

## VITA

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## EDUCATION

**Ph.D.-Center for Public Administration and Policy, Fall, 1991**

**Virginia Polytechnic Institute and State University**

Blacksburg, Virginia 24061

Dissertation: “Administrative Statesmanship in a Government of Shared Powers”

**M.A. - University of Chicago, 1981**

**Social Policy Analysis**

Chicago, Illinois

**B.A. – University of Notre Dame, 1977**

**Anthropology and Pre-Medicine**

South Bend, Indiana

## ACADEMIC ADMINISTRATION EXPERIENCE

**DIRECTOR, MASTER OF PUBLIC ADMINISTRATION PROGRAM, UNC CHARLOTTE (2016-Present)**

New director of NASPAA-accredited MPA program with graduate certificates in nonprofit management, emergency management, urban management & policy, and public finance with 120+ enrolled students.

**FOUNDING DIRECTOR, MASTER OF PUBLIC ADMINISTRATION PROGRAM, UNC WILMINGTON (2001-2007; 2014-2016)**

Founder and director of MPA program with 70+ enrolled students. Responsible for oversight of design of curricula, coordination with other disciplines, development of program budgets, recruitment and advising of students, and development of internships. Program has concentrations in public management, coastal management, nonprofit management, and policy analysis and received

accreditation by the National Association of Schools of Public Affairs & Administration (NASPAA) in 2005 and 2013.

**INTERIM VICE CHANCELLOR/DEAN, PUBLIC SERVICE AND CONTINUING STUDIES, UNC WILMINGTON (2010-2012)**

Served as administrative leader of university unit with mission of providing outreach services to the Cape Fear Region. Responsible for \$2.9 million budget and 20+ employees who delivered a range of programs including the Osher Lifelong Learning Center, MarineQuest, UNCW TV, Conference and Event Management, Professional Development/Continuing Education, and support of scholarly engagement programs such as Quality Enhancement for Nonprofit Organizations (QENO) and Hillcrest Community Campus. Significant accomplishments include completion of strategic and business plans for unit, reorganization of unit under Academic Affairs, and securing an additional \$1M endowment for Osher Lifelong Learning Center.

**CHAIR, DEPARTMENT OF POLITICAL SCIENCE, UNC WILMINGTON (2003-2007)**

Responsible for oversight of thirteen full-time faculty, numerous adjunct faculty, and nine graduate assistants offering an undergraduate political science degree and Master of Public Administration with 200+ students. Duties include development of strategic direction for department, course scheduling, oversight of budget and evaluation of faculty. Responsible for the recruitment and selection of several new faculty members who have made major contributions to the department.

**DIRECTOR, ACADEMY FOR STRATEGIC MANAGEMENT (2007-Present)**

Responsible for the design and delivery of a comprehensive professional development program for mid-level managers and supervisors in the government and nonprofit sectors. Sessions include leadership self-assessment; human resource management, strategic planning, performance management, media relations and ethics. Sessions combine presentations by faculty and practitioner roundtables featuring community leaders. The Academy generates \$10K annually in revenues for trust fund of Master of Public Administration (MPA) program.

**UNCW GRADUATE COUNCIL (2012-Present)**

Elected by graduate faculty to provide guidance on graduate degree program proposals, curriculum, and policies. Chair of the Policy and Planning Committee. Significant accomplishment is facilitating process for enrolling unaffiliated students in individual graduate classes as a way of increasing accessing to professional development for citizens in the region.

**CHAIR, SEARCH COMMITTEE FOR UNCW DIRECTOR OF AUXILIARY SERVICES (2011)**

Appointed by Vice Chancellor for Business Affairs to chair successful national search to secure an executive to lead a range of key auxiliary services at the university including parking, dining halls and bookstore.

**CO-ACADEMIC DIRECTOR, QUALITY ENHANCEMENT FOR NONPROFIT ORGANIZATIONS (QENO) (2008-2010)**

Responsible for leadership and oversight of UNCW-led collaborative with foundations, civic leaders, and nonprofit executives to design and deliver capacity building programs for nonprofit organizations in southeastern North Carolina. Funders included the Kate B. Reynolds Charitable Trust and the Cape Fear Memorial Foundation.

**CHAIR, UNCW DIVERSITY COUNCIL (2007-2009)**

Appointed by Chancellor to Chair a university-wide council comprised of high level administrators, faculty, staff and students charged with assessing the state of diversity on campus and develop a comprehensive plan for both increasing and fostering a climate of inclusiveness. Significant accomplishments include the completion of a plan with objectives and timelines as well as the development of the *Seahawk Respect Compact* which is a statement of principles to promote civility and respect for difference among the members of the campus community.

**UNCW ATHLETIC COUNCIL (2007-2009)**

Appointed by Chancellor to service on university committee charged with providing faculty and staff input on the state of athletics. Significant accomplishment was appointment to national search committee that hired Division I basketball coach.

**CHAIR, SEARCH COMMITTEE FOR UNCW ASSOCIATE PROVOST FOR DIVERSITY AND INCLUSION (2009)**

Appointed by Chancellor to chair successful national search for the university's first Associate Provost for Diversity & Inclusion.

## **ACADEMIC EXPERIENCE**

### **FACULTY, DEPARTMENT OF POLITICAL SCIENCE & PUBLIC ADMINISTRATION, UNIVERSITY OF NORTH CAROLINA CHARLOTTE, CHARLOTTE, NC (2016-Present)**

Tenured Full Professor teaching graduate public administration courses. Primary teaching and research interests include human resource management, ethics and leadership, organization theory, and public management tools. Position also involves significant consulting and facilitation in the community for strategic planning, ethics and facilitation.

### **FACULTY, DEPARTMENT OF PUBLIC & INTERNATIONAL AFFAIRS, UNIVERSITY OF NORTH CAROLINA AT WILMINGTON, WILMINGTON, NC (1997-2016)**

Tenured Full Professor (2002) teaching public administration and American government courses. Primary teaching and research interests include human resource management, ethics and leadership, organization theory, and public management tools. Position also involves significant consulting and facilitation in the community for strategic planning and teambuilding, advising students, and service on a variety of committees including Chair of the Faculty Peer Evaluation Committee and several faculty search committees.

### **ASSOCIATE PROFESSOR AND ACADEMIC COORDINATOR, MASTER OF PUBLIC ADMINISTRATION (MPA) PROGRAM, DEPARTMENT OF POLITICAL SCIENCE, THE UNIVERSITY OF MEMPHIS, MEMPHIS, TN (1991-1996)**

Tenured associate professor directing large graduate program and teaching public administration courses. Administrative experience included reaccreditations from NASPAA, curriculum redesign, community outreach projects, design of faculty strategic planning retreats, regeneration of local ASPA and Pi Alpha Alpha chapters, and NASPAA Principal Representative. Courses designed and taught included public personnel management, administrative theory, administrative ethics, public management, developing public human resources, and issues in public human resources.

## **GOVERNMENT EXPERIENCE**

### **CHIEF, MANAGEMENT DEVELOPMENT STAFF, U.S. ENVIRONMENTAL PROTECTION AGENCY, Washington, D.C. (1988-1991)**

Responsible for the formulation, communication and delivery of development programs for 3,000 supervisors, mid-level managers and executives. Duties included development of Agency strategy for a comprehensive management development program addressing selection, training and appraisal systems; design of appropriate courses and programs for different management levels (pre-supervisory staff, first-line supervisors, mid-level managers and executives). Position also required extensive promotion of programs both inside and outside of the Agency and personal teaching of participants as well as new course instructors.

### **SENIOR BUDGET ANALYST, U.S. ENVIRONMENTAL PROTECTION AGENCY, Washington, D.C. (1986-1988)**

Responsible for the analysis of the \$ 200 million budget of the Office of Air and Radiation. Duties included the development of budget issue papers and program justifications for the Agency's request to the Office of Management and Budget, as well as special issue papers and projects analyzing special program office requests. Reviewed budget estimates for proposed standards and regulations. Represented the Comptroller on Agency task forces on radon and stratospheric ozone depletion.

### **SENIOR RESEARCH AND EVALUATION ANALYST, U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES, Washington, D.C. (1984-1986)**

Responsible for the monitoring and evaluation of multi-state, federally funded research and evaluation initiatives designed to transition AFDC (welfare) recipients into gainful employment. As the federal project officer, served as the national expert on the design and effectiveness of the demonstrations. Position also required the analysis of project proposals and recommendations to the Associate Commissioner covering policy significance, program design and resource impacts. Duties also included oral presentations of the Agency's initiatives at a variety of outside conferences and in-house briefings.

### **PRESIDENTIAL MANAGEMENT FELLOW, U.S. OFFICE OF PERSONNEL MANAGEMENT, Washington, D.C. (1982-1984)**

Selected from a competition between students with graduate degrees in public administration/ public policy to participate in a two year program to develop career civil servants with outstanding management potential. Responsibilities included resource analysis and contracts management with the National Aeronautics and Space Administration, budget analysis in the Office of the

Secretary, Department of Health and Human Services (HHS), and staff assistant to the Assistant Secretary for Management and Budget, HHS.

### **PUBLICATIONS**

- Barth, Thomas J. (2016). "Applying Farmer's Lenses: Two Illustrations." *International Journal of Organizational Theory & Behavior*. Accepted for publication in Issue 1, Volume 19. March
- Barth, Thomas J. (2015). "Leadership Lessons from the World of Athletics: Up Close and Personal" *Public Voices*. Vol. XIV, No. 1.
- Barth, Thomas J. (2013). "Does America Have a Gun Culture?" *Wilmington Star News*. January 11.
- Barth, Thomas J. (2012). "Losing Sight: A View from the Top." *Public Administration Review*. Vol. 72, No. 5: 635-636.
- Barth, Thomas J. (2012). "When Institutions Become Blind." *Wilmington Star News*. July 19.
- Barth, Thomas J. (2010). "Crisis in the Catholic Church: Lessons for Public Administrators." *Public Administration Review*. Sept./Oct.: 780-791.
- Barth, Thomas J. and Elizabeth Demski (2010). "Cape Fear Healthy Carolinians: Taking Risks, Crossing Boundaries." In Norris-Tirrell, Dorothy and Joy Clay. *Strategic Collaboration in Public and Nonprofit Administration*. Boca Raton, FL: CRC Press -- Taylor and Francis.
- Barth, Thomas J. (2004) "Teaching PA Online: Reflections of a Skeptic." *International Journal of Public Administration*. 27 (3): 439-455.
- Barth, Thomas J. and Blair Knox (2004). "Review of Handbook of Administrative Ethics." *American Review of Public Administration*. (34) 2:223-225.
- Barth, Thomas J. (2002). "Reflections on Building an MPA Program: Faculty Discussions Worth Having." *Journal of Public Affairs Education*. (3) 4: 253-261.
- Barth, Thomas J. (2002) "Lessons from a Life of Quiet Service." *Public Voices*. (3) 5: 105-110.
- Barth, Thomas J. (2001). "The Role of Ad Hoc Regional Alliances in Managing Growth." *Public Works Management & Policy*. (6) 2:114-125.

- Barth, Thomas J. and Robin Quinn. (2000) "Serving the Homeless: Public Administration as Science, Process and Art." *International Journal of Public Administration*. (23) 12: 2085-2106.
- Barth, Thomas J. and Mark Green (1999). "Public Administration Handbooks: Why, How and Who?" (BRE) *Public Administration Review*. (59) 6: 535-544.
- Barth, Thomas J. and Eddy Arnold (1999). "Artificial Intelligence and Administrative Discretion: Implications for Public Administration." *The American Review of Public Administration*. (29) 4: 332-351.
- Barth, Thomas J. Kent Hill, Kenneth Mulholland, and David Mirvis (1999). "Strategic Planning in a VA Medical Center," in Kilpatrick, Anne and James Johnson (Eds.) *Handbook of Health Administration and Policy*. New York: Marcel Dekker: 655-668.
- Barth, Thomas J. Jeuli A. Bartenstein (1998). "Fostering a Learning, Innovative Government: collaboration Between Academics and Practitioners." *The Public Manager*. Fall: 63-68.
- Barth, Thomas J. (1996). "Administering in the Public Interest: The Facilitative Role for Public Administrators," in Wamsley, Gary and James Wolf (Eds.) *Refounding Democratic Public Administration*. Thousand Oaks: Sage: 168-197.
- Barth, Thomas J. (1995). "Autonomy Grounded in Subordination: A Framework for Responding to Competing Institutional Norms." *The American Review of Public Administration*, 25: 231-246.
- Barth, Thomas J. and Joy A. Clay. (1994). "A Picture of the Human Resource Specialty Offered by MPA Programs." *Review of Public Personnel Administration*. (XIV) 4: 127-137.
- Barth, Thomas J. (1993). "Career Anchor Theory: A Useful Framework for Federal Managers." *Review of Public Personnel Administration*. (XIII) 4: 27-42.
- Barth, Thomas J. (1993). "Constitutional Subordinate Autonomy: Serving Multiple Masters-A Normative Theory in Practice." *Administration & Society*. 25: 160-182.
- Barth, Thomas J. (1992). "The Public Interest and Administrative Discretion." *American Review of Public Administration*. 22: 289-300.
- Barth, Thomas J. (1992). "Developing Managers: Lessons from the Trenches." *The Public Manager*. 21: 39-42.
- Barth, Thomas J. (1992). "Concepts of the Public Interest: Making it Real." *Proceedings*

- of the Fifteenth National Conference on Teaching Public Administration*, Charleston, South Carolina, February 6-8: 31-41.
- Barth, Thomas J. (1989). "Case Studies in Public Administration: Linking Theory to Practice." *Proceedings of the Twelfth National Conference on Teaching Public Administration*, Charlottesville, Virginia, March 14-16: 35-43.
- Barth, Thomas J. (1988). "The False God of Neutral Competence." *The Bureaucrat*, 17: 6.
- Barth, Thomas J. (1987). "Should Careerists Question Public Policy?" *The Bureaucrat*, 16: 55-58.

### **PROFESSIONAL REPORTS**

- "Themes from Focus Groups and Client Interviews for the New Hanover County Departments of Public Health and Social Services." (April, 2013). Prepared for the New Hanover County Health and Human Services Organization & Governance Study Group.
- "New Hanover and Pender County North Carolina Safer Schools Task Force Recommendations" (November, 2013). Prepared with Dr. Jana Robertson, UNCW Watson College of Education).
- "High School Drop-Out Focus Group Themes: Interpretation of Results." (2010). Prepared for the Education Action Team of the New Hanover County Blue Ribbon Commission on the Prevention of Youth Violence. March 25.
- "Blueprint for Impact: A Health and Human Services Needs Assessment for the Cape Fear Region." (2005) Commissioned by the Cape Fear Area United Way and conducted by the Capstone Class of the UNCW Master of Public Administration Program. May 3.
- "Regional Growth Summit: Summary of Remarks: (1999). Report on conference sponsored by the Department of Political Science at UNC-Wilmington, November 17.
- "A Study of Compliance with Executive Order 11246 at Methodist Hospital Systems, Inc." (1996). Prepared for Methodist Hospital Systems.
- "Count of Homeless Population in Memphis" (1995). Prepared for the City of Memphis, Division of Housing and Community Development (Co-Principal Investigator on grant).
- "Survey of the Homeless and Special Needs Populations in Memphis: (1995). Prepared for the City of Memphis, Division of Housing and Community Development (Co-Principal Investigator on grant). "Survey of the Homeless and Special Needs Populations in Memphis" (1993). Prepared for the City of Memphis, Division of Housing and Community Development (Co-Principal Investigator on grant).



“Summary of Transition Team Task Force Presentations” (1991). Prepared for the City of Memphis, Office of the Mayor (requested by Mayor-elect W.W. Herenton to observe and report on “State of the City” reports presented by transition team task forces).

“First-Year Evaluation of the Work Incentive Demonstrations” (1985). U.S. Department of Health and Human Services (co-authored).

### **CONFERENCE PRESENTATIONS**

#### **2015 Southeastern Conference on Public Administration, Charleston, SC, September 30-October 3**

Presented paper: “Facilitating Law Enforcement-Community Conversations: Lessons from the Trenches”

#### **2015 Annual Conference of the American Society for Public Administration, Chicago, Illinois, March 6-10**

Presented paper: “Where Have all the Values Gone? Integration of Core Values in Government and Nonprofit Organizations”

#### **2014 Southeastern Conference on Public Administration, Atlanta, Georgia, September 17-120, 2014**

Presented paper: “Reflections of an Engaged Professor: Teachable Moments and Relevance to Theory”

#### **2014 Public Administration Theory Conference, Miami, Florida, May 15-18, 2014.**

Presented paper: “Is David Farmer a Methodologist? Contributions to Theory and Practice.”

#### **Annual Meeting of the North Carolina Political Science Association, Raleigh, NC, February 22, 2013**

Presented paper: “Scholarly Engagement at a Regional University: The Case of QENO.”

#### **2013 Southeastern Conference on Public Administration: Charlotte, NC, September 25-28, 2013.**

Presented paper: “Organizational Core Values: Relevance of David Farmer Lenses”

**Annual Meeting of the North Carolina Political Science Association, Raleigh, NC, February 22, 2013**

Presented Paper: “Values-Based Decision Making: Fact or Fiction.”

**2012 Southeastern Conference on Public Administration, Coral Springs, FL, October 4, 2012**

Presented paper: “Organizational Culture and Values-Based Decision Making”

**2011 Southeastern Conference on Public Administration, New Orleans, LA, October 6, 2011**

Presented paper: “Issues Related to School Dropouts: Focus Group Results”

**2010 UNCW Adult Scholars Government Day, February 18, 2010**

Presented: “Big Questions Facing American Government”

**The 2009 American Society for Public Administration (ASPA), Miami, Florida, March.**

Member of panel on “Collaboration Revisited: Lessons from the Real World—Bridging Theory and Practice.”

**The 2006 Southeastern Conference on Public Administration (SECOPA), Athens, Georgia, September 29, 2006**

Presented paper with MJ Kwon: “Local Government Red Tape in Personnel Decisions: A Pilot Study with Florida City Governments.”

**The 2004 Southeastern Conference on Public Administration (SECOPA), Charlotte, NC, October 3-5.**

Chaired panel and co-presented paper: “The Holy Grail of Relevance: Searching for a Relevant MPA Curriculum.”

**The 2004 National Conference of the American Society for Public Administration (ASPA), Portland, OR, March.**

Presented paper, “Crisis in the Catholic Church: Lessons for Public Administrators.”

**The 2003 Southeastern Conference on Public Administration (SECOPA), Savannah, GA.**

Chaired a roundtable of MPA Directors on challenges facing MPA programs.

**The 2002 Southeastern Conference on Public Administration (SECOPA).**

Chaired a graduate student panel on current issues in the field of public administration.

**The 2001 National Conference of the American Society for Public Administration, Phoenix, AZ, March 23-26.**

Presented two papers: "The Historical Context of Ad Hoc Regional Alliances" (part of The Paul Van Riper Symposium) and "Teaching Public Administration Online: Reflections of a Skeptic."

**The 2001 Southeastern Conference on Public Administration (SECOPA), Baton Rouge, LA, October 11-14.**

Formed and chaired roundtable discussion of MPA Directors from the southeastern U.S. on challenges facing MPA programs.

**The 2000 Annual Southeastern Conference on Public Administration, Greensboro, NC, October 4-7.**

Presented paper entitled, "Regionalism: Implications for the Smart Growth Movement."

**The 1999 Southern Political Science Association Annual Conference, Savannah, Georgia, November 5.**

Presented paper entitled, "Welfare Reform in Southeastern North Carolina: Smoke, Substance, and Unanswered Questions."

**The 1998 Annual Southeastern Conference on Public Administration, Pensacola, FL, January 21-23, 1999.**

Presented paper entitled, "Welfare Reform in North Carolina: Devolution and the Politics/ Administration Dichotomy."

**The 1998 Annual Public Administration Teaching Conference, Colorado Springs, CO, March 15-18.**

Presented paper entitled, "How Handbooks in the Field of Public Administration are Viewed by Practitioners."

**The 1997 Annual Southeastern Conference on Public Administration (SECOPA), Knoxville, TN, September 25-27.**

Presented report entitled “Building an Urban Management Concentration in an MPA program.”

**The 1996 Annual Conference of the National Association of Public Affairs and Administration (NASPAA), Denver, CO, October 16-19.**

Presented paper entitled, “The Memphis Capstone Experience.”

**The 1996 Annual Southeastern Conference on Public Administration (SECOPA), Miami, FL, October 3-5.**

Presented paper entitled, “Serving the Homeless: Public Administration as Science, Process and Art.”

**The 1996 Annual Public Administration Theory Conference, Savannah, GA, February 21-23.**

Presented paper entitled, “Artificial Intelligence and Administrative Discretion: Questions to Ponder.”

**The 1995 Annual Southeastern Conference on Public Administration (SECOPA), Savannah, GA, October 5-7.**

Convened roundtable discussion on teaching citizen participation and empowerment in MPA programs.

**The 1994 Annual Southeastern Conference on Public Administration (SECOPA), Lexington, KY, October 5-7.**

Presented report entitled, “Anticipating Change: Strategic Planning at a VA Medical Centers.”

**The 1993 SECOPA (Southeastern Conference on Public Administration) Conference, Cocoa Beach, FL, October 6-9.**

Presented paper entitled, “Administering in the Public Interest: Contemporary Implications.”

**The 1993 National Conference on Teaching Public Administration, St. Louis, Missouri, March 25-27.**

Presented paper entitled, “Collaboration Between Academics and Practitioners in Public Administration.”

**The 1992 National ASPA Conference, Chicago, IL, April 11-15.**

Presented at workshop on Career Development in the Public Sector.

**The 1992 SECOPA Conference, Montgomery, AL, October.**

Presented paper entitled, "Schein Revisited: Applicability of Career Anchor Theory to the Public Sector."

**The 1992 National Conference on Teaching Public Administration, Charleston, S.C., February 6-8.**

Presented paper entitled, "The Public Interest: Making It Real."

**The 1989 Public Sector Division Doctoral Consortium, the Academy of Management Annual Meetings, Washington, D.C., August 12-13.**

Selected to participate in two days of discussions on the dissertation process and the choice of methodology and its implications.

**The Twelfth National Conference on Teaching Public Administration, Charlottesville, VA, March 14-16, 1989.**

Presented paper entitled, "Case Studies in Public Administration: Linking Theory to Practice."

**PROFESSIONAL ESSAYS**

Barth, Thomas J. (2002). "Domestic Terror: A Test of Responsibility on Many Levels." *PA Times*. Vol. 25, No. 6: 7.

Barth, Thomas J (2000). "Public Duty/ Private Conduct." *PA Times*. Vol. 23, Issue 9: 4.

**OTHER SCHOLARLY PRESENTATIONS**

"Government and Ethics" presented to the Adult Scholars Program as part of a series titled, *Exploration in Ethics: Moral Challenges in American Society*, October 17, 2006.

"Key Issues Facing State and Local Government in North Carolina" presented to the Adult Scholars Program as part of *Government Day at UNCW*, February 15, 2007.

## **PROFESSIONAL AND COMMUNITY SERVICE**

Board Chair, United Way of the Cape Fear Area (2015-2016).

Board President, Family Promise of the Lower Cape Fear (2012-2014).

Board Member, Family Promise of the Lower Cape Fear (2012-2016)

Board President, Southeastern Conference on Public Administration (2015-Present)

Advisor, Southeastern North Carolina Chapter of the American Society for Public Administration (SECoPA) (2009-2016)

Accreditation Site Visit Team member for the National Association of Schools of Public Affairs and Administration (NASPAA). Conducted site visit at Augusta State University in March, 2008; Villanova University in February, 2009; and Western Kentucky University, February 2016.

2010 SECOPA Conference Committee Chair (to be held in Wilmington in October, 2010).

Chair, Distinguished Practitioner Award Committee for Southeastern Conference on Public Administration (SECOPA).

Dissertation Committee Member for Stephanie Smith, University of Auburn - Montgomery.

Reviewer for *American review of Public Administration*, *Public Productivity Review*, and *Congressional Quarterly* press.

Board President, Wilmington Interfaith Hospitality Network.

Chair-Elect, United Way of the Cape Fear Area.

## **GRANTS**

Co-Project Director with Bruce McKinney: "Law Enforcement-Community Dialogue Circles". Funded jointly by the Wilmington Police Department and New Hanover County Sheriff;s Office (\$19,000).

Co-Principal Investigator (with Steve Meinhold, Laurie Paarlberg) on multiple grants to support UNCW-led partnership, Quality Enhancement for Nonprofit Organizations (QENO) (2008-20012). Includes: Kate B. Reynolds Charitable Trust (\$225,000); Cape Fear Memorial Foundation (\$55,000), United Way of the Cape Fear Area (\$20,000), and the City of Wilmington (\$25,000).

Cape Fear United Way. "Three County Needs Assessment for Southeastern North Carolina" Spring, 2005. Amount: \$13,500.

Odum Institute for Research in Social Science, UNC-Chapel Hill (through the Z Smith Reynolds Foundation). Research Associate for project entitled, "Tracking Welfare Reform in North Carolina," July, 2000. Amount: \$ 2,000.

City of Memphis, Division of Housing and Community Development, Co-Principal Investigator on Count of Homeless Population in Memphis. April, 1995. Amount: \$ 10,000.

City of Memphis, Division of Housing and Community Development, Co-Principal Investigator (with Dr. Robin Quinn) on Survey of Homeless and Special Needs Populations in Memphis. February, 1995. Amount: \$ 10,000.

Memphis Veterans Administration Medical Center, Social Work Division, Principal Investigator on Organizational Diagnosis and Planning Session. November, 1994. Amount: \$ 2,400.

Memphis Veterans Administration Medical Center, Co-Principal Investigator (with Dr. Joy Clay) on Strategic Planning Session. October, 1994. Amount: \$ 3,600.

City of Memphis, Division of Housing and Community Development, Co-Principal Investigator (with Dr. Robin Quinn) on Survey of Homeless and Special Needs Populations in Memphis. October, 1993. Amount: \$ 10,000.

Memphis Veterans Administration Medical Center, Principal Investigator on Strategic Planning Sessions. October-November, 1993. Amount: \$ 4,400.

### **PROFESSIONAL CONSULTING**

#### **FACILITATOR, NEW HANOVER COUNTY HEALTH AND HUMAN SERVICES ORGANIZATION AND GOVERNANCE STUDY GROUP (2013)**

At request of New Hanover County Manager, co-facilitating examination of the consolidation of the New Hanover County Health and Social Services Departments.

#### **FACILITATOR, SAFER SCHOOLS TASK FORCE (2013)**

At request of New Hanover County District Attorney Ben David, co-facilitating a study of the capacity of K-12 schools in New Hanover and Pender Counties to prevent and respond to school violence.

**FACILITATOR, TOWN OF BELVILLE (2008)**

Facilitated development of a long-range strategic vision and plan for the Town of Belville (June, 2008) and am currently assisting with the development of a plan for the Belville Citizens Safety Committee.

**ADVISOR FOR NEW HANOVER COUNTY BLUE RIBBON COMMISSION ON YOUTH VIOLENCE (2008-2010)**

At request of Wilmington Mayor, currently advising a group of community leaders and experts on youth violence with the goal of developing a structure and process that can provide a coordinated strategic plan for addressing youth violence in our region.

**FACILITATOR FOR TEAMBUILDING AND STRATEGIC PLANNING SESSION FOR RESIDENT SERVICES DIVISION, WILMINGTON HOUSING AUTHORITY, 2007.**

**FACILITATOR FOR STRATEGIC PLANNING, TEAMBUILDING, AND LEADERSHIP, TOWNS OF ELIZABETHTOWN, WILMINGTON, BLADEN COUNTY, LEE COUNTY, NC**

Periodic facilitation for both senior management teams and general employees from 2003-2004.

**TRAINER FOR CUSTOMER SERVICE, TEAMBUILDING, SEXUAL HARASSMENT AND COMMUNICATION, TOWN OF CAROLINA BEACH, NC**

Designed and delivered six training sessions for ninety general employees and the management team in August, 2002.

**LEAD FACILITATOR FOR STRATEGIC PLANNING AND TEAMBUILDING INITIATIVE, VA MEDICAL CENTER, Memphis, TN**

Designed and facilitated strategic planning retreats for executive management of the U.S. Veterans Administration Medical Center in Memphis, October 1993 and 1994. this effort produced a strategic plan for the medical center for the following five years.

**LEAD FACILITATOR FOR TEAMBUILDING INITIATIVE, SOCIAL WORK DIVISION, VA MEDICAL CENTER, Memphis, TN**

Designed and facilitated teambuilding and planning retreat for Social Work Division which had undergone major changes in management staff, November, 1994.



**FACILITATOR FOR DIVERSITY WORKSHOP FOR PORTER-LEATH  
CHILDREN'S CENTER**

Member of team which designed and conducted workshop addressing challenges presented by a diverse workforce, July, 1994.

**LEAD FACILITATOR FOR PLANNING AND TEAMBUILDING INITIATIVE  
FOR INFORMATION SERVICE DIRECTORS, U.S. Veterans Administration,  
Memphis, TN.**

Designed and facilitated management planning retreat for nationwide Information Service Center Directors, Administration, July, 1992.

**OLDER NEWSPAPER ARTICLES**

“Affirmative Action and Quotas: The Misunderstood Link.” The Commercial Appeal, December 10, 1991.

“Keeping Perspective on Contracting Out.” The Commercial Appeal, December 21, 1992.

“Key to Success in Government is Leadership.” The Commercial Appeal, September 13, 1993.

“The Church Needs More Priests.” The Wilmington Morning Star, July, 2002.

**HONORS**

Graduate Mentor of the Year at University of North Carolina Wilmington, 2013.

Named by Graduating UNC Wilmington Students as Faculty Member Having Significant Impact on Their Academic Careers, Annually Since 1999

2011 Distinguished Service Award, Department of Public & International Affairs, UNC Wilmington

2009 Distinguished Service Award, Department of Public & International Affairs, UNC Wilmington

Chair's Service Award, Department of Political Science, UNCW, Spring 2001

Teaching Excellence Award, Center for Teaching Excellence, UNCW, Spring 2001

Appointed to Executive Board, Section on Intergovernmental Relations, ASP, Spring, 2001

Laverne Burchfield Award for Best Book Review in Public Administration Review (with Mark Green), 1999

Outstanding Faculty Member in Political Science Department, Academic Year 1998-99

Nominated by Dr. John Rohr to serve on Executive Council, Ethics Section, ASPA, April, 2000

Outstanding Writing Course Proposal award from Memphis State University for design of Introduction to Public Administration course (with Joy A. Clay), 1996

Sustained Superior Performance Award, U.S. Environmental Protection Agency, 1988

1987 Outstanding Graduate Student paper: "Rick Management at EPA", awarded by the American Society for Public Administration, Southwest Virginia Chapter

Special Achievement Award, U.S. Environmental Protection Agency, 1987  
Associate commissioner's Citation, Social Security Administration, 1984

Presidential Management Intern, 1981-1983

### **PROFESSIONAL CERTIFICATIONS**

Certified NASPAA Site Visit Team Member

Certified Instructor, Myers-Briggs Type Indicator

Certificate of Advanced Graduate Study, awarded by the Center for Public Administration and Public Policy, Virginia Polytechnic Institute and State University, May, 1989

### **PROFESSIONAL MEMBERSHIPS**

American Society for Public Administration (ASPA)

Executive Council, Southeastern North Carolina ASPA Chapter