

Frances Stokes Berry

Vita

May 2015

PERSONAL INFORMATION:

Reubin O'D. Askew Eminent Scholar
Frank Sherwood Professor of Public Administration
Reubin O'D. Askew School of Public Administration and Policy
Florida State University
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FIELDS OF SPECIALIZATION: Public and Strategic Management, Public Policy, Policy Innovation and Diffusion, State and Local Politics, Intergovernmental Relations, Program Evaluation

EDUCATION:

Ph.D. University of Minnesota, Political Science, 1988.

Dissertation: [Tax Policy Innovation in the American States](#)

Exam areas: Public Policy, Comparative Area Studies, Comparative Sub-system level (i.e., governmental process, organization theory/behavior).

M.A. University of Minnesota, Hubert H. Humphrey Institute of Public Affairs, 1979. Areas of concentration: Administration, Human Services.

M.A. University of Minnesota, Political Science, 1977. Exam areas: Public Policy, Comparative Sub-system level.

B.A. Washington University, St. Louis, Political Science (cum laude); Teaching Certificate, Secondary School Social Studies, 1974.

PROFESSIONAL EXPERIENCE:

Reubin O'D. Askew Eminent Scholar, Reubin O'D. Askew School of Public Administration and Policy, Florida State University (November 2014 – present).

Frank Sherwood Professor of Public Administration, Reubin O'D. Askew School of Public Administration and Policy, Florida State University (July 2005 – present).

Visiting Scholar, National Taipei University, Taipei, Taiwan (Fall 2009).

Director, Reubin O'D. Askew School of Public Administration and Policy, Florida State University (July 2003 – August 2009).

MPA Director, Reubin O'D. Askew School of Public Administration and Policy, Florida State University (August 1998 – June 2003).

Professor, Reubin O'D. Askew School of Public Administration and Policy, Florida State University (August 1998 – June 2005).

Associate Professor, Reubin O'D. Askew School of Public Administration and Policy, Florida State University (August 1990 – July 1998).

Senior Management Consultant, Florida Center for Public Management, Florida State University (August 1990 - December 1992).

Manager, State Leadership and Management Group, Council of State Governments (January - July 1990).

Acting Manager, Communications and Development Group, Council of State Governments (January - July 1990).

Director, Division of Associated Programs and Leadership Development, Council of State Governments (July 1987 - January 1990).

Director, Center for Health and Regulation, Council of State Governments (September 1981 - July 1987).

Lecturer, University of Kentucky (1981).

Associate Director, Productivity Research Center, Council of State Governments, (January 1980 - August 1981).

Research Associate, Council of State Governments, (October 1979 - January 1980).

Research Assistant, Legislative Research Office, Minnesota House of Representatives (April - July 1979).

REFERRED ARTICLES:

“Limits on Innovativeness in Local Government: Examining Capacity, Complexity and Dynamism in Organizational Task Environments,” with Richard Walker and Claudia Avellaneda, *Public Administration*, September 2015: 663-683.

Teaching Social Entrepreneurship in Public Affairs Programs: A Review of Social Entrepreneurship Courses in the Top 30 U.S. Public Administration and Affairs Programs” with Kimberly Wiley, *Journal of Public Affairs Education*, July 2015.

“Stakeholders in the Same Bed with Different Dreams: Semantic Network Analysis of Issue Interpretation in Risk Policy Related to Mad Cow Disease,” with Seunghoo Lim and Keon Lee, *Journal of Public Administration and Theory*, published online, January 2015, forthcoming in hard copy.

“Successful Diffusion of a Failed Policy: The Case of ‘Pay for Performance’ in the U.S. Federal Government,” with Seejeen Park, *Public Management Review*, 2014. (Selected as Honorable Mention for Best Article of the Year in 2014 for *Public Management Review*.)

“Analyzing effective municipal solid waste recycling programs: The case of county-level MSW recycling performance in Florida, USA,” with Seejeen Park, *Waste Management and Research*, September 2013: 896-901.

“A Theoretical Framework on the Determinants of Strategic Cities: Empirical Results from Florida City Governments,” with Myungjung Kwon and Hee Soun Jang, *American Review of Public Administration*, July 2013 43:438-459.

“Understanding Diffusion Models of E-government and E-democracy: A Global Perspective,” with Chung-pin Lee and Kaiju Chang, *Public Administration Review*, April/May 2011: 444-54.

“Exploring the Diffusion of Innovation Types amongst High and Low Innovative Localities: A Test of the Berry and Berry Model,” with Richard Walker and Claudia Avellaneda, *Public Management Review*, February 2011: 95-125.

“Understanding the Role of the Manager in Organizational Performance and Community Engagement,” *Public Administration Review*, December 2010: (Supplement 1): 153-156.

“Policy Innovation and Diffusion Theory and its Applicability to Korea,” with Daejin Kim, *Korean Policy Studies Review*, December 2010.

“The State of Public Strategic Management Research: A Selective Literature Review and Set of Future Directions,” with John Bryson and Kaifeng Yang, *American Review of Public Administration*, September 2010: 495-521.

“Understanding the Evolution of Economic Development Strategies in U. S. Cities,” with Myungjung Kwon and Richard Feiock, *Journal of Public Administration Research and Theory*, October 2009: 967-988.

“Framing and Modeling the Outcomes of State Abortion Funding Initiatives: Morality or Redistributive Policy or Both?,” with Jongho Roh, *State Politics and Policy Quarterly*, January 2008: 1-24.

“Strategic Planning as a Tool for Managing Organizational Change,” *International Journal of Theory and Budgeting*, symposium on “Managing Organizational Change,” Tom Liou, ed., January/February 2007.

“On the Success of AmeriCorps Programs in Strengthening Communities: Evidence from Florida,” with Ralph Brower, *International Journal of Public Administration*, July 2006: 849-871.

“Intergovernmental and Intersectoral Management: Weaving Networking, Contracting Out and Management Roles into Third Party Government,” with Ralph Brower, *Public Performance & Management Review*, September 2005: 7-18.

“Three Traditions of Network Research: What the Public Management Research Agenda Can Learn from Other Research Communities,” with Ralph Brower, Sang Ok Choi, Wendy Xinfeng Gao, HeeSoun Jang, Myungjung Kwon, and Jessica Word, *Public Administration Review*, September/October 2004: 529-542.

“What’s Wrong and What Should be Done?: Comments on the Case Study,” *Public Performance and Management Review*, September 2002: 97-98.

“Implementing Performance Accountability in Florida: What Changed, What Mattered and What Resulted?,” with Ralph Brower and Geraldo Flowers, *Public Productivity and Management Review*, March 2000: 338-358.

“Public Entrepreneurs in the Policy Process: Performance-based Budgeting Reform in Florida,” with Geraldo Flowers, *Journal of Public Budgeting, Accounting and Financial Management*, December 1999: 578-617.

“The Determinants of Success in Implementing an Expert System in State Government,” with William Berry and Stephen Foster, *Public Administration Review*, July/August 1998:293-305 [published as formally designated “Lead Article”].

“Explaining Managers’ Acceptance of Expert Systems,” *Public Productivity and Management Review*, March 1997: 322-334.

“Gender Policy in Development Assistance: An Implementation Framework for Improving Results,” with Monteze Snyder and Paul Mauvima, *World Development*, October 1996: 1481-1496.

“State Agencies’ Experience with Strategic Planning: Findings from a National Survey,” with Barton Wechsler, *Public Administration Review*, March/April 1995: 159-167.

“Federal Mandates: Getting Beyond the Rhetoric,” with Mary Kay Falconer, *Spectrum: The Journal of State Government*, Spring 1995: 21-27.

“Sizing Up State Policy Innovation Research,” *Policy Studies Journal*, August 1994: 442-456.

“The Politics of Increasing Tax Rates in the States,” with William D. Berry, *American Journal of Political Science*, August 1994: 55-59.

“Innovation in Public Management: The Adoption of State Strategic Planning,” *Public Administration Review*, July/August 1994: 322-29.

“Tax Innovation by American States: Capitalizing on Political Opportunity,” with William D. Berry, *American Journal of Political Science*, August 1992: 715-742.

“Specifying a Model of State Policy Innovation,” with William D. Berry, *American Political Science Review*, “Controversy” Paper, June 1991: 573-579.

“State Lottery Adoptions as Policy Innovations: An Event History Analysis,” with William D. Berry, *American Political Science Review*, June 1990: 395-415. [Recognized by APSR in 2006 as one of only 155 articles in the 100-year history of the journal to receive more than 100 ISI citations.]

BOOK CHAPTERS:

“Innovation and Diffusion Models in Policy Research,” with William Berry, in *Theories of the Policy Process*, Paul Sabatier and Chris Weible, eds., third edition, Westview Press, Boulder, CO, 2014.

“To Use or Not to Use Strategic Planning: Factors City Leaders Consider to Make this Choice” with MJ Kwon and Hee Soun Jang in *Developments in Strategic Public Management*, edited by Paul Joyce, Marc Holzer and John Bryson, Palgrave Macmillan, 2014.

“Government Reform, Public Service Values and the Roles of Public Sector Leadership in Serving Society,” in *Public Leadership: International Challenges and Perspectives*, Jeffrey Raffel, Peter Leisink and Anthony Middlebrooks, eds., Edward Elgar, Northampton, MA, 2009.

“Performance Budgeting Internationally: Assessing its Merits,” in *Practice-Based Performance Management: An International Handbook*, Patria de Lancer Julnes, Frances S. Berry, Maria Aristigueta, and Kaifeng Yang, eds., Sage Publications, Oak Park, CA, 2007.

“Innovation and Diffusion Models in Policy Research,” with William Berry, in *Theories of the Policy Process*, Paul Sabatier, ed., second edition, Westview Press, Boulder, CO, 2007.

“Mediation in State Agency Administrative Procedures: An Assessment of its Use in Florida State Agencies,” with Bruce Stiftel, in *The Promise and Performance of Environmental Conflict Resolution*, Rosemary O’Leary and Lisa Bingham, eds., Resources for the Future, Washington, D.C., 2003.

“Program Evaluation in State Legislatures: Professional Services Delivered in a Complex, Competitive Environment,” with John Turcotte and Sarah Latham, in *Responding to Sponsors and Stakeholders in Complex Evaluation Environments*, Rakesh Mohan, ed., American Evaluation Association, October 2002.

“Strategic Management in State Government,” with Barton Wechsler, in *Handbook of Strategic Management*, Jack Rabin and Gerald Miller, eds., second edition, Marcel Dekker, New York, 2001.

“Using Strategic Planning to Manage Strategically in the Public Sector,” in *Handbook of Public Management Practice and Reform*, K. Tom Liou, ed., Marcel Dekker, Inc, New York, 2000.

“Innovation and Diffusion Models in Policy Research,” with William Berry, in *Theories of the Policy Process*, Paul Sabatier, ed., Westview Press, Boulder, CO, 1999: 169-200.

Reinventing Government: Lessons from a State Capital,” with Richard Chackerian and Bart Wechsler, in *Public Administration as Reform and Innovation*, George Frederickson and Jocelyn Johnston, eds., University of Alabama Press, Tuscaloosa, AL, 1999: 329-355.

BOOKS:

Practice-Based Performance Management: An International Handbook, edited by Patria de Lancer Julnes, Frances Berry, Maria Aristigueta, and Kaifeng Yang. Sage Publications, Oak Park, CA, 2007.

NONREFERRED ARTICLES:

“Licensure and Standards,” with Ellen Hume, in A Health Care Agenda for the States, Conference on Alternative State and Local Policies, Washington, D.C., 1985.

“State Regulation of Occupations and Professions,” with Doug Roederer, in The Book of the States, Council of State Governments, 1982, 1984, 1986.

“The States’ Occupational Licensing Debate,” State Government News, Council of State Governments, May 1982.

“Choosing Retraining as a Management Option,” with John deJongh and James Jarrett, Intergovernmental Personnel Notes, U.S. Office of Personnel Management, November-December 1980.

“South Carolina Careers Are Aided by Computers,” with Doug Roederer, State Government News, Council of State Governments, December 1980.

“Productivity: Reality or Illusion?” with James Jarrett, State Government News, Council of State Governments, December 1980.

BOOK REVIEWS AND BOOK REVIEW ESSAYS:

Robert Denhardt’s The Pursuit of Significance, in Journal of Public Administration Research and Theory, March 1994.

Alice Rivlin’s Reviving the American Dream, in State Government News, Winter 1992.

Public Management Strategies: Guidelines for Managerial Effectiveness (Bozeman and Straussman), How Public Organizations Work: Learning from Experience (ed., Bellavita), The Basis of Management in Public Organizations (Lee), in The Bureaucrat, Fall 1991.

GRANTS AND AWARDS:

Distinguished Research Award (2013), a joint award from American Society for Public Administration (ASPA), and the National Association of Schools of Public Administration and Policy (NASPAA), awarded annually to one scholar whose work has made a significant impact on the field of public administration, presented in 2014.

Appointed Distinguished Visiting Professor at University of Taipei, Department of Public Administration, Taipei, Taiwan, July 2014
Fulbright Scholar, Taiwan, 2009-2010.

Fellow, National Academy of Public Administration, 2006-present.

Awarded a grant to establish the Center for Excellence in Local Government Management Research, with Lance deHaven-Smith and Jeff Hendry, in partnership with the FL City County Management Association, 2007-2010 (\$70,000).

“Assessing the Information Technology Needs of Nonprofit Agencies in Duval County and North Florida,” with Ralph Brower, funded by Jessie Ball DuPont Foundation, 2002-2004 (\$87,500).

Awarded a State Partner Award by Volunteer Florida!!, for five years of service during 2000-2004, with Ralph Brower, March 2004.

“An Evaluation of Florida’s AmeriCorps Programs’ Capability for Strengthening Communities, and Developing a Model to Assess the Impact of National Service and Volunteerism on the Capacity of Communities to Respond to Their Own Needs,” with Ralph Brower, funded by the Florida Commission on Community Services, 2001 (\$50,000)

“Performance Measurement in Florida State Government,” funded by Office of Planning and Budgeting, Florida Governor’s Office, 1994 (\$9,000).

University Teaching Incentive Program (TIP) Award, Florida State University, 1994.

“Strategic Planning and Quality Management,” with Larry Gross, funded by Florida Department of Corrections, 1991-1992 (\$90,000).

“Reorganizing to Implement Florida’s School Improvement and Accountability System,” with Larry Gross, funded by the Division of Public Schools, Florida Department of Education, 1991-1992 (\$67,000)

CLEAR (National Clearinghouse on Licensure, Enforcement and Regulation)
1987 National Regulatory Award.

“Analysis and Exchange of Information and Data on State Credentialing of Health Personnel, funded by Bureau of Health Professions, Health Resources and Services Administration, U.S. Department of Health and Human Services, 1984-1987 (\$89,000).

“Licensure and Regulation of State Radiologic Personnel,” funded by Bureau of Health Professions, Health Resources and Services Administration, U.S. Department of Health and Human Services, 1982-1986 (\$45,000).

“Occupational Licensure Information System,” funded by the U.S. Department of Health and Human Services, 1981 (\$39,000).

Kentucky Colonel (Given by two Kentucky Governors: Gov. John Y. Brown, and Gov. Martha Laine Collins).

NATIONAL AND INTERNATIONAL CONFERENCE PAPERS:

“The Battle for Heart and Minds to Win the Policy Discourse: Constructing Longitudinal Risk Perception Diffusion Networks through Policy Design” co-authored with Seunghoo Lim and Keon-Hyung Lee, presented at the Public Management Research Conference “When Policy Meets Administration: Eastern and Western Voices” at Seoul National University, Seoul, Korea June 30, 2014.

“How do the Strategic Stance and Internal factors Influence the Child Support Enforcement Program in the U.S. States?” co-authored with Na Yeon Kim, presented at the Public Management Research Conference “When Policy Meets Administration: Eastern and Western Voices” at Seoul National University, Seoul, Korea June 29, 2014

“Innovators and Copycats: Diffusion Models for Policy and Management,” presented at Yonsei University, for the Yonsei International Conference, Seoul, Korea June 27, 2014.

“Teaching Social Entrepreneurship in Public Administration and Public Affairs programs” with Kim Wiley, presented at the National Association of Schools of Public Affairs and Administration National Conference, Albuquerque, NM, November 5, 2014.

“The Political Process of Risk: Dynamics of Perception-Building on BSE (Mad Cow Disease) among Stakeholders in South Korea,” with Seunghoo Lim and

Keon-Hyung Lee, presented at the Public Management Research Conference, University of Wisconsin-Madison, June 2013.

“Presenting Public Value Priorities in Strategic Plans: Are Cities and Counties Alike, and Do they Measure what they do?,” with Seejeen Park, presented at the Transatlantic Dialogue Conference, Baltimore, MD June 2013.

“The Political Process of Risk: Dynamics of Perception-Building on BSE (Mad Cow Disease) among Stakeholders in South Korea,” with Seunghoo Lim and Keon-Hyung Lee, presented at the International Social and Risk management Conference, at the Huazhong University of Science and technology, Wuhan, China, October 2012.

“Determinants of Strategic Cities: Building and Testing a Theoretical Framework,” with M.J. Kwon and HeeSoun Jang, presented at the Public Management Research Association Conference, Syracuse University, Syracuse, NY, June 2011.

“Strategic Choices for Cities,” with MJ Kwon, presented at the Seventh Transatlantic Dialogue (TAD) Conference, Rutgers University, Newark, NJ, June 2011.

“Building and Integrating Undergraduate Education into Public Affairs Programs: Approaches and Challenges,” presented at the Annual Conference of National Association of Schools of Public Administration and Affairs, Las Vegas, NV, September 2010.

“Diffusing Knowledge and Best Practices about Green Policies to Citizens and Governments in South Korea,” with Hoseok Jang and Patria de Lancer Julnes, presented at the Green Korea 2010 Conference, Seoul, South Korea, September 2010.

“Assessing the Antecedents of Organizational Learning in American State, County and City Governments,” presented at the Annual Conference of the American Society for Public Administration, San Jose, CA, March 2010.

“Senior Executive Development in the United States: Current Practices in the Federal Government,” presented at the International Conference on the Senior Executive Development in the Government, National Central Personnel Administration, Executive Yuan, Taiwan, December 2009.

“Collaborative Governance: How Managers Work with Nonprofit Agencies Through Policy Networks to Deliver High Quality Services to Citizens,” presented at the National Civil Service Development Institute, Taipei, Taiwan, November 2009.

“Strategies for Managing Academic Departments in Tough Times,” presented at the Annual Conference of National Association of Schools of Public Affairs and Administration, Washington DC, October 2009.

“Developing a Theory of Network Governance,” presented at the Annual Conference of the American Society for Public Administration, Miami, FL, April 2009.

“The Future of Strategic Management and the Public Service,” written with John Bryson and Kaifeng Yang, presented at the Minnowbrook III Conference, Lake Placid, NY, September 2008.

“Innovators and Copycats: Path Dependency and Eight Other Models of Policy and Management Diffusion,” presented at the Annual Meeting of the American Political Science Association Boston, MA, August 2008.

“Expanding our Models of Innovation and Diffusion for Multi-level Governance Research,” presented at the Fourth Transatlantic Dialogue Conference, Milan, Italy, June 2008.

“The Diffusion of Innovations: A Longitudinal Empirical Test of the Berry and Berry Model,” with Richard Walker and Claudia Avellanenda, presented at the Public Management Research Association Conference, University of Arizona, Tucson, AZ, October 2007.

“Developing an Integrated Theory of Policy and Change, Beginning from an Innovation and Diffusion Foundation,” presented at the International and Theoretical Perspectives on Social Policies Conference, University of Hong Kong, March 2007.

“Methods to Measure Student and Faculty Productivity: Will They Suffice for the Future?,” presented at the national conference of National Association of Schools of Public Administration and Affairs, Minneapolis, MN, October 2006.

“Networks and Public Management,” presented at the Annual Conference of the American Society for Public Administration, Denver, Colorado, March 2006.

“Government Reform, Public Service Values and Creating Transformed Government,” presented at the Third Sino-US International Conference on Public Administration, Beijing, China, June 2006.

“Understanding Public Policy Change: Integrating Community and Institutional Factors,” with Barbara McCabe, presented at the Annual Meeting of the

American Political Science Association Meeting, Washington, DC, September 2005.

“Network Structure and Organizational Cooperation: What Estuaries Tell Us,” with Wendy Gao, presented at the National Public Management Research Association Conference, University of Southern California, September 2005.

“Incorporating Strategic Management Concepts into Policy Change Theory,” presented at the Annual Conference of the American Society for Public Administration, Milwaukee, WI, April 2005.

“The Benefits and Costs of Public Management Networks,” presented at the Annual Conference of the American Society for Public Administration, Milwaukee, WI, April 2005.

“Developing Resources for your MPA Program,” presented at the national conference of National Association of Schools of Public Affairs and Administration, Indianapolis, IN, October 2004.

“Understanding Public Policy Change: Integrating Disparate Approaches,” presented at the Second Sino-US International Conference on Public Administration, Beijing, China, May 2004.

“Key Issues in Network Research,” presented at the Annual Meeting of the American Society for Public Administration, Portland, OR, March 2004.

“Urban Economic Development Strategy Innovations: City Government Information Technology and Diffusion,” with Myungjung Kwon and Rick Feiock, presented at the Annual meeting of the Midwest Political Science Association, Chicago, IL, April 2004.

“Digital Divide and Information Technology Capabilities: Opportunities and Challenges for Florida’s Nonprofit Organizations,” with Ralph Brower and Simon Andrew, presented at the ARNOVA Annual Conference, Denver, CO, November 2003.

“Measuring Faculty Productivity in Public Administration,” panel convener, chair and presenter at the national conference of National Association of Schools of Public Administration and Affairs, Pittsburgh, PA, October 2003.

“Three Traditions of Network Research: How Can More ‘Weak Ties’ Strengthen the Research Community?,” with Ralph Brower and several doctoral students, presented at the National Public Management Research Conference, Georgetown University, Washington, D.C., October 2003.

“Mediation in State Agency Administrative Procedures: An Overview of State Practices and Assessing its Use in Florida State Agencies,” with Bruce Stiftel, presented at the Conference on Evaluating Environmental and Public Policy Dispute Resolution Programs and Policies, The Maxwell School of Syracuse, University, Syracuse, NY, March 2001.

“Strategic Management and Performance-based Budgeting in Florida,” presented at the Managing for Results Conference, LBJ School of Public Affairs, University of Texas, Austin, TX, April, 2000.

“Strategic Management and Performance-Based Budgeting in Florida: Central Design and Flexible Implementation,” with Geraldo Flowers and Ralph Brower, presented at the Annual Meeting of the American Society for Public Administration, Orlando, FL, April 1999.

“Examining the Determinants of Strategic Choice: Proactive, Political and Defensive Models,” with Barton Wechsler, presented at the Academy of Management National Conference, San Diego, CA, August 1998.

“Impacts of Strategic Planning: The Experience of Florida State Agencies,” with Chaomeng James Huang, presented at the 59th National American Society for Public Administration Conference, Seattle, WA, May 1998.

“Determinants of Strategic Choice: Proactive, Political and Defensive Models,” with Barton Wechsler, Woo Soon Park and Jill Tao, presented at the Fourth National Management Research Conference at the University of Georgia, Athens, GA, October 1997.

“Measuring the Size, Efficiency and Professionalism of American States’ Public Sectors, 1969-1994,” with Charles Barrilleaux, presented at the Annual Meeting of the American Political Science Association, San Francisco, CA, August 1996.

“Reinventing Government in Florida: Lessons on Administrative Reform,” with Richard Chackerian and Bart Wechsler, presented at the Annual Meeting of the American Society for Public Administration, Atlanta, GA, July 1996.

“Comprehensive Reinvention Implementation: Resources, Synergy and Tradeoff,” with Richard Chackerian and Bart Wechsler, presented at the Eighth National Public Productivity Conference, Washington, D.C., November 1995.

“Training Agency Staff in Developing Program Performance Measures: Florida’s Experience,” presented at the LBJ School of Public Affairs’ national conference “Managing for Results: Advancing the Art of Performance Measurement,” November 1995.

“Reinventing Government: Lessons from a State Capital,” with Richard Chackerian and Bart Wechsler, presented at the Third National Public Management Research Conference, Lawrence, KS, November 1995.

“Innovation in Public Management: The Adoption of State Strategic Planning,” presented at the Annual Meeting of the American Society for Public Administration, Kansas City, KS, July 1994.

“Explaining Managerial Acceptance of Expert Systems,” presented at the Annual Meeting of the American Political Science Association, NY, NY, September 1994.

“Strategic Planning in State Government,” with Bart Wechsler, presented at the Sherwood Symposium on Administrative Change, Tallahassee, FL, November 1992.

“State Tax Policy Innovation,” with William D. Berry, presented at the Annual Meeting of the American Political Science Association, San Francisco, CA, September 1990.

“Explaining Innovation by American States: The Case of Taxes,” with William D. Berry, presented at the Annual Meeting of the American Political Science Association, Washington, D.C., September 1988.

REGIONAL CONFERENCE PAPERS:

“Protecting the Environment while Growing Local Economies and Building Communities: Sustainable Development Community Practices in Taiwan,” with James Huang, presented at the Symposium on Sustainable Cities, sponsored by the Program in Local Governance at Florida State University, February 2012.

“Dimensions of Network: Toward A Comprehensively Informed Framework for Researching Network and Network Performance,” with Bok-Tae Kim, presented at the Annual Meeting of the Southeast Conference of Public Administration, Orlando, FL, September 2009.

“Trends in Program Evaluation,” presented at the Annual Meeting of the Southeast Evaluation Association, Tallahassee, FL, February 2006.

“State Adoptions of State Lotteries: The Species of States,” with Myungjung Kwon, presented at the Annual Meeting of the Southern Political Science Association, New Orleans, LA, January 2004.

“Is There a Digital Divide within the Nonprofit Sector: Assessing Information Technology Use in Nonprofit Agencies?,” with Ralph Brower and Simon

Andrew, presented at the Annual Meeting of the Southern Evaluation Association, Tallahassee, FL, January 2004.

“Evaluating and Measuring Faculty Productivity,” with Kaifeng Yang and Wendy Gao, presented at the Annual Meeting of the Southeast Evaluation Association, Tallahassee, FL, January 2004.

“State Adoptions of Lotteries: Early and Late Adopters,” with MyungJung Kwon, presented at the Annual Meeting of the Southeast Evaluation Association, Tallahassee, FL, January 2003.

“Is There a Digital Divide Among Nonprofit Organizations? A Study of North Florida Nonprofit Agencies, Examining Mission, Organizational Size, and Geographic Location as Predictors,” with Ralph Brower, presented at the Annual Meeting of the Southeast Conference of Public Administration, Columbia, SC, October 2002.

“Conducting an In-depth State Evaluation of Florida’s AmeriCorps Programs’ Capability for Strengthening Communities, and Developing an Evaluation Model to Assess the Impact of National Service and Volunteerism on the Capacity of Communities to Respond to Community Needs,” with Ralph Brower, presented at Annual Meeting of the Southeast Evaluation Association, January 2002.

“Public Entrepreneurs in the Policy Process: Performance-based Budgeting Reform in Florida,” with Geraldo Flowers, presented at the Annual Meeting of the Southeast Conference of Public Administration, Pensacola, FL, January 1999.

“Institutionalizing Performance Based Budgeting in Florida,” with Geraldo Flowers, presented at the Annual Meeting of the Southeast Evaluation Association Annual Meeting, Tallahassee, FL, February 1999.

“State Rules and Local Revenues: Factors Relating to Local Governments’ Reliance on Property Taxes and Fees,” with Barbara McCabe, presented at the Annual Meeting of the Midwest Political Science Association, Chicago, IL, April 1996.

“Strategic Planning in State Government: A Hot New Management Innovation,” paper presented at the Annual Meeting of the Southeast Conference of Public Administration, Montgomery, AL, October 1992.

EDITORIAL ACTIVITY:

Public Administration Editorial Board Memberships

Journal of Public Administration Research and Theory, 2003-2005, 2009-current.

Public Performance and Management Review, 2003-present

American Review of Public Administration, 2005-2013.
Journal of Public Administration Education, 1996-1998, 2000-2003, 2005-2014.
Public Administration Review, 2004-2007.

Political Science Editorial Board Member Memberships

Policy Studies Journal, 2003-2006, 2009-present.
Journal of Politics, 2000-2004.
State Politics and Policy Quarterly, 2000-2003.
State and Local Government Review, 1997-1999.
American Journal of Political Science, 1994-1997.

Editorships

Editor, Public Management section, Governing Florida, 1990-1994.
Editor, Taxation and Economic Development section, Spectrum: The Journal of State Government, 1995-1996.

SERVICE TO PROFESSIONAL ASSOCIATIONS:

President, Public Management Research Association, 2013-2015.

Chair, Volcker Award, American Political science Association, 2015.

Chair, Best MPA Paper, Pi Alpha Alpha National Council, 2014

Board Member, Pi Alpha Alpha National Council, 2013-2016

Past President, National Association of Schools of Public Affairs and Administration, 2011-2012.

Vice-President and President-Elect, Public Management Research Association, 2011-2013.

Chair, Governance Committee on Elections, Public Management Research Association, 2012-2013

Chair, National Association of Schools of Public Affairs and Administration Accreditation Review Team, School of Public Affairs and Administration, University of Delaware, 2012.

Chair, Selection Committee for Dwight Waldo Award, American Society for Public Administration and National Association of Schools of Public Affairs and Administration, 2011.

Chair, Selection Committee for the George Frederickson Award, Public Management Research Association, 2011.

President, National Association of Schools of Public Affairs and Administration, 2010-2011.

President-Elect, National Association of Schools of Public Affairs and Administration, 2009-2010.

President, Section on Public Administration Research, American Society for Public Administration, 2009-2010.

Chair, Selection Committee for Joe Wholey Best Article Award, Center for Performance and Accountability of American Society for Public Administration, 2009.

Chair, Best Book Award Committee, Section on Public Administration Research, American Society for Public Administration, 2009.

Member, Selection Committee for the George Frederickson Award, Public Management Research Association, 2009.

Member, Selection Committee for the Gauss Lecture, American Political Science Association, 2009.

Member, Selection Committee for the editor of Journal of Public Administration Research and Theory, 2008-2009.

Member, National Association of Schools of Public Affairs and Administration Accreditation Review Team, Division of Public Administration, University of West Virginia, 2008.

Member, National Association of Schools of Public Affairs and Administration Accreditation Review Team, Maxwell School, Syracuse University, 2007.

Member, Selection Committee for the Dimick Award for best academic paper in Public Administration Review for 2007.

Executive Committee, Public Management Research Association, 2007-2011.

Executive Council, Public Administration Section, Midwest Political Science Association, 2007-2009.

Executive Committee Member, National Association of Schools of Public Affairs and Administration, 2006-2009.

Member, Brownlow Committee for Best Article by a Practitioner in Public Administration Review, 2006.

Chair, Best Article Award Committee, Journal of Public Administration Research and Theory, 2006.

Past President and Executive Board member, Southern Evaluation Association, 2005-06.

President, Southern Evaluation Association, 2005-2006.

Member, Nomination Committee, American Society for Public Administration, 2005.

Chair, National Conference Program Committee, National Association of Schools of Public Affairs and Administration, 2005.

Member, Capacity Steering Group, American Society for Public Administration, 2005-2006.

Member, Program Advisory Committee for the 2006 Annual Conference of American Society for Public Administration.

Co-Chair and Executive Board, Center for Accountability and Performance (CAP), American Society for Public Administration, 2003-2005.

Chair, Program Committee of 2005 Annual Conference; Executive Board Member and President-Elect, Southeast Evaluation Association, 2004-2005.

Chair, committee to choose the Dwight Waldo Award, American Society for Public Administration, 2005.

Member, committee to choose the George Frederickson Scholarship Award in Public Management, National Public Management Research Association, 2005.

Member, Outstanding Researcher Committee, National Association of Schools of Public Affairs and Administration, 2004.

Member, Best Article Award Committee, Journal of Public Affairs Education, 2004.

Member, Executive Board, Federalism Section, American Political Science Association, 2003-2005.

Member, Best Dissertation Committee, National Association of Schools of Public Administration and Affairs, 2004.

Member, Nomination Committee, American Society for Public Administration, 2003.

Member, Executive Board, North Florida Chapter, American Society of Public Administration, 1992-2004.

Member, Executive Committee, Southern Political Science Association, 2000-2002.

Member, National Council, American Society for Public Administration, 1999-2002.

Member, Program Committee, and Public Management Conference Chair for the 1998 and 1999 National ASPA Conference, American Society for Public Administration, 1996-1999.

Member, Dwight Waldo Award Committee, American Society for Public Administration, 2000.

Chair (1998-2000); Executive Committee member (1996-2002), Section on Intergovernmental Administration and Management (SIAM), American Society for Public Administration.

Member, Executive Committee, Section on Public Administration, American Political Science Association, 1999-2003.

Member, Section on Intergovernmental Administration and Management (SIAM) Stone Outstanding Practitioner and Academic Awards Committee, American Society for Public Administration, 1996.

Member, Executive Committee, State Politics Section, American Political Science Association, 1995-1997.

Member, William Anderson Committee for the Best Dissertation (in state and local government, federalism and IGR), American Political Science Association, 1998.

Member, Best Paper Award Committee, State Politics Section, American Political Science Association, 1995.

Chair, Nominating Committee, Public Policy Section of the American Political Science Association, 1996.

President, 1997-1998; Vice President, 1996-1997; Executive Council member, 1991-present; Program Chair, 1995-1996; North Florida Chapter of the American Society for Public Administration.

Member, Executive Committee, Southeast Evaluation Association, 1996-2001.

Chair, Program Committee, Southeast Evaluation Association, 1996-1997.

OTHER PROFESSIONAL ACTIVITIES:

Citizen Member, Judicial Management Council, Florida Supreme Court, December 2012-2015.

Citizen Member, FL Supreme Court Strategic Planning Committee, 2014-2015.

Member, External Review Committee, Department of Public Policy, University of Leiden, Netherlands, June 2008.

Member, External Review Committee, Department of Public Policy, Georgia Tech University, April 2008.

Chair, External Review Committee, Department of Public Administration, University of Kansas, March 2008.

Chair, External Review Committee, the Truman School of Public Affairs, University of Missouri-Columbia, March 2007.

Panel Convener and Chair, "The Future of Public Policy Change Theory," at the Annual Meeting of the American Society for Public Administration, Milwaukee, WI, April 2005.

Member, Citizen-Driven Government Performance National Advisory Board, funded by the Alfred Sloan Foundation and the Graduate Department of Public Administration, Rutgers University-Newark, 2002-2004.

Panel Convener and Chair, "Intergovernmental and Intersectoral Relations: New Field or a Few Interesting Questions?," at the Annual Meeting of the American Society for Public Administration, Washington, D.C., March 2003.

Panel Discussant, "Innovation and Diffusion in the States: Up, Down and Out," at the Annual Meeting of the American Political Science Association, Atlanta, August 1999.

Panel Chair, "Infusing Competition and Contracting Out," at the Annual Meeting of the American Society for Public Administration, Seattle, WA, May 1998.

Panel Chair, “Restructuring, Administrative Reform and Quality Management,” at the Annual Meeting of the American Society for Public Administration, Philadelphia, PA, July 1997.

Panel Chair of “Horizontal and Vertical Diffusion of Innovations,” at the Annual Meeting of the American Political Science Association, San Francisco, CA, August 1996.

Panel Chair (and paper presenter) of “Assessing ‘Reinventing Government’ Efforts at the State and Local Levels: Lessons for Managers on Management Reform,” at the Annual Meeting of the American Society for Public Administration, Atlanta, GA, July 1996.

Convener, Performance Measurement in Florida State Government Workshop, Tallahassee, FL, November 1996.

Coordinator, “Women in Government: Excellence in the 1990s,” seminar sponsored by North Florida Chapter of American Society for Public Administration, November 1991.

GOVERNMENT REPORTS AND PUBLICATIONS:

“Conducting an In-depth State Evaluation of Florida’s AmeriCorps Programs’ Capability for Strengthening Communities, and Developing an Evaluation Model to Assess the Impact of National Service and Volunteerism on the Capacity of Communities to Respond to Community Needs,” with Ralph Brower, for the Florida Commission on Community Service, January 2002.

“Distance Learning Applications in Corrections: A Project Assessment,” with Bruce Chaloux, for the Florida Department of Corrections, Florida Gulf Coast University, and the Florida Board of Regents, January 1997.

“Strategic Planning in the Florida Department of Corrections,” with James Huang, August 1995.

“Organizational and Management Review of the Bureau of Student Services and Academic Assistance,” with Mike Richardson, for the Division of Public Schools, Florida Department of Education, October 1992.

“Assessing Service Delivery and Service Impact: An Offender Survey of the Florida Correctional System,” for the Florida Department of Corrections, August 1992.

“Reorganization Action Plan for Implementing Florida’s School Improvement and Accountability System: A Concluding Report,” for the Division of Public Schools, Florida Department of Education, June 1992.

“Organization, Management and Workforce Analysis: Results from the Employee Survey, Internal and External Interviews,” with Joanne Snair, for the Florida Department of Corrections, May 1992.

“Results from the Employee Survey for the Division of Public Schools,” with Joanne Snair and Barbara French, for the Division of Public Schools, Florida Department of Education, August 1991.

“Tenant Satisfaction Survey Results for the Florida Education Center and the Claude Pepper Building,” for the Florida Department of General Services, July 1991.

“Performance Evaluation Process: Employee Survey Results,” for the Florida State Board of Administration,” March 1991.

Board Member Training Manual, editor, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, March 1987.

State Credentialing of the Behavioral Science Professions, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, December 1986.

State Credentialing of the Health Professions, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, December 1985.

Antitrust, Competition Policy and State Professional Regulation, edited with Kim Zeitlin, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, 1985.

On-Site Child Care: New York State’s Experience, Council of State Governments, 1985.

Sunset Review and Legislation in the States: 1985, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, 1985.

The California Worksite Education and Training Act: High Tech Training, Council of State Governments, 1984.

Health Licensure Fees, with Diana Jones, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, 1983.

Financing Patterns of Health Licensure Boards, with Diana Jones, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, 1983.

Occupational Licensing and Regulation: A Bibliography, with Kim Duhart, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, 1983.

Sunset: A Schedule of State Sunset Reviews, with Diana Jones, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, 1983.

Occupational Licensure and Enforcement: Guidelines for the Investigator, edited with Maria Johnson, National Clearinghouse on Licensure, Enforcement and Regulation/Council of State Governments, 1982.

Nationwide Survey Results on Productivity in State Government, with James Jarrett, Council of State Governments, 1981.

New Jersey's Productivity Improvement Investment Account, Council of State Governments, 1980.

"Catastrophic Health Insurance: an Examination of State Plans, and an Estimate of the Minnesotans Eligible for the Minnesota Catastrophic Health Expense Protection Program," Minnesota Legislative Research Council internal report, 1979.

Residential Care Study, with David Doth and Maria Gomez, Minnesota Department of Public Welfare, St. Paul, Minnesota, December 1978.

SELECTED INVITED PRESENTATIONS AND SPEECHES:

Presented the keynote speech at the High Table celebration of the Life of the Mind, " at Virginia Tech University, March 29-30, 2015.

Spoke on the panel entitled "Seventy-Five Years of Public Administration Research and Professional Relevance" at the American Society for Public Administration Annual Conference, Washington DC, March 2014.

“The Evolving Relationship between Political Science and Public Administration” delivered at a panel at the joint APPAM/NASPAA annual conference, Albuquerque, NM, November 6, 2014.

Presented at a panel on “Future Horizons of Public Service” at the National Association of Schools of Public Affairs and Administration National Conference, Austin, Texas, October 18, 2012.

Organized and Led the “Orientation for New Deans and Program Directors” at the National Association of Schools of Public Affairs and Administration National Conference, Austin, Texas, October 18, 2012.

“The Associations in Public Administration and Policy: Greater than the Sum of our Parts?” delivered at the National Association of Schools of Public Affairs and Administration National Conference, Kansas City, KS, October 2011.

“Building Bridges with Regional and National Public Affairs Institutes and Associations: What NASPAA brings to the Discussion,” delivered at International Association of Schools and Institutes of Administration (IASIA), Rome, Italy, June 2011.

Offered comments at a session on Assessing and Improving Equity in the Public Schools, Social Equity Conference, Binghamton University, Binghamton, NY, June 2011.

“NASPAA’s Peer Review and Accreditation for Schools: A New Framework for a Diversifying World of Public Affairs Education,” Keynote Address delivered at Meeting of the Taiwan Association of Schools of Public Administration and Affairs, Taipei, Taiwan, May 2011.

Gave invited talks at five universities in Taiwan: Tamking University, National Taipei University, Shih-Hsin University, Kainan University, and Taipei Municipal University of Education, May 2011.

“New Governors and Their Roles as Change Agents,” delivered to graduate student seminar, School of Public Affairs and Administration, University of Delaware, April 2011.

“Green Policies: Engines of Innovation in Today’s Political Environment,” delivered to the Alumni and Awards Banquet, School of Public Affairs and Administration, University of Delaware, April 2011.

“Leadership and Innovation in local Government,” Keynote Address delivered at the Annual Honor Society induction for political science and public

administration students, Department of Political Science, University of North Carolina-Charlotte, April 2011.

“Innovation Research in Public Policy and Management”, delivered at Department of Political Science, University of North Carolina-Charlotte, April 2011.

“Hard-learned Lessons about Managing Change in Public Affairs Education at FSU,” delivered at the Annual Conference of National Association of Schools of Public Administration and Affairs, Las Vegas, NV, September 2010.

“The Changing Climate for Public Administration Education: Challenges and Opportunities,” President’s talk delivered at the Annual Conference of the National Association of Schools of Public Administration and Affairs, Las Vegas, NV, September 2010.

“Institutional Framework for Sustainable Development,” delivered at Green Korea 2010 Expert Group Meeting for the United Nations Commission on Sustainable Development, Seoul, South Korea, September 2010.

“Assessing the Antecedents of Organizational Learning in American State, County and City Governments,” delivered at Yonsei University, Seoul, South Korea, September 2010.

“Diffusing Knowledge and Practices about Green Policies in South Korea: How Women can be Involved,” delivered at Korea Women’s Development Institute, Seoul, South Korea, September 2010.

“Diffusing Knowledge and Practices about Green Policies in South Korea,” delivered at Seoul Women’s University, Seoul, South Korea, September 2010.

“Diffusing Knowledge and Practices about Green Policies in South Korea,” delivered at Seoul City University, Seoul, South Korea, September 2010.

“Diffusing Knowledge and Practices about Green Policies in South Korea,” delivered at KunKook University, Seoul, South Korea, September 2010.

“Policy Networks in Local Government in the US and Internationally,” delivered at the Center for Taiwanese Local Government Studies, National Chengchi University, December 2009.

“Local Government, Governance and Policy Networks in the U.S. and Taiwan,” delivered at Shin Hsih University, Taipei, Taiwan, December 2009.

- “Governance of Sustainable Development Policy,” delivered at De La Salle University, Manila, Philippines, December 2009.
- “The Impact of Policy Networks on Governance,” delivered at the Taiwan E-Governance Research Center, National Chengchi University, December 2009.
- “Local Government, Governance and Policy Networks in the U.S. and Taiwan,” delivered at the Department of Public Administration, National Chih Nan University, Puli, Taiwan, December 2009.
- “Local Government, Governance and Policy Networks in the U.S. and Taiwan,” keynote address, Fifth Annual Local Government in Taiwan Conference, Tamking University, Taipei County, Taiwan, November 2009.
- “Studying Innovation and Diffusion in the Social Sciences,” delivered at the Department of Public Administration, National Taipei University, November 2009.
- “Governance of Economic Development in Local Government in the U. S.,” delivered at the Comparative Local Government Conference, National Dong Hwa University, Hualien, Taiwan, November 2009.
- “Governance and Collective Action: Explaining Why Climate Change Policies May Be Voluntarily Adopted,” keynote address, Chinese Political Science Association National Conference, Department of Public Administration and Policy, National Taipei University, November 2009.
- “How the Study of Civil Society can Influence the Study of Public Administration,” keynote address, International Conference on Reinventing Government and Civil Society, Department of Public Administration and Policy, National Taipei University, December 2007.
- “Policy Innovation and Diffusion in Public Policy and Administration,” delivered at Huazhong University, Wuhan, China, June 2006.
- “Policy Innovation, Implementation and Networks,” delivered at National Chengchi University, Taipei, Taiwan, May 2006.
- “Policy Diffusion” delivered to the John D. and Catherine T. MacArthur Foundation, Chicago, IL, March 2005.
- “Administrative Reform in the U.S. Since 1990: Education and Environmental Policy,” delivered at Huazhong University, Wuhan, China, May 2004.

“Managing the Tax Collector’s Office Strategically,” delivered to the State Tax Collector’s Annual Meeting, January 2003, Orlando, FL.

“Funding Article V: The State’s Role in Funding Court Services Provided by the Counties,” delivered at the Select Legislative Committee on Article V Funding, Florida Legislature, February 2003, Tallahassee, FL.

“Performance Management and Accountability: Implications for Practice,” delivered to the Inspectors General Institute for Inspectors General and Senior Staff, May 2000, Tallahassee, FL.

“Shifting Paradigms: Using Evaluation Methods for Internal Auditing,” delivered at the monthly meeting of the Tallahassee Institute of Internal Auditors, April 1999, Tallahassee, FL.

“Determinants of Strategic Choice: Modeling Managers’ Decisions,” delivered at the Bush School of Government and Public Service, Texas A & M University, April 1999.

“Changing Roles of Evaluators in the Public Sector: Academic Preparation,” delivered at a plenary session of the Southeast Evaluation Association Annual Meeting, January 1997.

“Implementing the Reorganization of State Agencies that Deliver Social Services, Cash Payments and Health Care to the Needy,” delivered at the Illinois Conference of Women Legislators, November 1996.

“The Determinants of Success in Implementing an Expert System in State Government,” delivered at the Hubert H. Humphrey Institute of Public Affairs, University of Minnesota, March 1996.

“City Services, Citizen Participation and Quality Management Initiatives in American Cities,” delivered at the Cheju City Government Council, and the Nam Cheju Local Government Council, November 1995.

“Responding to the Federal Mandates Law: Suggestions for Florida,” delivered at the Florida Legislative Conference on Federal Mandates, February 1995.

“State Term Limits: Impacts on Legislatures and Legislative Politics,” delivered at the National Speaker’s Conference, Amelia Island, FL, September 1994.

“Implementing Expert Systems in State and Local Agencies: Lessons for Managers,” delivered at the Florida Government Productivity Conference, October 1993.

“Unfunded Mandates: Necessity or Passing the Buck?,” convener and discussant at the Annual Meeting of the American Society for Public Administration, Washington, D.C., March 1991.

“The Impact of Social Change on Public Management,” delivered at the Leadership Conference for Arts Administrators, Tallahassee, December 1990.

“National Trends in the Process of Regulation,” delivered at The Regulatory Challenge and Progressive Public Policy Seminar, The Department of Professional Regulation, Wisconsin, January 1986.

“National Trends in Regulation,” delivered at The National Association of Health Career Schools’ Annual Meeting, February 1986.

“State Regulation of the Allied Health Professions,” testimony presented before the Ohio House Health and Retirement Committee, March 1986.

“State Regulation of the Allied Health Professions,” testimony presented before the Licensing Workgroup, Environmental Matters Committee, General Assembly of Maryland, June 1985.

“The Politics of Regulating Health Professions,” delivered at the American Association of Medical Assistants National Conference, September 1985.

“The Impact of Incompetent and Fraudulent Health Care Practitioners on Consumers,” testimony presented before the Ways and Means Committee, U.S. House of Representatives, May 1984.

“Incompetent and Fraudulent Medical Doctors and the Elderly,” testimony presented before the Joint Committee on Aging, U.S. Senate, September 1984.

“Sunset, Sunrise and State Regulation of the Health Profession,” testimony presented before the Tennessee Senate Study Committee on Regulation of Health-Related Professions, Nashville, Tennessee, October 1984.

“Regulatory and Consumer Issues for the 1980’s,” delivered at the Board Member Training Seminar, Missouri Division of Occupational and Professional Licensing, June 1983.

“Occupational and Professional Regulation Trends,” delivered at the Professional Regulatory Board Member Workshop, Utah Department of Business and Professional Regulation, October 1983.

“Sunset, Sunrise and Legislative Review of Professional Regulation,” delivered at the Annual Meeting of the National Interstate Council of Cosmetology Boards, August 1982.

CONSULTING PROJECTS:

Consultant: Developed and delivered a two-day Strategic Management Training for Tax Collectors Offices, Florida Department of Revenue, April 2005.

Consultant: Developed and delivered a four-day Strategic Management Training for Tax Collectors Offices, Florida Department of Revenue, February 2004.

Consultant: Conducted evaluation assessment of the Non-Profit Institute at Francis Marion University, South Carolina, for the South Carolina Executive Control Board, SC Governor’s Office, Summer 2003.

Consultant: Developed and delivered a three-day Strategic Management Training for Tax Collectors Offices, Florida Department of Revenue, April 2003.

Consultant: Developed and delivered a four-day Management Training for Tax Collectors Offices, Florida Department of Revenue, February 2002.

Consultant: Conducted a SWOT analysis/organizational assessment for Tallahassee Habitat for Humanity as part of their strategic planning process, with my Strategic Management class, September-December 2000.

Member: Diffusion and Adoption of Innovations in Environmental Protection Subcommittee, Science Advisory Board, U.S. Environmental Protection Agency, June-August 2000.

Consultant: Developed and delivered a four-day Management Training for Tax Collectors Offices, Florida Department of Revenue, February 2000.

Consultant: with Strategic Management class, conducted an organizational assessment for 1000 Friends of Florida as part of their strategic planning process, September-December 1999.

Member: Technical Advisory Committee, Florida Conflict Resolution Consortium, evaluating five alternative dispute resolution pilot projects with Florida state agencies, August 1998-July 2000.

Consultant: Evaluating the Earlham College-Kellogg Foundation Program in Quaker Foundations of Leadership, Earlham College, November 1996-Summer 1999.

Consultant: Evaluating the Florida Special Master Dispute Resolution Process, Florida Conflict Resolution Consortium, February 1996-April 1998.

Instructor and Curriculum Designer: Management Training for Florida's Tax Collector's Certification Program, April 1997.

Consultant: Strategic Planning and Program Direction, Florida Commission on the Status of Women, October-November 1996.

Instructor and Curriculum Designer: Senior Leadership Program, Florida Criminal Justice Institute, June 1996.

Consultant: Evaluation of Long-distance Learning Project, Florida Department of Corrections and the Florida Board of Regents, August 1995-December 1996.

Consultant: Performance-based budgeting, Florida Public Service Commission, April-June 1996.

Consultant: City Services, Citizen Participation and Quality Management Initiatives in American Cities, Cheju City Local Government Council, August-November 1995.

Consultant: Management Training for Management Fellows, Florida Department of Highway Safety and Motor Vehicles, May and August 1995, April and August 1996.

Consultant: Assessing the Department's strategic planning process and experience, Florida Department of Corrections, May-August 1995.

Consultant: Agency training in performance-based program budgeting and performance measurement, Office of Planning and Budgeting, Florida's Executive Office of the Governor, December 1994-January 1995.

Consultant: Job analysis, Knowledge, Skill and Ability Development and Training for Job Positions, Office of Planning and Budgeting, Florida's Executive Office of the Governor, August-November 1994.

Consultant and Facilitator: Annual Planning Retreat, Office of Environmental Education, Florida Department of Education, June-July 1994.

Project Manager: Developing and delivering a training curriculum on Total Quality Management for Managers, Florida Department of Corrections, August-December 1992.

Senior Management Consultant: Organizational analysis and implementation assessment of the Wetlands Resource Advisory System, Florida Department of Environmental Regulation, January-December 1992.

Facilitator: the Florida Health Summit, Florida Agency for Health Care Administration, November 1992.

Project Director: Management and program review for the Bureau of Student and Academic Services, Florida Department of Education, August-October 1992.

Project Director: Offender survey on services received from the Department of Corrections, Florida Department of Corrections, May-August 1992.

Project Director: Organizational development diagnostic survey, Florida Department of Corrections, October 1991-June 1992.

Project Manager: Strategic planning consulting and facilitation (with Larry Gross and FCPM staff); Florida Department of Corrections, September 1991-June 1992.

Project Manager: Implementation of the Division of Public Schools' Reorganization Plan and senior leadership training, Division of Public Schools, Florida Department of Education, September 1991-June 1992.

Facilitator: Florida Environmental Land Management Committee, Planning Session for the 1992 Work plan, February 1992.

Consultant and Facilitator: Strategic planning, 1000 Friends of Florida, June-December 1991.

Project Director: Conducted a two-agency evaluation of tenant satisfaction, Florida Department of General Services, June-August 1991.

Project Manager: Strategic planning consulting, division diagnostic surveys and division reorganization study (with Larry Gross and Florida Center for Public Management staff), Division of Public Schools, Florida Department of Education, January-July 1991.

Management Consultant: Working Through Workgroup Dysfunctions, Florida State Board of Administration, January-June 1991.

Project Director: Evaluation of the employee performance evaluation process, Florida State Board of Administration, January-May 1991.

Project Director: Developed a tenant satisfaction survey for use in state-managed buildings, Florida Department of General Services, September 1990-April 1991.

Consultant and Facilitator: strategic planning, FL Department of Natural Resources, September 1990-January 1991.

Consultant and Facilitator: strategic planning, the Florida Conservancy, December 1990.

Consultant and Facilitator: strategic planning, Maine Secretary of State, September 1989-January 1990.

COURSES TAUGHT:

Theory and Practice of Policy Networks: Policy Development, Implementation and Collaboration Networks, National Taipei University
Policy Development and Management, Florida State University
Intergovernmental Management and Relations, Florida State University
The Profession of Public Management, Florida State University
Public Program Evaluation, Florida State University
Public Administration and Society, Florida State University.
Managing a Diverse Workforce, Florida State University
Strategic Leadership for Communities (web-based distance course), Florida State University
Strategic Management and Managing for Results, Florida State University
Theoretical Perspectives in Public Policy, Florida State University
Strategic Management, Florida State University
Public Service Internship, Florida State University
Introduction to Public Administration, University of Kentucky
Policy Innovation, Implementation and Networks (3 week course) at National Chengchi University, Taipei, Taiwan, May 2006

FLORIDA STATE UNIVERSITY SERVICE:

Member, Policy and Academic Affairs Committee, College of Social Sciences, 2012-2015.
Chair and primary author of the Graduate Policy Committee Review of the College of Education's Department of Educational Leadership and Policy, 2011.
Vice-President, Phi Beta Kappa Chapter, 2010-2012.
Faculty Member, Fulbright Student Application and Interview Committee, 2011-present.
Member, Promotion and Tenure Committee, College of Social Sciences and Policy, 2010-2014.
Member, Policy Committee, Askew School, 2012-2014
Member, Personnel Committee, Askew School, 2000-2011, 1996-1998.
Faculty Advisor, FSU Taiwanese Student Association, 2008-2009, 2010-2012.

Member, International Fellowships Selection Committee, Office of the Graduate Dean, 2007-2010.

Member, NCAA Recertification Committee for Athletic Department, 2006.

Member, Search Committee for Chair, Department of Educational Leadership and Policy, College of Education, 2007.

Chair and Member, FSU Commission on the Status of Women, 2005-2007.

Chair, Policy Committee, Askew School, 2003-2009.

Member, FSU Athletic Committee, 2003-2008.

Member, Executive Committee, FSU Athletic Committee, 2004-2008.

Chair, Academic Subcommittee, FSU Athletic Committee, 2003-2008.

Member, LEAD Advisory Team, 2004-2009.

Member, Executive Committee, College of Social Sciences, 2003-2009.

Member, College of Public Health Planning Committee, 2003-2004.

Member, Senior Women's Advisory Committee to the Dean, 2003-2004.

Member, Planning Team, Association of Women Faculty and Administrators, March Seminar for FSU faculty: Getting Promoted to Full Professor, 2004.

Member, Ad Hoc Evaluation Committee for the Council on Research and Creativity, 2002-2003 (coauthored a report evaluating the Council's accomplishments).

Member, Search Committee for Director of Leadership Programs (Quality Enhancement Program Initiative).

Member, Search Committee for Dean of the Graduate School, 2002.

Co-founder and Faculty Associate, Center for Civic Leadership and Nonprofit Management, College of Social Sciences, 2000-present.

Member, MPA Committee, Askew School of Public Administration and Policy, 1991-1992, 1997-2003.

Member, Graduate Policy Committee, College of Social Sciences, 2000-2003.

Member, GPC Subcommittee to review Biological Sciences, Fall 2000.

Chair, GPC Subcommittee to review three programs in Educational Leadership and Policy in the College of Education, Fall 2002.

Member, Tenure and Promotion Committee, College of Social Sciences, 1998-1999, 1995-1996.

Member, Policy and Academic Affairs Committee, College of Social Sciences (2001-2001, 1994-1996); Chair (1994-1995, 1999-2000, 2002-2003).

Member, Lesley Wilson Fellowship Committee, 2000, 2002-2007.

Member, Jerry Collins Eminent Scholar Search Committee, 1996.

Member, Selection Committee for the Sociology Department Chair, 1996.

Member, University Fellowship Committee, representing the College of Social Sciences, 1995-1996.

Member, College of Social Sciences Restructuring Committee, 1995-1996.

Member, Ph.D. Committee, Askew School, 1992-1996.

Member, Policy Committee, Askew School, 1991-1996.

Member, Committee for Jerry Collins State and Local Best Paper, 1993 and 1994.

Member, Minority Affairs Committee, Askew School, 1990-1992, 1994-1995.

Member, Planning Committee, “Restructuring State Government” Conference,
April 1992.

STUDENT ADVISING:

- I. Major Professor for Doctoral students in Public Administration: Barbara McCabe; Geraldo Flowers; Chaomeng Huang; Fran Germany-Griggs; David Heil; Christy Hovanitz Lassila; Jongho Roh; Nate Lassila; Gary Vanlandingham; Bok-Tae Kim; Daejin Kim; Cheon Geon Choi; Risetete Posey; Lisa Eaton; Kaiju Chang; Na Yong Ryoo; Hoseok Jang; Xinfang Wendy Gao; Wilma Jackson; Seejeen Park; Suk Joon Huang; Seung-Bok Choi; Na Yeon Kim, Bruce Grant; Ji Won Nam; Gook Jin Kim; Suk Joon Hwang; Blair Thomas; Wen Chi Hsieh
- II. Committee Member for Doctoral students in Public Administration: Carolyn Pettijohn; Jill Tao; Jack Schluckbeir; Sarah Latham; Moon-Gi Jang; Natasha Trogan; Sung In Kang; Hiba Kodra; Sang Ok Choi; Hee Soun Jang; Marcus Mauldin; Manoj Shrestha; Edgar Ramirez; Andrew Simon; Ed Moore; Sam McCall; Janet Dilling; Bruce McDowell; Hyungsa Ha; Young Mi Lee; Jungah Bae; Karen Jumonville; Ssu-Hsien “Olivia” Chen; Tony Kassekert; Jessica Turman; Hongtao Yi; Heejae Lee; Jusun Youm; Neysa Hill; Jessica Terman; Olivia Hsieh; Sangkyu Jang; Blair Thomas, Kim Wiley, Carli Curley, Aaron Deslatte, Lucky Anguelov, Zia Obiad, John Kraniou, Allyson Adolphson, Ki Woong Cho; Namhoon Ki; Jiasheng Zhang
- III. Committee Member for Doctoral Students in Outside Departments: Laura Langer (Political Science); Jim Corey (Political Science); Margo McClinton (Education); Chin Mei Chin (Education); Bee Frazer (Education); Tony Johnson (Education); Soo Hyun Jung (Political Science); Shanna Autry (Education); Richard Le (Education); Lindsay Katherine (Education); Monica Rowtoski (Education), Richard Lee (Education); Bee Frazier (Education); Jessica Ice (Political Science); and Sungil Hong (Sports Management); Jessica Bunch (Political Science); Tuna Batuhan (Urban and Regional Planning); Jun Hui Lee (Urban and Regional Planning); Jack Mewhirter (Political Science)

PROFESSIONAL ASSOCIATION MEMBERSHIP:

American Society for Public Administration
 American Political Science Association
 Public Management Research Association
 American Evaluation Association
 Southeast Evaluation Association

COMMUNITY SERVICE:

Board Member, Tallahassee Taiwanese Association, 2005-present.
Board Member, Taoist Tai Chi Society of Florida, 1996-1998, 1999-2003;
2009-present.
President, Tallahassee Chan Group, 2010-present
Executive Council Member, Boys and Girls Club of the Big Bend, 2006-2011.
President, Leon High School Tennis Booster Club, 2002-2004.
Co-Chair (1992, 1993, 1995, 1996, 1997, 1998) and Committee Member (1991,
1994) for Science Fair, Kate Sullivan Elementary School, Tallahassee, FL.
Member, Kate Sullivan Elementary School Parent Teacher Association,
1990-1998, Tallahassee, FL.
Vice-President (1991-1992) and Board Member (1990-1992) for Montessori
School of Tallahassee, Tallahassee, FL.