

MYLON WINN

EDUCATION (University of Washington (Seattle))

Ph.D.	Political Science
M.A.	Political Science
B.A.	Afro-American Studies

EMPLOYMENT (Academic)

2009-2010	Interim Dean, Nelson Mandela School of Public Policy and Urban Affair, Southern University and A&M College, Baton Rouge, LA
2008-2012	Professor (tenured), Department of Public Administration, Nelson Mandela School of Public Policy and Urban Affair, Southern University and A&M College, Baton Rouge, LA
2007-2009	Adjunct Professor (Temporary Appointment) Public Administration Institute, Louisiana State University, Baton Rouge, LA
2004-2008	Associate Professor & Chair, Department of Public Administration, Nelson Mandela School of Public Policy and Urban Affair, Southern University and A&M College, Baton Rouge, LA
2003-2006	Inaugural Associate Professor, (Temporary Appointment) University of Arkansas Clinton School of Public Service, Little Rock, AR
2003-2004	Associate Professor (nontenure tract), Department of Health Policy and Management, University of Arkansas Medical Sciences, College of Public Health, Little Rock, AR
2001-2004	Associate Professor, Institute of Government, University of Arkansas, Little Rock, AR
1998-2000	Faculty Member, (Temporary Appointment), Department of Political Science, Washington State University, Vancouver, WA
1995- 97	Associate Professor, Institute of Public Service, Seattle University, Seattle, WA
1995	Visiting Associate Professor, Department of Public Administration, School of Public Policy and Administration, Baton Rouge, LA
1990- 95	Associate Professor, School of Public and Environmental Affairs, Indiana University, Indianapolis, Indianapolis, IN
1987-90	Assistant Professor, Department of Political Science, Miami University, Oxford, OH
1986-87	Assistant Professor, Department of Political Science, University of Alabama, Tuscaloosa, AL
1982-85	Assistant Professor, Department of Political Science, University of Tennessee, Knoxville, TN
1979-80	Instructor (non-tenure track), University of Nebraska at Omaha, Department of Public Administration, Omaha, NE

EMPLOYMENT (Administrative)

Administrative Strengths: Program and institutional accreditation review, academic assessment, aligning of mission statement and program performance, budget management, program review, and curriculum development.

**2009-2010 Interim Dean, Nelson Mandela School of Public Policy and Urban Affairs,
Southern University and A&M College, Baton Rouge, LA**

Responsibilities include: Management of the school's budget Provide leadership among students, staff and faculty members, work with department chairs and academic program administrators, generate support for the School's academic programs, and build a sense of community among the school's staff, faculty and students, work collaboratively with the provost office, graduate school representatives and other school deans. Serve on the Academic Council and the Council of Deans; represent the school with external constituents and supporters. Maintain an active research and publication agenda; demonstrate a strong commitment to educating public servants, a commitment to intellectual, teaching and professional excellence, and develop the schools fundraising capacity, participate in the accreditation process, review and approve dissertation defenses, approve final dissertations for submission to the graduate. Monitor master degree defenses, approve graduation applications.

**2004-2008 Chairperson, Department of Public Administration, Nelson Mandela School of
Public Policy and Urban Affairs, Southern University and A&M College, Baton
Rouge, LA**

Responsibilities include: Manage departmental budget, supervise departmental faculty, review admission committee decisions, graduation application review; advising MPA students, managing academic records, and reviewing applications for graduate assistantship, curriculum development, generation of reports for internal and external distribution, prepare grade form applications, revise department section of graduate school bulletin, prepare annual faculty evaluations, write evaluations for tenure and promotion, prepare annual report, Principle Representation to the National Association of School of Public Affairs and Administration (NASPAA)

Work closely with graduate school personnel, organize and conduct faculty meetings, provide leadership on departmental issues, develop and implement departmental policy, related duties with joint MPA/JD program.

**2001-2004 Masters of Public Administration Coordinator, Institute of Government,
University of Arkansas, Little Rock, AR**

Responsibilities included: MPA enrollment management including recruitment and application review (for enrollment, graduation, and conditional student status); advising MPA students, managing academic records, and reviewing applications for graduate assistantship; curriculum development; generation of reports for internal and external distribution, Principle Representation to the National Association of School of Public Affairs and Administration (NASPAA), work closely with graduate school personnel, organize and conduct faculty meetings, provide leadership on MPA issues, develop and implement MPA program policy, related duties with joint MPA/JD program, Co-director of Arkansas Public Administration Consortium (APAC) Administrators.

**1997- 1998 Washington State University, Coordinator of Branch Campuses, Office of the
Provost, Pullman WA.**

Responsibilities included: *Multi-Campus Systems Office*-Establish and maintain the multi-campus systems office in French Administration Building, manage multi-campus system's office budget building as needed, supervise clerical support; develop and maintain database/records on

branch campus development and personnel, assist campus deans in the presentation of branch campus budgets, system reports, and other system-level information for which coordination is desired; assist in solving issues/problems related to systems management, manage branch campus office budget.

Representation and Liaison Coordinate communication among branch campuses; function as a Pullman campus "point of contact" for branch campus issues; communicate branch campus policies and procedures as needed; represent the branches on selected campus-wide committees/task forces, represent campus deans on issues related to computing, WHETS, student affairs, news and information, facilities and other matters about branch campus administration.

Coordinate internal approval process for new branch campus program proposals and insure that all necessary materials are provided for HECB review. Participate in the EUS Council, define branch needs to representatives from administrative and student service units, and communicate the activities of Pullman service units to branches and from branches to these units.

Liaison with EUS/EAP Provide liaison for branch WHETS operations and academic support on behalf of the campus deans; work with EUS to coordinate WHETS faculty and departmental buyouts.

1975-1976 Washington State University, Assistant to the Director of Affirmative Action, Affirmative Action Office, Pullman, WA

Responsibilities included: Supervise internal office administration; coordinate development of computerized employment database; coordinate preparation of employment reports for dissemination represent Affirmative Action Office during the Director's absence; assist Director to rewrite the university's Affirmative Action Plan

1974-75 Eastern Washington State College, Affirmative Action Coordinator, Office of the President, Cheney, WA

Responsibilities included: Coordinate Affirmative Action Program; instruct hiring units in employment procedures; advise and support college Affirmative Action Committee; work closely with designated person from computer center during computerization of employment data; coordinate preparation of employment reports for internal and external dissemination; represent Affirmative Action Office at Board of Trustee meetings

1972-74 University of Washington, Head Resident (Haggett and McMahon Halls), Office of Student Affairs, Seattle, WA

Responsibilities included: Supervise resident living, counsel residents regarding personal and academic problems, communicate student concerns to Resident Manager and Supervisor; arbitrate resident disagreements, propose changes to resident living policy

1972-73 Washington State Human Affairs Council, Administrative Assistant, Office of the Governor, Human Affairs Council, Olympia, WA

Responsibilities included: Organize and coordinate a Citizen Committee in western Washington; apprise committee members of relevant governmental developments; inform department heads and members of the Governor's staff regarding issues that require administrative or legislative action; identify citizen concerns and report them to the appropriate state office and respond to citizen correspondence.

RESEARCH INTERESTS

Administrative Ethics, Public Policy, and Public Organizations

ARTICLES IN PROGRESS

“Embracing the American Society for Public Administration’s (ASPA) Code of Ethics” **In Progress**

“Ethics verses Efficiency in the Public Sector: Problems and Recourse” **In Progress**

PUBLICATIONS

- 2010 “The Challenge of Balancing Organizational Expectations Revisited: A Perspective on The Challenges of Assuming Professional Responsibility For Diversity,” With Leslie Taylor-Grover. Diversity and Public Organizations: Theory, Issues, and Perspectives, Second edition, M.E. Sharpe, Inc, Armonk, NY, Editor, Mitchell F. Rice.
- 2010 "Health Policy and Exercise: A Brief BRFSS Analysis and Recommendations" Health Promotion Practice, With James Larson, in Health and Promotion Practice (March) Volume 11, Issues 2.
- 2008 "Health Policy and Exercise: A Brief BRFSS Analysis and Recommendations" Health Promotion Practice, With James Larson, (*online*), *May 2008; vol. 0: pp. 1524839908318287, v1.*
- 2007 “Reducing Medicare Costs: The Risk, Prevention, and Treatment of Cognitive Impairment,” With James Larson, in Clinical Geriatrics, (July) Volume 15-Issue 7.
- 2004 “Diversity Newcomers and The Challenge of Balancing Organizational Expectations: Assuming Ethical Responsibility” With Floydette Scrugs in Mitchell Rice, re-publication Diversity and Public Organizations: Theory, Issues, and Perspectives, M.E. Sharpe, Inc, Armonk, NY, Editor, Mitchell F. Rice.
- 1998 “Woodrow Wilson Essay on Administration and Richard J. Stillman’s Commentary on the Essay: An Expository Analysis of Both Discussions” Journal of Public Management, With Thomas F. Seebode and Mitchell Rice, in Social Policy, Volume 4. No. 1, summer.
- 1996 "Workplace Diversity and Ethics: The Challenge of Organizational Demands" With Floydette Scrugs, in Diversity and Public Organizations: Theory, Issues, and Perspectives, Editor, Mitchell F. Rice, Kendall/Hunt Publishing Company, Dubuque, IA.
- 1996 "A Study of Deracialization: The Election of Norman Rice in Seattle, Washington" With Errol Palmer, in Race, Politics, and Governance in the United States, Editor, Huey L. Perry, University Press of Florida.
- 1995 "Black Public Administrators and Opposing Expectations", in Tactic and Techniques of Community Intervention, Editors, John E. Tropman, John L. Erlich Jack Rothman F.E.Peacock Publisher, INC. Itasca.
- 1994 "Managing Organizational Life Cycle Demands Through Leadership Agendas", International Journal of Public Administration, (March) Vol. 16, No. 3, With Mitchell F. Rice.
- 1992 "Politics and Public Productivity" in Public Productivity Handbook, Editor, Marc Holzer, Marcel Dekker Inc., New York, with Wilbur C. Rich.
- 1991 "Black Health Care and the American Health Care System: A Political Perspective", with Mitchell F. Rice, in Health Politics and Policy. Editors, Theodore Litman and Leonard Robins Delmar Publishing Inc. Albany, New York, with Mitchell Rice.

- 1990 "The Election of Norman Rice in Seattle, Washington", PS (June) Vol. XXIII, No. 2: 158-159.
- 1990 "Black Health Care in America: A Political Perspective", with Mitchell F. Rice, Journal of National Medical Association (June) Vol. 82, No. 6: 429-437.
- 1989 "Ethics in Organizations: A Perspective on Reciprocation", International Journal of Public Administration, Vol. 12, No. 6: 867-887.
- 1989 "Black Administrators and Racial Roadblocks in Public Organizations: Problems and Recourse", International Journal of Public Administration, (September) Vol. 12, No. 5: 797-820.
- 1988 "Competitive Health Care and the Black Community", Journal of Health Care and Human Resource, (Winter) Vol. 10, No. 3: 311-326.
- 1987 "Competitive Health Care: Assessing an Alternative Solution for Health Care Problems", in Health Care Issues in Black America: Policy, Problems, and Prospects. Editors, Woodrow Jones, Jr. and Mitchell F. Rice, Westport, Connecticut: Greenwood Press.
- 1986 "Individual and Organizational Ethics: A Case for Ethical Compatibility", New Directions in Public Administration Research, (April) Vol. 1, No. 1: 15-29 with Mitchell F. Rice. Reprinted in Public Administration, Annual Editions (1991/92), Editor, Howard R. Balanoff, Guilford, Connecticut: The Duskin Publishing Group, Inc.
- 1985-86 "Market Freedom/Competition, Health Care, and the Black Community", National Urban League Review, (Winter), Vol. 9, No. 2: 59-63.
- 1984 "Black Public Administrators and Opposing Expectations", in Contemporary Public Policy and Black Americans, Editors, Mitchell F. Rice and Woodrow Jones, Jr., Westport, Connecticut: Greenwood Press.

JOURNAL MANUSCRIPTS REFEREED

Public Administration Education, Public Administration Review, International Journal of Public Administration, Urban Affairs Quarterly

EDITORIAL BOARDS

International Journal of Public Administration, (Special Issue)
Public Administration Review, (American Society for Public Administration)
Public Administration, (Conference of Minority Public Administrators)
Public Administration Review
Western Political Quarterly
The Social Science Quarterly

BOOK ARTICLES REVIEWED

Book Articles Reviewed for Mary T. Bailey and Rick Mayer (Editors), 1990
 Book Article Reviewed for Naomi Lynn and Aaron Wildavsky (Editors), 1987

BOOK PROSPECTUS REVIEWED

Sage Publications, Inc., 1996
 Prentice Hall, 1986

TEACHING - UNDERGRADUATE COURSES

Introduction to Political Science American Government

Introduction to Public Affairs

African-American Politics

TEACHING - GRADUATE COURSES

Human Resource Management

Public Policy Making and Implementation

Perspectives in Public Service

Survey of Public Administration

Conflict Resolution Public Policy Analysis

Seminar on Public Administration

Information Management

Administrative Ethics

Organization Theory

Municipal Administration

UNIVERSITY SERVICE AND COMMITTEES

Southern University and A&M College - Service

Provost Academic Council

Graduate Council

University Strategic Plan Review Committee

Administrator Credentials Review Task Force

Doctoral Defense Committee (Committee Member, Graduate School Representative)

Master of Public Administration Defense Committee (Member and Chair)

Doctoral Defense Committee, Ph.D. Program

Tenure and Promotion Committee, School of Architecture

University of Arkansas Clinton School of Public Service – Founding Faculty Member

Recruitment/Support Task Force

Composite Curriculum Committee

University of Arkansas at Little Rock - Service

Chair, MPA Assessment Committee 2001-2003

College of Professional Service Assessment Committee 2001-2004

Washington State University - Service

African American Faculty and Staff Association Budget Committee (Member)

Enrollment Management Council (Member)

Provost Leadership Council (Member)

Branch Campus Funding Task Force (Chair)

Washington State University – Presidential Committees

Administrative Steering Committee for Computing and Telecommunication

Commission on the Status of Individuals with Disabilities

Indiana University, School of Public and Environmental Affairs - Committees

Pi Alpha Alpha (Honor Society) Faculty Advisor, 1991-94

Undergraduate Policy Committee, 1990-1991

Urban Planning Recruitment Committee, 1990-1991

Master of Health Administration Accreditation Committee, 1990-1991

Human Resource Management Recruitment Committee, 1991-1992

Indiana University, Graduate School Committee

Educational Opportunity Fund Committee, 1991-1993

PROFESSIONAL ASSOCIATION MEMBERSHIP AND SERVICE

National Association of Schools of Public Affairs and Administration Service

Commission on Peer Review and Accreditation (2006-2009) 3 year term

Doctoral Education Committee Workshop, Southern University and A&M College, Baton Rouge, LA, Local Committee Chair, February 2007

National Academy of Public Administration

Associate Member: Standing Panel on Social Equity in Governance, 2002-2004

South Eastern Conference of Public Administration (SECoPA), 2001- 2004

SECoPA 2005 Conference Chairperson

American Society for Public Administration, (ASPA)

President, Louisiana ASPA Chapter, 2004-

Member, Arkansas Chapter (ASPA), 2001-2004

Arkansas Chapter Executive Committee, Ex Officio, 2001-2004

Historian, Section on Ethics, 2003-present

Executive Committee, Section on Ethics, 1998-2000

Chairperson, Policy Issues Committee, 1996- 1997

Vice-Chairperson, Policy Issues Committee (ASPA), 1995- 96

Member, Evergreen Chapter (ASPA), 1995- 1997

Member, Professional Standards and Ethics Committee (ASPA), 1979-1980, 1986-1998

Chairperson, Professional Standards and Ethics Committee (ASPA), 1993-1994

Vice-Chairperson, Professional Standards and Ethics Committee (ASPA), 1992-93

Member, Leadership Committee (ASPA), 1992-1994

Member, Indiana State Public Administration Chapter (ASPA), 1990-95

Newsletter Editor, Indiana State Public Administration Chapter, 1992-1993

Member, Region Six Representative, National Council (ASPA), 1990, 1994-1999

Member, Program Committee (ASPA National Conference), 1986-1987, 1988-89

Coordinator, Ethics Cluster (ASPA National Conference, Boston, MA), 1986

Coordinator, Ethics Cluster (ASPA National Conference, Los Angeles, CA), 1990

Member, Working Group on Ethics Education (Ethics Education Project), 1988-1989

Member, Conference of Minority Public Administrators (COMPA) Section, 1986-Present

Council Member, Region Six Representative, COMPA, 1990-93, 1994-Present

Co-Chairperson (COMPA), 1991 Symposium Planning Committee, 1989-1991

Public Administration Times Liaison (COMPA), 1989-1994

Member, Symposium Planning Committee (COMPA), 1988-1989, 1992-1993

Member, Planning Committee (COMPA), 1986-1987

Member, Greater Cincinnati Chapter (ASPA), 1987-1990

Member, Central Alabama Chapter (ASPA), 1986-1987

Council Member, East Tennessee Chapter (ASPA), 1983-1985

Arkansas Political Science Association, 2001-2004

National Forum of Black Public Administrators, 1991-1996

American Political Science Association (APSA)

Member, Public Administration Section, 1986-95

Southern Political Science Association, Member, Nominating Committee

SELECTED PROFESSIONAL ACTIVITIES - PAPERS PRESENTED & SPEAKER

“Accrediting Executive MPA Programs: Challenges and Prospects,” Building an Executive MPA Community, National Association of Schools of Public Affairs and Administration, Washington DC 2005.

“Hurricane Katrina indirect Impact on MPA Curriculums” Hurricane Katrina and Rita: Implication for Public Administration, National Association of Schools of Public Affairs and Administration, Washington DC 2005.

"A Case for Ethical Leadership to Upgrading the Status of Ethics in the Public Administrative Sector", American Society for Public Administration Conference, Portland, OR, March 2004.

"A Perspective on Applying the American Society for Public Administration's Code of Ethics" American Society for Public Administration Conference, San Diego, CA, April 2000

"Ethics as a Context for Efficiency" Public Administration Theory Network, Hayward, CA, July 1993.

"Ethics and Efficiency: An Argument for Equal Status", Southeastern Conference on Public Administration, Montgomery, AL, October 1992.

"African American Administrators, Racial Roadblocks, and Public Organizations: A Perspective on Moral Conduct" Roundtable, American Political Science Association Conference, Washington D.C. August/ September 1991.

"Ethics and Conflict of Interests" National Forum of Black Public Administrators Conference, Los Angeles, CA, April 1991.

"Ethics, Efficiency, and Decision Premises: An Argument for Compatibility" American Society for Public Administration Conference, Washington D.C., March 1991.

"Managing Organizational Life Cycle Demands Through Leadership Agendas" Conference of Minority Public Administrators Symposium, Baton Rouge, LA, February, 1991.

"Public Sector Morality: More Reciprocation" American Society for Public Administration Conference, Los Angeles, CA, April 1990.

"Ethics in the Public Sector: An Institutional Perspective" Conference of Minority Public Administrators Symposium, Fort Worth, TX, February 1990.

"Ethics in the Public Sector: An Individual/Organizational Perspective" Ethics in Government: An Intricate Web, American Society for Public Administration, Washington, D.C., November 1989.

"An Assessment of Competition's Impact on the Right of Black Americans to Health Care" Southern Political Science Association Conference, Memphis, TN, November 1989.

"Ethics in Public Organizations: An Individual/Institutional Perspective" Southeastern Conference on Public Administration, Jackson, MS, October 1989.

"Women, Caring, and Administrative Ethics" American Society for Public Administration Conference, Miami, FL, April 1989.

"A Critique of the Ethical Impact of Ethnic Diversity on Public Organizations" Conference of Minority Public Administrators Symposium, Orlando, FL, February 1989.

"The Study of Administrative Behavior Using Theories of Power" with Daniel C. Pound, Southern Political Science Association Conference, Atlanta, GA, November 1988.

"The Possibility of an Organizational Ethics" Southeastern Conference on Public Administration, Birmingham, AL, October 1988.

"Ethics in Organizations: A Perspective on Reciprocation" American Political Science Association Conference, Washington, D.C., September 1988.

"A Case for an Ethical Organizational Environment" American Society for Public Administration Conference, Portland, OR, April 1988.

"Ethics in the Public Sector: Implications for Black Public Administrators" National Conference of Black Political Scientists, Washington, D.C., March 1988.

"Ethics and Black Public Administrators" Conference of Minority Public Administrators Symposium, New Orleans, LA, February 1988.

"Individual Ethics and Organizations: A Case for a Balanced Perspective" Region VI, American Society for Public Administration Conference, Springfield, IL, November 1987.

"Black Administrators and Racial Roadblocks in Public Organizations: Problems and Recourse" Southeastern Conference of Public Administration, New Orleans, LA, October 1987.

"Political and Economical Change in Black Belt Alabama Since the Voting Rights Act of 1965" with Patrick Cotter, Harvey Kline, and William Stewart, Southern Political Science Association Conference, Atlanta, GA, November 1986.

"Individual and Organizational Ethics: A Case for Ethical Compatibility" American Society for Public Administration Conference, Anaheim, CA, April 1986.

"Competitive Health Care in the Black Community" Southwestern Social Science Association Conference, San Antonio, TX, March 1986.

"Translating Black Politics Into Public Policy: Choosing Substance over Symbolism" American Political Science Association Conference, New Orleans, LA, September 1985.

"Problems Inherent to the Bureaucratic Experience of Black Administrators: Can the Black Community Help?" Southwestern Social Science Association Conference, Houston, TX, March 1985.

"Black Administrators and the Black Community: Using Influence to Play an Old Game" American Society for Public Administration Conference, Indianapolis, IN, March 1985.

SELECTED PROFESSIONAL ACTIVITIES - PANEL CONVENER/MODERATOR

Ethics Theory: Bridging the Divide Between Normative and Empirical Theory, American Society for Public Administration Conference, Portland, Oregon, March 2004.

Issues in Diversity: Present and Future, American Society for Public Administration Conference, Seattle, WA, May 1998.

Ethics and The Public Service, Conference of Minority Public Administrators Symposium, Houston, TX, February 1996.

Dimensions of Administrative Effectiveness: Performance, Immortality, Representativeness, and Leadership Experience, American Political Science Association Conference, Washington, D.C., September 1993.

Multiple Dimensions of Ethics and Public Service, Southeastern Conference on Public Administration, Montgomery, AL, October 1992.

Managing Ethical Dilemmas in Urban Areas, Conference of Minority Public Administrators Symposium, Baton Rouge, LA, February 1991.

Resolving Public Problems: Government Performance versus Public Expectations, American Society for Public Administration Conference, Washington D.C., March 1991.

Administrative Ethics and Organizations, American Society for Public Administration Conference, Los Angeles, CA, April 1990.

Abortion Policy, American Society for Public Administration Conference, Los Angeles, CA, April 1990.

Personal Ethics and Organizational Expectations, Ethics in Government: An Intricate Web Conference, American Society for Public Administration, Washington, D.C., November 1989.

Ethics in the Public Service, Southeastern Conference on Public Administration, Jackson, MS, October 1989.

Managing Ethical Dilemmas: A Perspective from Minorities and Women, American Society for Public Administration Conference, Miami, FL, April 1989.

Ethical Behavior of Minority Administrators, Conference of Minority Public Administrators Symposium, Orlando, FL, February 1989.

Administering Public Policy in Minority Communities, American Political Science Association Conference, New Orleans, LA, September 1985.

Issues and Dilemmas for Black Public Servants: Perspectives from Practitioners, The National Conference of Black Political Scientists, Columbus, OH, April 1985.

The Relationship Between Minority Administrators and Minority Communities, American Society of Public Administration Conference, Indianapolis, IN, March 1985.

SELECTED PROFESSIONAL ACTIVITIES - FACILITATOR AND DISCUSSANT

Combating Corruption Working Group (Facilitator), Ethics in Government: An Intricate Web, American Society for Public Administration, Washington, D.C., November 1989.

Challenging Issues in Public Administration, Southern Political Science Association Conference, Memphis, TN, November 1989.

Models of Bureaucratic Politics, American Political Science Association, Atlanta, GA, September 1989.

Organizational Excellence Versus Organizational Pathology in the Public Sector, Southeastern Conference on Public Administration, Pensacola, FL, October 1986.

Moral Philosophy and Bureaucratic Management, American Political Science Association Conference, Washington, D.C., September 1986.

Minority Graduate Student Forum, American Political Science Association Conference, Washington, D.C., September 1986.

Academic Program Review

Review: Undergraduate Public Affairs Program, Barbara Jordan – Mickey Leland School of Public Affairs, Texas Southern University 2010

Review: Public Administration Program, Review of Self Study Report, Barbara Jordan – Mickey Leland School of Public Affairs, Texas Southern University 2011

WORKSHOPS

- Workshop: Tennessee State Government Executive Institute
Presentation: "Personal Characteristics as Factors in Management Style"
- Workshop: Tennessee Department of Corrections (Management Training Program)
Presentation: "Leadership and Motivation"
- Workshop: Nebraska Municipal Clerks Certification School
Presentation: "Citizen Participation: Some Factors for Consideration"

CONSULTING

- Consulting: The Center for Public Management (Miami University), Evaluation of Manager, professional, supervisor, and laborer positions for Carlisle, Ohio
- Consulting: The Center For Public Management (Miami University), Evaluation of managers, professional, supervisor, clerical, and laborer positions for Lebanon, Ohio

LECTURES AND SPEAKING ENGAGEMENTS

- Speaker: "A Political Examination of African American History in the United States (1999), Washington State University, Vancouver, WA.
- Speaker: "Ethical Challenges of the Future" (1996), Washington State Ethics Association, Seattle, WA.
- Speaker: "African-American Administrators and Public Organizations: A Perspective on Moral Conduct, (1994), Visiting Professor, University of Alabama, Birmingham, AL.
- Speaker: "Empowering Administrators to Act Ethically" (1994), Associating of Indiana Counties, Inc., Indianapolis, IN.
- Speaker: "Ethics, Policy Making, and County Administrators" (1993), Associating of Indiana Counties, Inc., Indianapolis, IN.
- Lecture: "Health Care and Economic Policy: An Ethical Perspective (1990), Grand Round.
- Lecture: Health Economic Seminar, School of Public and Environmental Affairs Indiana University, Indianapolis, IN.
- Lecture: Ethics in Organizations: A Perspective on Reciprocation" (1990), The Division of Public Administration, Northern Illinois University, Dekalb, IL.
- Speaker: "Ethics in the Public Sector: An Individual Perspective" (1990), The Division of Public Administration, Northern Illinois University, Dekalb, IL (Seminar).
- Lecture: "Ethics in Organizations: A Perspective on Reciprocation" (1989), The Martin School of Public Administration, University of Kentucky, Lexington, KY.
- Lecture: "A Critique of the Ethical Impact of Ethnic Diversity on Public Organizations (1989), Eastern Kentucky, Richmond, KY (Symposium).
- Speaker: "Ethics and Efficiency" (1988), Greater Cincinnati Chapter-American Society for Public Administration, Cincinnati, OH (Symposium). Lecture: "Race and the 1988 Presidential Campaign" (1988), Miami University, Hamilton, OH.

TRAINING

- Training: Arkansas Public Administration Consortium, Little Rock, AR
Presentation: "Leadership", fall 2004
- Training: Arkansas Public Administration Consortium, Little Rock, AR
Presentation: "Leadership", fall 2003
- Training: Arkansas Public Administration Consortium, Little Rock, AR
Presentation: "Leadership", fall 2002
- Training: Arkansas Public Administration Consortium, Little Rock, AR
Presentation: "Leadership" fall 2001
- Training: Northwest Municipal Clerks and Treasures Institute, Seattle, WA 1999
Presentation: "Ethical Responsibility in the Public Sector"
- Training: Northwest Municipal Clerks and Treasures Institute, Seattle, WA 1998
Presentation: "Ethical Responsibility in the Public Sector"
- Training: National Forum of Black Public Administrators, Executive Leadership Institute
Washington, DC. 1992
Presentation: "African American Administrators and Moral Conduct"
- Training: Managing to Make A Difference, City manager's Professional Development
Conference, City of Cincinnati, Ohio, 1991
- Training: National Forum of Black Public Administrators, Executive Leadership Institute,
Washington, DC, 1991
Presentation "African American Administrators, Racial Roadblocks, and
Public Organizations: A Perspective on Moral Conduct"
- Training: Internal Revenue Service (San Francisco District),
Presentation: "Administrative Morality in the Work Place" (1990)

AWARDS AND PROGRAM PARTICIPATION

- Alumni Teaching Scholar Program (Awarded for 1990-1991, Miami University)
- Conference of Minority Public Administrators Appreciation Award, 1990
- University of Alabama Summer Grant, 1986-1987

PUBLIC SERVICE: National and Community

- * Board President, Applied Literacy and Learning, Inc, (2008-Present) Baton Rouge, LA
- * King County Charter Review Commission, (1996-1998) King County, Seattle, WA
- * Presidential Management Internship Program Selection Committee (1992), Education
Testing Service, Princeton, NJ.
- * Education 2000 Plus Committee, Parent Representative, (1991-1992) Metropolitan *School
District of Washington Township, Indianapolis, IN Assignment: Outcome
Based Education Committee