

CYNTHIA E. LYNCH
1350 Ala Moana Blvd. #2305
Honolulu, HI 96814
Cell (225) 939-5349
Home (808) 799-4866

EDUCATION

- Ph.D.** Ph.D. in Public Policy from Southern University and A & M College, Nelson Mandela School of Public Policy and Urban Affairs. 1998 to 2003.
Dissertation Title: *Organizational Structure Influence on Ethical Issues in 21st Century Nonprofit Organizations.*
- MPA** Louisiana State University. E. J. Ourso College of Business. 1994-1996.
Master of Public Administration, with a concentration in performance measurement and performance management.
- BA** University of Massachusetts, Boston. College of Public and Community Services. Bachelor of Arts in Community Planning and Management, 1991-93.
- The New Seminary. 2006-2008. New York, New York. Ordained Interfaith Minister June 15, 2008

AWARDS AND HONORS

- 2000** Golden Key Honor Society
- 2001** College Leadership Award 2001 from the Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College.
- 2004** ASPA Lavern Burchfield Award for best book review published in Public Administration Review, "Corruption, Reform, and Virtue Ethics." Co-authored with Thomas D. Lynch. Volume 63, Number 3. Pp. 370 - 374.
- 2006** ASPA PA Times Best Article Award for "There was no Plan – A Louisiana Perspective" Co-authored with Evan Berman, Thomas D. Lynch and Maria Berman. PA Times, October Volume 28, Number 10. Page 3.
- 2006** Teacher of the Year in the Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College.
- 2009** University of Texas Pan American, Provost's Award for International Studies.
- 2009** International Interfaith Dialog, International Award for Peace.

- 2010** Pi Alpha Alpha Honor Society.
- 2011** Excellence in Online Teaching University of Texas Pan American, Fall 2011. \$3,000.00.

GRANTS AWARDED

- 2007** Summer Writing Institute Grant College of Social and Behavioral Sciences, University of Texas Pan American, Summer, 2007. \$2,000.00.
- 2007** Faculty Development Grant University of Texas Pan American, Fall 2007. \$1,600.00.

PROFESSIONAL AND COMMUNITY ACTIVITIES

Editor *Global Virtue Ethics Review*, a peer reviewed electronic journal dedicated to research on virtue ethics. 2003-Present.
 Managing Editor, 2000-2002.
 Book Review Editor, 1998-2000.

Editorial Boards Public Administration Quarterly, 2007 - Present
 The Public Sector Innovation Journal, Canada, 2007- 2017
 Journal for Development and Leadership, South Africa 2010-2016
 - Reappointed 2016- present
 Administratio Publica, South Africa, 2011- Present

Affiliations *American Society for Public Administration (ASPA)*, Lifetime member; member of the ASPA Ethics Section – 1998 –present and on Executive Committee 2001- present; member of the ASPA Section for International and Comparative Administration (SICA) 1993- 2008 and member of Executive Committee 2004- 2008 and 2013-2016; member of the Campaign for International Relations, 1994-present; Section on Professional and Organizational Development (SPOD) member of Executive Committee 2008- present, Chair 2013-2016; Section on Intergovernmental Relations, member, Chair of Student Scholarship Award 2012; local Louisiana chapter, 1996-2001, Secretary 2004- 2006.

International Institute of Administrative Sciences (IIAS), 1993- 2003;
 Member: Working Group on Public Productivity.
 Working Group on Public Sector Values
 Transatlantic Dialogue on Ethics

Association for Practical & Professional Ethics (APPE), 2002- 2010.

Ethics Across the Curriculum (EAC) 2002- 2010.

Society for Nonprofit Organizations 2003- Present

A World Alliance of Interfaith Ministers 2008 – Present

EMPLOYMENT

Assistant Professor Hawaii Pacific University, College of Professional Studies, MPA program.
January 15, 2019 – present.

Teaching Face-to-Face:

- Introduction to Public Administration & Public Service PADM 6000
- U.S. Public Policy PADM 6400 and Undergraduate PADM 3300
- Grant Writing and Fund Raising PADM 6200
- Capstone Research PADM 7001
- Capstone Research PADM 7002

Teaching online:

- Introduction to Public Administration & Public Service PADM 6000
- U.S. Public Policy PADM 6400 and Undergraduate PADM 3300
- Grant Writing and Fund Raising PADM 6200
- Capstone Research PADM 7001
- Capstone Research PADM 7002

Associate Professor The University of Texas – Rio Grande Valley, Liberal Arts College.
Public Affairs and Security Studies Department, Master of Public Administration Program. Fall 2015- January 2018.

Teaching Face-to-Face:

- Graduate Seminar in Public Administration - PAFF 6301
- Capstone Applied Research PAFF 6362
- Formulation of Public Policy - PAFF 6311
- Introduction to Planning- PAFF 6309
- Bureaucracy and Organizational Theory - PAFF 6342
- Ethics for Public Service - PAFF 6310
- Management of Nonprofit Organizations - PAFF 6327
- Grant Writing and Fund Development- PAFF 6317

Teaching online:

- Graduate Seminar in Public Administration - PAFF 6301
- Capstone Applied Research - PAFF 6362
- Formulation of Public Policy - PAFF 6342
- Ethics for Public Service - PAFF 6310

- Policy Implementation and Program Evaluation – PAFF 6303
- Management of Nonprofit Organizations - PAFF 6327

Associate Professor The University of Texas- Pan American, College of Social and Behavioral Sciences, Master of Public Administration Department. Fall 2009 – August 2015.

Teaching Face-to-Face:

- Graduate Seminar in Public Administration - PUBA 6302
- Capstone Applied Research PUBA 6306
- Formulation of Public Policy - PUBA 6311
- Introduction to Planning- PUBA 6309
- Bureaucracy and Organizational Theory - PUBA 6342
- Ethics for Public Service - PUBA 6303
- Management of Nonprofit Organizations - PUBA 6327
- Grant Writing and Fund Development- PUBA 6328.

Teaching online:

- Graduate Seminar in Public Administration - PUBA 6302
- Capstone PUBA 6306
- Formulation of Public Policy
- Ethics for Public Service - PUBA 6303

Assistant Professor University of Texas- Pan American, College of Social and Behavioral Sciences, Master of Public Administration Department. Fall 2006 – Fall 2009.

Teaching Face-to-Face:

- Graduate Seminar in Public Administration - PUBA 6302
- Formulation of Public Policy - PUBA 6311;
- Bureaucracy and Organizational Theory - PUBA 6342
- Ethics for Public Service - PUBA 6303
- Management of Nonprofit Organizations - PUBA 6327
- Grant Writing and Fund Development- PUBA 6328.

Southern University, Nelson Mandela School of Public Policy and Urban Affairs, Master of Public Administration Program. Fall 2003- Spring 2006.

Teaching Face-to-Face:

- Ethics - PADM 620,
- Principles of Public Administration - PADM 503,
- Program Evaluation - PADM 553,
- Grantmanship & Fund Development -PADM 552,
- Methods in Policy Analysis- PADM 540,
- Research Methods PADM 512 in Master of Criminal Justice Program.

Coordinator of the annual Ph.D. and MPA student orientations and college liaison for ASPA/Southern University MOU with South African public administration organizations.

Coordinator & Instructor UTPA Nonprofit Management Certificate Program 2011- 2013

Instructor Texas Certified Public Managers Program 2009-present
Louisiana Certified Public Managers Program 1994-97
Program Evaluation/Performance Measurement Track, Grant Writing.

Assistant Director Urban Recreation Research Center, Southern University, Nelson Mandela School of Public Policy and Urban Affairs. Spring 2003-Fall 2004.

Adjunct Instructor Visiting Instructor, University of Hawai'i at Manoa, College of Social and Behavioral Sciences, MPA Program. Spring 2018
–Nonprofit Management Practices and Tools PUBA 631

Adjunct faculty, Hawaii Pacific University College of Professional Studies, MPA Program. Fall 2017- January 2019
–Introduction to Public Administration and Public Service PADM 6000
–U.S. Public Policy PADM 6400 and Undergraduate PADM 3300
–Capstone Research PADM 7001
–Capstone Research PADM 7002

Adjunct faculty, Walden University, College of Social and Behavioral Sciences, School of Public policy and Administration Ph.D. program. Fall 2017-2019.
Dissertation Chair.
Quantitative Reasoning and Analysis RSCH 8210/8200
Mixed Methods Research RSCH 8460

Course Developer/Instructor, University of Hawai'i at Manoa MPA Program. Summer 2016.
–new Online Nonprofit Management Certificate Program, in Outreach.

Visiting Instructor, for the University of Hawai'i at Manoa MPA Program Summer I, 2013.
–Grant Writing and Fund Development, PUBA 667 Special Topics.

Adjunct Instructor for Southern University Public Policy and Urban Affairs. MPA program 1997 to 2001.
–Methods in Public Policy Analysis -PADM 540
–Organization Theory - PADM 508.

Frequent lecturer in Southern University Public Policy and Urban Affairs. MPA program Fall 1996- Spring 2003. In Ethics and Public Policy - PADM 556; Management of Nonprofit Organizations - PADM 620 - and Principles of Public Administration -PADM 503.

Consultant Nonprofit Management, Strategic Planning, Board Development and Grant Writing 2007-present. Feed the Hungry; Jóvenes Adalente; Shalom San Miguel; Casa Hogar Santa Julia; S.P. A. San Miguel.

President of Scott Balsdon Inc. 1998-2009.

Guest speaker for various organizations on *performance measurement and management in government*, including:

Louisiana State University. Public Administration Institute, Certified Public Management Training Program, Fall 1999;

Performance Indicators development, Woman's Hospital Neonatal Out Patient Program, Spring 1998;

Louisiana State Government Financial Officers Training, Fall, 1998; State Government Accounting Association Training Workshop Fall, 1998.

Focus Group Facilitator for the National Association of Emergency Technicians or a national community action plan for infant preparedness in emergency vehicles. 1998-1999.

Program Evaluation for the Mid-South Promise Project. A Kellogg Foundation funded community action project in the Delta tri-state region of Arkansas, Louisiana and Mississippi 2000.

End of Grant Evaluation of Louisiana's Department of Transportation and Development, Disadvantaged Business Enterprise Support Services Contracts 2000-2005 submitted May 2005.

PUBLICATIONS

Refereed Journal Articles

“Organizational Culture and Change: The Impact of the Implementation of the Don't Ask Don't Tell Repeal on the United States Marine Corps' Culture”. Co-authored with David Moran. Public Administration

Quarterly. SPOD 40th Anniversary Symposium. Volume 40, Number 3
Summer 2017.

“Morocco’s Dance with Democracy” Co- Authored with Aziza Zemrani.
Innovations Journal: The Public Sector Innovation Journal Volume 18,
No.1, Article 7. May 10, 2013. <http://www.innovation.cc>.

“Morocco’s Path to a Moral Democracy” Co- Authored with Aziza
Zemrani. In Global Virtue Ethics Review, Volume 6, Number 3, 2012.
Pp. 117-155

“Corruption, Democracy and Virtue Ethics” Co- Authored with Thomas
Lynch. In Science and Society, a journal of political science and moral
theory published in Greece. Volume 15 Fall. 2005 Pp. 97-113.

“The Search for Ethics in Public Administration: An Aspiration
Approach.” Co-authored with Thomas D. Lynch and Peter L. Cruise.
Public Administration and Policy. Volume 13, Number 1. 2004 Pp. 1-18.
Also published in The Search for a Viable Professional Ethics. Edited by
Jinping Sun and Cynthia E. Lynch, Deer Park, NY.: Linus Publication Inc.
2011. Pp. 47-55.

“Web-Based Education.” Co-authored with Thomas D. Lynch.
Innovations Journal: The Public Sector Innovation Journal. Volume 8,
Number 4. October 2003 <http://www.innovation.cc>.

“Problem-Based Learning in Public Administration: Teaching Ethics
Online.” Co-authored with Thomas D. Lynch. In Global Virtue Ethics
Review, Volume 7, Number 1, 2003.
http://www.spaef.com/GVER_PUB/v4n3-4/gver4-3-3.html.

“Productivity and the Moral Manager.” Co-authored with Thomas D.
Lynch and Peter Cruise. Administration & Society. Volume 35, Number
4. September 2002. Pp. 347 - 369. Also published in The Search for a
Viable Professional Ethics. Edited by Jinping Sun and Cynthia E. Lynch,
Deer Park, NY.: Linus Publication Inc. 2011. Pp. 95-112.

“Virtue Ethics: A Pilot Recommendation.” Co-authored with Thomas D.
Lynch. Public Administration Quarterly. Volume 25, Number 4. Winter.
2002. Pp. 462 - 497. Also published in The Search for a Viable
Professional Ethics. Edited by Jinping Sun and Cynthia E. Lynch, Deer
Park, NY.: Linus Publication Inc. 2011. Pp. 113-132.

“Spiritual Wisdom in the "New" Leadership” Co-authored with Thomas
D. Lynch. Public Voices Volume V. Numbers 1-2. September 2002. Pp.
19 -28.

“Applying Spiritual Wisdom,” Co-authored with Thomas D. Lynch. Public Administration and Management: An Interactive Journal. Volume 7, Number 1, 2002. <http://www.pamij.com>. Reprinted from Global Virtue Ethics Review. Volume 1, Number 1, 1999. http://spaef.com/GVER_PUB/tblcontent.html.

“Applying Virtue Ethics to the Challenges of Corruption.” Co-authored with Charles Garofalo, Dean Geuras, and Thomas D. Lynch. Innovation Journal, Volume 6 Number 2. February 2001. www.inovations.cc/. Also published in The Search for a Viable Professional Ethics. Edited by Jinping Sun and Cynthia E. Lynch, Deer Park, NY.: Linus Publication Inc. 2011. Pp.67-78.

“Is A Global Ethic Possible?” Co-authored with Thomas D. Lynch and Peter Cruise. The International Review of Public Administration Volume 6, Number 1. June 2001. Pp. 59 - 69.

“Public Virtual Organizations” Co-authored with Thomas D. Lynch and Richard White. The International Journal of Organization and Behavior. Volume 3, Number 3 & 4. 2000. Pp. 391 - 412.

“A Theory of Soul.” Co-authored with Thomas D. Lynch. Volume 4, Number 2. 1999. Administration and Management: An Interactive Journal. <http://www.hbg.psu.edu/Faculty/jxr11/>.

“Spiritual Wisdom and Public Administration: Are They Compatible?” Co-authored with Thomas D. Lynch. International Journal of Organization Theory and Behavior. Volume 2, Number 3 & 4. 1999. Pp. 273 - 302.

“Applying Spiritual Wisdom” Co-authored with Thomas D. Lynch in Envisioning A Global Ethic edited by Lawrence S. Bale. Philadelphia, PA: Global Dialogue Institute. 1997. Pp. 123 - 134. Also published in Global Virtue Ethics Review: An Interactive Electronic Journal http://spaef.com/GVER_PUB/v1n1_lynch2.html. 1997

“The Road to Entrepreneurial Budgeting.” Co-authored with Thomas D. Lynch. Public Budgeting, Financial Management and Accounting. Volume 9, Number 1. Spring, 1997. Pp.161- 180. Also published in: Budget Theory: Policy and Public Financial Management. Co-Edited with Jinping Sun, Deer Park, NY.: Linus Publication Inc. 2013

“Twenty -First Century Budget Reform: Performance, Entrepreneurial, and Competitive Budgeting.” Co-authored with T. D. Lynch. Public

Administration Quarterly. Volume 20, Number 3. Fall,1996. Pp. 255-284.

“The State of Capital Budgeting in Cities and Parishes in Local Governments Louisiana.” Co-author with Thomas D. Lynch and Richard Omdal. Public Budgeting and Financial Management. Volume 8, Number 4. 1996. Pp.555 - 577. Also published in: Budget Theory: Policy and Public Financial Management. Co-Edited with Jinping Sun, Deer Park, NY.: Linus Publication Inc. 2013

“Public Virtual Organizations” Co-author with Thomas D. Lynch. Published in the Society and Economy in Central Europe Journal Volume XVII, Number 2. 1996. Budapest, Hungary. Pp. 164 -182.

Book Chapters

“Public Service Ethics and Accountability in a Globalized World” Co-author with Thomas D. Lynch. In Corruption in a global Context, edited by Melchior Powell, Dina Wafa, Tim Mau, and Michiel deVries, Published by the International Institute of Administrative Sciences. Forthcoming 2017.

“Public Sector Value and Virtue: and the OECD” Co-authored with Thomas D. Lynch. In Value and Virtue in The Public Sector. Edited by Pan Suk Kim and Michiel de Vries. Palgrave Macmillan, January 2014. Published in Chinese 2015, Renming University Publishing House www.crup.com.cn. Translation in to Indonesian, forthcoming.

“Budget and Social Capital System Theory: Empirical Research Tools.” Co-authored with Thomas D. Lynch. In Social Audit, Social Accounting and Accountability: Environmental and Sustainability in the Twenty First Century. Edited by Stephen P. Osborn. Routledge *Critical Studies in Public Management* Series. July 2011. Pp. 36-49. Also published in The Search for a Viable Professional Ethics. Edited by Jinping Sun and Cynthia E. Lynch, Deer Park, NY.: Linus Publication Inc. 2011. Pp. 133-145.

“Democratic Morality: Back to the Future” Co-authored with Thomas D. Lynch. In Ethics and Integrity in Public Administration. Edited by Raymond W. Cox. M.E. Sharpe. 2009. Pp.5-25.

“Disaster Transit: The New Orleans Experience” Co- authored with Thomas Lynch and Peter L. Cruise. In Public Transit Watch: Planning, Management and Financing of International Urban Transport Systems, Edited by George Guess (Budapest: Central European University

Press/Local Government and Public Service Reform Initiative of the Open Society Institute. 2008. Pp 351-373).

“The Road to Entrepreneurship in the Public Sector: Entrepreneurial Budgeting, Information Technology and Reinventing Government.” Co-authored with Thomas D. Lynch and Peter Cruise. In Entrepreneurial Management and Public Policy. Edited by Van R. Johnson. Second edition Huntington, New York: Nova Science Publishers, Inc. 2008 Pp.113-150.

“Global Ethics in the 21st Century: An Alternative Approach.” Co-authored with Thomas Lynch and Peter L. Cruise. In Handbook of Globalization and Public Administration edited by Ali Farazmand and Jack Pinkowski. New York, NY.: Taylor Francis. 2006. Pp. 903-919. Also published in The Search for a Viable Professional Ethics. Edited by Jinping Sun and Cynthia E. Lynch, Deer Park, NY.: Linus Publication Inc. 2011. Pp. 33-45.

“Aristotle, MacIntyre, and Virtue Ethics.” Co-authored with Thomas Lynch. In Organization Theory and Management: A Philosophical Approach. Second Edition Co-edited with Peter L. Cruise. New York, NY.: Taylor Francis. 2006. Pp. 55-73.

“Twenty First Century Philosophy and Public Administration.” Co-authored with Thomas D. Lynch. In Organization Theory and Management: A Philosophical Approach. Second Edition Co-edited with Peter L. Cruise. New York, NY.: Taylor Francis. 2006. Pp. 801-823.

“Appleby, Democratic Morality, and A Worldwide Code of Ethics.” Co-authored with Thomas D. Lynch. In Democracy, Governance and Globalization. Essays in Honour of Paul H. Appelby. Edited by P. L. Sanjeev Reddy, Jaideep Singh and R. K. Tiwari. New Delhi: The Indian Institute of Public Administration. 2004. Pp. 93-116.

“Philosophy, Public and the Information Age.” Co-authored with Thomas D. Lynch. In Budget Theory in the Public Sector. Edited by Aman Khan and W. Bartley Hildreth. Westport, CT.: Quorum Books. 2002. Pp.261 - 285.

“The Road to Entrepreneurship in the Public Sector: Entrepreneurial Budgeting, Information Technology and Reinventing Government.” Co-authored with Thomas D. Lynch and Peter Cruise. In Entrepreneurial Management and Public Policy. Edited by Van R. Johnson. Huntington, New York: Nova Science Publishers, Inc. 1997. Pp. 107 -128.

“Twenty First Century Philosophy and Public Administration.” Co-authored with Thomas D. Lynch. In Organization Theory and Management: A Philosophical Approach. Co-edited with Todd Dicker. New York, NY.: Marcel Dekker. 1998. Pp. 463 - 478.

Edited Symposia

“The Voice of the Future” Section on Organization and Professional Development 40th Anniversary Symposium. Public Administration Quarterly. Volume 40, Number 3 Summer 2017.

“Back to the Future: The Continuing Influence of Philosophical Thought on Twenty-First Century Organizations – Symposium Introduction.” Part Three of Three. Symposium Co-edited with Peter L. Cruise. International Journal of Organization Theory and Behavior. Volume 7, Number 3. 2004. Continued from Parts One and Two.

“Back to the Future: The Continuing Influence of Philosophical Thought on Twenty-First Century Organizations – Symposium Introduction.” Part Two of Three. Symposium Co-edited with Peter L. Cruise. International Journal of Organization Theory and Behavior. Volume 6. Number 2. 2003. Continued from Part One.

“Back to the Future: The Continuing Influence of Philosophical Thought on Twenty-First Century Organizations – Symposium Introduction.” Part One of Three. Symposium Co-edited with Peter L. Cruise. International Journal of Organization Theory and Behavior. Volume 6. Number 1. 2003. Pp. 23-27.

Annuals, Encyclopedia, News Paper Articles

“There was no Plan – A Louisiana Perspective” Co-authored with Evan Berman, Thomas D. Lynch and Maria Berman. PA Times, October Volume 28, Number 10. Also printed in Public Policy and Administration Annual Editions 9th Edition. Edited by Howard Balanoff. McGraw Hill Contemporary Learning Series. 2007. Pp. 59- 61.

“There was no Plan – A Louisiana Perspective” Co-authored with Evan Berman, Thomas D. Lynch and Deara Berman. PA Times, October, 2005. Volume 28, Number 10. Page 3. *Winner of the ASPA PA Times Best Article Award.*

“A Twenty-First Century Lens for Public Administration.” Co-authored

with Thomas D. Lynch and Peter L. Cruise. In Encyclopedia of Public Administration and Public Policy. Edited by Jack Rabin. New York, New York: Marcel-Dekker, Inc. 2003. Pp. 1003 - 1008. Online Edition 01/10/03 at [http:// www.dekker.com/product/DOI/101081EPPAP12001p64/pdf120020964.pdf](http://www.dekker.com/product/DOI/101081EPPAP12001p64/pdf120020964.pdf).

“Virtual Organizations.” Co-authored with Thomas D. Lynch. International Encyclopedia of Public Policy. Jay M. Shafritz, editor. Boulder, CO.: Westview Press. Volume 4: R-Z. 1996. Pp. 2342 - 2343.

Book Reviews

“Corruption, Reform, and Virtue Ethics.” Book Review co-authored with Thomas D. Lynch. Public Administration Review. Volume 63. Number 3. 2003. Pp. 370 - 374. *Winner of the ASPA/PAR Lavern Burchfield Award March, 2004*. Also published in The Search for a Viable Professional Ethics. Edited by Jinping Sun and Cynthia E. Lynch, Deer Park, NY.: Linus Publication Inc. 2011. Pp. 59-66.

Books

Ethics for the Public Service. Co-authored with Thomas D. Lynch. Melvin and Leigh: CA. 2019.

The Christian Enigma: Back to the Message. Co-authored with Thomas D. Lynch. Honolulu, HI.: Academy Press 2014

Budget Theory: Policy and Public Financial Management. Co-Edited with Jinping Sun, Deer Park, NY.: Linus Publications Inc. 2013

The Search for a Viable Professional Ethics. Co-Edited with Jinping Sun, Deer Park, NY.: Linus Publications Inc. 2011

The Word of The Light. Co-authored with Thomas D. Lynch. Seattle, WA.: Hara Publishing. 1998.

PROFESSIONAL CONFERENCES AND PAPER PRESENTATIONS

2019 “Social Bonds: An Innovation in Public Financing” Co-authored with Dexter Lee, MBA. Presented at 80th Annual National Conference of the American Society for Public Administration in Washington DC March 8-12.

“A Call for PA Ethicists” Co-authored with Thomas D. Lynch. Presented at the 79th Annual National Conference of the American Society for Public Administration in Washington DC March 8-12.

“Finding Process Thought in the Systems Model” Co-authored with Thomas D. Lynch. Presented at the Nineteenth International Conference on Knowledge, Culture, and Change in Organizations in Vancouver, BC, Canada. February 21-22.

“Know Where You Stand Before You Do Anything” Co-authored with Jennifer Rachels Ph.D. Candidate. Presented at the Nineteenth International Conference on Knowledge, Culture, and Change in Organizations in Vancouver, BC, Canada. February 21-22.

2018 “Where Aspirational Ethics Begin” Co-authored with Thomas D. Lynch. Presented at the 79th Annual National Conference of the American Society for Public Administration in Denver, CO. March 9-13.

“Process Thought and Christian Theology: Not the Doctrine but the Message” Co-authored with Thomas D. Lynch. Presented at the Religion and Society Conference, University of California at Berkley. April 17-18.

2017 “The Message of Jesus as Process Thought: Focus on the Message Not on the Doctrine.” Co-authored with Thomas D. Lynch. Presented at the 11th International Whitehead Conference, Azores, Portugal July 27-28.

“The Big ME: An Emerging Organizational Problem” Co-authored with Thomas D. Lynch. Presented at the 78th Annual National Conference of the American Society for Public Administration in Atlanta, GA. March 17-21.

“Organizational Cultural Competence Begins with Self-Assessment” co-authored with Aziza Zemrani. Presented at the 78th Annual National Conference of the American Society for Public Administration in Atlanta, GA. March 17-21.

“The Big ME: An emerging Organizational Problem” Co-authored with Thomas D. Lynch. Presented at the 17th International Conference on Knowledge, Culture and Change in Organizations. Darwin, Australia April 19-20.

“Bridging the Gap Between Theory and Practice: A Pracademic’s Approach to Cultural Competency Training” Co-authored with Aziza Zemrani. Presented at the 17th International Conference on Knowledge, Culture and Change in Organizations. Darwin, Australia April 19-20.

2016 “Cultural Competence: Moving Well Beyond Diversity to the Cutting Edge for 21st Century Organizations” Co-authored with Aziza Zemrani.

Presented at the 16th International Conference on Knowledge, Culture and Change in Organizations. Honolulu, HI. April 19-20.

“Developing Consciousness: A Systems Approach to Training in Organizational Ethics” co-authored with Thomas D. Lynch. Presented at the 16th International Conference on Knowledge, Culture and Change in Organizations. Honolulu, HI. April 19-20.

Walking the Line: Ethics Transparency, and Trust. Panel Convener, 77th Annual National Conference of the American Society for Public Administration in Seattle WA. March 18-22.

“An Open Door to Moving Forward: A Process for Moving Beyond Reconciliation to Forgiveness. 77th Annual National Conference of the American Society for Public Administration in Seattle WA. March 18-22.

2015 “Two Steps Forward, One Step Back: Morocco’s Dance with Democracy” Co-authored with Aziza Zemrani. 14th Annual International Conference on Social Sciences. Honolulu, Hawaii. October 18-20.

“Governance and Administration” Working Group 10th International Whitehead Conference: Seizing an Alternative Toward an Ecological Civilization, Pomona College, Claremont, CA. June 4-7.

Social Entrepreneurism. Panel Convener. 76th Annual National Conference of the American Society for Public Administration in Chicago, IL. March 6-10.

2014 “Morocco’s Dance with Democracy”. Co-authored with Aziza Zemrani. 75th Annual National Conference of the American Society for Public Administration in Washington DC March 13-18.

2013 “Shifting American Budget Narratives” Co-authored with Thomas D. Lynch. 74th Annual National Conference of the American Society for Public Administration in New Orleans, Louisiana, March 15-19.

“Shifting American Budget Narratives” Co-authored with Thomas D. Lynch. 14th Annual Social Sciences Conference, Honolulu Hawai’i. May 31- June 4.

2012 “Process Philosophy and Social Science Research”. Co-authored with Thomas D. Lynch. 73rd Annual National Conference of the American Society for Public Administration in Las Vegas, Nevada. March 2-6.

“Unity of Opposites: An Epistemological Tool for Public Administration”
Presented at the 25th Annual Meeting of the Public Administration Theory
Network (PAT-Net) South Padre Island, Texas May 17-20.

- 2011** “Measuring Social Capital Using Budget Theory as an Empirical Tool”.
Co-authored with Thomas D. Lynch. Presented at the 50th Annual
Conference of the International Association of Schools and Institutes of
Administration (IASIA). Rome, Italy June 13-18.

“Moral Democracy?” Presented at the 72nd Annual National Conference
of the American Society for Public Administration in Baltimore,
Maryland. March 11-15.

- 2010** “What Values Are We Teaching Our MPA Students?” Presented at the
71st Annual National Conference of the American Society for Public
Administration in San Jose, California. April 9 – 13.

- 2009** “Organizational Structure in the 21st Century: How Do We Know If
Anything has Really Changed?” Presented at the 70th Annual National
Conference of the American Society for Public Administration in Miami,
Florida. March 20-24.

- 2008** “Budget and Social Capital System Theory: Empirical Research Tools”.
Co-authored with Thomas D. Lynch. Presented at the International
Workshop on Social Audit, Social Accounting, and Accountability
Sponsored by the International Research Society for Public Management
and the *Third Study Group* of the European Group of Public
Administration. May 14-17. Prague, Czech Republic.

“The Virtues of Moral Democracy” Co-authored with Thomas D. Lynch.
Presented at the 69th Annual National Conference of the American Society
for Public Administration in Dallas, Texas. March 7-11.

“Democracy, Bureaucracy, and Hypocrisy: Revisiting Dwight Waldo”
Presented at the sixty-ninth annual National Conference of the American
Society for Public Administration in Dallas, Texas. March 7-11.

- 2007** UTPA Student Panel Chair at the 9th Annual Texas ASPA/CPM
Conference “Transforming the Public Service” hosted by The William P.
Hobby Center for Public Service and Texas State University, San Marcos.
November 1-2, 2007.

“Applications for Measuring Virtue” Co-authored with Thomas D. Lynch. Presented at the European Group of Public Administration conference on Public Administration and the Management of Diversity, Madrid, Spain Sept. 19-22, 2007.

“Corruption, Democracy, and Virtue Ethics” Co-authored with Thomas D. Lynch. Read at the Joint Congress of IIAS and IASIA, Abu Dhabi, United Arab Emirates July 14-19, 2007.

“Systems Theory: A Viable Theory for Public Administration.” Co-authored with Thomas D. Lynch. Presented at the Twentieth Annual Conference of the Public Administration Theory Network, in Harrisburg, PA. May 25-28, 2007.

“Democratic Morality: Back to the Future” Co-authored with Thomas D. Lynch. Presented at University of Maryland Third Transatlantic Dialogue on Ethics. A conference co-sponsored by the ASPA Ethics Section and EGPA Ethics Workshop, March 23-25, 2007.

“Measuring Virtue? The Search for a New Empirical Technique” Co-authored with Thomas D. Lynch. Presented at the 68th Annual National Conference of the American Society for Public Administration in Washington DC. March 23-27, 2007.

2006 “Democratic Morality: Back to the Future” Co-authored with Thomas D. Lynch. Presented at the 67th Annual National Conference of the American Society for Public Administration in Denver, Colorado. March 31-April 4.

“International Ethics in Public Organizations” A four-hour workshop for practitioners offered at the 67th Annual National Conference of the American Society for Public Administration in Denver, Colorado. March 31-April 4.

“Corruption, Democracy, and Virtue Ethics” Co-authored with Thomas D. Lynch. Presented at the Mexican Section of the International Institute of Administrative Sciences Third International Regional Conference in Monterrey, Mexico July 16-20.

UTPA MPA Department representative at 8th Annual Texas ASPA/CPM Conference “Building Bridges Across PA Boundaries.” Hosted by The College of Public Policy, The University of Texas at San Antonio. November 9-10.

Panel Chair – “Economic Development” Environmental Sustainability Conference on US/Mexico Issues. Monterrey, Mexico November 15-17.

- 2005** “Embracing the Mandate: Moral Leadership through the Arts” Co-authored with Thomas D. Lynch. Presented at the Ethics Across the Curriculum annual meeting. Sarasota, Florida November 16-19.
- “Measuring Technology in 21st Century Organizations” Presented at the South East Conference of Public Administration, Little Rock, Arkansas October 5-9.
- “Organizational Ethics: Are we Teaching the Right Stuff?” Teaching Public Administration Conference, Fort Walton Beach, Florida February 10-12.
- 2004** “Organizational Structure in the 21st Century: How Do We Know If Anything Has Really Changed?” Presented at the 26th International Congress of Administrative Sciences in Seoul, Korea. July 12 -18.
- “The Impact of Organizational Structure on the Perceived Ethical Issues of Nonprofit Organizations.” Presented at the 65th Annual National Conference of the American Society for Public Administration in Portland Oregon. March 27-30.
- “The Impact of Organizational Structure on the Perceived Ethical Issues of Nonprofit Organizations” Presented at the thirteenth annual meeting of the Association for Practical and Professional Ethics in Cincinnati, Ohio. February 26-28.
- 2003** “The Impact of Nonprofit Organizational Structure on Their Perceived Ethical Issues.” Presented in Study Group 8 of the European Group of Public Administration. In Oeiras, Portugal. September 3-6.
- “Archimedes Principle: Finding New Ways to Measure Ethical Issues.” Presented at the 64th Annual National Conference of the American Society for Public Administration in Washington D.C. March 15-18.
- 2002** “The Trajectory of Online Learning: Towards Finding Student’s Perspective.” Co-authored with Aziza Zemrani. Presented at the Annual Conference of the International Association of Schools and Institutes of Administration (IASIA). Istanbul Turkey, June 17-20.
- “The Trajectory of Online Learning: A Call for Research.” Co-authored with Aziza Zemrani. Presented at the 63rd Annual Conference of the American Society for Public Administration (ASPA). Phoenix Arizona, March 23-26.
- “Understanding Empowerment as a Moral Imperative.” Presented at the

Conference of Minority Public Administrators (COMPA). Jackson Mississippi, February 6-10.

“Which Virtues?” Co-authored with Thomas D. Lynch. Presented at the Conference of Minority Public Administrators (COMPA). Jackson Mississippi, February 6-10.

2001 “Revolution in Teaching?” Co-authored with Thomas D. Lynch. Presented at the twenty-fifth International Congress of Administrative Sciences of the International Institute of Administrative Sciences /International Association of Schools and Institutes of Administration (IIAS/IASIA). Athens Greece, July 9-13.

“Holistic Social Capital: A Theoretical Systems Model.” Co-authored with Dr. Thomas D. Lynch. Presented at the fourteenth annual conference of the Public Administration Theory Network, in Lieden Netherlands, June 5-8.

“Understanding Empowerment as a Moral Imperative.” Presented at the fourteenth annual conference of the Public Administration Theory Network, in Leiden Netherlands, June 5-8.

“Spiritual Wisdom in the "New" Leadership” Co-authored with Dr. Thomas D. Lynch. Presented at the 62nd Annual National Conference of the American Society for Public Administration in Newark, New Jersey. March 10-13.

2000 “Does Individual Perception of Organizational Climate Shape Moral Behavior.” Co-authored with Dr. S. Parsons. Presented at the Third Public Sector Ethics Conference, Ethics 2000: Dimensions of Ethics in the New Millennium at Portland State University, Portland Oregon. May 18-19.

“Virtue Ethics: A Public Policy Recommendation.” Co-authored with Dr. Thomas D. Lynch. Presented at the 61st Annual National Conference of the American Society for Public Administration in San Diego, California. April 1-4.

“Revolution in Teaching Public Administration?” Co-authored with Thomas D. Lynch. Presented at the Teaching Public Administration Conference in Mesa, Arizona. February 11-13.

“Giving Meaning to Character: Applying the Alternative Approach to Ethics.” Co-authored with Dr. Thomas D. Lynch. Presented at the thirteenth annual conference of the Public Administration Theory Network in Fort Lauderdale, Florida. January 29-31.

1999 “The Role of Wisdom in the "New" Leadership.” Co-authored with Dr. Thomas D. Lynch. Presented at the South East Conference of Public Administration annual conference in St. Petersburg, Florida. October 7-9.

“Is a Global Ethics Possible?” Co-authored with Dr. Thomas D. Lynch. Presented at the International Ethics Seminar at Florida International University in Miami Florida. April 10, as part of the 60th Annual National Conference of the American Society for Public Administration held in Orlando Florida. April 10-14.

“Applying Virtual Ethics to the Challenges of Corruption.” Co-authored with Dr. Dean Geuras, Dr. Charles Garafalo and Dr. Thomas D. Lynch. Presented at the fourth annual Public Management Conference in College Station Texas. December 4-6.

1998 “Applying Spiritual Wisdom to the Practice of Public Administration.” Co-authored with Dr. Thomas D. Lynch. Presented at the Eleventh Public Administration Theory Network in Colorado Springs, Colorado. March 19-21.

“Global Ethics in Public Administration.” Co-authored with Dr. Thomas D. Lynch. Presented at the fifty-ninth annual National Conference of the American Society for Public Administration in Seattle Washington. May 10-13.

“An Alternative Approach to Ethics.” Co-authored with Dr. Thomas D. Lynch. Presented at the Twenty-fourth Congress of International Institute of Administrative Sciences in Paris, France. September 7-11.

1997 “God and Public Administration: Are They Compatible?” Co-authored with Dr. Thomas D. Lynch. Presented at the fifty-eighth National Conference for the American Society for Public Administration in Philadelphia, Pennsylvania, July 27 - 30.

“Applying Spiritual Wisdom” a paper presented at the Global Dialog Consortium mini conference, Dialog: The Key to a Global Ethic. Philadelphia, Pennsylvania, July 26.

“The Increasing Importance of Values and Ethics. In New Public Management.” Co-authored with Thomas D. Lynch. Presented at the International Research Institute for Public Administration, workshop on the Political and Judicial Implications of New Public Management in Speyer, Germany. October 15 - 17.

1996 “The Cycle of History and Budget Reform.” Co-authored with Thomas D. Lynch and Yun Hwang. Presented at the fifty-seventh annual National Conference for the American Society for Public Administration in Atlanta, Georgia, June 29- July2.

"Twenty-First Century Budget Reform: Performance, Entrepreneurial, and Competitive Budgeting?" Co-authored with Thomas D. Lynch. Presented South Eastern Conference of Public Administration in Miami, Florida, October 9-13.

“Cycle of History and Budget Reform: The Next Stage Entrepreneurial Budgeting.” Co-authored with Thomas D. Lynch and Yun Hwang. Presented at the International Research Institute for Public Administration (FOV) workshop on Assessing and Evaluating Public Management Reform in Spyer, Germany, November 20-22.

1995 “Capital Budgeting in Cities and Parishes in Louisiana.” Co-author with Thomas D. Lynch. Presented at the fifty-sixth annual National Conference of the American Society for Public Administration, 95, Texas. July. Also presented at the Academy of Business Administration conference in London, England. July 20-24.

1994 “Productivity and Regional Trading Blocks” Co-authored with Thomas D. Lynch. Presented at the International Institute of Administrative Sciences Conference, Helsinki, Finland. July 10-14.

“Public Virtual Organizations: A Tool for Productivity.” Co-author with Thomas D. Lynch. Presented at the International Institute of Administrative Sciences, Working Group on Public Productivity, Hungary., Hungary. March 10-11.

SERVICE

To University

Developed and was awarded the American Society for Public Administration’s MOU with South Africa for Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College Fall 2002.

Developed and organized student orientation seminars for Ph.D. in Public Policy and MPA students in the Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College Fall 2002-2006.

Faculty Search Committee, Criminal Justice Department, Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College, Spring 2005.

Faculty Search Committee, Master of Public Administration program, College of Social and Behavioral Sciences, University of Texas Pan American, Spring, 2007.

Served on the College of Social and Behavioral Sciences, University of Texas Pan American, Summer Writing Institute Grant Selection Committee, Spring 2008.

Member of Research and Faculty Development Committee, College of Social and Behavioral Sciences, University of Texas Pan American, 2006-2007 and 2008-2009.

Organized and hosted semiannual reception for UTPA MPA students, faculty, staff and civic leaders. 1995 – 2008.

Organized a site visit for the UTPA administration and Deans to San Miguel de Allende. University of Texas Pan American, Spring 2008

Department Director Search Committee, UTPA Master of Public Administration Program, College of Social and Behavioral Sciences, University of Texas Pan American, Spring, 2008.

Chair of University-wide UTPA Nonprofit Working Group 2008-2009

Served as a Member of UTPA MPA Director Search Committee, September 2008- March 2009.

UTPA Chair of Bi- National NGO Council founder's committee, UTPA, US Consulate, Monterrey and NCEEP- Mexico. Fall 2008.

UTPA Organizer for Bi- National NGO Council Plenary meeting. A program for 100 Mexican and US NGOs. April 25, 2009

UTPA University Task Force for Cost Avoidance Member
Spring/Summer 2009.

Served as San Miguel de Allende liaison for UTPA's "Big Read" National Endowment for the Arts 2009-2010 grant. Delivered 50 copies (in Spanish and English) of Sun, Stone and Shadows edited by Jorge Hernandez. Organized reading groups and newspaper articles announcing the project. December 2009.

Served as a Member of UTPA CoSBS Dean's Search Committee, March 2011-May 2011.

Served as Chair of UTRGV PASS Department Online Adjunct Search Committee, Jan 2014- March 2014.

Served as Chair of UTRGV PASS Department Chair Search Committee, May 2013- March 2014.

Served as Chair of UTRGV MPA Tenure-Track Faculty Search Committee, March – May 2014

To Profession

Served as Program Chair for South East Conference of Public Administration (SECoPA) Conference in Baton Rouge, Fall 2001.

Elected to the American Society for Public Administration Ethics Section Executive Committee from 2001- 2008.

Elected to the American Society for Public Administration Section for International and Comparative Administration (SICA) Executive Committee 2004-2008, 2012-2015.

Member of the American Society for Public Administration of the Campaign for International Relations 1994-2008.

Member of the American Society for Public Administration Founder's Forum Committee 2005.

Served as Treasurer of local Louisiana American Society for Public Administration chapter, 1996-2001, and Secretary 2004-2006.

Elected to the South East Conference of Public Administration (SECoPA) Executive Committee 2005-2007.

Developed and had accepted a Rio Grande/Rio Bravo Chapter of the American Society for Public Administration, 2007. Served as Secretary 2007- 2009.

Member of the American Society for Public Administration Lavern Burchfield Award Selection Committee 2007-08.

Member of the American Society for Public Administration Strategic Imperative Group 2, 2007- 2013.

Served as Co-Program Chair for “Professionalism and Ethics” Track of the American Society for Public Administration’s National Conference 2009.

Elected ‘Chair Elect’ 2010-2013 ASPA Section on Professional and Organizational Development.

ASPA ‘Chair’ Section on Professional and Organizational Development. 2013-15

Elected to the American Society for Public Administration Ethics Section Executive Committee from 2011 to present.

ASPA Presidential Appointee to Awards Committee (3 year appointment). July 2011- 2014.

ASPA Section on Professional and Organizational Development. Past Chair, and Secretary 2015-2018.

To Community

Taught a day-long Grant Writing for Beginners workshop January, Open to the Public. 2007. Biblioteca Pública de San Miguel de Allende, MX.

Taught a day-long Grant Writing for Beginners workshop. Open to the Public. March, 2007. San Miguel de Allende, MX.

Unitarian Universalist Fellowship of Hidalgo County, Texas talk “Finding Self Through self” October 16, 2007

Organized and sponsored the Annual Two-Day Nonprofit Conference in San Miguel de Allende “From Good to Great: Pathways to Excellence for Nonprofit Organizations” Open to the Public. July 31st- August 1, 2008, 2009, 2010

Taught a half-day Grant Writing, Workshop, Open to the Public. Summer 2008

Taught a half-day Practices for Nonprofit Management Workshop, Open to the Public. Summer 2008

Taught a half-day To-Be-or-Not to Be a 501 (c) 3 Workshop, Open to the Public. Summer 2008

Developed and submitted a proposal to the Foundation Center for the Biblioteca Pública de San Miguel de Allende, GTO to be designated a Cooperating Collection. Fall 2008.

Served as a Foundation Center Cooperating Collection Supervisor for the Biblioteca Pública de San Miguel de Allende, GTO. 2008-2013. Attended Foundation Center online trainings 2008-2013. Offered regular public training for using the Foundation Center Cooperating Collection data bases in February, May, and August 2008-2013.

Unitarian Universalist Fellowship of Hidalgo County, Texas talk “Liberation Theology” April 27, 2008.

Unitarian Universalist Fellowship of Hidalgo County, Texas talk “Unitarian Universalism and Paganism” April 27, 2008.

Unitarian Universalist Fellowship of San Miguel de Allende, GTO MX. talk “Liberation Theology” December 28, 2008.

Unitarian Universalist Fellowship of San Miguel de Allende, GTO MX. talk “Walls of Fear, Dreams Hope” August 9, 2009

Developed and submitted a 1-million-dollar Bill and Malinda Gates Foundation Access to Learning Award for the Biblioteca Pública de San Miguel de Allende October 2009.

Mid-day Rotary Club, San Miguel de Allende talk: “On Becoming Servant Leaders” December 22, 2009.

Grants Committee Advisor, Feed the Hungry. May 2010-2013

Advisor, Family Garden Project (Apoyo a Gente Emprendedora AC), Feed the Hungry. July 2010 -2013 San Miguel de Allende.

Day-long Board Training. Sociedad Protectora de Animales (SPA) August 14th, 2010. San Miguel de Allende.

Day-long Board Training. Feed the Hungry “Values and Vision” September 24th, 2010. San Miguel de Allende.

Half-day Board Training, Shalom San Miguel. “Vision” July 10, 2011.

Day-long Board Training. Feed the Hungry “Values and Vision” August 2nd, 2011. San Miguel de Allende.

Day-long Board Training. Feed the Hungry “Five Year Strategic Plan” June 3rd, 2012. San Miguel de Allende.

Half-day Board Training for Casita Linda “Vision?” Thursday November 14, 2013, San Miguel de Allende.

Two Day Board Retreat for Jóvenes Adelante “Five Year Strategic Plan” May 1-2, 2014 San Miguel de Allende.

Two Day Board Retreat for First Unitarian Universalist Church of Honolulu July 14-15, 2015.

Half-day Board Training First L.A.P July 14, 2016.

Served on Advisory Boards:

Casa Hogar Santa Julia 2010- 2012

San Miguel Community Foundation 2010- 2015

2010- 2014 Consultant to:

Casita Linda

CASA, San Miguel A. C.

Feed the Hungry, San Miguel A.C.

Shalom San Miguel A. C.

S.P. A. San Miguel A. C.

Jóvenes Adelante

2015-2016

Georgia E. Marikawa Center

First L.A.P.

First Unitarian Church of Honolulu

Camp Mokule’ia

Served on Boards:

2016-2108 First L.A.P.

2017- present The Interfaith Alliance - Hawaii

Community Outreach Projects for Experiential Learning Courses

2014-2016 36 Organizations; 46 Projects

Organization

Projects Completed

2014

Hidalgo County, San Carlos Community Ctr.	Needs Assessment
City of Round Rock, TX (IT Dept.)	Employee Satisfaction Survey
City of Edinburg, TX (La Posada Housing)	Residents IT Needs Survey
CommUnity Health Care, Austin TX (FQHC)	Performance Compliance
Soldier-for-Life Transition Assistance	Program Evaluation
STARS Scholarship Fund	Strategic Plan for Expansion
--	Grants Research
Valley Initiative for Development & Advancement (VIDA)	5-Year Strategic Plan
City of Victoria BC, Canada Police Dept.	Ops Council Performance Review
Texas Workforce Solutions	Needs Assessment Training (Front Office Healthcare)
--	Metrics for Measuring Community Impact
Nueva Luz	"Best Practice" Manual
--	Grants Research
San Antonio Hispanic Chamber of Commerce	Legislative Score Card Development
--	HLD, Separation Feasibility Study
--	HR Policy Manual Update
Bench Mark Family Service	5-Year Strategic Plan
UTPA/MPA SLO	Measurable Learning Outcomes
<u>Jóvenes Adelante</u>	10-Year Performance Evaluation
--	Grants research
LUCHA Advocacy Group for Colonias	Policy Recs Health/Ed/Infrastructure
City of McAllen, TX	ICMA Annual Survey Data Analysis
Veteran's Affairs	Strategic Plan -Expanded Services RGV

2015

UTRGV Office of Outreach & Community Partnerships	Develop Impact Assessment Measures
Hope Family Health Center	Community Needs Assessment
Rio Grande Empowerment Zone	
Llano Grande Center	Effectiveness Assessment (Student College Readiness)
PSAJ Alliance for Community Engagement Services	Dev. Tracking System- Work with parents
Edinburg Housing Authority	Program Evaluation
-	10-year Trend Analysis Efficiency of Service
-	Grants Research
Sacred Heart Church	Network Analysis Undocumented Minors
City of Mission	Feasibility Study for City WiFi
-	Proposal for Collaboration /STC & CEED
Edinburg Boys and Girls Club	Staff Turn Over Analysis
Southwest Border Nonprofit Resource Center (SBNRC)	Grants Research

2016

Edinburg Housing Authority	Feasibility Study Home Ownership
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City of Round Rock, TX (Zoning Dept.)	Feasibility Study RAD Program
Knapp Community Care Foundation	Performance Review/Best Practice
--	Grant Proposal Evaluation Design
PASS Department	Grant Proposal Evaluation Design Test
City of Brownsville (HR Dept.)	Student Hand Book
Brownsville ISD/SoS	Internship Program Design
Grow Dat Youth Farm (New Orleans)	Colonias Collaboration
South Cameron Co. United Way	Application of Trust Model
Homelessness in Hawaii	Ambassador Program 5 Year Evaluation
Niles Di Marco Foundation	Policy recommendation for FACE
First L.A.P.	Grant Research
	Grant Research
2017	
Beeville Boys & Girls Club	Grant Research
First L.A.P	Grant Research
Camp Mokule'ia	Grant Research
Housing Now Coalition	Best Practice in Affordable Housing
Hawaii Governor's Corrections Task Force	Best Practice Recommendations
UTRVG Center for Rural Advancement	Dos Rios Winery - Feasibility Study
	- Business Plan
	South Texas Organics - Feasibility Study
	- Business Plan

Master's Thesis Committees

Fall 2004 Chair: Angela M. Marshall, Public Administration, Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College. AN ANALYSIS OF STEREOTYPES IN THE WORKPLACE.

Spring 2006 Chair: Chairesse Reuben, Public Administration, Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College. JOB SATISFACTION AMONG POSTAL WORKERS.

Member: Marie Smith, Public Administration, Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College. IDENTIFYING BEST PRACTICES IN EMPLOYEE TRAINING AND DEVELOPPING A COMPREHENSIVE MODEL TRAINING PROGRAM.

Member: Nicole Dunbar, Public Administration, Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College. DETERMINING THE PUBLIC'S PERCEPTION OF FAIRNESS FOR CHILD CUSTODY AWARDS AND CHILD SUPPORT POLICIES IN

LOUISIANA: IS THERE A BELIEF THAT THE SCALES ARE
WEIGHTED IN FAVOR OF THE MOTHER?

- Fall 2006 Chair: Desean C. Bethley, Public Administration, Nelson Mandela School of Public Policy and Urban Affairs, Southern University and A & M College. AN ANALYSIS OF THE EFFECTIVENESS OF SOCIAL SECURITY PRIVATIZATION ON THE ANNUAL BENEFITS OF YOUNGER WORKERS IN THE UNITED STATES.
- Spring 2008. Chair: Matthew Watkins, Public Administration, University of Texas Pan American, AN ANALYSIS OF THE RELATIONSHIP BETWEEN EDUCATOR SEXUAL MISCONDUCT AND SCHOOL DISTRICT POLICY.
- Spring 2008. Chair: Leonard Brown, Public Administration, University of Texas Pan American, PERCEPTIONS OF ETHICAL INFLUENCE IN A PUBLIC ORGANIZATION.
- Spring 2008. Chair: Ruben Flores, Public Administration, University of Texas Pan American, THE ATTITUDES OF HIDALGO COUNTY SHERIFF'S OFFICERS: THEIR PERCEPTION OF THE QUALITY OF WORK CULTURE AND THEIR JOBS.
- Fall 2008. Chair: Juan Carlos Crosby, Public Administration, University of Texas Pan American, PERFORMANCE MEASUREMENT AND THE EFFICIENCY OF SERVICE DELIVERY BETWEEN MAYOR-COUNCIL AND COUNCIL-MANAGER FORMS OF LOCAL GOVERNMENT.
- Fall 2008. Chair: Juana Malendez, Public Administration, University of Texas Pan American, MEDICAL TOURISM: A STUDY OF THE USE OF THE MEXICAN HEALTH CARE SYSTEM BY WINTER TEXANS IN REYNOSA AND NUEVO PROGRESO, TAMAULIPAS.
- Summer 2009 Chair: Rosario Wilson, Public Administration, University of Texas Pan American, WE KNOW NOT THE WORTH OF WATER UNTIL THE WELL RUNS DRY: ASSESSING MUNICIPAL WATER USE FOR FIFTEEN INCORPORATED CITIES IN HIDALGO COUNTY, TEXAS FOR THE YEARS 1984 – 2005.
- Spring 2010 Chair: Froylan Garza, Public Administration, University of Texas Pan American, THE U.S. – MEXICO BORDER FENCE: AN EXPLORATION OF THE EFFECTIVENESS OF THIS IMMIGRATION POLICY.

- Spring 2011 Chair: Joel Rivera, Public Administration, University of Texas Pan American, ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION: AN ASSESSMENT OF MUNICIPAL POLICE DEPARTMENTS WITHIN HIDALGO COUNTY.
- Summer 2011 Co-Chair: Nicholas Weimer, Public Administration, University of Texas Pan American, THE CULTURALLY ADAPTED PUBLIC ADMINISTRATOR: HOW ACCREDITED MPA PROGRAMS ARE PREPARING ADMINISTRATORS WITH CULTURAL COMPETENCY.
- Spring 2012 Chair: Esther G. Herrera, Public Administration, University of Texas Pan American, AN ANALYSIS OF THE PREDICTORS OF SUCCESS IN AN INSTITUTION OF HIGHER EDUCATION.
- Chair: Krystal E. Garcia, Public Administration, University of Texas Pan American. STUDENT ACHEIVEMENT: DOES SCHOOL STRUCTURE MATTER?
- Spring 2014 Chair: David A. Moran, University of Texas Pan American. ORGANIZATIONAL CULTURE AND GENERATION COHORTS: A COMPARATIVE ANALYSISBETWEEN A PUBLIC ORGANIZATION AND A PRIVATE ORGANIZATION
- Spring 2014 Chair: Maricela De Leon, Public Administration, University of Texas Pan American, IS TEXAS MEASURING UP TO FEDERAL EXPERCTATIONS? AN EXAMINATION OF THE NO CHILD LEFT BEHIND LEGISLATION ON TEXAS REGION ONE EDUCATION SERVICE CENTER DISTRICT SCHOOLS.

COURSES TAUGHT

Louisiana Certified Public Management Program
Program Evaluation/ Performance Measurement Track

Southern University and A & M College
PADM 503 Principles of Public Administration
PADM 508 Organization Theory
PADM 512 Applied Statistics
PADM 515 Public Policy Analysis
PADM 552 Grantmanship and Fund Development for Nonprofit Organizations
PADM 554 Program Evaluation
PADM 556 Ethics and Public Policy
PADM 607 Thesis/Research I

PADM 615 Thesis/Research II

University of Texas Pan American

PUBA 6302 Graduate Seminar in Public Administration
PUBA 6302 01V Graduate Seminar in Public Administration – 7 weeks Online
PUBA 6303 Ethics for Public Service
PUBA 6303 01V Ethics for Public Service – 7 weeks Online
PUBA 6306 Past, Present & Future, Capstone
PUBA 6306 01V Past, Present & Future, Capstone - 7 weeks Online
PUBA 6309 Introduction to Planning
PUBA 6313 Formulation of Public Policy
PUBA 6327 Management of Nonprofit Organizations
PUBA 6328 Grant Writing and Fund Development
PUBA 6328 01V Grant Writing and Fund Development - 7 weeks Online
PUBA 6342 Bureaucracy and Organization Theory
PUBA 7300 Thesis Research I
PUBA 7301 Thesis Research II
PUBA 6362 Independent Study
PUBA 4378 Management of Nonprofit Organizations (Under Grad)
PUBA 4362 Special Topic - Introduction to Planning (Under Grad)
PUBA 3324 Bureaucracy and Organization Theory (Under Grad)

University of Texas Rio Grande Valley

PAFF 6301 Graduate Seminar in Public Administration
PAFF 6301 01V Graduate Seminar in Public Administration – 7 weeks Online
PAFF 6303 01V Policy Implementation and Program Evaluation --7 weeks Online
PFFA 6310 Ethics for Public Service
PFFA 6310 01V Ethics for Public Service – 7 weeks Online
PAFF 6316 Management of Nonprofit Organizations
PAFF 6317 Grant Writing and Fund Development
PAFF 6317 01V Grant Writing and Fund Development - 7 weeks Online
PAFF 6318 Bureaucracy and Organization Theory
PAFF 6318 01V Bureaucracy and Organization Theory 7 weeks Online
PAFF 6362 Past, Present & Future, Capstone
PAFF 6362 01V Past, Present & Future, Capstone - 7 weeks Online
PAFF 7300 Thesis Research I
PAFF 7301 Thesis Research II
PAFF 6371 Independent Study

Hawaii Pacific University

PADM 6000 Introduction to Public Administration & Public Service
PADM 3300 U.S. Public Policy
PADM 6400 U.S. Public Policy
PADM 6200 Grant Writing and Fund Raising
PADM 7001 Capstone Research I
PADM 7002 Capstone Research II

University of Hawai'i at Manoa
PUBA 631 Nonprofit Management Practices and Tools
PUBA 667 Special Topic: Grant Writing and Fund Development
Nonprofit Management Certificate Program 10 Week Outreach noncredit program

Texas Certified Public Management Program
Program Evaluation
Performance Measurement
Research Methods
Grant Writing

Louisiana Certified Public Management Program
Program Evaluation
Performance Measurement
Research Methods

Nonprofit Management Certificate Program

1. Introduction to Nonprofits (Putting Your Best Foot Forward)

- The Nonprofit Sector
- To Be or Not To Be a 501 (c)?
- Mission, Vision, Alignment

2. Leadership Matters! (Is your board warped?)

(Board Development & Governance)

- Transparency
- Board as Leadership
- Board Development and Governance Models

3. Staying Out of Trouble 1 (Ethics)

- Ethics
- Critical Thinking
- Applied Professional Ethics

4. Staying Out of Trouble 2 (Compliance)

- Lobbying & Advocacy
- Conflict of Interest / Legal Issues
- HR & Personnel

5. Building Your Organization

- Organization Development
- Leadership & Teambuilding
- Conflict Resolution & Communication

6. Staff & Volunteers

- Recruiting
- Training
- Capturing In-Kind

7. Show Me the Money

- Budgeting & Financial Management
- Accounting
- Fund Development

8. A Rose by Any other Name Is Still A Rose

(Getting Your Name and Message Out)

- Branding and Public Affairs
- Media Relations
- Social Media & Public Relations

9. Putting it All Together (Making a Difference)

- Strategic Planning
- Performance Measurement
- Program Evaluation

10. Grant Writing (Don't take it for granted)

- Business Writing/ Foundation Research
- Research for Grant Proposal Writing
- Grant Writing

Each track represents 10 hours of instruction offered online in ten (10) Weekly Modules.

Last updated: March 2019