occasional Paper Number Thirty Three, Arts Policy & Administration Program, The Ohio State University, 2003, 11pp.
Contributor of background information, *National Investment in the Arts*, Center for Arts and Culture, Washington, D.C., 2002, 70 pp.
IQ Service Report: Work-Life Balance: Integrating Benefits with Expectations, with Will Volk, International City/County Management Association, 1999.
Co-editor, *Arizona Policy Choices: The New Economy: A Guide for Arizona*, Morrison Institute, Arizona State University, October 1999, 50 pp.
Co-editor, *Arizona Policy Choices: Growth in Arizona: The Machine in the Garden*, Morrison Institute, Arizona State University, October 1998, 202 pp.
Co-editor, *Arizona Policy Choices: Balancing Acts; Tax Cuts and Public Policy in Arizona*, Morrison Institute, Arizona State University, November 1997, 110 pp.

- Co-director and co-editor, "Social Services: Increasing Needs--Changing Resources," *Forty-Eighth Arizona Town Hall*, 1986.
- Co-editor, "Phoenix: Working Toward a Quality Future," *Fifth Phoenix Town Hall*, 1986.
- Public Sector Labor Relations: An Annotated Bibliography* with Sherry S. Dickerson. Garland Publishing Company, 1983, 395 pp.
- Directory of Governmental Services Available to Colorado Municipalities*. University of Colorado Bureau of Government Research, 1966.
- "Arizona Speakers' Biographies," with Sherry S. Dickerson, *American Legislative Leaders in the West, 1911-1994*, ed. by James and Nancy Sharp, Greenwood Press, 1997.

Articles, Chapters, and Reviews

- "How Can Local Government Become an Employer of Choice for technical Professionals?" with G.Z. Lan, and L. Riley. *Public Personnel Management*, 25, No. 3 (September 2005): 225-242.
- "Employee Benefits: From Health Care to Pensions," in S.E. Condrey, ed. *Handbook of Human Resource Management in Government*, 2nd ed. San Francisco: Jossey-Bass, 2005, pp. 735-753.
- "Employee Benefits: Creating an Environment for Excellence," with W. Volk, in S.F. Fox, ed. *Human Resource Management in Local Government*, 2nd ed. Washington, International City/County Management Association, 2004, pp. 153-178.
- Newell, "Implementation, Productivity, and Program Evaluation," with R. Perry, in C. ed. *The Effective Local Government Manager*, 3rd ed. Washington, DC: International City/County Management Association, 2004, pp. 153-180.
- "Public Sector Personnel and Labor Relations," in Jack Rabin, Sherie M. Bartel, and Robert F. Munzenrider, eds. *Principles and Practices of Public Administration*. Part 7.1. Dekker eBooks, 2003.
- "Public Employee Benefits and the Changing Nature of the Workforce," in S.W. Hays and R. C. Kearney, eds. *Public Personnel Administration: Problems and Prospects*, 4th ed. Upper Saddle River, N.J.: Prentice-Hall, 2003, pp. 167-179.
- "Star Search: Learning from Prominent Scholars," with Louis F. Weschler and Zhiyong Lan, *Public Voices*, V, no. 3 (2002): 97-100.
- "The National Government and the Arts: Impressions from the State and Jurisdictional Arts Agencies," with L.D. Mankin, S.Cohn, and R.W. Perry. *The Journal of Arts Management, Law and Society* 31 (Fall 2001): 184-197.
- "Human Resource Change in State and Local Government," with Sandi Parkes, in K.T. Liou, ed. *Handbook of Public Management Practice and Reform*. New York: Marcel Dekker, 2001, pp. 183-203.
- "Public Sector Personnel and Labor Relations," in J. Rabin, R. Munzenrider, and S. Bartell, eds. *Principles and Practices of Public Administration*. New York: Marcel Dekker, forthcoming.
- "Cafeteria-Style Health Plans in Municipal Government," with Ronald Perry, *Public Personnel Management*, 28, No. 1(Spring 1999), pp. 107-117.
- "Public Sector Employer Evaluation of Health Plans in the United States," with

- Ronald Perry, *International Journal of Health Planning Management*, 13 (1998), pp. 259-275.
- "Employee Benefits: Creating an Environment for Excellence," with Will Volk, in S.F. Freyss, ed., *Human Resource Management in Local Government - An Essential Guide*, Washington, D.C.: International City/County Management Association, 1999, pp. 133-157.
- "Interest Group Influence in State Natural Resource Policymaking," with Larry R. Mutter and Randy J. Virden, *Society and Natural Resources*, 12 (1999), pp. 243-255.
- "Employee Benefits: From Health Care to Pensions," in S.E. Condrey, ed. *Handbook of Practical Human Resource Management*, San Francisco: Jossey-Bass, 1998, pp. 658-675.
- "Municipal Personnel Director Evaluations of HMO, PPO, and Indemnity Health Plans," with Ronald Perry, *State and Local Government Review*, 30, No. 1 (Winter 1998), pp. 17-25..
- "Public Personnel and Labor Relations" In J. Rabin, W.B. Hildreth, & G.J. Miller, eds. *Handbook of Public Administration*, 2nd ed., New York: Marcel Dekker, 1998, pp. 321-356.
- "Reductions in Force" with Martin Vanacour, in James Banovetz, ed. *Managing Human Resources: Local Government Cases*, Washington, DC: International City Management Association, 1998, pp. 18-23.
- "The Continuing Search for the Effective Organization," review essay, *Review of Public Personnel Administration*, xvii (Fall 1997), pp. 88-92.
- "Factors Affecting Municipal Satisfaction with Health Care Plans," with Ronald Perry, *Review of Public Personnel Administration*, xvii (Spring 1997), pp. 5-19.
- "Leading Factors Affecting Government Expenditure Change: The Korean Case," *Public Budgeting and Financial Management*, 8, No.4 (Winter 1997), pp. 481-497.
- "Privacy and Integrity Testing for Public Employees: Searches, Drug Testing, Polygraphs, and Medical Examinations," in P.J. Cooper and C. Newland, eds. *Handbook of Public Law and Public Administration*, San Francisco: Jossey-Bass, 1997, pp. 287-298.
- "Issues in Compensation and Benefits," in C. Ban and N. Riccucci, eds. *Public Personnel Management: Current Concerns, Future Strategies*, New York: Longman, 1997, pp. 221-236.
- "Direct Democracy and State Recreation Policymaking: The Case of the Arizona Heritage Fund," with Larry Mutter, and Randy J. Virden, *Journal of Park and Recreation Administration*, 14, No. 2 (Summer 1996), pp. 80-94.
- "Experiences of a Learning Organization in the Public Sector," with John C. Little, Jr. *International Journal of Public Administration*, 19, No. 5 (1996), pp. 711-730.
- "Municipal Government: The Council-Manager Form of Government in Arizona," in L.F. Weschler, ed. *Arizona Local Government*. Phoenix and Tempe: Arizona City/County Management Association and Arizona State University School of Public Affairs, 1996.
- "Local Government Health Care Benefits," *Municipal Yearbook 1995*, pp. A1-A12.
- "Public Employee Pensions and Pension Plans," with Ronald W. Perry, in S.W. Hays and R.C. Kearney, eds. *Public Personnel Administration: Problems and Prospects*, 3rd ed. Englewood Cliffs, N.J.: Prentice-Hall, 1995, pp. 162-173.
- "Merit System Reform in the States," in S.W. Hays and R.C. Kearney, eds. *Public*

- Personnel Administration: Problems and Prospects*, 3rd ed., Englewood Cliffs, N.J.: Prentice-Hall, 1995, pp. 291-305.
- "Pension Fund Management," in J. Rabin, T. Vocino, W.B. Hildreth, and G.J. Miller, eds. *Handbook of Public Personnel Administration*, New York: Marcel Dekker, 1995, pp. 377-388.
- "The Challenges of Teaching Information Technology Management in a Time of Information Revolution," with Z. Lan, *American Review of Public Administration*, 24, No. 2 (June 1994), pp. 207-222 and in *Proceedings of the Sixteenth National Conference on Teaching Public Administration*, 1993:163-173.
- "The Environmental Context of Labor Relations and Collective Bargaining," with S. S. Dickerson, in J. Rabin, T. Vocino, W.B. Hildreth, and G.J. Miller, eds. *Handbook of Public Sector Labor Relations*, New York: Marcel Dekker, 1994, pp. 1-12.
- "Environmental Policy Indicators: A Systems Model," with L. E. Cummings, *Environmental Management*, 17, No. 5 (September/October, 1993):655-667.
- "Managing Services and Programs," in *The Effective Local Government Manager*, ICMA, 1993:107-134.
- "Evaluating Employee Assistance Programs: Concerns and Strategies for Public Employers," with Ron Perry, *Public Personnel Management*, 21 (1992):323-333.
- "Classification in the Federal Service: New Looks at Alternative Approaches," review essay, *Public Administration Review* 52(March/April 1992):217-220.
- "Local Government Personnel Structure, Organization, and Policies," *Municipal Yearbook 1991*, International City Management Association, 1991:3-13.
- "Public Personnel Administration by Lawsuit: The Impact of Supreme Court Decisions on Public Employee Litigation," coauthored with Don Jaegal, *Public Administration Review*, 51(1991):211-221.
- "Comparative Public Administration: Defunct, Dispersed, or Redefined?" *Public Administration Review*, coauthored with Montgomery Van Wart, 50(1990):238-248.
- "Merit System Reform in the States," in *Public Personnel Management: Problems and Prospects*, 2nd ed., ed. by Steven W. Hayes and Richard C. Kearney, Prentice-Hall, 1990, pp.263-276.
- "How Leadership Emerges and the Dynamics of Leadership," with Montgomery Van Wart, in *Arizona Academy Town Hall on Leadership*, 1990.
- "Women in Municipal Bureaucracies," with R. Eribes, A. Karnig, and S. Welch, in M.M. Hale and R.M. Kelly, eds. *Gender, Bureaucracy, and Democracy*. Greenwood Press, Inc., 1989, pp. 155-174.
- "Securing Effective Public Management: The Qualities of Successful Program Managers," *Managing Public Services*, ed. by Robert E. Cleary and Nicholas L. Henry. Jossey-Bass, 1989, pp. 121-142.
- "Public Personnel and Labor Relations," in *Handbook on Public Administration*, ed. by Jack Rabin, W. Hildreth and G. Miller. Marcel Dekker, 1989, pp. 277-301.
- "Citizens and Their Government: Citizen Participation," coauthored with David Berman and Marilyn Dantico, *Toward Civic Excellence in Sedona, Sedona Forum V*, 1989, pp. 11-31.
- "Government Performance," coauthored with David Berman and Louis Weschler, *Toward Civic Excellence in Sedona, Sedona Forum V*, 1989, pp. 47-56.
- "A Framework for Evaluating Employee Assistance Plans," with Ronald W. Perry,

- Employee Assistance Quarterly*, 3(1988): 151-168.
- "Recruitment of Minority Students for Public Administration Education," with Dalton S. Lee, *Public Administration Review*, 47 (July/August 1987): 329-335.
- "Managing Human Resources," *A Centennial History of the Administrative State*, ed. by Ralph C. Chandler. John Wiley & Sons, 1987, pp. 321-343.
- "Management Implications of Reductions in Force," *Public Administration Quarterly*, 10 (Spring 1986):36-49.
- "Minorities, Women, and Public Sector Jobs," with Lee Sigelman, *Affirmative Action Essays*, ed. by John Gruhl and Michael Combs. McFarland and Company, 1986, pp. 91-111.
- "Public Pension Plans and Social Investing," with Linda J. Martin and A. James Ifflander, *Public Personnel Management*, 15 (Spring 1986):75-78.
- "Pension Obligations and Municipal Bond Ratings," with Linda J. Martin, A. James Ifflander, and Jennie Zesmer Gorrell, *State and Local Government Review*, 18 (Winter 1986):26-30.
- "Introduction: Social Services," coauthored with Jesse F. McClure, *Social Services in Arizona: Increasing Needs--Changing Resources*, Forty-Eighth Arizona Town Hall, 1986, pp. 1-8.
- "Employment and Training," coauthored with John Hall, *Social Services in Arizona: Increasing Needs--Changing Resources*, Forty-Eighth Arizona Town Hall, 1986, pp. 57-74.
- "Affirmative Action and Municipal Employees," with Roger Schaefer, *Social Science Quarterly*, 62 (September, 1981):487-94.
- "Minorities and Women in State and Local Government: 1973-1975," with Lee Sigelman. *Public Administration Review* 40 (1980):443-450.
- "State and Local Pension Plans: The Continuing Debate," *Public Service* 5, (September 1978):3.
- "Coping with Public Organizations," review essay, *Public Administration Review* 37 (1977):735-739.
- "Is Productivity Bargaining All You Ever Wanted It To Be?" *IPMA News*, March 1977. Reprinted in *National Association of Education Negotiators Bulletin*, (January, 1978):5-7.
- "Approaches to Development: Exploring Theory and Reality," review essay, *Polity VIII* (1976):454-462.
- "The Necessity for Training in the Public Service," *Public Service Training in Maine* (1974).
- Book Reviews in *American Political Science Review*, *Journal of Politics*, *American Review of Public Administration*, *National Journal of Political Science*, and *Policy Currents*, *Public Organization Review: A Global Journal*.

PROFESSIONAL ACTIVITIES

Editorial Board Member

- International Fire Service Journal of Leadership and Management*, 2004-present
- Journal of Public Affairs Education*, 1998-present
- Journal of Public Administration Education*, 1994-1997
- Journal of Public Administration Research and Theory*, 1993-1995
- Associate Editor, *Social Science Journal*, 1988-2000

Public Personnel Management, 1986-88; 1999-2002
Public Administration Review, 1985-88
Review of Public Personnel Administration, 1980-present
Public Service, 1975-1980
Editor, *Public Service*, 1978-1980
ICMA Case Book: *Managing Human Resources: Local Government Cases*,
member of editorial advisory board, 1996-1998

Article Referee

American Politics Quarterly
American Review of Public Administration
International Journal of Public Administration
International Studies Quarterly
Journal of Public Administration Education
Journal of Public Affairs Education
Journal of Public Administration Research and Theory
Policy Studies Review
Polity
Public Administration Review
Public Personnel Management
Public Service
Review of Public Personnel Administration
Social Science Quarterly
Social Science Journal
State and Local Government Review
Technology Studies
Western Political Quarterly
Women & Politics
Referee, National Science Foundation proposals
Referee, U.S. Geological Survey research proposal
Reviewer, U.S. Fish and Wildlife Service Report

Research Associateships

Field Associate, Princeton University Urban and Regional Center Reagan Domestic
Program Evaluation Project, 1982-1983
Field Associate, The Brookings Institution, Community Development Block Grant
Studies, 1977-1980
Affiliated Associate, Texas Center for Productivity and Quality of Working Life,
1980-88
Member, Board of Directors, Texas Innovation Group, 1978-1980

Program Chair

Co-chair, National State Legislative Program Evaluator's Society, 1994 annual
meeting
Western Social Science Association overall program, 1994 annual meeting
Co-chair, Public Administration Section, Western Social Science Association, 1992
annual meeting

International Personnel Management Association, Western Region Conference, 1991
National Conference on Teaching Public Administration, 1990
Program Committee, Arizona Chapter, International Personnel Management Association, 1986
Public Administration Section, Western Social Science Association 1983 annual meeting
American Society for Public Administration, Region VIII 1983 annual meeting

Professional Association Service

Chair, Van Riper Award Committee, American Society for Public Administration, 2005
Member, Selection Committee for best article, *Journal of Public Affairs Education*, 2005 (for 2004 volume)
Member, Nominating Committee, American Society for Public Administration, Section on Law and Public Administration, 2002
Member, Nominating Committee, Western Social Science Association, 2002
Member, Western Social Science Association Strategic Planning Committee, 2000
Member, Annual Conference Program Committee, International Personnel Management Association Western Region, 1999-2000
Member, Search Committee for Executive Director, Western Social Science Association, 1997-98
Member, 1998 American Society for Public Administration National Conference Program Planning Committee
Member, *Pi Alpha Alpha* Nominating Committee, national officers, 1997
Member, National Council, Pi Alpha Alpha, National Honorary Society for Public Affairs and Administration, 1995-
Member, National Trust for the Public Service, American Society for Public Administration, 1994-1996
Past President, Western Social Science Association, 1995-96
President, Western Social Science Association, 1994-1995
President-Elect, Western Social Science Association, 1993-1994
Member, Executive Council, National Association of Schools of Public Affairs and Administration, 1993-95
Member, Committee on Emerging Role of the Human Resources Manager, International Personnel Management Association, 1992-93
Member, Program Planning Committee, International Personnel Management Association, 1992
Member, Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration, 1991-1994
Chair, Arizona IPMA Nominating Committee, 1991
Chair, Journal Evaluation Sub-committee, American Society for Public Administration, 1990-92
Member, Steering Committee, Organization for Conference on Teaching Public Administration, 1989
Member, Task Force on the Volcker Commission Report, National Association of Schools of Public Affairs and Administration, 1989-92
Chair, Task Force on Journals, Publications Committee, American Society for Public Administration, 1989-91
Member, Research Committee, National Association of Schools of Public Affairs and

Administration, 1988
Member, Program Planning Committee, International Personnel Management Association, 1989
Member, Host Committee, International Personnel Management Association, 1989
President, Arizona International Personnel Management Association, 1989-90
Vice President, Arizona International Personnel Management Association, 1988-89
Member, Dimock Award Committee, American Society for Public Administration, 1988
Member, Fellowship Committee, International Personnel Management Association 1988
Chair, Committee to Select Editor for *Social Science Journal*, Western Social Science Association, 1988
Secretary, Arizona Chapter, International Personnel Management Association, 1987
Vice President, Arizona Chapter, International Personnel Management Association, 1988
Member, Waldo Award Committee, American Society for Public Administration, 1987
Member, Publications Committee, International Personnel Management Association, 1986-1989
Member and Recorder, 1986 National Conference Program Committee, American Society for Public Administration
Member, Program Panel Selection Committee, Section on Personnel and Labor Relations, American Society for Public Administration, 1986 and 1987 conferences
Member, Publications Committee, American Society for Public Administration, 1984-1985, 1986-88
Chair, Mosher Award Committee for the best article by an academic appearing in *Public Administration Review*, 1985; member 1987
Member, Nominating Committee, Section on Personnel Administration and Labor Relations, American Society for Public Administration, 1985; chair, 1987
Member, Executive Council, Western Social Science Association, 1986-1989
Vice President, Western Social Science Association, 1984-1985
Member, Committee to select the best graduate student paper, Western Social Science Association, 1983-1986; chair, 1984
Chair, Committee on Graduate Student Participation, Western Social Science Association, 1987-1988
Member, Academic Advising Group, Arizona Advanced Public Executive Program, 1983-1988
Member, Executive Committee, Section on Personnel Administration and Labor Relations, American Society for Public Administration, 1982-1985
Member, Executive Council, Arizona Chapter, American Society for Public Administration, 1981-1985
Member, Committee to select the best paper presented at the Southwestern Political Science Association Meeting, 1982.

Panel Participation

American Society for Public Administration

2005 – Session organizer and moderator

2004 – Session organizer and moderator
2003 – Session organizer and moderator
2002 - Session organizer and moderator
2001 - Panel organizer and moderator
2000 - Session organizer and moderator
1999 - Presenter
1998 - Organizer of panels for Personnel and Labor Relations and for Public Administration Education
1998 - Panel moderator, roundtable leader (2)
1997 - Presenter; panel organizer, roundtable co-leader
1992 - Panel organizer and moderator, national meeting
1988 - Presenter, national conference
1986 - Discussant, national conference
1985 - Panel organizer, national conference
1983 - Program Chair, Region VIII Conference
1983 - Panel organizer and moderator, national conference
1978 - Panel organizer and moderator, Region VIII Conference
1976 - Panel organizer and moderator, Region VIII Conference
1976 - Presenter, Region VIII Conference
1974 - Chaired panel at national meeting

Western Social Science Association

2002 - Presenter, discussant, 2 different panels
2001 - Presenter and panel moderator
2000 - Presenter, panel moderator, discussant, 3 different panels
1998 - Panel organizer and moderator; paper presenter; discussant
1997 - Panel organizer and moderator; presenter
1996 - Panel organizer and moderator
1993 - Panel organizer and moderator
1991- Paper Presenter
1989 - Panel organizer and moderator
1988- Panel organizer and presenter
1987 - Panel organizer and presenter
1986 - Panel organizer and presenter
1984 - Panel organizer and presenter
1983 - Presenter
1983 - Public Administration Section Program Coordinator
1982 - Panel organizer and moderator

National Legislative Program Evaluation Society

1994 - Panel organizer and moderator, national conference

National Association of Schools of Public Affairs and Administration

1993 - Workshop presenter (2)
1992 - Workshop presenter
1991 - Presenter

International Personnel Management Association

1992 - Panel organizer and moderator, national meeting
1984 - Presenter, national meeting
1978 - Panel organizer and moderator, national meeting
1977 - Presenter, Harrisburg, Pa. chapter

Southwestern Social Science Association Annual Meetings:

1987 - Panel organizer and presenter
1984 - Presenter
1981 - Panel organizer and moderator
1979 - Presenter
1978 - Discussant
1977 - Presenter
1976 - Discussant
1975 - Discussant

Southern Political Science Association

1977 - Discussant

Northeastern Political Science Associations

1975 - Discussant

Workshop and Institute Presentations

Presenter, 1999, Phoenix Police Command, Advanced Public Executive program, presentation on labor relations
Presenter, 1998, Arizona IPMA Summer Conference, workshop on the use and abuse of statistics
Presenter, 1991, Conference for mayors from Czechoslovakia, World Affairs Council
Presentation, 1990, National Conference of Federally Employed Women, Team Work
Presentation, 1990, Joint Conference of the 6th and 7th U.S. Circuit Clerks of Court and Clerks of U.S. Bankruptcy Courts, 1990, personnel reform
Panel Moderator and Presenter, 1988, Arizona State Library Association
Workshop on Participative Management and Team Building, 1988, Pennsylvania Public Utilities Commission Executive Staff
Workshop on Employee Assistance Programs, 1987, Advanced Public Executives Program, Arizona State University
Presentation on Labor Relations, 1984, Arizona Municipal Management Assistants, Workshop
Presentation on Productivity Improvement to Arizona Management Development Program, 1983, Center for Urban Studies, Arizona State University
Evaluation Team Member for Arizona Management Development Program, 1982, School of Public Affairs, Arizona State University
Presentation on managing human resources to Municipal Clerks Institute Graduate Seminar, 1982, School of Public Affairs, Arizona State University
Presentation on Personnel Skills to Municipal Clerks Institute, 1981, School of Public Affairs, Arizona State University
Presentation to Police Executive Development Seminars on Labor Relations, 1981, Center for Justice Studies, Arizona State University
Approximately twenty presentations at workshops and training programs across Texas, 1975-1980, Center for Public Service, Texas Tech

Presentation on improving municipal personnel systems, 1977, Texas Innovation Group Project, Texas A&M University

Several presentations at workshops and training programs, 1972-1975, Bureau of Public Administration, University of Maine

Grants and Projects

"CPM Program," Maricopa County Sheriff's Office, with Susan Paddock, 1987-1989, \$40,560

"Determinants of Municipal Bond Ratings," University Research Fund, Arizona State University: 1984-85, \$34,214

"Municipal Supervisor Improvement Project," Texas Department of Community Affairs: 1978-1980, \$30,891

"Interns to Governor's Office, Governor's Office of Energy Resources," State of Texas: 1979-1980, \$13,100

"Management Training Program," City of Lubbock, Texas, contract: 1979-1980, \$9,460

"Strengthening Public Service Education in the Southwest," Title IX, Higher Education Act: 1977-1980, \$42,010

"Public Service Fellowship Program," Title IX, Higher Education Act: 1979-1980, \$112,450

"Criminal Justice Internship Program," Texas College and University System Coordinating Board: 1978-1980, \$12,985

"EDP Workshops for Local Government Officials," Title I Higher Education Act: 1979, \$9,477

"Municipal Personnel Systems Development," South Plains Association of Governments and Texas Department of Community Affairs: 1978, \$9,714

"Feasibility Study of a Municipal Data Processing Consortium," Intergovernmental Personnel Act-USCSC Dallas Regional Office: 1978, \$11,628

"Cities and Their People-The Case of Overton South," Neighborhood Preservation Project Grant-Texas Commission on the Humanities and Public Policy: 1977, \$7,080

Project Director and Primary Author, A Model Affirmative Action Plan For Small Texas Cities and Counties, 1976 and Report on Job Descriptions for City of Floydada, 1976, funded by Title I Higher Education Act funds

University, College, and Department Service

University

Presenter, Division of Graduate Studies Strategies for Success "From Masters to Ph.D – A Successful Graduate Academic Transition Workshop"

Member, Dean Search Committee, College of Public Programs Dean, 2004-2005

Member, Wilson Project Evaluation Committee, 2000-2001

Member, Transportation Systems Certificate Program, 1998- present

Member, Regents Professor Selection Committee, 1997-2000

Chair, DPA Curriculum Review Committee, 1997

Member, Committee on Graduate Outcomes, Graduate College, 1997

Chair, Search Committee for Associate Dean of College of Extended Education, 1995-1996
Chair, DPA Graduate College Review Committee for Self Study Report, 1995-96
Member, DPA Executive Committee, 1980-86; 1988-92; 1995- 2000
Member, EAP Advisory Committee, 1991-1994
Facilitator, College of Fine Arts Chairs and Directors, March, 1991, August, 1991
Presenter, Graduate College Workshops, Success in Graduate Study, August, 1990, 1991, 1992
Chair, EAP Sunset Review Committee, 1989-1991
Member, Goldwater Chair Committee, 1988-1990
Tri-University Committee on Minority Student Recruitment and Retention, 1985-1986
Administrative Performance Evaluation Committee, 1985-1987
Graduate College Student Grievance Committee, member, 1982-1984; Chair, 1984-1985
Graduate Council, 1982-1985
Select Committee on Personnel Issues for the President's Office, 1981
Committee to Nominate Candidates for the 1982 Arizona Legislative Internship Program, 1981, 1982
Residency Advisory Committee and Admissions Committee, Preventive Medicine Residency Program, Texas Tech University Medical School, member, 1978-1980
Principal Representative to National Association of Schools of Public Affairs and Administration, Texas Tech University, 1977-1980; Arizona State University, 1988-94
Committee on Constitution and By-Laws, Council of Colleges, University of Maine, member, 1972-1973; chair, 1973-1975
Ad Hoc Committee on Faculty Retirement, University of Maine, 1974-1975

College

Deans Incentive Grant Committee, 2004-2005
Affirmative Action Committee, College of Public Programs, Arizona State University, 1984-1985
Student Grievance Committee, College of Public Programs, Arizona State University, chair, 1980, member, 1981-1982
Ad Hoc Committee on Certified Public Manager Program, College of Public Programs, Arizona State, served as member and participant in project proposal, served as temporary primary trainer, 1980-1981
Interdisciplinary Committee on Management Development Recruitment, College of Public Programs, Arizona State University, 1981

Department

Presenter, SPAN Professional Development Day Workshop, 2005
Member, MPA Committee, 2004-2005
Member, Personnel Committee, 1995-1996; 1996-97, 1997-98, 2004-2005
Member, NASPAA Self-Study Report Committee for MPA Accreditation Review, 2001-2002
Member, Self Study Committee for School Board of Regents Review, 2001-2002

Chair, Faculty Search Committee, 2001-2002
Chair, Director Search Committee, 1998
Director, Doctoral Programs, 2000-2002
Chair, MPA Committee, 1996-2000
Chair, Accreditation Self-Study Committee, 1996-97
Member, Graduate College Review Committee, MPA Program, 1995-96
Co-coordinator, Accreditation Review Report, School of Public Affairs, 1988-89
Co-coordinator, Decennial Review, School of Public Affairs, 1987-88
Chairperson, Personnel Committee, School of Public Affairs, 1984-1985, 1985-86
Chairperson, Recruitment Committee, School of Public Affairs, 1985-86
Member, Exam Committee, School of Public Affairs, 1983-1986; chair, 1987-1988
Member, Student Affairs Committee, School of Public Affairs, 1981-1986; chair, 1982
Chair, Special MPA Committee to review and revise MPA curriculum, School of Public Affairs, 1980-1981
Member, Training and Workshop Committee, School of Public Affairs, 1980-1982
Member, following committees, Department of Political Science, Texas Tech:
Graduate Affairs, 1975-1977
Faculty Affairs, 1977-1980
Graduation with Distinction in Political Science, 1978-1980
Member, following committees, Department of Political Science, University of Maine:
Graduate Committee, 1971-1975
Graton Constitutional Essay Contest, 1972-1975, chair
Congressional Internship, 1971-1975
MPA Advisory, 1971-1975
Public Management Program, 1971-1975
Dow Town and City Manager Scholarship, 1973-1975

Dissertations Directed

- Eileen Eisen-Cohen. 2005 *Arizona College Students: Willing Advocates for Campus Tobacco Policy*. Current employment: Maricopa County Department of Public Health.
- Baker, David L. 2004. *E-Government Website Usability of the Most Populous Counties*, Current employment: Assistant Professor, California State University at San Bernardino.
- Gakuru, Patrick. 2004. *HIV Testing in the 15-49 Age Bracket in Kenya: A test of the Health Belief Model*, Current employment: Head, Strategy Development Division, National AIDS Control Council, Kenya
- Scott, Ronald J., Jr. 2004. *Myths and Realities: The Relationship Between Operations Tempo, Quality of Life and Retention in the United States Air Force*, Current employment : Policy Analyst, U.S. Air Force.
- Buren, Brenda. 2003. *An Evaluation of Citizen Oversight in the Tempe, Arizona Police Department*. Current employment: Policy Analyst, Tempe, Arizona Police Department.
- Groenveld, Richard. 2003. *Organizational Structures and Their Impact on Arrest Discretion by Police Officers*. Current employment: Commander, City of Phoenix Police Department.

- Cloud, Gary Lee. 2003. *Key Patient Characteristics Influencing Customer Satisfaction in Community Health Centers*. Current employment: Dean, Still Health Sciences University.
- Kim, Daegeon. 2003. *Knowledge-Enabled Networks in Organizations: Organization-As-Network and Knowledge Management*, Current employment: Research Associate, Seoul Institute for Local Government.
- Dennison, A. L. 2003. *Managing Human and Artificial Intelligence*. Mesa Public Schools.
- Kauffman, Frank G. 2002. *Intensive Family Preservation Services in Arizona: The Hombuidlers Model*. Current employment: Assistant Professor, School of Social Work, Southwest Missouri State University.
- Patten, Lynne A. 2002. *Increasing Minority Enrollment in the Arizona Universities: Did ARS 2108 Work?* Current employment: Assistant Professor of Business, Clark Atlanta University.
- Valdes, Gailynn, 2001. *The Role of Community Participation Training Programs in Fostering Diversity*. Current employment: Associate Director, Academic and Professional Programs, College of Extended Education, Arizona State University.
- Barnes Pharr, Cynthia, 2001. *The Effects of Parks and Recreation use on Community Satisfaction*. Current employment: Qwest
- Parkes, Sandi, 2000. *Knowledge Transfer Action Planning: A Model for Training Transfer*. Current employment: Associate Dean, College of Continuing Education, University of Utah
- Brown, Jean C. 2000. *Roles of African-American Intellectual Elites in Enhancing the Lives of Other African-Americans*. Current employment: Associate Professor, Arizona State University
- Huish, Gary B. 1999. *Administrator's Perceptions of judicial Influence and the Structuring of Administrative Discretion*. Current employment: Assistant to the Clerk, Superior Courts of Maricopa County, Arizona
- Kime, Charles H. 1999. *Leadership in organizations: A Paradigmatic Shift in Thinking*. Current employment: Professor of Practice, Information and Management Technology, ASU Polytechnic
- Hayden, Mary V. 1998. *Organizational Revitalization and the Management of Change*. Current employment: Lecturer, ASU West
- Ortega, Ramona, 1998. *Blue Collar/Blue Blazer: The Career Advancement of Mexican Americans in Public Administration*. Current employment: Assistant Professor, Department of Public Administration, University of Akron
- Brown, Walter Bond II, 1998. *The Influence of Organization Culture on Organization Performance*. Current employment: Retired, Paradise Valley School District
- Courtney, Susan, 1998. *Impact of Trust on Employee Perceptions of Organizational and Leadership Effectiveness*. Current employment: Vice President, Central Arizona College
- Eck, Pamela, 1997. *An Analysis of Management Perspectives and Criteria for Innovation Adoption Decisions in Public Organizations*. Current employment: Auditor, Arizona Office of the Auditor General
- Denigan-Macauley, Mary E. 1997. *Socio-Cultural Influences Affecting How Japanese Perceive Rice in Their Society*. Current employment: Senior Analyst, U.S. General Accounting Office
- Anders, Kathleen. 1997. *Performance Budgeting in the States: Practitioners' Views on Accountability, Discretion, and Reform*. Current employment: Consultant and Lecturer, ASU West and Western International University
- Peterson, Danny. 1996. *The Effects of Participation in a Hazmat Exercise on Key*

- Perceptual Variables*. Current employment: Professor of Practice, Information and Management Technology, ASU East
- Chon, Dae Yun. 1996. *Searching for a Comprehensive U.S. National Information Policy for the 21st Century*. Current employment: Lecturer, University of Seoul and Sungsil University, Korea
- Mullen, Janet A. 1996. *An Examination of Quality Improvement Initiatives in Higher Education*. Current employment: Health and Counseling Center Director, South Dakota State University
- Klagge, Jules E. (Jay). 1995. *An Ethical Model for the Role of the Public Administrator*. Current employment: Doctoral Director, University of Phoenix
- Wigand, Dianne Lux. 1995. *Information Technology in Organizations: Impact on Structure, People, and Tasks*. Current employment: Assistant Professor, Public Administration, University of Arkansas at Little Rock
- Clouse-Dolbert, Susan. 1994. *Policy Formulation and Implementation for a Public University Governing Board: A Case Study*. Current employment: Mayo Clinic.
- Mutter, Lawrence R. 1994. *Interest Group Influence in the Development and Implementation of State Recreation Policy*. Current employment: Associate Professor, Georgia Southern University
- Silverstein, Gail, 1993, *Determinants of Physician Participation in the Arizona Health Care Cost Containment System*. Current employment: Health Care Consultant
- Swoboda, Dale P, 1992, *Bunt or Swing Away: An Examination of Community Decisions to Invest in Major League Baseball Spring Training Facilities*. Current employment: Walden University
- Webb, Gisela M., 1992, *An Empirical Investigation of the Relationship Between Interpretive Styles and Empowerment*. Current employment: Associate Professor, Syracuse University
- Boyd, Kathy J., 1991, *Administrative Policy Making in Arizona: Regulatory Review as Constituent Policy*. Current employment: Public Administration Coordinator, University of Maryland University College, European Division
- Traaen, Teri J., 1991, *A Matter of Ethics: Perceptions of Arizona City Managers*. Current employment: General Manager for Human Resources, City of Scottsdale, Arizona
- Truitt, Lawrence, 1991, *Intergovernmental Obstacles to Planning and Financing a Regional Airport: A Case Study*. Current employment: deceased
- DeGraw, Bette F., 1990, *Congruence Of Environment, Organizational Culture, and Leadership Style and the Comprehensiveness of Strategic Choices*. Current employment: Dean Emeritus, College of Extended Education, Arizona State University
- Roundy, Jay T., 1990, *Hospital Administrator Leadership Practice Before and After the Implementation of Federal Cost Containment Policy*. CEO, Schaller Anderson Behavioral Health
- Cummings, Leslie, 1990, *Indicator Models for State Solid Waste Management Policies*. Current employment: University of Houston, Clear Lake
- Van Wart, Montgomery N., 1990, *Comparative Public Administration: Defunct, Dispersed, or Redefined?* Current employment: Professor and Chair, Department of Public Administration, California State University, San Bernardino
- Jaegal, Don, 1990, *The Intervention Impact of U.S. Supreme Court Decisions on Civil Lawsuits by Public Employees*. Current employment: Professor, Andong National University, South Korea
- Gorrell, Jennie Z., 1988, *Municipalities' Perceptions of Municipal Bond Ratings*. Current employment: Research & Statistical Consultant

Miller, Scott G., 1987, *Effects of a Municipal Training Program on Employee Behavior and Attitudes*. Current employment: Economic Development and Redevelopment Manager, Claremont, California

Lee, Dalton, 1986, *The Acceptance Theory of Authority: A Model for Management*. Current employment: Professor Emeritus, San Diego State University