

S.E.C.O.P.A. '96



Hosted by: ASPA Region V and the  
SOUTH FLORIDA CHAPTER

MIAMI, FLORIDA

October 3 - 5, 1996

Conference Hotel: Hyatt Regency Miami

MANAGING WITH AN EYE  
TOWARD THE FUTURE



## WELCOME TO MIAMI!

On behalf of the South Florida Chapter of A.S.P.A. we welcome you to Miami! The conference theme, "Managing With An Eye Toward The Future" will allow attendees to focus on new techniques, innovative policies and ideas to enable them to prepare for the 21st Century.

The S.E.C.O.P.A. '96 Conference Committee has worked extremely hard to provide conference attendees with a truly great time while in Miami. Program Chair Ralph G. Lewis has developed a conference program with over 40 panels, covering 14 different topic areas. The first of two luncheons available to registrants will feature Metro Dade County Manager, Armando Vidal at 12:15 P.M. on October 3, 1996. There will be a Policy Issues Assembly from 6:00 P.M. - 7:30 P.M., prior to the opening reception and all conference attendees are encouraged to participate. Our opening reception on Thursday, October 3, 1996 will be held at Villa Vizcaya from 7:45 P.M. - 9:30 P.M. with food, drink and music to dance the night away. On Friday, October 4, 1996 our luncheon speaker will be a surprise and will definitely prove to be most interesting. Friday evening will feature a reception by the Knoxville '97 Conference Committee at the Historical Museum of South Florida. A "Dine-Around" (sign up at registration), will offer participants a chance to try some of the areas famous restaurants after the reception. Saturday, October 5, 1996 will offer you an opportunity to wrap up the conference at the Closing Plenary, and attend one of two workshops. To truly end your conference experience in a style only found in Miami, we will "Cruise to the Future" aboard a luxurious cruise ship until the wee hours of the morning.

If you have questions concerning Miami's attractions, dining suggestions or recreational facilities for your leisure time, please talk to the people at the registration area. Remember, we want you to enjoy your stay in Miami, so all questions are welcome. Have a great conference!

Ines Beecher  
President  
South Florida Chapter, A.S.P.A.

William E. Solomon  
Conference Chair  
S.E.C.O.P.A. '96



**S.E.C.O.P.A. '96/REGION V  
CONFERENCE COMMITTEE**

William E. Solomon	Conference Chair
Ralph G. Lewis	Program Chair
Steven Bobes	Local Arrangements Chair
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Ines Beecher	Special Events Co-Chair
Elizabeth Buchholz	Special Events Co-Chair
Claire Mostel	Public Relations Co-Chair
Elizabeth LeSueur	Public Relations Co-Chair
Winston Parkinson	Finance Chair

Special thanks to our Conference Registration Committee Members, Maria Batista, Carole Comarcho and Rosie Pastrana. Their volunteer support is most appreciated.

The printed materials utilized for S.E.C.O.P.A. '96 were compiled by Anne Ford and Leslie Rohrer of Florida International University. The final conference program was printed and funded by Florida International University's College of Urban and Public Affairs.

**S.E.C.O.P.A. 1996 OFFICERS**

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## SECOPA PROGRAM SCHEDULE

### Wednesday, October 2, 1996

5:00 P.M. - 8:00 P.M.

Registration Open - Hyatt Regency

### Thursday, October 3, 1996

8:00 A.M. - 5:00 P.M.

Registration Open

8:30 A.M. - 10:00 A.M.

Opening Plenary - Ashe Auditorium

Congratulatory Remarks: Yong Hyo Cho, National  
ASPA President

Opening Address: Merrett Stierheim, President,  
Greater Miami Convention and Visitors Bureau

10:00 A.M. - 10:30 A.M.

Coffee Break with Exhibitors

10:30 A.M. - 12:00 P.M.

Concurrent Sessions

12:15 P.M. - 1:45 P.M.

Luncheon, Speaker: Armando Vidal, County Manager  
of Metro Dade County

2:00 P.M. - 3:30 P.M.

Concurrent Sessions

3:30 P.M. - 4:00 P.M.

Coffee Break with Exhibitors

4:00 P.M. - 5:30 P.M.

Concurrent Sessions

6:00 P.M. - 7:30 P.M.

Assembly on Policy Issues - Ashe Auditorium

7:45 P.M. - 9:30 P.M.

Opening Reception - Vizcaya Museum and Gardens

**Thursday, October 3, 1996**

**Panel #1**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Pearson I

**Local Government: Emerging Governance and Control Issues at the Local Level**

**Moderator:** Milan Dluhy (School of Policy and Management, Florida International University)

- A. Factors Impacting Community Control: Lessons from the Rush to Incorporation in Dade County, Florida.  
Milan Dluhy and Fred Becker (Florida International University)
- B. Economic Theory and Residential Waste Collection: How Satisfying is it?  
Russell Williams (Florida State University)
- C. Gated Communities in an Age of Governmental Reinvention and Devolution: Is the Singapore Model in America's Future?  
William Richardson (Georgia State University)
- D. Alternatives to Civil Service: Privatization Strategies.  
Donald Klingner (Florida International University)

**Panel #2**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Pearson II

**Budgeting and Financial Management: Local Government Finance and Administration**

**Moderator:** Michael W. Popejoy (Palm Beach Atlantic College)

- A. Incremental Appropriations as a Means of Stabilizing Commitments Among Competing Local Units of Government.  
Otha Burton, Jr. (Jackson State University)
- B. Casino Gambling in Mississippi: Local Government Revenue and Spending Implications.  
Edward J. Clynch and Denise Keller (Mississippi State University)
- C. Who Pays for the Politics in Public Budgeting in Alabama?  
Charles J. Spindler (Auburn University)

**Thursday, October 3, 1996**

**Panel #3**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Johnson I

**Public Administration Education:  
International Students in Public Administration Programs: A Roundtable**

**Moderator:** David Edwards (University of Tennessee at Chattanooga)

- A. Chris M. Kimaru (North Carolina Central University)
- B. Susie Stein (New School for Social Research)

> **Panel #4**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Johnson II

**Public Administration Outreach: Future Search Conferences and Community  
Development**

**Moderator:** Jim Seroka (University of North Florida)

- A. Future Conferences and Community Development.  
Ralph G. Lewis and Douglas H. Smith (Florida International University)

**Thursday, October 3, 1996**

**Panel #5**

**Time:** 10:30 a.m. - 12:00 p.m.

**Room:** Ibis

**Health and Human Services: Issues in Health Care Policy and Administration**

**Moderator:** Margaret Paternek (HIV/AIDS Planning and Management Organization)

- A. The Fabric of Health Care Policy: The Future Through the Past.  
Mary Ann Feldheim (Florida Atlantic University)
- B. A Predictive Model of Legislative Votes on Health Care Reform Legislation in the Florida House, 1993.  
Chris Strum (Florida State University)
- C. Opinions of Stakeholders and the General Population: Differences in Perceptions of the Adequacy of and Satisfaction with Health-Care Services in a Rural Southern County.  
Jason Palmer (University of Tennessee)
- D. The Florida Health Security Plan: Focus Medicaid.  
Khi Thai and Mary Ann Feldheim (Florida Atlantic University)

**Panel #6**

**Time:** 10:30 a.m. - 12:00 p.m.

**Room:** Foster I

**Ethics: Restoring the Public Trust**

**Moderator:** Evan Berman (University of Central Florida)

- A. Alienation and the Challenge of Participation: A Strategic Planning Response.  
Robert B. Denhardt (University of Delaware)
- B. Honoring Citizens' Values: Perceptions of Government Performance.  
Mark Glaser (Wichita State University)
- C. Ethics and Cynicism in Public Administration.  
Evan Berman (University of Central Florida)
- D. A Practitioner's Perspective on Restoring the Public Trust.  
Dean Sprague (City Manager of Maitland Florida)



**Thursday, October 3, 1996**

**Panel #7**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Foster II

**Intergovernmental Relations: Federal-Local Affairs**

**Moderator:** Edwin J. Benton (University of South Florida)

- A. Measuring Economic Development Performance: Toward a Conceptual Framework for Monitoring Impact.  
Bill Pammer and Susan MacManus (University of South Florida)
- B. Coordinating Intergovernmental Policies on Emergency Management in a Multi-Centered Metropolis.  
Delores Kory (St. Thomas University)
- C. Marketing Cities for Economic Development.  
Jaehoon Kim (Seoul National Poltechnique University)

**Panel #1**

*Time:* 2:00 p.m. - 3:30 p.m.

*Room:* Pearson I

**Nonprofit: Governance Issues in Nonprofit Organizations**

**Moderator:** Denice M. Rothman (The Thurston Consulting Group, Inc.)

- A. Do the "Do-Gooders" Always Do Good?: An Ethical Overview of Ethical Orientation in Nonprofit Organizations.  
Jeffrey L. Brudney and Michele L. Ross (University of Georgia)
- B. Post Disaster Emergent Groups: Public vs. Private Values.  
Lidia Tuttle (Florida International University)
- C. Learning from the Nonprofit Sector: Exploring a Hypothesis on "Equality" in Administrative Practice.  
Shamima Ahmed (Northern Kentucky University)
- D. Managing Change in the Nonprofit Organization: The Perspective Role of the Board of Trustees.  
Kathryn C. Hall and Gerald T. Horton (University of Georgia)

**Thursday, October 3, 1996**

**Panel #2**

*Time:* 2:00 p.m. - 3:30 p.m.

*Room:* Pearson II

**Public Personnel Administration: Issues in Performance Assessment and Compensation**

**Moderator: Dennis Daley (Department of Political Science and Public Administration,  
North Carolina State University)**

- A. Employee Perception of Performance Evaluation.  
Latricia Hills Jackson (LSU School of Medicine)
- B. Supervisory Assessment in Nation and State: Federal and North Carolina Employee Perceptions.  
Dennis Daley and Michael L. Vasu (North Carolina State University)
- C. Implementing Comparable Worth/Pay Equity in Cutting Edge States.  
Christopher Daniels and Susan Karrh (Kentucky State University)
- D. Pay for Performance Systems in State Government: Perceptions of State Agency Personnel Managers.  
Ed Kellough and Sally Coleman Selden (University of Georgia)

Thursday, October 3, 1996

**Panel #3**

*Time:* 2:00 p.m. - 3:30 p.m.

*Room:* Foster II

**International Relations: Economic Development and Comparative Public Administration**

**Moderator:** Mfanya Tryman (Mississippi State University)

- A. Strategies and Lessons of Chinese Economic Development.  
Kuotsai Tom Liou (University of Central Florida)
- B. 1997 and Beyond: The Public Administration Dichotomy of Hong Kong and the Peoples' Republic of China.  
Sharon Tracy (Georgia Southern University)
- C. Innovative Methods in Public Financial Administration During Inflationary Times  
A Case for Eastern Azarbijan Province, Iran.  
Behrooz Kalantari (North Carolina Central University)
- D. The Role of Institutional Building and Management in Economic Development: A Comparative Case Study of Kenya and South Korea.  
Chris M. Kimaru (North Carolina Central University)

**Panel #4**

*Time:* 2:00 p.m. - 3:30 p.m.

*Room:* Gautier

**Management Science and Policy Analysis: Emerging Issues and Environmental Concerns**

**Moderator:** Ari Halachmi (Tennessee State University)

- A. Solid Waste Disposal: Options and Preferences.  
Bruce Rodgers (Tennessee State University)
- B. Security and Transportation Systems.  
Lance La Russo (Georgia State University)
- C. State Hazardous Waste Reduction Policy and Industrial Performance.  
David Folz (University of Tennessee, Knoxville)
- D. Tampa Bay National Estuary Program: A Case Study in Intergovernmental Management Networks.  
Renu Khator and Jonathan Lewis (University of South Florida)

**Thursday, October 3, 1996**

**Panel #5**                      *Time:* 2:00 p.m. - 3:30 p.m.                      *Room:* Johnson I

**ASPA Membership Workshop and Roundtable Discussion**

**Moderator:** William E. Solomon (Metro Dade Park and Recreation)

**Panelists:** Ines Beecher (President, South Florida Chapter, ASPA)  
Claire Mostel (President-Elect, South Florida Chapter, ASPA)  
Steven Bobes (Board/Member, South Florida Chapter, ASPA)

**Panel #1**                      *Time:* 4:00 p.m. - 5:30 p.m.                      *Room:* Pearson I

**Local Government: Government Economic Development Strategies at the Local/Regional Level: Developing Good Policy**

**Moderator:** Fred Becker (School of Policy and Management, Florida International University)

- A. Local Economic Development Strategies: Identifying the Cost and Benefits of Public Subsidies.  
Harvey Averch (Florida International University)
- B. Recycling Old Sports Arenas: The Experience in Cleveland, Miami and Philadelphia  
Howard Frank (Florida International University)
- C. The Midtown Corridor Development Project: Meeting the Challenge of Vacant Land, Declining Neighborhoods, and Redevelopment in an Historic District.  
Marion Jones and Joy Clay (University of Memphis)
- D. Industrial Location in the Rio Grande Valley: A Public Administration Approach.  
Theo Edwin Maloy (University of Texas-Pan American)

Thursday, October 3, 1996

**Panel #2**                      *Time:* 4:00 p.m. - 5:30 p.m.                      *Room:* Foster I

**Public Administration Education:  
Quality Issues for Public Administration Education Programs**

**Moderator:** Thomas Vocino (Auburn University at Montgomery)

- A. The State of Doctoral Education in American Public Administration.  
Gene A. Brewer, James W. Douglas, Rex H. Facer, II, and Laurence J. O'Toole, Jr  
(University of Georgia)
- B. Providing a Quality Non-Traditional Bachelor of Public Administration Degree.  
Richard Orman (Barry University)
- C. The Internet as a Management Tool for the Future.  
Edward Schwerin (Florida Atlantic University)
- D. MPA and its Relevancy to Women and Minority Students.  
Guisette Salazar (University of Texas at Arlington)

**Panel #3**                      *Time:* 4:00 p.m. - 5:30 p.m.                      *Room:* Johnson I

**Intergovernmental Relations: National-State Relations**

**Moderator:** Platon N. Rigos (University of South Florida)

- A. Employment and Training Through Public-Private Partnership: An Albany State College Public Service Institute Program.  
Teresa Merriweather-Orok, Michael Orok and Lois Hollis (Albany State College)
- B. The Impact of Unfunded Federal Mandates Upon Local Governments in America  
M. Celeste Murphy (Florida Atlantic University)

**Thursday, October 3, 1996**

<b>Panel #4</b>	<b>Time:</b> 4:00 p.m. - 5:30 p.m.	<b>Room:</b> Gautier
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**Health Care and Human Services: Human Services for Targeted Populations**

**Moderator: Jonathan P. West (Department of Political Science, University of Miami)**

- A. Dade County Juvenile Assessment Center.  
Bea Weaver (Metro-Dade Police Dept.) and Carolina Montoya (Dade County Office of Rehabilitative Services)
- B. Managing Death: End-of-Life Choices.  
Kathleen M. Reding (Western Michigan University)
- C. Management Issues and Comfort Care for the Terminally Ill: The Hospice Approach  
Colleen M. West (Miami Veterans Administration Medical Center) and Jonathan P. West (University of Miami)
- D. Explanations for Differing Roles of Commissions on the Status of Women in Providing Services for Women.  
Marsha Silverman (University of Miami)
- E. Serving a Vulnerable Population: The Homeless: Public Administration as Science, Process and Art.  
Tom Barth and Robin Quinn (University of Memphis)

<b>Panel #5</b>	<b>Time:</b> 4:00 p.m. - 5:30 p.m.	<b>Room:</b> Johnson II
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**Ethics: Future Prospects and Problems**

**Moderator: Katherine Willoughby (Georgia State University)**

- A. Ethical Traditions in the East and West: A Comparison of Confucius and Locke.  
J. William D. Richardson and Ronald L. McNinch (Georgia State University)
- B. Law Versus Ethics.  
J. Michael Martinez (Georgia State University)
- C. Ethical Codes With Teeth: Professional Practices Commission.  
Mary Christine Cagle and Rick Charles (Georgia State University)

**Thursday, October 3, 1996**

**Panel #6**

*Time:* 4:00 p.m. - 5:30 p.m.

*Room:* Foster II

**Technology in the Public Sector**

**Moderator:** Arthur A. Felts (University of Charleston)

- A. Using Computer Decision Support Systems to Convert Juvenile Justice Outcome Measures Into Performance Budgets.  
C.E. Teasley III and Tamela Ramos (University of West Florida)
- B. Assessing Team Training in a Computer Network Organization: A Case Study.  
Robert J. Thomas (Florida State University)

**Friday, October 4, 1996**

8:00 A.M. - 5:00 P.M.	Registration Open
7:30 A.M. - 8:30 A.M.	S.E.C.O.P.A. Executive Council Meeting - Board Room
8:30 A.M. - 10:00 A.M.	Concurrent Sessions
10:00 A.M. - 10:30 P.M.	Coffee Break with Exhibitors
10:30 A.M. - 12:00 P.M.	Concurrent Sessions
12:15 P.M. - 1:45 P.M.	Luncheon, Speaker TBA
2:00 P.M. - 3:30 P.M.	Concurrent Sessions
3:30 P.M. - 4:00 P.M.	Coffee Break with Exhibitors
4:00 P.M. - 5:30 P.M.	Concurrent Sessions
5:30 P.M. - 6:30 P.M.	S.E.C.O.P.A. Business Meeting -Ibis
6:45 P.M. - 8:00 P.M.	S.E.C.O.P.A. '97-Knoxville Reception - Historical Museum
8:00 P.M. - 10:00 P.M.	Barnard Society Reception
8:30 P.M. -	Dine-Around



**Friday, October 4, 1996**

**Panel #1**

*Time: 8:30 a.m. - 10:00 a.m.*

*Room: Ibis*

**Public Administration Outreach: Outreach for Neighborhood Community Development**

**Moderator: Jim Seroka (Department of Political Science and Public Administration, University of North Florida)**

- A. Decentralizing Government to Enhance Accessibility of Services and Government.  
Debbie Curtin (Team Metro), Christine Heflin (City of Coral Springs) and Elbert Waters (City of Miami)
- B. University-City Outreach Partnerships for Community Development: The Case of FIU-Opa Locka, Florida.  
Ozzie Ritchey (Florida International University)

**Panel #2**

*Time: 8:30 a.m. - 10:00 a.m.*

*Room: Pearson I*

**Local Government: Fiscal Issues at the Local Level: Dilemmas Faced By Decision Makers**

**Moderator: John Topinka (Budget and Management, Metro Dade County, Florida)**

- A. Environmental Priorities and Local Governments: Why and How?  
David Feldman (University of Tennessee Knoxville)
- B. The Games Mayors Play: Mayoral Roles in City Governance.  
James Kaatz (Mississippi State University) and Gerald Gabris (Northern Illinois University)
- C. Productivity Measures in Local Government: Police Services and Government Decision Making.  
Xiaohu Wang (Florida International University)
- D. The Relationship Between Economics of Scale and Performance Measures in Municipal Services.  
Fred Becker and Milan Dluhy (Florida International University)

**Friday, October 4, 1996**

**Panel #3**

*Time:* 8:30 a.m. - 10:00 a.m.

*Room:* Johnson I

**Public Administration Education:  
Experimental Learning in Public Administration Education**

**Moderator:** Robert B. Cunningham (University of Tennessee)

- A. Michelle Angeletti (Florida Atlantic University)
- B. Larry Hubbell (University of Wyoming)
- C. Janet Kelly (Clemson University)
- D. Robert Peters (Western Michigan University)

**Panel #4**

*Time:* 8:30 a.m. - 10:00 a.m.

*Room:* Pearson II

**Public Personnel Administration: A Practical Focus On Public Personnel Administration**

**Moderator:** Steve Condrey (Institute of Government, University of Georgia)

- A. Trends and Changes in Local Government Benefit: Implications for Fiscal and Personnel Policy.  
Cliff McCue (Kent State University) and Gary Roberts (Fairleigh Dickinson University)
- B. Toward a New Paradigm for Public Personnel Administration.  
Steve Condrey (University of Georgia)
- C. Determining Budgeting Essentials for Human Resource Managers.  
Catherine Reese (New Mexico State University)
- D. Designing and Conducting Employee Attitude Surveys.  
Gary Roberts (Fairleigh Dickinson University)
- E. Discussant: Glenn Rainey (Eastern Kentucky University)

**Friday, October 4, 1996**

**Panel #5**

*Time: 8:30 a.m. - 10:00 a.m.*

*Room: Gautier*

**Health Care and Human Services: Health Care Issues: Into the Future**

**Moderator: Anne Osborne Kilpatrick (Medical University of South Carolina)**

- A. Reinventing Health Care Organizations for the Future: A Case Study.  
Anne Osbourne Kilpatrick and Jacqueline K. Jones (Medical University of South Carolina)
- B. A Case Study of APEX-PH in Kentucky.  
Traci Hill (Eastern Kentucky University)
- C. Taking Stock Before We Proceed.  
Lindsay Gotshall (Florida State University)

**Panel #6**

*Time: 8:30 a.m. - 10:00 a.m.*

*Room: Foster II*

**Nonprofit: Issues Management Centered Strategic Planning for Public and Nonprofit Organizations**

**Presenter: R.A. Shapek (University of Central Florida)**

**Discussants: Ralph Lewis (Florida International University)  
Joy Clay (University of Memphis)**

**Friday, October 4, 1996**

**Panel #1**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Pearson I

**Nonprofit: Strengthening the Capacity of Nonprofit Organizations**

**Moderator: David Cox (Department of Political Science, University of Memphis)**

- A. **Marketing Mission Instead of Merchandise: The Nonprofit Marketing.**  
Susan T. Schmidt and Dorothy Norris-Terrell (University of Memphis)
- B. **Capacity Building in the Nonprofit Sector: A Management Technical Assistance Model for Community-Based Organizations.**  
Denice M. Rothman (Thurston Consulting Group, Inc.) and Stephanie Williams-Baldwin (Opa-Locka Community Development Corporation)
- C. **From Where Is the Money Going to Come?: An Examination of Income Streams for Nonprofit Organizations.**  
Jennifer A. Wade (University of Georgia)
- D. **A Role for Nonprofit Organizations in Guiding Economic Development.**  
Robert Montjoy and Keenan Grenell (Auburn University)

Friday, October 4, 1996

Panel #2

Time: 10:30 a.m. - 12:00 p.m.

Room: Pearson

**Budgeting and Financial Management: State Government Budget and Finance Issues**

**Moderator: Thomas P. Lauth (Political Science Department, University of Georgia)**

- A. Revenue Generation and Administrative Oversight: Lottery Proliferation and Moral Dilemma.  
R. Lawson Veasey and Lani Lee Malysa (University of Central Arkansas)
- B. The Line-Item Veto in Southern States. *more* *total gas than 1% of*  
Cathy Reese (New Mexico State University) *total budget*  
*more than half for policy & program reasons*
- C. An Investment of the Medicaid and Medicare Funding Crisis and their Impact  
the Local Government Level in Louisiana. *about 1% for fiscal reasons* *overrides come from*  
Nasir Ahmed (Grambling State University)
- D. Evasion of the State Motor Fuels Tax: How Severe Is It? What Can Be Done  
About It? *3-4% of gas tax revenues; 10% of diesel*  
Dwight Dension and Merl Hackbart (University of Kentucky)

Panel #3

Time: 10:30 a.m. - 12:00 p.m.

Room: Gautier

**Intergovernmental Relations: State-Local Relations**

**Moderator: Platon N. Rigos (University of South Florida)**

- A. The Meaning of Home Rule in Oklahoma.  
David Morgan (University of Oklahoma), Mike Hirlinger and Robert England  
(Oklahoma State University)
- B. State Local Relations in New Hampshire.  
John Camobreco and Mark Ebert (University of New Hampshire)
- C. Civil Rights Administration in the States: Policy Devolution or New Federalism  
George Cox and Larry Taylor (Georgia Southern University)
- D. Institutional Solutions to Political Problems: A Look at the Federal and State  
Mandate Estimation Process.  
Janet N. Kelly (Clemson University)
- E. Discussant: Dale Krane (University of Nebraska, Omaha)

**Friday, October 4, 1996**

<b>Panel #4</b>	<i>Time:</i> 10:30 a.m. - 12:00 p.m.	<i>Room:</i> Johnson I
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**Ethics: Ethics in Public Management**

**Moderator: Paul Blanchard (Eastern Kentucky University)**

- A. City Managers' Perception of the ICMA Code of Ethics.  
Lloyd Rowe and Richard Hug (Indiana University)
- B. Ethics and Re-engineering in Municipal Government.  
John L. Daly (University of South Florida)
- C. Mandatory Arrest Laws and Domestic Violence.  
Sally Bishop Merrill (Purdue University Calumet)

<b>Panel #5</b>	<i>Time:</i> 10:30 a.m. - 12:00 p.m.	<i>Room:</i> Foster II
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**Management Science and Policy Analysis: Emerging Trends In Public Administration**

**Moderator: Christina Jeffrey (Kennesaw State University)**

- A. Decentralization and Employee Commitment in Organizations.  
Dan Jorgensen (Florida State University)
- B. One Glass, Many Straws: Hope versus Reality in Florida's Struggle to Achieve Sustainable Levels of Freshwater Consumption.  
Jered B. Carr and Linda Johnson (Florida State University)
- C. Enterprise Zones.  
Angela Ray (Eastern Kentucky University)
- D. Change and It's Effect on Leadership.  
Lee Martin (Florida International University)
- E. Public Participation in the CDBG Process.  
Tiffany Harmon (Eastern Kentucky University)

**Friday, October 4, 1996**

**Panel #6**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Ibis

**Public Personnel Administration Roundtable: Violence in the Workplace**

**Moderator:** William L. Waugh and Lloyd Nigro (School of Public Administration and Urban Studies, Georgia State University)

A. Managing the Risk of Workplace Violence.  
William L. Waugh and Lloyd Nigro (Georgia State University)

B. Violence in the Workplace.  
Janette Workman (Eastern Kentucky University)

C. Discussants:

Ed Jennings (University of Kentucky)  
Anne Kilpatrick (Medical University of South Carolina)  
Lloyd Nigro (Georgia State University)

**Panel #7**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Johnson II

**Management and Science Policy Analysis:  
Quality Improvement in the Public and Private Sectors.**

**Moderator:** Ralph G. Lewis (Florida International University)

A. Quality Improvement in the Metro Dade Aviation Department.  
Linda Freund (Metro Dade Aviation Department.)

B. Strategic Planning for Quality Improvement in the Public Sector.  
Frank Voehl (Strategy Associates)

**Friday, October 4, 1996**

**Panel #1**                      *Time:* 2:00 p.m. - 3:30 p.m.                      *Room:* Pearson I

**Local Government: Leadership Patterns in Local Government**

**Moderator:** C.E. Wynn Teasley III (University of West Florida)

- A. Local Managers As Transformational Leaders.  
Michael Abels (CEO, Harbor City Volunteer Ambulance Squad)
- B. Minority Leadership: Using Biographies to Illustrate Themes.  
Carmen Mendez (Florida International University) and Ann Marie Rizzo  
(Tennessee State University)
- C. Strategic Planning in the Community Services Block Grant Process: Community  
Development and Consensus Building.  
Henry Thomas (University of North Florida)
- D. Community Leadership and Strategic Planning at the Local Level: Forecast 2105.  
Hector A. Rivera (County Manager, Guilford, North Carolina)

**Panel #2**                      *Time:* 2:00 p.m. - 3:30 p.m.                      *Room:* Ibis

**Public Administration Education: Mid-Career Education in Public Administration**

**Moderator:** Brian R. Fry (University of South Carolina)

- A. Phillip G. Grose (Executive Director, South Carolina Executive Institute)
- B. Kenneth Laurence (Internal Revenue Services)
- C. Trudie Reed (Columbia College)



**Friday, October 4, 1996**

**Panel #3**

*Time:* 2:00 p.m. - 3:30 p.m.

*Room:* Gautier

**Management and Policy Analysis: Measurement**

**Moderator:** Ari Halachmi (Institute of Government, Tennessee State University)

- A. Involving Citizens in Measuring and Improving Government Performance.  
Paul Epstein (Epstein and Fass Associates)
- B. Measuring and Using Intellectual Capital to Enhance Public Sector Productivity.  
Weston H. Agor (University Of Texas at El Paso)

**Panel #4**

*Time:* 2:00 p.m. - 3:30 p.m.

*Room:* Pearson II

**Health and Human Services: Welfare Reform and Family Services**

**Moderator:** Annette Steinacker (University of Miami)

- A. Assessing Welfare Reform in New Orleans, Louisiana.  
Frank Johnson (University of New Orleans)
- B. Devolution of the Welfare State: Who Should be Responsible for America's Poor.  
Melanie Nathanson (University of Miami)
- C. Fostering Collaboration in Family Support Systems: A Model Fiscal Policy for Service Integration in Orange County, Florida.  
Joseph W. Grubbs (University of Central Florida), Lee Ann Lowery (Orange County Citizens' Commission for Children) and Mark A. Glaser (Wichita State University)

**Friday, October 4, 1996**

**Panel #5**

*Time: 2:00 p.m. - 3:30 p.m.*

*Room: Johnson I*

**Diversity: Diversity Issues in the Public Workplace**

**Moderator: Walter Dunajick (Florida International University)**

- A. Female Presentation on Public Boards.  
Stephanie Bellar (University of Tennessee Chattanooga)
- B. Potential Cognitive Barriers to Age Diversity in the Workforce: Managing With an Eye Toward the Older Workforce of the Future.  
Walter Dunajick (Florida International University)
- C. From Civil Rights to Affirmative Action and Diversity.  
Mfanya D. Tryman (Mississippi State University)

**Panel #6**

*Time: 2:00 p.m. - 3:30 p.m.*

*Room: Foster II*

**Graduate Student Roundtable: Sharing of Experiences**

**Moderator: Anne O. Kilpatrick (Medical University of South Carolina)**

**Panel #7**

*Time: 2:00 p.m. - 3:30 p.m.*

*Room: Johnson II*

**Technology: Geographic Information Systems**

**Moderator: Denise Strong (University of New Orleans)**

- A. GIS as a Tool in Community Organizing and Development.  
Denise Strong and Michael Reynolds (University of New Orleans)
- B. Emergency Response and Environmental Racism: The Utility and Limitations of GIS in Crisis Situations.  
John Wildgen (University of New Orleans)
- C. Citizen Planning for Community Development.  
Wendell Dufour (University of New Orleans)

**Friday, October 4, 1996**

**Panel #1**

*Time:* 4:00 p.m. - 5:30 p.m.

*Room:* Foster I

**Budgeting Roundtable: Performance Measures in State Budgeting**

**Moderators:** Edward J. Clynych and Thomas P. Lauth (Mississippi State University)

- A. Internal Agency Allocations: The Role of Performance Indicators.  
Edward J. Clynych and George Vargis (Mississippi State University)
- B. Budget Redirection in Georgia.  
Thomas P. Lauth (University of Georgia)
- C. Performance Indicators in Higher Education.  
Merl Hackbart (University of Kentucky)
- D. Performance Measures in Florida.  
Sheila A. Sheffield (Florida State University)

**Panel #2**

*Time:* 4:00 p.m. - 5:30 p.m.

*Room:* President's Room

**International Relations: Governance and Policy Making in Developing Countries**

**Moderators:** Ahmed S. Huque (City University of Hong Kong) and Saba Jallow (Georgia Southern University)

**Friday, October 4, 1996**

**Panel #3**

**Time:** 4:00 p.m. - 5:30 p.m.

**Room:** Gautier

**Intergovernmental Relations: Consolidation Experiences**

**Moderator:** Jeffrey R. Clements (Jacksonville City Government)

- A. Jacksonville-Duval County Consolidation, A 25 Year Retrospective.  
Jeffrey R. Clements (City of Jacksonville)
- B. Dade County's Single Member Districts and the Impact on Annexations and Incorporations.  
Ellen Wachter (Metro-Dade County, Office of the County Manager)
- C. The Economic Development Consequences of City/County Consolidations.  
Rick Feiock (Florida State University)
- D. Discussant: Edwin J. Benton (University of South Florida)

**Panel #4**

**Time:** 4:00 p.m. - 5:30 p.m.

**Room:** Johnson I

**Ethics: Cyberspace and the Workplace**

**Moderator:** William Pammer (University of South Florida)

- A. Access, Privacy and Ownership.  
David Coursey (Florida State University)
- B. Going On Line: Do's and Don'ts.  
Eric Johnson (Budget Director, Hillsborough County)
- C. Virtues of the Virtual Workplace.  
Donald C. Menzel (University of South Florida)

**Friday, October 4, 1996**

**Panel #5**

**Time:** 4:00 p.m. - 5:30 p.m.

**Room:** Pearson

**Public Administration: The State of the Discipline Sponsored by the Barnard Society**

**Moderator:** Jack Rabin (Professor of Public Administration, Penn State University)

- A. Organization Theory and Development.  
Robert T. Golembiewski (University of Georgia)
- B. Development and Comparative Public Administration.  
Ali Farazmand (Florida Atlantic University)
- C. Health Administration.  
Anne Osborne Kilpatrick (Medical University of South Carolina)
- D. Public Budgeting.  
Thomas Lynch (Louisiana State University)
- E. Human Resources Administration.  
Steven Hays (University of South Carolina)
- F. Information Resource Management.  
Robert Munzenrider (Penn State University)
- G. Local Government Budgeting and Responses to Cutbacks.  
Steven D. Cooper (Alabama Medicaid Agency)
- H. Financial Management and Governmental Accounting.  
W. Bartley Hildreth (Wichita State University)

**Saturday, October 5, 1996**

8:00 A.M. - 10:00 A.M.	Registration Open
8:30 A.M. - 10:00 A.M.	Closing Plenary
10:00 A.M. - 10:30 A.M.	Coffee Break
10:30 A.M. - 12:00 P.M.	Special Session 1
10:30 A.M. - 3:00 P.M.	Special Session 2
12:00 P.M. - 1:00 P.M.	Close-out and Debriefing With Hyatt Hotel and Knoxville Conference Committee
8:30 P.M.	All attendees that have signed to go on the "Cruise To The Future" assemble in Hotel Lobby.
9:00 P.M.	Buses leave for the Port of Miami.
3:00 A.M. (Approx.)	"Cruisers" return to the Hyatt Hotel by bus.

**Saturday, October 5, 1996**

**Special Session #1**

*Time:* 10:30 a.m. - 12:00 p.m.

*Room:* Johnson

**Roundtable: Distance Learning and Public Administration**

**Moderators:** **Ralph S. Brower** (Askew School of Public Administration and Policy), **E. Klay** (Florida State University) and **Ralph G. Lewis** (Florida International University)

- A. Defining Public Administration "Community" Under Evolving Community Technologies.
- B. Linkages Between Distance Learning and the Evolving World of Public Administration Practice.
- C. Distance Learning Initiatives: Geographic Competition or Cooperative Venture
- D. Technology and Local Site Requirements.
- E. Changing Academic Systems.

**Special Session #2**

*Time:* 10:30 a.m. - 3:00 p.m.

**Tour of Emergency Management Facilities**

- A. NOAA National Hurricane Center
- B. Dade County Command Center

### **Conference Contributors**

Bell South Corporation

Dade County Environmental Resources Management

Eckert Seamans Cherin & Mellott

Florida International University

Meridian International

**Metro Dade County**

Montenay Power Corporation

Southern Wine & Spirits

South Florida Chapter, A.S.P.A.

St. Thomas University

The Toro Company/Hector Turf/Century Equipment

University of Miami

Xerox Corporation