

VITAE

E. LEE BERNICK

PERSONAL DATA

Office Address: Greenspun College of Urban Affairs
University of Nevada, Las Vegas
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Las Vegas, Nevada 89154-3007
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Henderson, Nevada 89052
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UNIVERSITY EDUCATION

B.A. (Political Science) University of Oklahoma, 1968
M.A. (Political Science) University of Oklahoma, 1972
Ph.D. (Political Science) University of Oklahoma, 1976

POSITIONS HELD

2008-	Interim Dean, Greenspun College of Urban Affairs, University of Nevada Las Vegas
2000-2008	Professor and Chair, Department of Public Administration, University of Nevada Las Vegas
1979-2000	Professor, 1997; Associate Professor, 1983; Assistant Professor, 1979; <i>Acting Head</i> , 1991-1993; Department of Political Science, University of North Carolina at Greensboro.
1984-1990	Director, Center for Social Research and Human Services, University of North Carolina at Greensboro.
1980-1984	On detail Assignment with Presidential Management Intern Program Division, Office of Intergovernmental Personnel Programs, U.S. Office of Personnel Management.
1977-1978	Program Analyst, Department of Housing and Urban Development, Region IV, Atlanta Georgia.
1974-79	Assistant Professor of Political Science (1976-79); Associate Director of Public Administration (1975-1977); Instructor (1975-76); Visiting Instructor (1974-75); Department of Political Science, Iowa State University.
1970-74	Graduate Assistant (1970-72); Research Assistant, Bureau of Government Research (1972-74), University of Oklahoma.

MAJOR AREAS OF ACADEMIC SPECIALIZATION

State and Local Government:	Executive-legislative Relations, Governors, Legislatures
Survey Research:	Mail Surveys, Response Bias and Rates, and Applied Survey Usage
Public Policy:	Program Planning, Needs Assessment, Program Evaluation, and Education Policy
Public Administration:	Public Personnel (Career Development), Public Budgeting, and Organizational Development

PUBLICATIONS

Articles and Book Chapters

- "Political Attitudes and Behavior Patterns of Federal Civil Servants." ***Public Administration Review***. 35 (1975): 603-611 (with Jeffrey C. Rinehart). **Reprinted** in Uvegas, Jr., ed. ***The Dimensions of Public Administration: Introductory Readings***. 3rd ed. (Boston: Allyn and Bacon, 1979): 420-435.
- "Risks in Political Decision-Making: An Experimental Analysis of Choice Shifts." ***Experimental Study of Politics***. 4 (1975): 55-92 (with S. A. Kirkpatrick, R. J. Thompson, R. W. Rycroft).
- "Legislative Turnover Reconsidered." ***Policy Studies Journal***. 5 (1977): 419-424 (with Charles W. Wiggins).
- "The Impact of U. S. Governors on Party Voting in One-Party Dominated Legislatures." ***Legislative Studies Quarterly***. 3 (1978): 431-444.
- "Legislative Reform and Legislative Turnover," in ***Legislative Reform***, ed. by Leroy N. Rieselbach. (Lexington, Massachusetts: Lexington Books, 1978): 23-34 (with Charles W. Wiggins).
- "Gubernatorial Tools: Formal vs. Informal." ***Journal of Politics***. 41 (1979): 656-664.
- "Executive-Legislative Power Relationships: Perspectives of State Lawmakers." ***American Politics Quarterly***. 9 (1981): 467-477 (with Charles W. Wiggins).
- "Productivity Reputation: Evaluating American Political Science Departments." ***Political Methodology***. (1982): 39-72 (with James McCormick).
- "Graduate Training and Productivity: A Look at Who Publishes." ***Journal of Politics***. 44 (1982): 212-227 (with James McCormick).

- "Legislative Norms in Eleven States." *Legislative Studies Quarterly*. 8 (1983): 191-200 (with Charles W. Wiggins).
- "Discovering A Governor's Power: The Executive Order." *State Government*. (Summer, 1984): 97-101.
- "The Structure of Training Courses and the Effects of Hierarchy." *Public Personnel Management*. 13 (1984): 109-119 (with K. Pettit and R. Kindley).
- "The Governor's Executive Order: An Unknown Power." *State and Local Government Review*. 16 (1984): 3-10 (with Charles W. Wiggins).
- "Reactions to the Jackson Candidacy Among Southern Black Democratic Party Activists," in *Blacks in Southern Politics*. ed. by L. Moreland, T. Baker, and R. Steed (New York: Praeger, 1987): 191-208 (with Charles L. Prysby).
- "Southern State Legislatures: Recruitment and Reform," in *Contemporary Southern Politics: Continuity and Change*. ed. by James F. Lea (Baton Rouge, Louisiana: Louisiana State University Press, 1988): 214-241 (with P. K. Freeman and D. M. Olson).
- "Southern State Legislatures," in *Encyclopedia of Southern Culture*. ed. by Charles R. Wilson and James C. Cobb (Chapel Hill: University of North Carolina Press, 1989) (with D. M. Olson).
- "Executive-Legislative Relations: The Governor's Role as Chief Legislator," in *Gubernatorial Leadership and State Policy*. ed by E Herzik and Brent Brown (New York: Greenwood Press, 1991): 73-91 (with Charles W. Wiggins).
- "Improving the Quality of Information in Mail Surveys: Use of Special Mailings." *Social Science Quarterly*. 75 (1994): 212-219 (with David Pratto).
- "Special Sessions: What Manner of Gubernatorial Power?" *State and Local Government Review*. 26 (1994): 79-88.
- "Race and Dissatisfaction With Government Services: A Cautionary Note." *Journal of Urban Affairs*. 16 (1994): 385-393 (with David Pratto).
- "Race and Race-of-Institution Effects on Mailed Questionnaire Response." *Southeastern Political Review*. 23 (1995): 351-360. (with David Pratto and Robert Davis).
- "A Behavior Based Evaluation Instrument for Judges." *The Justice Systems Journal*. 18 (1995): 173-184 (with David J. Pratto).

"Testing the Race-of-Institution Effect on Misreporting Electoral Behavior: A Research Note." *Sociological Spectrum*. 16 (1996): 329-338 (with David Pratto and Robert Davis).

"Anchoring Legislative Careers." *Legislative Studies Quarterly*. 26 (2001): 123-143.

"After the Veto: North Carolina Legislators' Perception of Executive-Legislative Relations." *State and Local Government Review*. 33 (2001): 166-172 (with Ethan Bernick).

"Executive Legislative Relations: Where You Sit Really Does Matter." *Social Science Quarterly*. 89 (2008): 969-986. (with Ethan Bernick).

Research Monographs/ Government (Technical) Reports

Legislative Voting Patterns and Partisan Cohesion in a One-Party Dominant Legislature.
(Norman: Bureau of Government Research, University of Oklahoma, 1973, 26pp.).

Legislative Decision-Making and the Politics of Tax Reform: The Oklahoma Senate.
(Norman: Bureau Of Government Research, University of Oklahoma, 1975, 36pp.).

Preliminary Findings of the Presidential Management Internship Experience. (Washington, D.C.: United States Office of Personnel Management, Presidential Management Intern Program Division, 1980).

Consumer Attitudes Toward and Use of Farmers' Markets in the Piedmont Triad of North Carolina. (Greensboro: Center for Social Research and Human Services, University of North Carolina at Greensboro, 1987) (with David J. Pratto).

Health Care in North Carolina: Making Choices. Editor (Greensboro: Center for Social Research and Human Services, University of North Carolina at Greensboro, 1989).

Guilford County Residents Speak Out. (Greensboro: University of North Carolina at Greensboro, 1991) (with David Pratto).

The Judge Survey Project. (Greensboro: Court Watch of North Carolina, 1992).

Assessment of Judges in NC Division IV. (Greensboro: Court Watch of North Carolina, 1994) (with David Pratto).

Assessment of Judges in NC Division III. (Greensboro: Court Watch of North Carolina, 1996) (with David Pratto).

Evaluating Greensboro Water Services. (Greensboro: University of North Carolina at Greensboro, 1997) (with David Pratto).

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Evaluation of Water Usage and Services in Forsyth County. (Greensboro: University of North Carolina at Greensboro, 1999). (with David Pratto).

Greensboro Consumers' Knowledge and Practice: The 1999 City Water Resources Department Campaign Water Wise. (Greensboro: University of North Carolina at Greensboro, 1999). (with David Pratto).

Animal Sheltering in Clark County: A Citizens' Perspective. (Las Vegas: Department of Public Administration: UNLV, 2001). (with Karen Layne).

Training Modules

Evaluating Employee Performance. (Raleigh: North Carolina Public Managers Program, 1981).

Employee Development. (Raleigh: North Carolina Public Managers, 1982) (with Roland Nelson)

Organizing and Staffing. (Raleigh: North Carolina Public Managers Program, 1986).

Anne Frank in the World Exhibit: A Workbook for Teachers. Editor (Greensboro: Center for Social Research and Human Services, University of North Carolina at Greensboro, 1988).

Public Budgeting in Nevada. (Carson City: Nevada Certified Public Managers Program, 2005-).

GRANTS, CONTRACTS AND FELLOWSHIPS

National Science Foundation Doctoral Dissertation in Political Science, "The Role of the Governor in the Legislative Process," \$4,350., 1975, with Samuel A. Kirkpatrick.

U. S. Department of Health, Education, and Welfare: Office of Education, "Graduate Education in Public Administration on Location," \$60,457. 1976; \$31,900. 1977, with Bob Wessel.

National Association of Schools of Public Affairs and Administration, 1977-78, Faculty Fellows Program.

Davie County, North Carolina, "Personnel Handbook," \$1,250., 1984, with R. Price.

North Carolina Office of State Personnel, "Public Managers Workshops" \$8,400., 1985; \$8,962., 1986; \$4,750., 1987. (Three different grants.)

Piedmont Triad Council of Governments, "Service Provision to the Elderly in Davidson County," \$1,600., 1985, with R. Adams.

Piedmont Triad Council of Governments, "Survey of Elderly in Davidson County: A Needs Assessment," \$3,900., 1985, with R. Adams.

Greensboro Chamber of Commerce, "Survey of Membership," \$2,328., 1986.

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Northwest Piedmont Council of Governments, "Yadkin County Survey of the Elderly," \$18,456., 1987.

Institute of Environmental Studies at UNC-CH, Guilford County Hazardous Waste Survey," \$500. 1987

Northwest Piedmont Council of Governments, "Farmers Market Survey," \$1,600., 1987, with D. Pratto.

North Carolina Humanities Council, "Anne Frank in the World Exhibition," \$14,624., 1987-88.

North Carolina Office of State Personnel, "Fundamentals of Management," \$6,000.

H. Smith Richardson Foundation, "Health Care in North Carolina," \$5,852., 1988, with L. Hodges.

The Mary Norris Preyer Fund, "Health Care in North Carolina: Making Choices," \$5,000., 1989, with Linda Hodges.

Community Justice Resource Project, "Rowan County Jail Population Study," \$7,500., 1990.

Guilford County, North Carolina, "Mail Survey of County Residents," \$11,200., 1990, with David Pratto.

United Way of Greensboro, "Issues Analysis Project for Guilford County," \$8,800., 1991, with Ruth DeHoog.

Court Watch of North Carolina, "Assessment of Judges Project," \$21,500., 1993 with David Pratto.

Court Watch of North Carolina, "Evaluation of Professional Behavior of State Judges." \$17,865., 1996, with David Pratto.

City of Greensboro, "Greensboro Water Survey," \$3,800., 1997, with David Pratto.

Winston-Salem/Forsyth County, "Survey of Winston Salem/Forsyth County Utility Customers," \$10,615., 1998, with David Pratto.

City of Greensboro, "Greensboro Water Resources Informational Campaign Survey," \$5,306., 1999, with David Pratto.

Argonne National Laboratory/United States Department of Agriculture: Forest Service, "Humboldt-Toiyabe National Forest Survey," \$27,201., 2005, with Chris Stream.

CONFERENCES

Papers

"Political Decision-Making and Risk Taking : An Experimental Analysis," Annual Meeting of the Midwest Political Science Association, 1974 (with S. Kirkpatrick, R. J. Thompson, and R. W. Rycroft).

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"The Political Rights of Federal Civil Servants, De Jure and De Facto Restraints Under the Hatch Act," National Conference of Public Administration, 1974, (with J. C. Rinehart).

"The Impact of the Governor on the Voting Behavior of State Legislators: An Examination of Four States," Annual Meeting of the Southwestern Political Science Association, 1975.

"The Role of the Governor in the Legislative Process: A Comparative State Analysis," Annual Meeting of the American Political Science Association, 1975.

"Constitutional Mandate or Political Ambition: The Governor's Legislative Role," Annual Meeting of the Southwestern Political Science Association, 1976.

"Leader, Partner or Adversary? A Multi-State Analysis of Legislators' Views of the Governor," Annual Meeting of the Midwest Political Science Association, 1976 (with Charles Wiggins and M. Coveyou).

"Legislative Norms: Trends and Variations in Eleven States," Annual Meeting of the Western Political Association, 1977 (with Charles Wiggins and M. Coveyou).

"Executive-Legislative Power Relationships: Perspectives of State Lawmakers," Annual Meeting of the Midwest Political Science Association, 1977 (with Charles Wiggins).

"Graduate Education Throughout a State: The Iowa State Experience," 1977, (with Robert Wessel).

"Legislative Reform and Legislative Turnover," Annual Meeting of the American Political Science Association, 1977.

"Legislative Oversight: Congressional Response to the Department of Housing and Urban Development's 1978 Reorganization," Annual Meeting of the Southern Political Science Association, 1978.

"Graduate Training and Productivity: A Look at Who Publishes," Annual Meeting of the Western Political Science Association, 1980, (with J. McCormick).

"Graduate Education and Scholarly Productivity: A Further Look at Who Publishes," Annual Meeting of the American Political Science Association, 1980 (with J. McCormick).

"Presidential Management Intern Program: New Directions for Selection and Executive Development," Annual Meeting of the Southern Political Science Association, 1980 (with Andrew. W. Boesel).

"Lawmakers' Views of Media Performance: An Exploratory Analysis," Annual Meeting of the Western Political Science Association, 1981, (with Charles Wiggins).

"Evaluation of Political Science Course Preparation Among Federal Career Personnel," Annual Meeting of the Midwest Political Science Association, 1981 (with L. Strakosch).

- "The Governor's Executive Order; An Unknown Power," Annual Meeting of the Midwest Political Science Association, 1983, (with Charles Wiggins).
- "Southern State Legislatures: National Trends with a Regional Accent," Citadel Symposium on Southern Politics, 1984 (with David M. Olson).
- "Regionalism and Partisanship in State Legislatures: North-South Differences Over Time," Annual Meeting of the Midwest Political Science Association, 1984.
- "Executive Orders and Policymaking," Annual Meeting of the Southern Political Science Association, 1984.
- "The Impact of the Jackson Candidacy on the Democratic Party in the South," Citadel Symposium on Southern Politics, 1986 (with Charles Prysby).
- "The Impact of the Jackson Candidacy on the Democratic Party in North Carolina," Annual Meeting of the North Carolina Political Science Association, 1986 (with Charles Prysby).
- "The Elderly and Poverty: An Examination of North Carolina," Annual Meeting of the Urban Affairs Association, 1990 (with Miles Simpson).
- "Special Sessions: What Manner of Gubernatorial Power?" Annual Meeting of the Southwestern Political Science Association, 1992.
- "Racial Attitudes: Does it Matter Who's Asking the Questions?" Annual Meeting of the American Sociological Association, 1992 (with Robert Davis and David J. Pratto).
- "The Role of Who Surveys, Who Responds, and Neighborhood Context: Attitudes Toward Public Policy," Annual Meeting of the Midwest Political Science Association, 1993 (with David Pratto and Robert Davis).
- "Race and the Social Meaning of Attitudes Toward Abortion," Annual Meeting of the Southern Sociological Society, 1993 (with David Pratto and Robert Davis).
- "Calling Them Back: The Governors and Special Sessions," Annual Meeting of the Western Political Science Association, 1994 (with Theresa Floom).
- "Calling Them Back: The Use of Special Sessions by Governors," Annual Meeting of the Southwestern Political Science Association, 1994.
- "Southern Governors and Their Use of Special Sessions," Citadel Symposium on Southern Politics, 1994.
- "An Experiment to Test the Race-of-Institution on Misreporting Electoral Behavior," Annual Meetings of the Southern Sociological Society, 1995.

- "Governors as Legislators: Are Special Sessions a Special Case?" Citadel Symposium on Southern Politics, 1996.
- "Politics, Ideology, and Family Leave: 1985-1993." Southern Sociological Society, 1996 (with David Pratto).
- "Anchoring Legislative Careers: Analysis of a New Idea in the 'Old North State'," Annual Meeting of the Midwest Political Science Association, 1996.
- "Special Sessions: Initiating Policy or Reacting to Outside Forces," Southwestern Political Science Association Meeting, 1997.
- "Why Special Sessions: Initiating Public Policy or Reacting to Outside Forces," Annual Meeting of the Midwest Political Science Association, 1997.
- "If They're 'Special,' Why so Many? Explaining Special Session Use: 1961-1996," Annual Meeting of the Southern Political Science Association Meeting, 1998.
- "The Role of Legislative Service on Legislative Career Orientation," Annual Meeting of the Midwest Political Science Association, 2000.
- "Anchoring a Legislative Career: A Multi-state Study," Annual Meeting of the American Political Science Association, 2000.
- "Local Government Budget Making: State Control or Local Discretion," Annual Meeting of the Midwest Political Science Association, 2003
- "Legislative Career Anchors: A Multi-state Examination," Annual Meeting of the Western Political Science Association, 2003.
- "Explaining Special Sessions: Political or Institutional Factors at Play." Annual Meeting of the Midwest Political Science Association, 2006.
- "Public Administration Scholarship: Has Public Administration Come of Age?" Annual Meeting of the Western Political Science Association, 2007 (with Nathan Myers, Willie Smith, Erin Russell, and Ben Bond).
- "Not All Budget Information is Equal: Explaining Budget Transparency in County Government." Annual Meeting of the Midwest Political Science Association, 2008.

Other Participation at Conferences

- Discussant, "Experimental Approaches to Political Analysis," Annual Meeting of the Southwestern Political Science Association, 1974.

Panelist, "The 'Extension' of Degree Programs to Off-Campus Audiences," Iowa Conference of Political Science, 1975.

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Discussant, "Legislative Oversight," Annual Meeting of the National Conference of Public Administration, 1976.

Discussant, "Legislative Behavior," Annual Meeting of the Southwestern Political Science Association, 1977

Panel Chair, "State Legislative Research," Annual Meeting of the Southern Political Science Association, 1977.

Panel Chair, "The Attitudes and Values of Civil Servants," Annual Meeting of the Midwest Political Science Association, 1980.

Discussant, "Internal Organization: Committees," Annual Meeting of the Southern Political Science Association, 1981.

Discussant, "Organizational Attitudes and Behavior," Annual Meeting of the Southwestern Social Science Association, 1982.

Participant, "The Impact of Reagan Administration Politics on State and Local Government." North Carolina Political Science Association Meeting, 1982.

Panel Chair, "National Legislatures and the Policy Process," Annual Meeting of the American Political Science Association, 1983.

Discussant, "The Changing Roles of Political Parties in the Legislative Area," Annual Meeting of the American Political Science Association, 1984.

Discussant, "Economic Development: State Approaches to the Topic of the Decade," Annual Meeting of the Midwest Political Science Association, 1985.

Discussant, "Leadership, Professionalism, and Parties: Influencing Legislatures," Annual Meeting of the Southwestern Social Science Association, 1989.

Panel Chair & Discussant, "Southern Governors and Legislatures," Annual Meeting of Southern Political Science Association, 1994.

Discussant, "New Influences on State Government Policy," Annual Meeting of the Midwest Political Science Association, 1995.

Panel Chair, "Gubernatorial Influence and State Policymaking," Annual Meeting of Southern Political Science Association, 1996.

Panel Discussant, "Upward Diffusion of Information and Persuasion: States Lobby Congress and the

Courts,” Annual Meeting of the American Political Science Association, 1998.

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Panel Discussant, "The Making of Public Policy in the South," Annual Meeting of Southern Political Science Association, 1998.

Panel Chair, “Examining the Roles of Opposition and Minority Party Legislators,” Annual Meeting of the American Political Science Association, 1999.

Panel Chair, “State Legislative Elections,” Annual Meeting of the Southern Political Science Association, 1999.

Panel Discussant, “Budgetary Policy and Administrative Reform in Comparative Perspective,” Annual Meeting of the Western Political Science Association, 2001.

Chair and Discussant, “Organizational Development, Administrative Discretion, and Bureaucratic Decision Making.” Annual Meeting of the Western Political Science Association, 2003.

Chair, “Citizens Making Policy,” Annual Meeting of the Midwest Political Science Association, 2006.

PROFESSIONAL ACTIVITIES

Offices and Positions

Editorial Boards

NC Political Science Association Journal, 1983-1986.

Public Personnel Management, 1985-1986.

State and Local Government Review, 1984-1986.

President, Piedmont Triad Chapter, American Society for Public Administration, 1984; **Treasurer**, 1983; Member, Executive Board, 1982-1985.

Chair, Program Committee, North Carolina Conference of The American Society for Public Administration, 1982.

Member, Program Committee, Annual Meeting of the Southern Political Science Association, 1982.

Chair, Program Committee, UNC Urban Studies Council, 1990.

Member, Grant Garvey Student Award Committee, American Society for Public Administration, 1976.

Member, Best Convention Paper Awards Committee, Southern Political Science Association, 1985.

Member, Committee on Professional Development, N. C. Political Science Association, 1985-86.

Member, Board of the Southern Nevada Chapter of The American Society for Public Administration, 2006-

Workshops Presented

- "The Pivotal Role of the Line Supervisor -- Making Unit Management Work," for the Southeastern Regional Association of the American Public Welfare Association, with Tom Scullion, 1981.
- "Managerial Functions and the Role of the Presidential Management Intern," for the Presidential Management Intern Program, with James Svava, 1981, 1982.
- "Improving Performance Appraisal Systems," for the Office of Continuing Education, University of North Carolina at Greensboro, 1981.
- "Organizing and Staffing," for the North Carolina Office of State Personnel, 1986, 1987.
- "Developing Employee Competence," for the North Carolina Office of State Personnel, 1985 - 1987.
- "Evaluating Employee Performance," for the North Carolina Office of State Personnel, 1981, 1982.
- "Interview Procedures and Selection," for the University of North Carolina Greensboro, 1989.
- "Community Surveys as a Tool for Public Policy-making," for the North Carolina Association of County Commissioners Annual Meeting," 1991.
- "Presidential Electoral Politics and American Jews," for B'Nai Brith of North Carolina, Wildacres, 1996
- "Learn What Your Customers Think," South Carolina Special Purpose District Annual Meeting, 1999.
- "Understanding What Employees' Need," North Carolina Head Start Association Conference, 2000.
- "Advocacy vs. Lobbying," Community Action Conference, Economic Opportunity Board, Las Vegas, 2001 (Part of a panel of presenters).

Other Activities

- Consultant**, "Evaluation of Guilford County Training Activities," 1980.
- Consultant**, "Evaluation Study of North Carolina Public Manager Program," 1981.
- Consultant**, Court Watch of North Carolina, 1990- 1999.
- Consultant**, Kernersville Chamber of Commerce, Community Survey, 1996.
- Consultant**, "Catholic Services of Western North Carolina, 1997

Book Review of *Drawing the Line: Legislative Ethics in the States*. By Alan Rosenthal in *Journal of Politics*

Reviewer: Manuscripts for American Journal of Political Science, Journal of Politics, American Politics Quarterly, Legislative Studies Quarterly, Political Research Quarterly, Polity, Social Science Quarterly, Southeastern Political Review, State and Local Government Review, Peacock Publisher, Prentice-Hall, Allyn & Bacon, Thompson-Wadsworth..

Testified, North Carolina General Assembly, Resolution on Balanced Budget Amendment, 1989.
North Carolina General Assembly, Legislation Providing the Governor the Veto, 1995.

Organized, Forum on Property Taxes in Nevada for state legislators and local officials, UNLV, January, 2005; I also made an introductory presentation on the role of property taxes in government.

COURSES TAUGHT

University of Oklahoma

Undergraduate Course:
American Politics.
Graduate Course:
Research in Human Relations.

Iowa State University

Undergraduate Courses:
American Government, American Public Policy, Interest Groups in American Politics, Legislative Process.
Graduate Courses:
Financial Administration, Public Personnel and Human Resource Management, Techniques of Public Administration.

University of North Carolina at Greensboro

Undergraduate Courses:
American Government; Introduction to Public Policy; Comparative State Politics; Interest Groups; Introduction to Public Administration.
Graduate Courses:
Federalism and Intergovernmental Relations; Politics of Education; State Government and Administration; Public Personnel Management; Public Personnel: Development and Evaluation; Public Budgeting and Fiscal Administration; Needs Assessment; Program Planning and Implementation; Budget Analysis.

University of Nevada, Las Vegas

Graduate Courses:

Administration in a Federal and Intergovernmental Perspective, Seminar in Fiscal Administration, Seminar in Public Personnel Administration, Research Design, Career Development and Performance Appraisal in the Public Sector, Formulating Administrative Strategies in the Public Sector (Capstone Course), Advanced Research Design..

UNIVERSITY SERVICE

Iowa State University

College of Science and Humanities

Continuing Education (1975)
Committee on Advising (1976-77)

University of North Carolina at Greensboro

University of North Carolina System:

UNCG Representative to Council on Urban Studies, 1984-1990

University Committees:

Equal Employment Opportunity and Intergroup Relations, 1981-1984.
Search Committees for two Assistant Vice Chancellors, 1984.
Committee on Faculty Governance, 1984-1987.
Campus Planning, 1987-1988.
Ad Hoc Council on Health and Society, 1987-1989.
Employee Relations and Grievances, 1986-1991.
Area Committee on Secondary Specialization (education)1988-1989.
Undergraduate Honors Program, 1990-1993.
Advisory Committee on Revisions to SPA Grievance and Appeals Policy, 1989-1990.
Coordinator, Academic Research Data Archive (ARDA) and OR, Inter-University Consortium for Political and Social Research, 1995.
Research Grants Committee, 1993-96.
Search Committee (Chair): Associate Provost; Director of Admissions; Director of Financial Aid, 1994-96.

College of Arts and Sciences:

Black Studies Program, 1981-1989, Chair, 1983-1987.
Affirmative Action Representative, 1985-86.
Social and Behavioral Science Instructional Committee, 1994-96.
College Council, Secretary, 1995-1996.

Budget and Planning Committee, 1997-1998.

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University of Nevada, Las Vegas

University Committees

Search Committee, Dean, Dental School, 2002.

Committee on Reorganization of Health Sciences, 2002.

Chair, Macro-theme: Development and Protection of Community Infrastructure: Ensuring Homeland Security, 2002-.

Member, Macro-theme: School Improvement, Assessment of Learning, and Educational Research, 2002.

Advisory Board, Institute for Security Studies, 2006-2008.

Member, *Focus: 50 to 100*: Education Steering Committee, 2007-2008.

Member, Policy and Procedures Steering Committee (PPSC), 2007-2008

Member, Deans Ad Hoc Committee on *Mid-Town UNLV*, 2008-

Graduate College

New Program Evaluation, 2000-2001, 2007-2008.

Graduate Student Funding, 2002-2004.

Greenspun College of Urban Affairs

Executive Committee, 2000-.

Graduate Programs, 2002-2004.

Chair, Ad Hoc Committee on *Ph.D. in Public Affairs*, 2001-

COMMUNITY SERVICE

Greensboro City Public Schools Board

At-Large Member, Appointed in April, 1988 and then Elected in November, 1988. Chair, Curriculum Committee, 1988-1990; Member, Personnel Committee, 1989-1993; Chair, Finance Committee, 1991-1993.

6th District Member, Appointed, July, 1985; served to December, 1986. Chair, Personnel Committee, 1986, Member, Finance, 1985-1986.

United Way of Greater Greensboro

Member, Planning/Community Problem Solving Division, 1986-1990;

Chair, Sub committee on Community Initiatives, 1988-1989.

Member. Youth Focus Committee, 1991-2000.

Member, Allocation Review Panels, 1987-2000.

Guilford Project

Member of a joint venture of United Ways in Guilford County to evaluate needs of Guilford County residents, 1994-1995.

Triad Horizons

Member, 1987-1988. (A multi-county planning committee.).

Greensboro Chamber of Commerce

Education Committee, 1988-1992.

Temple Emanuel (Greensboro)

Board of Trustees, 1988-1994.

Chair, Religious Education, 1988-1994; member 1984-1997.

Chair. Adult Education, 1997-1998.

YMCA (Greensboro)

United Way Liaison, Board of Directors, 1991-1998.

United Child Development Services (Greensboro)

Member, Board of Directors, 1995-2000; President, 1997-2000.

Clark County (Nevada)

Task Force on Ethics in Government, 2003.