

Jonathan Page West

Curriculum Vitae

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Education

1969 Northwestern University, Ph.D. Political Science
1966 Northwestern University, M.A., Political Science
1965 University of Utah, B.S., Political Science

Teaching and Research Interests

American Politics
Public Administration
Human Resource Management
Public Policy
Urban Politics
Environmental Policy
Politics and Ethics

Academic Experience

1987-present Professor, University of Miami
2005-2006 Interim Chair, Department of International Studies, University of Miami
1987-2001; 2004;
2011 Chair, Department of Political Science, University of Miami
1981-present Director, Graduate Program in Public Administration, University of Miami
1981-1987 Associate Professor, University of Miami
1975-1980 Assistant Professor, University of Arizona

1971-1975 Assistant Professor, University of Houston

Other Professional Experience

1981-present Professor, Department of Management, University of Miami (secondary appointment)

2009-present Professor, Department of International Studies, University of Miami (secondary appointment)

1974-1975 Director, Graduate Urban Studies Program, College of Social Sciences, University of Houston

1971-1975 Adjunct Assistant Professor of Community Medicine, University of Texas School of Public Health

1971-1975 Assistant to the President, Southwest Center for Urban Research

1971-1975 Assistant Director, Institute for Urban Studies, University of Houston

1969-1971 Management Analyst, Office of the Surgeon General, Department of the Army, Washington, D.C.,

1962, Summer Staff Associate, Washington Office of Senator Frank E. Moss (D-Utah)

Courses Taught

Undergraduate

American Government
 Modern Political Problems
 Public Opinion and Voting Behavior
 Politics and Education
 State and Local Government
 Urban Government and Politics
 Survey of Public Policy and Administration
 Environmental Influences in Public Administration
 Functioning of Public Organizations
 Public Affairs Internship
 Management and Society
 Public Policy and Administration

Graduate

Public Human Resource Management
 Public Policy and Health
 Public Sector Collective Bargaining
 Productivity Improvement in the Public and Nonprofit Sectors
 Program Planning and Implementation
 Political Environment of Business
 Public Policy and Administration
 Public Sector Internship
 Ethical Decision-Making in Public, Nonprofit and Private Organizations
 The Professional Edge
 Contemporary Issues in Public Policy
 Politics and Ethics

Publications

Books:

- [1] Human Resource Management in Public Service: Paradoxes, Processes, and Problems, 3rd edition. Thousand Oaks, CA: Sage, 2010 (Co-author with E. Berman, J. Bowman, and M. Van Wart). (1st edition, 2001). (2nd edition 2006)
Translation in Thai: 2007 (Expernet Co., Bangkok), forthcoming.
Translation in Chinese: 2007 (Peking University Press, Beijing), forthcoming.
First edition: 2001.
Best Book Award by the American Society for Public Administration, Section on Personnel and Labor Relations (March, 2001). Nominated for Best Book Award of the American Society for Human Resource Development (2005).
Reviewed in: Public Performance and Management Review, vol.24, no.4 (June 2001), pp.440-442.
- [2] Achieving Competencies in Public Service: The Professional Edge. NY: M.E. Sharpe, 2010. Co-author with J. Bowman, E. Berman and M. Van Wart. (2nd edition). (1st ed. 2004).
Translation in Chinese: February 2006 (Renmin University Press, Beijing).
Reviewed in: Government Finance Review; vol. 20 no.3 (June 2004), p.10. *American Review of Public Administration*, vol.35, no.1 (March 2005), pp.94-97. *Government Finance Review* (August 2004), vo.20, no.4, pp.68-69, *Review of Public Personnel Administration* (September 2011) 31, 3: 317-321..
- [3] American Public Service: Radical Reform and the Merit System. Boca Raton, FL: Taylor and Francis, 2007 (co-edited with J. Bowman).
- [4] The Ethics Edge, 2nd edition. Washington, D. C. International City & County Management Association, 2006 (co-edited with E. Berman). (1st edition, 1998).
First edition: 1998 (with S. Bonczek).
Reviewed in: Public Administration Review, vol.60, no.6 (November/December 2000), pp.525-530; *Social Science Journal*, vol.37, no.2 (2000), pp.309-312; *Public Integrity*, vol.2 no.2 (Spring 2000), pp.173-176; *Public Productivity & Management Review*, vol.24, no.1 (September 2000), pp.99-105.
- [5] American Government and Environmental Politics. (New York: Longman, 2002. (Co-

author with G. Sussman and B. Daynes).

- [6] Quality Management Today: What Local Governments Need to Know, Washington, D.C.: International City/County Management Association, 1995.
- [7] Career Planning, Development, Management: An Annotated Bibliography, New York: Garland Publishing company, 1983, 306.
- [8] Borderlands Sourcebook: A Guide to the Literature on Northern Mexico and the American Southwest. Norman, Oklahoma, University of Oklahoma Press, 1983, 445. Co-edited with E. Stoddard and R. Nostrand. Author of chapter on "Public Administration and Local Coordination" and co-author (with D. James) of chapter on "Border Tourism."

Research Monographs:

- [1] The Impact of Mexico's Peso Devaluation on Selected U.S. Border Cities. Tucson: Organization of U. S. Border Cities and Economic Development Administration, 1977, 146 (with E. Stoddard).
- [2] Professional Standards Review Organization: A Federal Regulatory Mechanism for Health Care Cost Containment and Quality Assurance. Houston: Southwest Center for Urban Research, 1974, 115
- [3] Perceptions in Teacher-Board Negotiations. Beverly Hills, California: Center for the Study of Educational Personnel Policies, Inc., 1969 (with W. Hazard), 109

Journal Articles (refereed):

- [1] (2011). Local Government Strategies for Controlling Personnel Costs. Journal of Public Budgeting, Accounting and Financial Management 23, 3: 423-454. (with S. Condrey).
- [2] (2012). Public Values in Special Districts: A Survey of Managerial Commitment. Public Administration Review (with E. Berman).
- [3] (2011). The Impact of Management Work Habits on Public Sector Performance: A Study

- of Local Government Managers. Public Personnel Management 44, 1: 63-86.((with E. Berman)
- [4] (2010). Thirty Years of *ROPPA*: Past Trends and Future Prospects. Review of Public Personnel Administration 30, 1: 5-19.
- [5] (2010). State Government Human Resource Professionals' Commitment to Employment at Will. American Review of Public Administration (with J. Coggburn, P. Bataglio, S. Condrey, J. Bowman, D. Goodman). Winner of the *Best Article* Published in ARPA 2010 award by the American Political Science Association, Section on Public Administration. .
- [6] (2010). Implementing the 4-Day Workweek in Our Largest Cities. The Public Manager 39, 3: xx-xx. (with S. Condrey and C. Ledvinka Rush).
- [7] (2010). Declining Health Insurance Access Among U.S. Hispanic Workers: Not All Jobs Are Created Equal. American Journal of Industrial Medicine 53, 2: 163-170. (with K. McCollister, K. Arheart, D. Lee, L. Fleming, E. Davila, W. LeBlanc, S. Christ, A. Caban-Martinez, J. Clark, M. Erard).
- [8] (2009). Job Satisfaction of Public Managers in Special Districts. Review of Public Personnel Administration 29, 4: 327-353. (with E. Berman)
- [9] (2009) State Government "Little Hatch Acts" in an Era of Civil Service Reform: The State of the Nation." Review of Public Personnel Administration 29, 1: 20-40. (with J. Bowman). Winner of *Best Article* Published in ROPPA 2009 by American Society for Public Administration, Section on Personnel Administration and Labor Relations.
- [10] (2009) Is It Time to 'Re-Hatch' Public Employees or Not? An Ethical Analysis of the Relaxation of Restrictions on Political Activities in Civil Service Public Administration Review 69, 1: 52-63. (with J. Bowman). Winner of the 2008 Johnson Award *for Best Paper* in Ethics and Accountability given by the Johnson Institute for Responsible Leadership at the University of Pittsburgh.
- [11] (2008) Managing Emotional Intelligence in U.S. Cities: A Study of Public Managers. Public Administration Review 68, 4: 742-758. (with E. Berman)
- [12] (2008). Symposium: American Civil Service Reform Introduction. International Journal of Public Administration entire issue 31, 5: 461-467. (ed. with J. Bowman)

- [13] (2007). The Effective Manager....Takes a Break. Review of Public Personnel Administration 27, 4: 380-400. (with E. Berman)
- [14] (2007). Increasing Sustainability through the Management of Post-Consumer Waste. The International Journal of Environmental, Cultural, Economic and Social Sustainability 3, 4: 1-14. (with R. Burnett, M. Friedman, and V. Jayaraman).
- [15] (2007). Lord Acton and Employment Doctrines: Absolute Power and the Spread of At-Will Employment. Journal of Business Ethics 74: 119-130. (with J. Bowman)
- [16] (2006). Civil Service Today: Symposium Introduction. Review of Public Personnel Administration 26, 2: 99-101. June, entire issue (ed. with J. Bowman)
- [17] (2006). "Ending Civil Service Protections in Florida Government: Experiences in State Agencies." Review of Public Personnel Administration 26, 2: 139-157. (with J. Bowman)
- [18] (2004) "Ethics Training in U.S. Cities: Content, Pedagogy, and Impact." Public Integrity 6, 3: 189-206. (lead article with E. Berman). Reprinted in J. West and E. Berman, eds. The Ethics Edge. Washington, D.C.: International City/County Personnel Management Association, 2007 in press.
- [19] (2004) "Stakeholder Analysis of Civil Service Reform in Florida: A Descriptive, Instrumental, Normative Human Resource Management Perspective." State and Local Government Review 36, 1: 20-34.
- [20] (2003) "What is Managerial Mediocrity? Definition, Prevalence and Negative Impact (Part 1)." Public Performance & Management Review 27, 2: 9-29. (lead article with E. Berman).
- [21] (2003) "Solutions to the Problem of Managerial Mediocrity: Moving Up to Excellence (Part 11)." Public Performance & Management Review 27, 2: 30-52. (with E. Berman)
- [22] (2003) "Psychological Contracts in Local Government: A Preliminary Survey." Review of Public Personnel Administration. 23, 4: 267-285. (lead article, with E. Berman).
- [23] (2003) "Audit Committees and Accountability in Local Government: A National Survey." International Journal of Public Administration. 26, 4; 329-362. (lead article with E. Berman)

- [24] (2002) "Increasing Urban Government Financial Accountability: The Role of Multiple Stakeholders" Public Budgeting, Accounting and Financial Management (with E. Berman)
- [25] (2002) "Georgia on the Mind of Radical Civil Service Reformers." Review of Public Personnel Administration 22 (2): 79-93.
- [26] (2002) "Workplace Relations: Friendship Patterns and Their Consequences." Public Administration Review 62 (2): 217-230. (with E. Berman and M. Richter).
- [27] (2001) "The Impact of Revitalized Management Practices on the Adoption of Information Technology." Public Performance and Management Review 24 (3): 233-253. (lead article with E. Berman)
- [28] (2001) "From Traditional to Virtual HR: Is the Transition Occurring in Local Government?" Review of Public Personnel Administration 21 (1) (with E. Berman)
- [29] (2001) "The Profession of Public Administration: An Ethics Edge in Introductory Textbooks?" Public Administration Review 61 (2) 194-205 (with J. Bowman and E. Berman).
- [30] (1999) "Career Risk and Reward from Productivity." Public Personnel Management. 28 (3), 1999: 453-473 (with E. Berman)
- [31] (1999) "Reaching the Top: Racial Differences in Mobility Paths to Upper-Tier Occupations." Work and Occupations 26 (2): 165-186. (with G. Wilson and I. Sakura-Lemessy). (Received *Best Paper* award on "Blacks and Politics" at the Western Political Science Association meeting).
- [32] (1999) "Using Performance Measurement in Human Resource Management: A Survey of U.S. Counties." Review of Public Personnel Administration 19 (2): 5-17 (with E. Berman and X. Wang).
- [33] (1998) "Productivity Enhancement Efforts in Public and Non-Profit Organizations." Public Productivity and Management Review 22, (2): 207-219. (with E. Berman).

- [34] (1998) "Responsible Risk Taking." Public Administration Review. 58 (4): 346-352. (with E. Berman).
- [35] (1998) "Analysis of Comfort Care for the Terminally Ill: The Hospice Approach," Journal of Health and Human Services Administration 20 (3): 281-299 (with C. West).
- [36] (1997) "Administrative Creativity in Local Government," Public Productivity and Management Review 20 (4): 446-458 (with E. Berman).
- [37] (1997) "Municipal Responses to Homelessness: A National Survey of Preparedness," Journal of Urban Affairs 19 (3): 303-318 (with E. Berman).
- [38] (1997) "Managing Ethics to Improve Performance and Build Trust," Public Integrity Annual : 23-33 (with E. Berman).
- [39] (1996) "Municipal Recycling: An Assessment of Programmatic and Contextual Factors Affecting Program Success," International Journal of Public Administration 19 (7): 1065-1083 (with R. Feiock).
- [40] (1996) "Managerial Responses to an Aging Municipal Workforce: A National Survey," Review of Public Personnel Administration 16 (3) Summer: 38-58. (with E. Berman)
- [41] (1996) "Implementing Total Quality Management in Public Health Agencies: A Survey of Progress," Journal of Health and Human Resource Administration, 19 (2) Fall: 182-205 (with E. Berman and M. Milakovich).
- [42] (1995) "Public-Private Leadership and the Role of Non-Profit Organizations in Local Government: The Case of Social Services" Policy Studies Review 14 (1/2): 235-246 (with E. Berman)
- [43] (1995) "Strategic Management of Older Workers: Preliminary Results of a National Survey." in S.Amin and S. Fullerton (eds.) International Business Practices.
Cumberland Md: Academy of Business Administration: 616-623 (With E. Berman).
- [44] (1995) "Ethical Decision-Making in Business and Government: An Analysis of Formal and Informal Strategies." Spectrum: The Journal of State Government, 68 (2):28-36. (with A. Cava and E. Berman). Reprinted in J. E. Richardson (ed.) Business Ethics 96/97. Guilford, Ct: Dushkin, 1996: 18-25 (with E. Berman and A. Cava)

- [45] (1995) "The Municipal Commitment to Total Quality Management: A Survey of Recent Progress," Public Administration Review, 55 (1):57-66 (with E. Berman).
- [46] (1995) "TQM in American Cities: Hypotheses Regarding Commitment and Impact: Journal of Public Administration Research and Theory. 5 (2): 213-230. (with E. Berman)
- [47] (1995) "Support for Televised Coverage of the Legislative Process Among State Legislators: A Comparison of Iowa, Utah, and Florida." Political Communication. (with G. Sussman, B. Daynes, N. Lovrich.)
- [48] (1994) "Municipal Government Financial Reporting: Administrative and Ethical Climate," Public Budgeting & Finance, 14 (2):65-78 (with G. Sanders and E. Berman).
- [49] (1994) "Implementing TQM in the States." Spectrum: The Journal of State Government, 67 (2): 6-13. (with E. Berman and M. Milakovich).
- [50] (1994) "Ethics Management in Municipal Government and Large Firms: Exploring Similarities and Differences," Administration & Society, 26 (2) August: 185-203 (with E. Berman and A. Cava).
- [51] (1994) "Teaching Public Personnel Management in Three Types of Higher Educational Institutions," Review of Public Personnel Administration, 14 (4): 22-38.
- [52] (1994) "Values Management in Local Government: A Survey of Progress and Future Directions," Review of Public Personnel Administration, 14 (1) winter: 6-23 (with E. Berman).
- [53] (1993-1994) "Implementing TQM in Local Government: The Leadership Challenge," Public Productivity and Management Review, 17 (2) winter: 175-189) (with E. Berman and M. Milakovich). Reprinted in J.P. West ed. Quality Management Today, Washington, D.C. ICMA, 1995:51-60.
- [54] (1993) "Citizens' Contact with Bureaucratic and Legislative Officials," Political Research Quarterly 46 (4) December: 931-941 (with G. Serra and D. Moon).
- [55] (1993) "Human Resource Strategies in Local Government: A Survey of Progress and Future Directions," American Review of Public Administration, 23 (3): 279-297 (with E.

- Berman).
- [56] (1993) "Testing Competing Explanations for Policy Adoption: Municipal Solid Waste Recycling Programs," Political Research Quarterly, 46 (2):399-421 (with R. Feiock).
- [57] (1992) "Managing Municipal Waste: Attitudes and Opinions of Administrators and Environmentalists." Environment and Behavior, 24 (1) January, 111-133 (with S. Lee and R. Feiock).
- [58] (1991) "Recycling Solid Waste in Florida: Two Years After Passage of the Solid Waste Management Act," Governing Florida, 1 (2) Summer 21-23 (with R. Feiock and S. Lee).
- [59] (1991) "Jobs, Dollars and Gender," in Carter and Harrington's (eds.) Administrative Law and Politics. New York, Harper Collins, 2nd Edition. (with C. Davis) (reprint).
- [60] (1990-1991) "The Implementation of Local Solid Waste Policies in Florida." Journal of Environmental Systems. 20 (1) 71-90. (with M. M. Haley, S. Lee and R. Feiock).
- [61] (1990) "Public Presence at Collective Bargaining: Effects on Process and Decisions," Journal of Collective Negotiations in the Public Sector, 19 (1) 69-82, (with R. Feiock).
- [62] (1989) "Job Stress and Public Sector Occupations: Implications for Public Managers," Review of Public Personnel Administration, 9, 3, Summer 46-65 (with C. West).
- [63] (1989) "Support for Sunshine Bargaining in Florida: A Decade Later," Review of Public Personnel Administration, 9 (2) Spring 28-50 (with R. Feiock).
- [64] (1988) "Administrative Values and Cutback, Politics in American Local Governments," Public Personnel Management, 17, Summer 207-221 (with C. Davis).
- [65] (1986) "City Government Productivity and Civil Service Reform," Public Productivity Review, 39, Fall 45-59.
- [66] (1985) "Jobs, Dollars and Gender: An Analysis of the Comparable Worth Issue," Polity, 18, (1) Fall 138-148 (with C. Davis).
- [67] (1985) "Adoption of Personnel Productivity Innovations in American Cities," Policy Studies Review, 4 (3) February 541-551 (with C. Davis).

- [68] (1984) "City Personnel Management: Issues and Reforms," Public Personnel Management, 13 (3) 317-334.
- [69] (1984) "Implementing Public Policy: EEO, Affirmative Action, and Policy Options," Review of Public Personnel Administration, 4 (3) 16-30 (with C. Davis).
- [70] (1983) "Attitudes of Municipal Personnel Directors Towards Collective Bargaining and Merit: Accommodation or Conflict?" Journal of Collective Negotiations in the Public Sector, 12 (3) 177-188 (with C. Davis).
- [71] (1982) "Merit, Bilateralism, Equity and Reform: An Attitudinal Assessment." Journal of Public and International Affairs, 3, (1) 63-77.
- [72] (1980) "Job Reward Preferences of Mexican American and Anglo Public Employees," Public Productivity Review, 4 (3) 199-209 (with C. Davis).
- [73] (1979) "Informal Policy Making Along the Arizona-Mexico International Border," International Journal of Public Administration, 1 (4) 435-458. Slightly different version appeared in the Arizona Review, 27 (2) February 1978, 1-8.
- [74] (1979) "Attitudinal Differences Among Supervisors in the Public Sector," Industrial and Labor Relations Review, 32 (4) July 496-505 (with C. Davis).
- [75] (1979) "City and County Supervisors' Perceptions of Local Government Merit Systems," International Journal of Public Administration, 1 (1) 31-42 (with C. Davis).
- [76] (1978) "Analyzing Perceptions of Affirmative Action Issues: A Study of Mexican American Supervisors in a Metropolitan Bureaucracy," Midwest Review of Public Administration, 12 (4) December 246-256 (with C. Davis).
- [77] (1978) "Images of Public Administration. A Study of Supervisors in a Metropolitan Bureaucracy," Public Personnel Management, September-October, 7 (5) 316-322 (with C. Davis).
- [78] (1977) "The Role of Informal Policy-Making in U.S.-Mexico Border Cities," Social Science Quarterly, 58, 270-282 (with J. Sloan).
- [79] (1977) "The Placement Success of Graduate Programs in Political Science: 1960-1972," Teaching Political Science, 4 (4) 367-390 (with R. Newman).

- [80] (1976) "Community Integration and Policies Among Elites in Two Border Cities: Los Dos Laredos," Journal of Inter-American Studies and World Affairs, 18 (4) November, 451-474 (with J. Sloan).
- [81] (1976) "Comparative Analysis of Community Health Planning: Transition from CHPs to HSAs," Journal of Health Politics, Policy and Law, 1 (2) Summer 173-195 (with M. Stevens).
- [82] (1975) "Health Planning in Multi-functional Regional Planning Councils: Baltimore and Houston Experience," Inquiry, (3) September 180-193.
- [83] (1970) "Conflicting Perceptions in Teacher-Board Negotiations." ISR Journal of Educational Personnel Relations, 2 Spring 103-114 (with W. Hazard).

Book Chapters, Conference Proceedings, and Other Publications:

- [84] (2011). Professionalism and Public Administration. In D. Menzel and H. White, eds. The State of Public Administration: Issues, Challenges, Opportunities. NY: Taylor and Francis): 25-35. (with J. Bowman)
- [85] (2011). Civil Service Reform: Past as Prologue? In D. Menzel and H. White, eds. The State of Public Administration: Issues, Challenges, Opportunities. NY: Taylor and Francis. 351-367. (with S. Condrey)
- [86] (2011). Ethics Management and Training. In N.M. Riccucci, ed. Public Personnel Management: Current Concerns, Future Challenges. NY: Longman (3rd edition): 2134-227. (with E. Berman).
- [87] (forthcoming 2012). Conscious Deliberation and Subconscious Action: The Dishonesty of Honest People. In R. Ghere & H.G. Frederickson, eds. Ethics and Public Management. Armonk, NY: M.E. Sharpe. (with J. Bowman).
- [88] (2010). Making the Switch: Implementing the Four-Day Work Week in America's Largest Cities. In R. Sims, ed. Change (Transformation) in Government Organizations. Charlotte, NC: Information Age Publishing,: 137-157. (with S. Condrey and C. Ledvinka)
- [89] (2010). Spirituality and End-of-Life Care. In R. Giacalone and C. Jurkiewicz, eds.

- Handbook of Workplace Spirituality and Organizational Performance. Armonk, NY: M. E. Sharpe, 2nd ed. : 276-290. (with C. West)
- [90] (2010). Managing an Aging Workforce: Trends, Issues and Strategies. S. Condrey, ed. Handbook of Human Resource Management in Government. San Francisco, CA: Jossey-Bass. 3rd ed.: 171-197.
- [91] (2009). Ethics and Human Resource Management. In S. Hays, R. Kearney and J. Cogburn, eds. Public Personnel Administration: Problems and Prospects. Upper Saddle River, NJ: Prentice Hall. 5th ed: 275-290.
- [92] (2008). Removing Employee Protections: A ‘See No Evil’ Approach to Civil Service Reform. In J. Maesschalck, L. Huberts, and C. Jurkiewicz, eds., Ethics and Integrity in Governance. UK: Edward Elgar: 181-196.
- [93] (2008). Employee Benefits: Weighing Ethical Principles and Economic Imperatives. In C. Riddick and J. Cogburn, eds. Handbook of Employee Benefits and Administration. NY: Auerbach: 29-53.
- [94] (2006) “Ethics Management and Training. In N.M. Riccucci, ed. Public Personnel Management: Current Concerns, Future Challenges. NY: Longman, 190-203.
- [95] (2006) “Florida’s ‘Service First’: Radical Reform in the Sunshine State.” In J.E. Kellough and L.G. Nigro, eds. Civil Service Reform in the States: Personnel Policies and Politics at the Sub-National Level. NY: SUNY Press: 145-170. (with J. Bowman)
- [96] (2005) “Managing an Aging Workforce: Trends, Issues and Strategies. In S.E. Condrey ed. Handbook of Human Resource Management in Government. San Francisco, CA: Jossey-Bass: 164-188.
- [97] (2003) “Managerial Responses to an Aging Municipal Workforce,” in D. Watson and W. Hassett, eds. Local Government Management: Current Issues and Best Practices. Armonk, NY: M.E. Sharpe: 239-255. (reprinted as ASPA Classic from earlier journal article, with E. Berman).
- [98] (2003) “Values Management in Local Government,” in D. Watson and W. Hassett, eds. Local Government Management: Current Issues and Best Practices. Armonk, NY: M.E. Sharpe: 266-278. (reprinted as ASPA Classic from earlier journal article, with E. Berman).

- [99] (2003) "Implementing TQM in Local Government: The Leadership Challenge," in D. Watson and W. Hassett, eds. Local Government Management: Current Issues and Best Practices. Armonk, NY: M.E. Sharpe: 266-278. (reprinted as ASPA Classic from earlier journal article, with E. Berman and M. Milakovich).
- [100] (2003) "Ethics and Human Resource Management," In S. Hays and R. Kearney (eds.). Public Personnel Administration: Problems and Prospects. 4th edition, Prentice Hall: 301-315.
- [101] (2003) "Unit Determination" in J. Rabin (ed.), Encyclopedia of Public Administration and Public Policy, NY: Marcel Dekker.
- [102] (2003) "Spirituality and End-of-Life Care." In R. Giacalone and C. Jurkiewicz, eds. Handbook of Workplace Spirituality and Organizational Performance. NY: M.E. Sharpe: 390-404.
- [103] (2001) Pauline Vaillancourt Rosenau, Public Private Policy Partnerships (MIT Press, 2000) appearing in the American Political Science Review 95 (1) March: 219-220 (book review)
- [104] (2001) "Back to the Future: Reforming or Deforming State Government?" PA Times 24 (3) March 9 (with J. Bowman, E. Berman, D. Klingner, and D. Menzel)
- [105] (2001) "Sizing up State Workers: Civil Servants Would be Subject to Political Whim" in Tallahassee Democrat February 23 (with J. Bowman, E. Berman, D. Klingner, and D. Menzel).
- [106] (1999) "Implementation of Environmental Policy: The Chief Executive," In D. Soden (ed.) The Environmental Presidency. NY: SUNY Press: 77-112. (with G. Sussman).
- [107] (1998) "Frontiers in Ethics Training." Public Management. 80 (6) 4-9 (with E. Berman, S. Bonczek, and E. Kellar).
- [108] (1998) "Managing an Aging Workforce: Trends, Issues, and Strategies," in Condrey, ed. Practical Public Personnel Administration San Francisco, Jossey-Bass: 93-115.
- [109] (1997) "Stakeholder," in Jay M. Shafritz, ed. International Encyclopedia of Public Policy and Administration Boulder, CO: Westview Press: 2119-2122

- [110] (1996) "Total Quality Management in Local Government," in Gargan ed. Handbook of Local Government Administration. New York Marcel Dekker: 213-238 (with E. Berman)
- [111] (1995) "Strategic Human Resource and Career Development Planning," in S. Hays and R. Kearney, Public Personnel Administration: Problems and Prospects. Englewood Cliffs, NJ: Prentice Hall, 3rd Ed: 73-88 (with E. Berman).
- [112] (1994) "Total Quality Management in Local Government," Municipal Yearbook, Washington, D.C.: International City Management Association, 1994:14-25. (with E. Berman and M. Milakovich).
- [113] (1994) "HRM, TQM and Organizational Policies: The Need for Alignment," in S. Amin, P.B. Barr, and D.L. Moore, ed. World International Business. Proceedings of the International Conference Academy of Business Administration: 923-930. (with E. Berman and M. Milakovich).
- [114] (1994) "Term Limits and State Legislatures," Extensions (Newsletter of the American Political Science Association's Section in Legislative Politics). (With G. Sussman, B. Daynes, and N. Lovrich).
- [115] (1993) "Televised Coverage of the State Legislature: What Florida's Legislators Think About It," Florida Governing, 3 (3):25-287 (with G. Sussman).
- [116] (1993) "Ethics in the Municipal Workplace," Municipal Yearbook, Washington, D.C. International City Management Association: 3-16 (with E. Berman and A. Cava).
- [117] (1992) "Municipal Solid Waste Management and Recycling Strategies and Issues," Municipal Yearbook, Washington, D. C.: International City/County Management Association: 27-35. (with R. C. Feiock and S. J. Lee).
- [118] (1991) "Public Sector Bargaining in the Sunshine: Effects of Participation on Collective Bargaining," in M. Mills ed. Alternative Dispute Resolution in the Public Sector, Chicago, Ill: Nelson-Hall (with R. Feiock).
- [119] (1990) "The Broward County School District Facilities Task Force 1987 to Present," Report to Broward County School District. (with M. Haley).
- [120] (1988) "The Role of the Ombudsman in Resolving Conflicts," in J. Bowman and F.

- Elliston eds. Ethics, Government and Public Policy, Westport, Conn: Greenwood Press: 169-200.
- [121] (1985) Contributor to Jay M. Shafritz, et al., Dictionary of Public Administration, New York: Facts on File Publications.
- [122] (1981) "Support for Affirmative Action in a Metropolitan Bureaucracy: An Analysis of Non-minority Administrators," in S. Hays and R. Kearney eds., Public Personnel Administration: Problems and Prospects. Englewood Cliffs, N. J.: Prentice Hall (with C. Davis).
- [123] (1981) "Commentary on Bayview Civic Center Case Study," in Public Personnel Management, 10 (1) February 159-160.
- [124] (1980) "Support for Affirmative Action Among Non-minority Public Employees," in R. Kearney and S. Hays eds. Public Personnel Management: Problems and Prospects, Columbia, South Carolina: Bureau of Government Research and Service, University of South Carolina: 138-154.
- [125] (1979) Oscar Martinez, Border Boomtown: Ciudad Juarez Since 1849 (University of Texas Press, 1978) appearing in Social Science Quarterly, 60 (2) September 343.
- [126] (1978) "The Mexican Visitor Industry," in N de Gennaro and R. Ritchey's The Economic Impact of Mexican Visitors to Arizona, Division of Economics and Business Research, University of Arizona, September 5-20.
- [127] (1976) Comparative Perceptions of Community Integration and Public Policy Along the U.S.-Mexico Border. Houston: Institute for Urban Studies, University of Houston (with J. Sloan).
- [128] (1975) Marvin R. Burt, Policy Analysis: Introduction and Applications to Health Programs. (Information Resources Press, 1974) appearing in Policy Studies Journal, Spring. (book review)
- [129] (1973) U. S. Advisory Commission on Intergovernmental Relations, Regional Governance: Promise and Performance. Washington, D.C.: U.S. Printing Office, Vol. 2: 311-343, 283-291. (Contributed four case studies and portions of a concluding chapter in SCUR's section of this report.) SCUR published separately Substate District in Twelve States: Case Studies and Analysis, 1972.

- [130] (1971) Robert S. Bensman and Harold Wolman, Counterbudget (Praeger, 1971) appearing in the Journal of Politics, 34 (1) February: 287-288.
- [131] (1971) "The New Generation of Military Hospitals Program." Newsletter of the U. S. Army Medical Department, Washington, D.C.: Office of the Surgeon General, 2 (1) January 82-84 (with J. Young).
- [132] (1970) "The Scope of Negotiations in Selected Urban and Suburban School Districts: Implications for Public Policy," Negotiating for Professionalization. Washington, D.C.: National Education Association: 15-22

Work in Progress

Pursuing ongoing research on public administration/public human resource management, cross-national interdisciplinary survey research projects involving comparisons of East Asia and the U.S., analyzing national data on special purpose districts, continuing to research public sector ethics (possible co-authored book project to commence Spring 2012), and investigating local government performance management practices. This Summer I completed work on the 4th edition of our co-authored Human Resource Management in Public Service book for Sage Publisher and possibly the 2nd edition of our co-authored American Politics and the Environment book in the Spring and Summer.

Editorial Responsibilities

Managing Editor. Public Integrity journal (1998 to present). Published quarterly by M.E. Sharpe and co-sponsored by the American Society for Public Administration, the International City/County Management Association, the Council of State Governments, the Ethics Resource Center and Council on Government Ethics Laws.

Symposium editor, 30-Year Anniversary of ROPPA, Review of Public Personnel Administration (2010)

Symposium co-editor, "State Civil Service Reform." International Journal of Public Administration (2008).

Symposium co-editor. "State Civil Service Reform." Review of Public Personnel Administration (2006)

Symposium editor, "Civil Service Reform in the State of Georgia." Review of Public Personnel Administration (2002)

Member of editorial boards of: (1) Review of Public Personnel Administration, (1980-present). (2) Global Virtue Ethics Review (2000-present); (3) Journal of Management, Spirituality and Religion (2009-present); Spectrum: The Journal of State Government, (1995-1998). (4) Borderlands Review and Newsletter (1979-1981); (5) Florida Political Chronicle (2003-present) (6) member, Academic Advisory Board, Dushkins Publishing Company's Annual Editions: Business Ethics. 1988-present

Manuscript reviewer for Political Research Quarterly, Social Science Quarterly, Review of Public Personnel Administration, American Journal of Political Science, Public Personnel Management, Public Administration Review, State and Local Government Review, Journal of Public Administration Research and Theory, Public Integrity, Public Performance & Management Review, American Review of Public Administration, Journal of Business Ethics, Journal of Public Budgeting, Journal of Public Budgeting, Accounting and Financial Management, Publius, St. Martin's Press, Dushkin, Harper and Row, Harper Collins, Houghton Mifflin, MacMillan, Marcel Dekker, McGraw-Hill, Prentice Hall, West Publishing, Sage, Longman, M.E. Sharpe, Taylor & Francis, Jossey-Bass, Bridgeport Education, Inc.

Editor, Texas Public Policy Notes, Institute for Urban Studies, University of Houston, 1975.

Professional Organizations

American Political Science Association
American Society for Public Administration
Western Political Science Association
Southern Political Science Association
Florida Political Science Association

Honors and Awards

- Best Article Award published in the American Review of Public Administration in 2010 by APSA Section on Public Administration at 2011 annual APSA meeting.
- Best Article Award published in the Review of Public Personnel Administration in 2009 by ASPA Section on Public Personnel Administration and Labor Relations at the 2010 annual ASPA meeting.
- 30-Years of Continuous Service Award for years on the editorial board of the Review of Public Personnel Administration and Labor Relations at the 2010 annual ASPA meeting.
- Received the 2008 University of Pittsburgh Johnson Institute for Responsible Leadership Award for Best Paper in Ethics and Accountability. Paper title: “To ‘Re-Hatch’ Public Employees or Not? An Ethical Analysis of the Relaxation of Restrictions on Political Activities in Civil Service” (with J. Bowman)
- *Third Most Productive Scholar in Public Administration, 1993-2002*. Ranking based on publications in ASPA-affiliated journals during ten-year period. In: D. Watson, W. Hassett, and D. Handley. (2005). “The ASPA Journals: Who Is Publishing?,” Journal of Public Administration Education, vol.11, no.1 (January), pp.53-60.
- Published the second highest number of articles over a 28-year history of the Review of Public Personnel Administration (to be noted in the 30-year anniversary issue of ROPPA in 2010).
- Public Integrity, *Best Article Award* for: J. West and E. Berman (2004). “Ethics Training Efforts in U.S. Cities: Content and Impact.” Public Integrity, vol.6, no.3, pp. 189-206. Presented at the annual meeting of the ASPA Section on Ethics in Milwaukee, WI, 2005.
- American Society for Public Administration, Section on Personnel and Labor Relations, *Best Book Award* for “Human Resource Management in Public Service” (Sage, 2001), April 2001.
- Program Advisory Committee, American Society for Public Administration, 2006
- Local Arrangements annual conference committee, American Society for Public Administration, 2009
- Program Committee, Southeast Conference on Public Administration, 2008
- Publications Committee, Southeast Conference on Public Administration, 2008
- Program Committee, Public Administration Theory Track, American Society for Public Administration, 2003
- Nominating Committee, Best Article Published in Public Integrity 2003-2004
- “*Outstanding Scholarship in Public Sector Human Resources*” Award from the Section

- on Personnel Administration and Labor Relations of the American Society for Public Administration, 2003
- Nominating Committee for officers, Southern Political Science Association, 2002
 - Program Committee Ethics Committee, 2002
 - President, Florida Political Science Association, 2001-2002
 - First Vice President, Florida Political Science Association, 2000-2001
 - Program Chair, Florida Political Science Association, 2000
 - Executive Council, Section Personnel and Labors Relations, American Society for Public Administration, 1997-2000
 - Executive Council, Ethics Section, American Society for Public Administration, 1996-present.
 - *Teaching Excellence Award*, School of Business Administration, Executive MBA Program, University of Miami, 1994
 - *Research Excellence Award*, School of Business Administration, University of Miami, 1993
 - Member, Omicron Delta Kappa (Honorary Leadership Society, 1988).
 - "Award for Excellence in Teaching," School of Business Administration, University of Miami, 1986;
 - "Outstanding Service Award," University of Miami MPA Student and Alumni Association, 1985;
 - "Outstanding Teacher in Public Administration Award," University of Arizona, 1979-1980;
 - "Outstanding Teacher in Public Administration Award," University of Arizona, 1976-77;
 - Pi Alpha Alpha (Honorary Public Administration Society), 1976;
 - Pi Sigma Alpha (Honorary Political Science Society), 1963;
 - Beehive Senior Honorary, 1963;
 - Owl and Key, 1963;
 - Skull and Bones, 1962;
 - Elbert D. Thomas Award to Outstanding Graduating Senior, 1963;

Thesis and Dissertation Advising

Member of the doctoral or masters committees of

- 1) John Pitman, "Development and Assessment of an After School Care Program in a Large Urban School District" (Ed.D. title);
- 2) Jeanne S. Schumm, "Orthographic Cues and Contextual Information in the Teaching of Reading" (Ed.D. title);
- 3) Fabian Mayta, "The Relationship Between Conditional Reasoning Ability of College

- Students and Their Performance in Basic Computer Programming" (Ed.D. title);
- 4) Katherine A. Blasik, "Standard Testing: Policy Implications for Employment in Education" (Ed.D. title);
 - 5) Irene Colsky, "A Study to Examine the Effect of Graphical Information on Retention and Immediate Delayed Recall" (Ed.D. title);
 - 6) Richard J. Perhla, "The Relationship Between Teacher Motivation, Commitment and Performance Among Parochial School Teachers" (Ed.D. title);
 - 7) Mandy M. Offerle, "Competency Acquisition of Principal Interns" (Ed.D. title);
 - 8) Joyce R. Annuziata, "Perceptions of the Use of the Teacher Assessment and Development System (TADS) for Instructional Improvement." (Ed.D title);
 - 9) Eduardo R. Rivas, "Application of Quality Circles in Junior High/Middle Schools: Job Satisfaction, Rapport Among Teachers, Community Support and Community Pressures," (Ed.D. title);
 - 10) Ann H. McClintock, "The Effects of Extended Administration Time on the Standardized Performance of Chapter 1 Students and Students from Non-English Language Background." (Ed.D title);
 - 11) Judith L. Gampel, "Corporate-Sponsored On-Site Centers for the Young (COSY's): Employers' and Workers' Perceptions of their Impact on Worksites." (Ed.D. title);
 - 12) Cindy L. Skaruppa, "School Based Management: Three Schools' Reasons for Success" (Ed.D title);
 - 13) Ramon E. deArrigunaga, "Leadership Abilities of County Government Officials as a Factor in Highly Productive Work Units." (Ph.D. title-Nova University);
 - 14) Jennifer L. Bell; "Telecommunications Policy and Regulatory Issues in the English-Speaking Caribbean: A Comparison of Jamaica and Barbados" (Ph. D. title, GSIS)
 - 15) Angela Hall; "The Effect of Employer Provided Childcare Programs on Maternal Role Attainment and Stress Reduction in the Female Employee--A Health Promotional Approach," (Ph.D., Nursing)
 - 16) Jon Helmick; "Network Connectivity and Route Concentration in the North Atlantic Liner Port System: 1970-1990," (Ph. D., Bus mgt.)
 - 17) Alexander Caballero; "A Comparison of Achieved Developmental Tasks and Subtasks Between Hispanic and Non-Hispanic, White Undergraduates at a Private Urban University" (Ed.D. title)
 - 18) Roy Nirschel; "Ethnicity and Philanthropic Giving to a Private Urban University," (approximate title, ED. D. title)
 - 19) Ian Lemessy-Sakura; "Social Class and Color-Coding of Welfare Dependency," Department of Sociology (MA Thesis)
 - 20) Gavin Williams; "Public Policy and Telecommunications in the U.S." School of Communications (Masters thesis)
 - 21) Agnes Eastman; "Attitudes of Teachers Toward Inclusion of Students with Learning

- Disabilities in the Regular Education Classroom of St. Croix Public Elementary Schools,” (Ed.D. title), 1999
- 22) Paula Musto, "Team Metro and Communication Initiatives in Metropolitan Dade County" School of Communication (M.A. thesis);
 - 23) Charesse Isaac, “The Impact of the Web on the Political Process.” School of Communication (M.A. Thesis).
 - 24) Jason Sheldon, “Race, Socio-Economic Status and Attitudes Toward Inequality,” Department of Sociology (Ph.D. thesis)
 - 25) Danielle Rio, “The Effects of Police Officer Gender on the Decision to Use of Force .” Department of Sociology (M.A. thesis).
 - 26) Jennifer Henderson, “Translational Research, Dissemination, Public Policy and Standards of Care in Chronic Illness Prevention-Interventions" Interdisciplinary Program (co-chair, Ph.D. thesis).
 - 27) William Kaufhold, “The Pursuit of Young News Consumers.” School of Communication (M.A. committee).
 - 28) Ann-Marie Faria, “Peer Interactions and School Readiness in Head Start Preschoolers,” (Ph.D. committee), Department of Psychology.
 - 29) Shira Kolnick, Department of Developmental Psychology (Ph.D. committee).
 - 30) This list excludes senior honors thesis supervision.

From September, 1977 to September 1979, at the University of Arizona, I served on 50 masters examination committees (chairing and/or serving as internship advisor on 25 of these) and on 7 Ph.D. committees for doctoral students (e.g., Psychology, Rehabilitation, Higher Education, Political Science) who were minoring in Public Administration. From May 1981 to the present, I have supervised all graduate interns in the UM/MPA program (student names are available if needed). I have served on several UM senior honors thesis committees.

University Committee and Administrative Responsibilities

1. University of Miami
 - (1). University of Miami:
 - CAS Dean Search Committee
 - POL-INS Chair Search Committee
 - POL-INS Merger Committee
 - Faculty Senate, Administrative Services Committee
 - CAS Dean’s Advisory Committee for Sociology Department
 - Faculty Senate, 2005-2008

- General Welfare Committee, 2005-2007
- Nominating Committee, Faculty Senate, 2006
- Department of Sociology Internal Review Committee, 2002-2003;
- Ecosystem Science and Policy Faculty Advisory Committee, 2001-2002;
- Urban Studies Board Member, 2003-2009
- Honors Thesis Selection Committee, 2001-2002;
- Graduate School Curriculum Committee, 2001-2007;
- Ad Hoc Tenure Review Committee, 2000-2001;
- Graduation Hooder, 1999; 2006
- D.C. Semester Program Committee, 1998-99;
- Honors and Fulbright Scholarship Committee, 1996-1998, 1999-2001;
- Faculty Committee on Environmental Science/Studies Undergraduate Major, 1990 – present;
- Faculty Council, School/Institute of Continuing Studies, 1988-present;
- University Committee on Undergraduate International Education, 1987-88;
- Member, University Self-Study Committee on Students and Student Services for Re-accreditation by Southern Schools and Colleges, 1985-86;
- Ad Hoc Advisory Committee on Canadian Studies (1984-85);
- Ad Hoc Advisory Committee on Data Sources and Analysis (1982-83);

(2). School of Business Administration:

- School of Business School Council, 2002-2004; 2005-2006; 2007-2008
- SBA Promotion and Tenure Committee 2003; 2005
- Faculty Health Program Task Force, 1990-present;
- Student Retention Committee, 1989-1990;
- Dean Search Committee, School of Business Administration, 1989-1990;
- Chair/Dean's Committee, 1987-2001; 2003-2005
- Chair, MPA/MBA Advisory Committee, 1985;
- MBA Advisory Committee, 1983;

(3). Political Science Department:

- MPA Admissions Committee;
- Chair, P.A. Faculty Recruitment Committee, 1981-2004;
- Advisor, instructor, Freshmen Experience Program, 2002-2006
- Department of Sociology Review Committee, 2002;
- Member/Chair, POL Faculty Recruitment Committee (1980s, 1990s, 2000s);
- Coordinator, MPA Manpower Track;
- Coordinator, PA Certificate Program
- Director, Excel Program, 1991-1998

(4) Department of International Studies

Interim Chair, 2005-2006

Curriculum Committee, chair 2005-2006

Faculty Recruitment Committee 2005-2006

2. BPA College (University of Arizona):
 - 1) Research and Publications Committee, 1977-79;
 - 2) Public Sector School Committee, 1977-78;
 - 3) PPA Department Head Search Committee, 1977;
 - 4) MBA Advisory Committee, 1976-77;

3. Public Administration Department (University of Arizona):
 - 1) Human Subjects Committee, Chair, 1978-79;
 - 2) Faculty Search Committee 1978-79;
 - 3) NASPAA Self Study Project, 1978-79;
 - 4) PA Student Organization Faculty Advisor (1978-79);
 - 5) Graduate Studies Committee, Chair (1976-77);
 - 6) Health Services Advisory Committee (1976-79);

Community Activities

- Elected to Board of Directors, Florida Political Science Association, 2009-present.
- Elected to Board of Directors, South Florida Chapter of ASPA, 1986. Reelected 1988. Reelected 1990; Reelected 2006, Reelected 2008.
- Member, Advisory Committee, School of Social and Behavior Science, University of Utah
- Member, Ethics Research Advisory Committee, Ethics Center, SBA, University of Miami
- Executive Board, American Society for Public Administration, Section on Ethics, 1998-2005
- External Program Reviewer, Marriot School of Business Administration, George Romney Department of Public Administration, Brigham Young University, 2002
- Organizer, Best Practices Conference, ASPA/UM SBA 2007-2012
- President, Florida Political Science Association, 2001-2002
- First Vice President, Florida Political Science Association, 2000
- Program Chair, Florida Political Science Association, 2000.

- Managing Editor, Public Integrity (1998-present).
- Editorial Board, Florida Political Chronicle (2003-present).
- National Program Advisory Committee, American Society for Public Administration, 1999 Conferences; 2006
- Executive Board, American Society for Public Administration, Section on Personnel Administration and Labor Relations, 1997-2000
- Executive Council, Florida Political Science Association, 1996-2004.
- Program Director, MPA/Excel Program for command staff officers of the Metro-Dade County Police Department, 1990-1998
- President, Florida Consortium of Graduate Programs in Public Administration, 1992-94
- Advisory Committee member, pre-law public affairs magnet program, Coral City High School, Dade County Public Schools
- Study Coordinator, Monitoring of Broward County School Bond Issue
- Member, Academic Advisory Board, Dushkins Publishing Company's Annual Editions: Business Ethics. 1988-present
- Chair, Nominating Committee, Section of Personnel Administration and Labor Relations of ASPA
- Chair, local arrangements committee for annual NASPAA 1985 meeting in Miami, Florida
- Developed proposal in 1983 for submission to American Society for Public Administration Training Committee on "Achieving Successful Careers" for preparation of training materials to be used in local ASPA chapters
- Developed joint research proposal with City of Miami Police Department to study "Police Effectiveness as a Function of Individual Officer Activity," 1981
- Coordinate undergraduate POL and graduate MPA student intern programs, 1981 to present
- Taught off-campus extension courses for Tucson City Police Department and Pima County Sheriff's personnel, 1978-80
- Received training grant from Pima County Personnel Department, "Merit System Concepts," for training of 900 supervisors and managers in the Tucson SMSA, 1978

Other Professional Activities

Unpublished Papers/Panel Participation at Recent Professional Meetings:

- Managerial Commitment to Community Engagement in Special Districts. Paper presented at the annual meeting of the American Society for Public Administration, Baltimore, MD, March 2011
- From Classical Rationalism to Psychological Realism in Ethical Decision-making. Paper

presented at the annual meeting of the Southeast Conference on Public Administration, New Orleans, LA, September 2011

- Urban Government Strategies for Controlling Personnel Costs. Paper presented at the American Political Science Association annual convention in Washington, D.C., September 2010. (with S. Condrey). Earlier version presented at the American Society for Public Administration meeting in Miami, FL April 2009.
- Making the Switch: Implementing the 4-Day Work Week in America's Largest Cities. Paper presented at the annual convention of the American Society for Public Administration in San Jose, CA, April 2010. Earlier version presented at the American Political Science Association meetings in Montreal, Canada, September 2009. (with S. Condrey and C. Ledvinka Rush).
- Professionalism and Public Administration. Paper presented at the annual convention of the American Society for Public Administration in San Jose, CA, April 2010.
- Public Values in Special Districts: A Survey of Managerial Commitment. American Society for Public Administration Annual Meeting, Miami, FL April, 2009. (with E. Berman).
- Presentation to Doctoral Student Summit on Getting Published. American Society for Public Administration Annual Meeting, Miami, FL April, 2009.
- Job Satisfaction of Public Managers in Special Districts Southern Political Science Association Annual Meeting, New Orleans, LA, January 8-10, 2009. (with E. Berman).
- Declining Health Insurance Access among US Workers: Not all Jobs are Created Equal. NORA Symposium 2008: Public Market for Ideas and Partnerships. NIOSH Virtual Symposium Poster session, July 30-August 12, 2008 (with K. Arheart, K. McCollister, D. Lee, L. Fleming, K Bridges, S. Christ, A. Caban-Martinez, W. LeBlanc, M. Erard, E. Davila).
- Politics and Administration in the Federal Government: Attitudes of Managers Toward the Hatch Act. Southern Political Science Association, New Orleans, LA, January, 2008. (with J. Bowman)
- State Government "Little Hatch Adcts" in an Era of Civil Service Reform: The State of the Nation. Annual ASPA meeting in Dallas, TX, March 2008. (co-chair w/ J. Bowman).
- Employee Benefits: Weighing Ethical Principles and Economic Imperatives. Annual WPSA meeting in San Diego, CA, March 2008. (co-chair w/ J. Bowman).
- Job Satisfaction of Managers in Special Districts. Annual meeting of SECOPA in Orlando, FL September 2008. (with E. Berman).
- The Effective Manager...Takes a Break. American Society for Public Administration, Dallas, TX, March 2008. (with E. Berman).

- Employee Benefits: Weighing Ethical Principles and Economic Imperatives. Western Political Science Association, San Diego, CA, March 2008. (with J. Bowman)
- State Government “Little Hatch Acts” in An Era of Civil Service Reform: A Nationwide Study. Southeast Conference on Public Administration, Nashville, TN, September 2007. (with J. Bowman)
- Increasing Sustainability Through the Management of Post Consumer Waste: A Study of Recycled Materials (For Municipal Solid Waste Management) in the State of Florida. The American Accounting Association Southeast Regional Meeting. (with R. Burnett, M. Friedman, and V. Jayaraman).
- Is it Time to “Re-Hatch” Public Employees? An Ethical Analysis of Restrictions on Political Activities in Civil Service. Transatlantic Ethics Conference, University of Maryland, March 2007 (with J. Bowman)
- State Hatch Acts. American Society for Public Administration, Washington, D.C., March 2007 (with J. Bowman). Panel co-chair.
- The Impact of Bad Management Habits on Public Sector Performance: A Study of Local Government Managers. American Society for Public Administration, Washington, D.C., March 2007 (with E. Berman).
- Hospitals: Managing the Environment and the Bottom Line. Western Political Science Association, Las Vegas, NV, March 2007 (with R. Burnett and O. Quintana). Panel chair.
- Lord Acton and Employment Doctrines: Absolute Power and the Spread of At-Will Employment. International Conference on Government Ethics, Oxford University, UK, April 2006 (with J. Bowman)
- Chair/discussant, Panel on At-Will Employment and Civil Service Reform, Southern Political Science Association, Atlanta, GA, January, 2006.
- Co-chair of panel on Civil Service Reform and paper presenter: “The Janus Face of At-Will Employment.” Western Political Science Association, Albuquerque, NM, March 2006 (with J. Bowman).
- Co-chair of panel on At-Will Employment and Civil Service Reform and paper presenter: “At-Will Employment and Civil Service Reform in Florida” American Society for Public Administration, Denver, Colorado, April 2006 (with J. Bowman).
- “Managing Emotional Intelligence and Social Skills in U.S. Cities. American Society for Public Administration, Denver, Colorado, April 2006 and different version at Southern Political Science Association, January, 2007 (with E. Berman)
- “Defining a Place for the Hospital Financial Function in Pollution Control and It’s Policy

Implications: Survey Results from Florida Hospitals.” Presented at the Southern Political Science Association Conference, January, 2005, at the International Atlantic Economic Society Conference, London, UK, March, 2005; at the Western Political Science Association, Oakland, CA, March, 2005. (with R. Burnett & O. Quintana).

- “Ending Civil Service Protections in Florida Government: Experiences in State Agencies.” To be presented at the American Society for Public Administration Conference, Milwaukee, WI, April, 2005 and the American Society for Public Administration, Florida Conference, Clearwater, FL, April 2005. (with J. Bowman)
- “Removing Employee Protections: A ‘See No Evil’ Approach to Civil Service Reform.” To be presented at the Ethics and Integrity of Governance Conference, Leuven, Belgium, June, 2005. (with J. Bowman).
- “Ethics Training in U.S. Cities: State of the Practice.” American Society for Public Administration, Portland, OR, April 2004. (with E. Berman)
- “Ethics Training in U.S. Cities: Content, Pedagogy and Impact.” Western Social Science Association, Salt Lake City, UT. (with E. Berman)
- “What is Managerial Mediocrity? Definition, Prevalence, and Negative Impact.” Western Political Science Association, Portland, OR, March 2004. (with E. Berman)
- “Managing an Aging Workforce: Trends, Issues, and Strategies.” Academy of Business Administration, London, UK, July 2004.
- Hospitals: Defining a Framework to Manage the Environment and Improve the Bottom Line.” RFHM 10th Annual International Symposium and Workshop, Baltimore, MD, August 2004. (with R. Burnett & O. Quintana).
- “Managerial Mediocrity in Local Government: How Much, What Impact, and How to Address It, American Political Science Association, Philadelphia, PA, August, 2003 (with E. Berman).
- “Psychological Contracts in Local Government: A Preliminary Analysis,” American Society for Public Administration, Washington, D.C., April, 2003 (with E. Berman).
- “Stakeholder Analysis of Civil Service Reform in Florida: A Descriptive, Instrumental, Normative Human Resource Management Perspective,” Western Political Science Association, Denver, CO, March, 2003 (with J. Bowman).
- “Florida’s ‘Service First’, Radical Reform in the Sunshine State”, American Political Science Association, Boston, MA, August, 2002 (with J. Bowman)

- Chair, Panel on Public Administration and Public Policy, Florida Political Science Association, 2002
- “Increasing Urban Government Financial Accountability, the Role of Multiple Stakeholders”, American Society for Public Administration, Paul Van Riper Symposium, Phoenix, AZ, March 2002
- “Ethics and Human Resource Management.” Paper delivered at the annual meeting of the Southeast Conference on Public Administration, Baton Rouge, LA, October 10-13, 2001. (with E. Berman)
- “Increasing Urban Government Financial Accountability: The Role of Multiple Stakeholders” Paper presented at the Southern Political Science Association annual meetings in Atlanta, GA in November, 2001. (with E. Berman)
- “Workplace Relations: Friendship Patterns and Consequences (According to Managers)” Paper presented at the annual meeting of the American Society for Public Administration. March 2001. (with E. Berman)
- “Audit Committees and Accountability in Local Government: A National Survey.” Paper presented at the annual meeting of the Western Political Science Association. March 2001. (with E. Berman)
- “The Impact of Revitalized Management Practices on the Adoption of Information Technology: A National Survey of Local Governments.” Paper presented at the annual meeting of the Southern Political Science Association, October 2000. (with E. Berman)
- "HRM Going Digital? Preliminary Results from Local Government." Paper prepared for presentation at the annual international meeting of the Academy of Business Administration, London, UK, August, 2000. (with E. Berman)
- "Using Performance Measurement in Human Resource Management: A Survey of U.S. Counties." Paper presented at the annual international meeting of the Academy of Business Administration, London, UK, July, 1999. (with E. Berman and X. Wang).
- "From Traditional to Virtual HR: Is the Transition Occurring in Local Government?" paper presented at the annual meeting of the American Society for Public Administration, San Diego, CA, April, 2000 (with E. Berman).
- Chaired a panel on Ethics Management, American Society for Public Administration, Orlando, FL, April 1999
- “The Profession of Public Administration, An Ethics Edge in Introductory Textbooks” Southeastern Conference on Public Administration, (SECOPA-Regional ASPA) St. Petersburg, FL, October 1999 (J. Bowman, and E. Berman)

- Performance Measurement in U. S. Societies, New Research Findings, American Society for Public Administration, Orlando, FL, April 1999 (with E. Berman)
- “Reaching the Top: Racial Differences in Mobility Paths to Upper-Tier Occupations,” paper presented at the annual meeting of the Western Political Science Association, Seattle, WA, March, 1999 (with G. Wilson & I. Sakura-Lemessy). Received Best Paper Award, Section on Black Studies.
- “Frontiers of Ethics Training,” paper delivered at the annual meeting of the American Society for Public Administration, Seattle, WA, Summer 1998 (with E. Berman and S. Bonczek).
- “Productivity in Public and Nonprofit Organizations: A Survey,” paper delivered at the annual meeting of the American Society for Public Administration, Seattle, WA, Summer 1998 (with E. Berman).
- "Black and White Recruitment and Advancement to Middle Class Jobs in Business and Government," paper delivered at the annual meeting of the Southern Political Science Association, Norfolk, VA., November 1997 (with G. Wilson and I. Lemessy-Sakura).
- "Career Risk and Reward from Productivity," paper delivered at the annual meeting of the Southeast Conference on Public Administration, Knoxville, TN, October, 1997 (with E. Berman).
- "The Environmental President as Chief Executive," paper delivered at the annual meeting of the American Political Science Association, Washington, D. C., September, 1997 (with G. Sussman)
- "Responsible Risk Taking in Local Government," paper delivered at the annual meeting of the American Society for Public Administration, Philadelphia, PA, July 1997 (with E. Berman).
- “Beyond the Comfort Zone: Entitlement, Revitalization, or Fear?” American Society for Public Administration, Philadelphia, PA, July 1997 (with E. Berman)
- "Administrative Creativity in Local Government," paper delivered at the annual meeting of the Western Political Science Association, Tucson, AZ, March 1997 (with E. Berman).
- "Ageism in Local Government: For Better or Worse?" poster board session at the annual meeting of the American Society of Public Administration, July 1996 , (with E. Berman).

- "Implementing TQM in State Health Service Agencies", paper delivered at the annual meeting of the American Society of Public Administration, July 1996, Atlanta, Georgia (with E. Berman and M. Milakovich).
- "Analysis of Comfort Care for the Terminally Ill: The Hospice Approach," delivered at the Annual meeting of the Southeast Conference on Public Administration, October 1996, Miami, Florida (with C. M. West). Also served as Track Chair for this conference developing five panels and chairing two panels.
- "Managing an Aging Municipal Workforce: Trends, Issues and Strategies," paper delivered at the annual meeting of the Southern Political Science Association in Atlanta, GA in November, 1996.
- "Public Administration and Aging Workers: Managerial Strategies," paper delivered at the annual meeting of the Western Political Science Association, San Francisco, March, 1996 (with E. Berman).
- "Information Sources and Decision Cues in State Legislatures: Mapping the Effects of Personal Traits, Professionalism, and Political Culture in the American States," paper delivered at the annual meeting of the Western Political Science Association, San Francisco, March, 1996. (with B. Daynes, N. Lovrich, and G. Sussman).
- "Gender Differences in Legislators' Activities: Political Linkage with Constituents and Decision Making Sources" Southern Political Science Association meeting in Tampa in November 1995. (with G. Sussman)
- "Municipal Responses to Homelessness: A National Survey of 'Preparedness'." American Society of Public Administration meeting in San Antonio, July 1995. (with E. Berman).
- Chaired on Public Administration and made presentation at the Florida Political Science Association meeting in Winter Park in March 1995. "Homelessness in American Cities-- Is Florida Keeping Pace with the Nation's Cities?" (with E. Berman)
- Served as Track Chair organizing four panels on "Administering Public and Social Policy", Chaired one panel and presented two papers at the international conference of the Academy of Business Administration in London: (a) Strategic Management of Older Workers in U.S. Cities: Preliminary Results of a National Survey" (with E. Berman); and (b) "Homelessness in American Cities" (with E. Berman)
- "Homeless Programs in U.S. Cities," Florida Political Science Association, 1995.

- "Gender and Legislative Politics - A Follow-up Analysis of the 'Year of the Woman' at the State Level," Western Political Science Association, 1995. (with G. Sussman)
- Three presentations at the Western Political Science Association meetings in Portland, March 1995. (a)"City Strategies for Implementing Homeless Programs" (with E. Berman); (b) Participant on academic round table on "the Environmental Presidency"; presented prospectus for chapter on the Role of the President as Chief Executive in environmental policy; and (c) "Gender and Legislative Politics--A Followup Analysis of the "Year of the Woman" at the State Level" (with B. Daynes, N. Lovrich, G. Sussman and S. Witt).
- "Helping the Homeless: Evidence From a National Survey," Association for Public Policy Analysis and Management, 1994.
- "Municipal Management of an Aging Workforce" Southeast Conference on Public Administration meeting in Savannah, Georgia, October 1994. (with E. Berman)
- "The Impact of Contextual and Ubiquitous Effects on State Legislator's Support for Gavel-to-Gavel Coverage of the Legislative Process," Southern Political Science Association, Atlanta, Georgia, 1994. (with G. Sussman)
- "Total Quality Management in Local Government," American Society for Public Administration, Kansas City, KS, July 1994. (with E. Berman)
- "Values Management in Local Government: A Survey of Progress and Future Directions, American Society for Public Administration, Kansas City, July 1994 (with E. Berman)
- "TQM in American Cities: A Force Field Analysis," Florida Political Science Association, Sarasota, FL, April 1994.
- "State Legislators' Attitudes Toward Term Limits: A Seven State Study," Western Political Science Association, 1994. (with N. Lorrinch, B. Daynes, G. Sussman)
- "Implementing Total Quality Management in Municipal Government: A Survey of Progress." Southeast Conference on Public Administration (SECOPA, regional ASPA) 1994. (with E. Berman)
- "Implementing Total Quality Management in State Education Departments," Southeast Conference on Public Administration, 1994.
- "Implementing Total Quality Management in Public Health Agencies: A Survey of

Progress." Southeast Conference on Public Administration, 1994.

- "Implementing TQM in State Governments" Florida Political Science Association, Sarasota, FL, April 1994
- "HRM, TQM, and Organizational Policies: The Need for Alignment," Academy of Business Administration, 1994.
- "Local Government Response to an Aging "Southeastern Conference on Public Administration (SECOPA, regional ASPA), Savannah, GA, October 1993 (with E. Berman)
- "Ethical Decision-Making in Business and Government: An Analysis of Formal and Informal Strategies," Florida Political Science Association, 1993.
- "Support for Televised Coverage of the Legislative Process Among State Legislators: A Comparison of Iowa, Utah, and Florida," Western Political Science Association, 1993.
- "Human Resource Strategies in Local Government: A Survey of Progress and Future Directions, American Society for Public Administration, 1993.
- "Ethics in the Municipal Workplace," Florida Political Science Association, 1993.
- "Ethics Management in the Public and Private Sectors: A Co" American Society for Public Administration, San Francisco, CA, July 1993 (with E. Berman and A. Cava)
- "Ethical Issues and S Local Government" Florida Political Science Association, Orlando, FL, April 1993
- "Implementation of Solid Waste Policies in American Cities," 1992.
- "Citizen's Contacts with Legislative and Bureaucratic Officials," Western Political Science Association, 1992.
- "Innovation in Municipal Solid Waste Management: Testing Competing Explanations for Adoption of Recycling Programs," American Society for Public Administration, March 1991.
- "Citizen's Contacts with Legislative and Bureaucratic Officials," Western Political Science Association, 1992 (accepted proposal)

- "Implementation of Solid Waste Policies in American Cities," American Society for Public Administration, 1992 (accepted proposal)
- "Managing Municipal Waste: Perceptions of Administrators and Environmentalists," American Society for Public Administration, Southeast Region, October 1990.
- "Recycling in Florida: A Test of Four Explanations," Midwest Political Science Association, April 1990. (with R. Feiock)
- "The Implementation of Solid Waste Policies in Florida," Western Political Science Association, March 1990
- "Job Stress and Public Sector Organizations: Implications for Personnel Managers," American Society for Public Administration, Southeast Region, October 1989.
- "Public Sector Bargaining in the Sunshine: Effects of Participation on Collective Bargaining," American Society for Public Administration, April 1987.
- "Support for Sunshine Bargaining in Florida: A Decade Later," American Society for Public Administration, April 1987.
- "Administrative Values and Cutback Politics in American Local Governments," American Society for Public Administration, April, 1986.
- "Comparable Worth and Age Discrimination: Issues and Answers," International Personnel Management Association, 1984.
- "Personnel Management Implications of Organizational Cutbacks in Local Government," International Personnel Management Association, 1984.
- "Adoption of Personnel Productivity Innovations in American Cities," American Political Science Association, August, 1984.
- "The Future of Affirmative Action," American Society for Public Administration, Southeast Region, October, 1983.
- "City Personnel Management: Issues and Reforms," American Society for Public Administration, Southeast Region, October, 1983.
- "Jobs, Dollars and Gender: An Analysis of Comparable Worth Issue." American Society for Public Administration, April, 1983.

- "Public Sector Collective Bargaining and Merit: Accommodation or Conflict," American Society for Public Administration, Region 1/2, December, 1981.
- "Implementing Public Policy: EED, Affirmative Action, and Policy Options," American Society for Public Administration, April, 1981.
- "Support for Affirmative Action Among Non-minority Public Employees," Midwest Political Science Association, April, 1980.
- "Merit, Bilateralism, Equity and Reform: An Attitudinal Assessment," Southwest Social Science Association, April, 1980.
- "Informal Cooperation in Ambos Nogales and Douglas-Agua Prieta," Southwest Social Science Association, April, 1978.
- "Supervisors in the Collective Bargaining Process: An Attitudinal Perspective," American Society for Public Administration, April 1978.
- "Intergovernmental Relations and Public Policy in Twin Cities Along the U.S.-Mexico Border," joint paper delivered at the April, 1976 meeting of the Western Social Science Association.
- "Comparative Perceptions of Community Integration and Public Policy Along the U.S.-Mexico Border," joint paper delivered at the April, 1976 meeting of the Southwest Social Science Association. (Best paper award from International Studies Association-Southwest).
- "Public Policy and Community Integration," joint paper delivered at the March, 1975 meeting of the Southwest Social Science Association.
- "Community Integration in an International City," joint paper presented at the February, 1975 meeting of International Studies Association.
- "Health Planning in Multi-functional Regional Planning Councils: Baltimore and Houston Experience," paper presented at November, 1975 meeting of the Southern Political Science Association.