

Curriculum Vita
Nadia M. Rubaii-Barrett, Ph.D.

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Education

Ph.D. 1991 Political Science, State University of New York at Binghamton
Dissertation: *Strategic Justifications and Budgetary Success: A Model of the Conditions for Bureaucratic Influence*

M.A. 1987 Political Science (Public Policy Analysis & Administration),
State University of New York at Binghamton

B.A. 1985 Political Science, State University of New York at Binghamton

Professional Experience

2004-Present Associate Professor, Master of Public Administration (MPA) Program, Binghamton University, State University of New York. (Acting Chair, Fall 2006)

1995 – 2004 Director, Master of Public Administration (MPA) Program, Department of Government, New Mexico State University. 12-month professional staff appointment with responsibilities for program administration, marketing, strategic planning, student recruitment, admissions, academic advising, career placement, outcomes assessment, and all activities related to maintaining NASPAA accreditation.

1994-1995 Acting Director, Master of Public Administration (MPA) Program, Department of Government, New Mexico State University

1994 Assistant Director, Master of Public Administration (MPA) Program, Department of Government, New Mexico State University

1990-1994 Assistant Professor, Department of Government, New Mexico State University

1989-1990 College Instructor, Department of Government, New Mexico State University

1988-1989 Instructor, Political Science Department, State University of New York at Binghamton

- 1987 Coordinator of User Services (Graduate Assistant), Political Science Data Lab, State University of New York at Binghamton
- 1985-1987 Teaching/Research Assistant, Political Science Department, State University of New York at Binghamton

Publications

Nadia Rubaii-Barrett and Lois R. Wise. (forthcoming 2007) "Diversity Accessibility and E-Government: An Empirical Analysis of State Practices." *Journal of Disability Policy Studies*.

Nadia Rubaii-Barrett and Lois R. Wise. (2007). "From Want Ads to Websites: What Diversity Messages are State Governments Projecting?" *Review of Public Personnel Administration*, 27(1): 21-38.

Nadia Rubaii-Barrett and Lois R. Wise. (2006) "Language Minorities and the Digital Divide: A Study of State E-Government Accessibility." *Journal of Public Management and Social Policy*. 12(2): 5-28.

Nadia Rubaii-Barrett. (2006). "Teaching Courses on Managing Diversity: Using Learning Contracts to Address Challenges and Model Behavior." *Journal of Public Affairs Education*, 12(3): 361-384.

Nadia Rubaii-Barrett. (2006) "Let Students Take the Bait Before You Set the Hook." In Perry, James L. & Jones, Steven G. (Eds), *Quick Hits for Educating Citizens*, Indiana University Press.

Nadia Rubaii-Barrett. (2006) "Matching Goals to Students' Interests." In Perry, James L. & Jones, Steven G. (Eds), *Quick Hits for Educating Citizens*, Indiana University Press.

Nadia Rubaii-Barrett and Lois R. Wise. "State Government Websites: Are They Helping Diversity Recruitment Efforts?" *PATimes*, June 2005: pp 3, 5.

Rubaii-Barrett, N., DeNardis, L., Lopez Montiel, G., and Hernandez Bautista, N. (2004). "Changing Roles for Local Governments in the Collection and Disposal of Solid Wastes." Included in *Papers and Case Studies Comparing Federalism and Its Impact on the United States and Mexico*. University of Colorado at Denver on behalf of the Mexican-U.S. Consortium of Public Administration and Public Policy Programs in Colleges and Universities.

Publications, continued

Nadia Rubaii-Barrett. (2001). *Illegal Immigrants in New Mexico's Border Counties: The Costs of Law Enforcement, Criminal Justice, and Emergency Medical Services*. New Mexico State University: US/Mexico Border Counties Coalition (79 pgs).

Tanis Salant, Christine Brenner, Nadia Rubaii-Barrett, and John Weeks. (2001). *Illegal Immigrants in U.S./Mexico Border Counties: The Costs of Law Enforcement, Criminal Justice, and Emergency Medical Services*. University of Arizona: US/Mexico Border Counties Coalition. (260 pgs). Report available electronically at <http://www.bordercounties.org>

Tanis Salant, Christine Brenner, Nadia Rubaii-Barrett, and John Weeks. (2001). *Executive Summary: Illegal Immigrants in U.S./Mexico Border Counties: The Costs of Law Enforcement, Criminal Justice, and Emergency Medical Services*. University of Arizona: US/Mexico Border Counties Coalition. (47 pgs). Report available electronically at <http://www.bordercounties.org>

Nadia Rubaii-Barrett and William A. Taggart. (2000). "Economic Development and International Transportation Along the Border: Exploring Feasibility Issues for State and Local Governments" In Nagal, S. (Ed) *Handbook of Global International Policy*. MY: Marcel Dekker, pp. 463-482.

Nadia Rubaii-Barrett. (2000). Review of: 1) DeSipio and de la Garza, Making Americans, Remaking America: Immigration & Immigrant Policy; 2) Bean, et al. (Eds), At the Crossroads: Mexican Migration and U.S. Policy; and 3) Hammermesh and Bean (Eds), Help or Hindrance: The Economic Implications of Immigration for African Americans. *American Review of Public Administration*, 30(2):205-210.

Nadia M Rubaii-Barrett. (1990) "Employment-at-will" in Hall, T. (Ed). *Magill's Legal Guide*. Salem Press, 294-295.

Nadia M Rubaii-Barrett. (1998). "Occupational Safety and Health Administration" in *Historical Guide to American Government*. NY: Oxford University Press, pp. 447-449.

Nadia M Rubaii-Barrett. (1998). "Consumer Product Safety Commission." In Kurian, G.T. (Ed) *Historical Guide to American Government*. NY: Oxford University Press, 138-141.

Nadia M Rubaii-Barrett (1996). "Elizabeth Cady Stanton." In Bessette, J.M. (Ed), *Ready Reference: American Justice*. Pasadena, CA: Salem Press, pp. 755-756.

Nadia M Rubaii-Barrett (1996). "The Freedom of Information Act" In Bessette, J.M. (Ed), *Ready Reference: American Justice*. Pasadena, CA: Salem Press, pg. 333.

Nadia Rubaii-Barrett and William A. Taggart. (1994). *Draft Legislation to Establish an Intermodal Port Authority*, submitted to the New Mexico Highway and Transportation Department and Sandia National Laboratories (13 pages).

Publications, continued

Nadia Rubaii-Barrett and William A. Taggart. (1994). *Background Work for Creation of a Port Authority and Federal Zone*, Final Report, Sandia National Laboratories, (183 pages). Reprinted by the U.S. Department of Transportation, National Transportation Library Internet Site, <http://www.bts.gov/ntl/DOCS/port1.html>

William A. Taggart, Nadia Rubaii-Barrett, and Chris Good. (1992). *Funding and Operation of an Intermodal Transportation Facility at the Santa Teresa Border Crossing*, Final Report, Sandia National Laboratories (60 pages). Reprinted by the U.S. Department of Transportation, National Transportation Library Internet Site, <http://www.bts.gov/ntl/DOCS/foit.html>

Nadia M Rubaii-Barrett and Ann C. Beck, "Minorities in the Majority: Implications for Managing Cultural Diversity," *Public Personnel Management*, Vol. 22, No. 4 (Winter 1993): 503-521.

Nadia M Rubaii-Barrett, *Report on Management Structure for the South Central Regional Solid Waste Master Plan*, GMA Inc., Las Cruces, New Mexico, 1992.

Nadia M Rubaii-Barrett and Ann C. Beck, *Employee Work Satisfaction and the Perceived Job Climate: A Report of the City of Las Cruces Workforce Survey Results and Analysis*, Final Report, City of Las Cruces, New Mexico, 1991.

Conference Papers Presented

Nadia Rubaii-Barrett. *Using Learning Contracts to Improve Service Learning Experiences*. National Association of Public Affairs and Administration Annual Conference. Minneapolis, MN, October 19-21, 2006.

Nadia Rubaii-Barrett. *Using Learning Contracts in Courses on Managing Diversity: Why it Makes Sense and How to Do it Well*. Teaching Public Administration Annual Conference, Fort Walton Beach, FL, February 10-12, 2005.

Nadia Rubaii-Barrett, Tanis Salant, Christine Brenner and John Weeks. *An Intergovernmental Dilemma: Responsibilities and Costs of Illegal Immigration in U.S.-Mexico Border Counties*. American Society for Public Administration 63rd National Conference, Phoenix, AZ., March 23-26, 2002.

Nadia Rubaii-Barrett. *Increasing Workplace Diversity, Decreasing Attitudinal Differences: Informing Future Diversity Research*. Van Riper Symposium, American Society for Public Administration 63rd National Conference, Phoenix, AZ., March 23-26, 2002. (Invited participant)

Christine Brenner and Nadia Rubaii-Barrett. *Criminal Undocumented Immigrants: The Cost to U.S. Counties on the Mexican Border for Law Enforcement, Criminal Justice and Emergency Health Care Services*. Annual Meeting of the Association of Borderlands Studies (ABS), Reno,

NV, April 18-22, 2001.

Nadia Rubaii-Barrett, *Alternative Models of Service Learning in Public Administration and Public Policy Programs*. Western Social Science Association Annual Conference. San Diego, CA. April 27-29, 2000.

Nadia Rubaii-Barrett and Russ Winn. *Increasing Workplace Diversity, Decreasing Attitudinal Differences: Exploring Alternative Explanations for Increased Homogeneity of Work Climate Perceptions and Levels of Job Satisfaction in an Increasingly Heterogeneous Workforce*. International Conference on “Workplace Diversity: A Research Perspective on Policy and Practice” co-sponsored by the European Union, Sweden’s National Institute for Working Life, and the Swedish Council for Worklife Research. Brussels, Belgium. June 13-15, 2000. (Invited Participant)

Nadia Rubaii-Barrett. *Welfare to Work: Chapter Activities for Community Improvement*. Post-Conference Workshop. Society for Human Resource Management Leadership Conference. Alexandria, VA, October 1998.

Nadia Rubaii-Barrett *Using Alumni Surveys to Assess Professional Degree Programs: An Examination of Instrument Development, Administration and Evaluation Issues*. New Mexico Higher Education Assessment Conference. Albuquerque, NM, February 1998.

Nadia Rubaii-Barrett and William A. Taggart, *Economic Development and International Transportation Along the Border: Lessons for State and Local Policy Makers*. New York State Political Science Association Annual Meeting, Ithaca, NY, March 1996.

William A. Taggart and Nadia Rubaii-Barrett. *Economic Development and International Transportation: Lessons for Public Administrators*. Western Social Science Association Meeting, Reno, NV, April, 1996.

Nadia Rubaii-Barrett, *Maintaining Diversity in Human Services Organizations During Times of Cutback*. American Society for Public Administration, Region IX Conference, October 1994.

Nadia Rubaii-Barrett, *Women of the 103rd U.S. Congress: Providing Leadership in Policy and as Role Models*. Wilma E. Grote Symposium for the Advancement of Women, November 1993.

Nadia Rubaii-Barrett, *Bureaucratic Utility and Strategic Justifications: An Alternative Model of Budgetary Behavior*. Southern Political Science Association, 1992.

Michael D. McDonald and Nadia Rubaii-Barrett, *How Much is Money Worth? The U.S. Government's Changing Definition of Interpersonal Comparisons of Utility*. Southwest Political Science Association, 1992.

Nadia Rubaii-Barrett, Ann C. Beck, and Pam Lillibridge, *Lessons from the Southwest: Studying Cultural Diversity*. International City Management Association, 1991.

Nadia Rubaii-Barrett and Ann C. Beck, *Minorities in the Majority: Implications for Managing Cultural Diversity: A Comparative Study of Job Satisfaction Among Hispanic and Anglo Employees*. American Society for Public Administration, 1991.

Nadia Rubaii-Barrett, *Workplace Issues for Women*. New Mexico Governor's Regional Career Development Conference, 1990.

Other Conference Participation

Co-Convener and Presenter, "The Market for Public Affairs Graduates: Past, Present and Future," National Association of Schools of Public Affairs and Administration Annual Conference, Washington, D.C., October 13-15, 2005.

Panelist, "Five-Faculty Rule" NASPAA Annual Conference, Pittsburgh, PA, October 16-18, 2003.

Moderator, "Organizational Consequences of Diversity." Van Riper Symposium, American Society for Public Administration 63rd National Conference, Phoenix, AZ., March 23-26, 2002.

Invited Presenter, "A Practical Guide for Documenting Discipline." Workshop for Administration and Management Personnel at the New Mexico District Attorneys 15th Annual Training Conference, Las Cruces, NM, April 22-26, 2002. Repeated for the Employee Assistance and Development Personnel at the same conference.

Invited Presenter, "Constructive Criticism – Giving and Receiving" Workshop for Employee Assistance and Development Personnel at the New Mexico District Attorneys 15th Annual Training Conference, Las Cruces, NM, April 22-26, 2002.

Panelist, "NASPAA Diversity Report: An Agenda for Action." National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference. Richmond, VA. October 18-21, 2000.

Convener, "Serving a Diverse Population: Competencies Needed by PA Professionals" National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference. Richmond, VA. October 18-21, 2000.

Convener and Panelist, "Incorporating Service Learning in the Public Administration & Policy Curriculum: A Discussion of Issues, Experiences and Lessons Learned" Western Social Science

Association Annual Conference, San Diego, CA, April 26-29, 2000. Public Administration Section.

Round Table Participant “Public Administration Programs: Assuring Diversity.” LINKS Conference, Sacramento, California. April 29-30, 1999.

Presenter, “Effective Communication Skills.” Southern New Mexico Society for Human Resource Management Meeting, April 1997.

Invited Presenter, “Benchmarking and Performance Measurement in the Public Sector.” New Mexico City Managers Association Fall Meeting, Las Cruces, NM, November 1996.

Invited Presenter, “Leadership and Public Service.” New Mexico Association of Counties Annual Meeting, Tucumcari, NM, June 1996.

Invited Presenter, “Leadership and Ethics in City Management” New Mexico City Managers Association Spring Meeting. Gallup, NM, April 1996.

Facilitator, "Sexual Harassment Workshop," New Mexico Women's Studies Conference, 1994.

Panelist, "President Clinton's 1st 100 Days," New Mexico State University, 1993.

Panelist, "Political Implications of Official English Policies," Traveling panel on Official English Policies sponsored by the American Civil Liberties Union and New Mexico Endowment for the Humanities, Roswell, Las Vegas, and Las Cruces, New Mexico, 1992.

External Grant Funding

Nadia Rubaii-Barrett (principal investigator). Development of Comparative Case Studies of U.S. and Mexico Public Policy Decisions. Funded Research and Faculty and Student Exchanges. Funded by the U.S. Information Agency (USIA) through the University of Colorado - Denver. NMSU is partnered with Universidad Iberoamericana in Mexico City. Grant covers travel expenses for the principal investigator and two students; \$5,000.

Tanis Salant, Christine Brenner, Nadia Rubaii-Barrett, and John Weeks (co-principal investigator; principal investigator for New Mexico Border Counties). “Study to Determine the Costs to U.S.-Mexico Border Counties of Providing Law Enforcement, Criminal Justice, and Emergency Medical Services to Illegal Immigrants.” Funded by the U.S. Department of Justice through the U.S.-Mexico Border Counties Coalition. 2000. Total grant: \$200,000; New Mexico subtotal: \$19,550.

Nadia Rubaii-Barrett (principal investigator). “Luna County Comprehensive Plan.” Luna County, December 1998-April 1999. \$20,000.

William A. Taggart and Nadia Rubaii-Barrett (co-principal investigators), “Background Work for

Creation of a Port Authority and Federal Zone,” Sandia National Laboratories, Albuquerque, New Mexico, awarded November 1993. \$55,794.

William A. Taggart and Nadia Rubaii-Barrett (co-principal investigators), “Funding and Operation of an Intermodal Transportation Facility at the Santa Teresa Border Crossing,” Sandia National Laboratories, Albuquerque, New Mexico, awarded November 1992. \$11,242.

Nadia Rubaii-Barrett (principal investigator) Graduate Student Support, Budget Office, City of Las Cruces, New Mexico, 1991-92, \$14,870.

University Service

Member, Faculty Senate Executive Committee. Representative of the College of Community and Public Affairs, Binghamton University, Term: 2006-2009.

Member, Faculty Senate, Elected Representative of the Public Administration Program, Binghamton University, Term: 2005-2008.

Member, Screening Committee for the Chancellor’s Awards for Excellence in Professional Service. 2004-05, 2005-06.

Participant, Interdisciplinary Research Group, Academic Affairs, Binghamton University, 2005.

Faculty Advisor, Pi Alpha Alpha, National Honorary Society, Binghamton University, 2004-Present.

Chair, MPA Grievance Committee, Binghamton University, 2004-Present.

Member, Graduate Council, New Mexico State University, 2000-2003.

Chair, Master of Public Administration (MPA) Committee, New Mexico State University, 1994-2004.

Faculty Advisor, Pi Alpha Alpha, National Public Affairs Honorary Society, New Mexico State University Chapter, 2000-2004.

Faculty Advisor, Pi Sigma Alpha, National Political Science Honorary Society, New Mexico State University Chapter, 2001-2004.

Faculty Advisor, Graduate Student Council, New Mexico State University, 2000-2001

Faculty Advisor, Associated Students of NMSU Student Senate, New Mexico State University, 1996-1999.

Chair, Department of Government Planning Committee, New Mexico State University, 1996-2000

Member, Human Resources Subcommittee of the Strategic Planning Committee, New Mexico State University, 1997.

Chair, Department of Government Undergraduate Committee, New Mexico State University, 1992-93.

Chair, College of Arts and Sciences Committee on Improvement of Faculty-Student Relations, New Mexico State University, 1992-93.

Member, College of Arts and Sciences Committee on Improvement of Faculty-Student Relations, New Mexico State University, 1991-92.

Professional Service

Commission Member, Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration, Term: 2006-2009.

Editorial Review Board, *Journal of Public Management & Social Policy*. 2005-present.

Member, Social Equity Committee, National Association of Schools of Public Affairs and Administration, 2005-Present.

Member, Marketing Committee, National Association of Schools of Public Affairs and Administration, 2004-Present.

Chair, Alfred M. Zuck Public Courage Award Committee, National Association of Schools of Public Affairs and Administration, 2004.

Member, Nomination Committee for the Executive Council of the National Association of Schools of Public Affairs and Administration, 2004.

Member, Ad Hoc Task Force on New NASPAA Committee on Social Equity and Public Affairs Education, 2004.

National Board Member, Pi Alpha Alpha, 2003-2006.

Executive Council Member, National Association of Schools of Public Affairs and Administration (NASPAA). 2000-2003.

Board Member, American Society for Public Administration's (ASPA) Section for Women in Public Administration (SWPA). 2001-2003.

Editorial Review Board, *Review of Public Personnel Administration* , 2002-2005.

Member of Conference Organizing Committee, National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference, 2000 and 2001.

Manuscript Reviewer for *American Review of Public Administration*, *Journal of Public Management and Social Policy*, *Public Administration Review*, *Texas Journal of Political Science*, and *Environmental Practice*.

Textbook Proposal and Manuscript Reviewer for McGraw-Hill, Inc., Chatham House, Thomson-Wadsworth, and Longman Publishers.

Chair (appointed), Diversity Committee, National Association of Schools of Public Affairs and Administration. 1998-2002.

President (elected), Southern New Mexico Chapter of the Society for Human Resource Management. 1998.

Member (appointed), Diversity Committee, National Association of Schools of Public Affairs and Administration. 1997-1998.

Chair (appointed), Small Programs Committee, National Association of Schools of Public Affairs and Administration. 1998-2000.

District Director, Southern New Mexico District (encompasses Las Cruces and Roswell chapters) and Member of State Council. Society for Human Resource Management (SHRM)

President-Elect (elected), Southern New Mexico Society for Human Resource Management. 1997.

Membership Co-Chair (elected), El Paso/Southern New Mexico Chapter, American Society for Public Administration. 1997.

President (elected), El Paso/Southern New Mexico Chapter, American Society for Public Administration. 1991-1997.

Conference Organizer, Legal Update, Southern New Mexico Society for Human Resource Management, 1997.

President-Elect (elected), Southern New Mexico Chapter, Society for Human Resource Management. 1997.

Conference Organizing Committee Member, New Mexico Women's Studies Conference. 1994.

President, State University of New York at Binghamton Chapter of Pi Alpha Alpha, National Honor Society for Public Affairs and Administration, 1987-89.

Council Member, Southern Tier of New York Chapter of the American Society for Public

Administration, 1988-89.

President, Southern Tier of New York Chapter of the American Society for Public Administration, 1986-87.

Community Service

Advisory Board Member, Broome Community College Civic Education Advisory Board, Binghamton, NY. 2006-present.

Member, Grants Committee, Women's Fund of The Community Foundation, Binghamton, NY 2005-present.

Invited Speaker, "Valuing Immigrants in a Post 9/11 Era: Framing the Moral, Social and Economic Arguments" Archbishop Quinn Colloquium on Catholic Social Teaching. San Francisco, CA, March 2004.

Member, Scholarship Selection Committee, New Mexico Municipal League Donald C. Rider Scholarship, 1994-2004.

Invited Speaker, "Assessing the Contributions of Migrants" Migrant and Refugee Services/ Catholic Relief Services Border Conference. Las Cruces, NM, November 2003.

Chair. City of Las Cruces Personnel Appeals Board, Las Cruces, New Mexico. 1999-2002.

Member, Personnel Appeals Board, City of Las Cruces, New Mexico. (Appointed by the Mayor and City Council). 1996-1999.

Member. Search Committee for the Dona Ana County Human Resource Director Position, Las Cruces, New Mexico, November 1998.

Facilitator, Mayor's Second Annual Youth Summit, Las Cruces, New Mexico. March 1997.

Chair, City Manager Search Committee, City of Las Cruces, New Mexico. (Appointed by City Councillor Karen Stevens; elected to chair by other committee members). October 1996-January 1997.

Chair, Quality of Service Awards Selection Committee, New Mexico City Management Association, 1996.

Facilitator, Mayor's First Annual Youth Summit on Juvenile Delinquency, Las Cruces, NM. May 1996.

Facilitator, Joint City Council-County Commission Meeting on the Extraterritorial Zone. City of Las Cruces and Dona Ana County. February 1996.

Member, Conference Organizing Committee, New Mexico Women's Studies Conference, 1994.

Lecturer, "Current Political Issues," Lectures in Understanding, Good Samaritan Senior Center, Doña Ana Branch Community Education Program, Las Cruces, New Mexico, 1993.

State Steering Committee Member and Regional Steering Committee Chair, Close Up Foundation Citizen Bee, 1990-92. Regional Competition Coordinator, Close Up Foundation Citizen Bee, 1990-91.

Consulting and Managerial Training Activities

Consultant, Performance-Based Pay, Madison County, NY. 2007.

Consultant, Developed a three-tiered process for individualized assessment and training of supervisors for the City of Las Cruces. Las Cruces, NM. 2004.

Trainer, "Preventing, Recognizing and Responding to Sexual Harassment." Community Action Agency (CAA), Las Cruces, NM. June 2003

Trainer, "Preventing, Recognizing and Responding to Sexual Harassment." 5th Judicial District Attorney's Office. Carlsbad, NM, November 12-13, 2002.

Trainer, "Effective Supervision and Communication Skills." Doña Ana County (3rd Judicial District) District Attorney's Office, Las Cruces, New Mexico. June 6-8, 2001 & November 8-9, 2001.

Examination Developer and Grader, Personnel Department, City of El Paso, Texas, 1990, 1995, 1997, 2001.

Consultant, Facilitated an evaluation and revision of the performance appraisal system for the City of Las Cruces Fire and Emergency Services Department. Las Cruces, New Mexico. 2000.

Consultant, Prepared a Comprehensive Plan for Luna County, New Mexico. 1999.

Consultant, Administered an Assessment Center for the position of Senior Fire Department Manager, Las Cruces Fire and Emergency Services, Las Cruces, New Mexico. 1998.

Consultant, Repeated survey of employee satisfaction among city employees. Worked with senior staff and city councilors to develop policy and management changes in response to the findings of the survey. City of Las Cruces, NM. 1998.

Consultant, Developed and administered an Assessment Center for the position of Senior Fire Department Manager, Las Cruces Fire and Emergency Services, Las Cruces, New Mexico. 1996.

Trainer, "Sexual Harassment Training for Supervisors," Tresco, Inc. Las Cruces, NM, 1995.

Trainer, "Applying democratic values to public finance." Training for Salvadoran mayors. Center for the Study of Latin America, Las Cruces, NM. 1995.

Trainer, "Conflict Resolution and Group Dynamics," Extraterritorial Zone (ETZ) Commission and Staff, July 1994.

Trainer, "Robert's Rules of Order and Public Meetings," Extraterritorial Zone (ETZ) Commission and Staff, July 1994.

Management Consultant, Wrote the management and organization sections of a Regional Solid Waste Master Plan for Southern New Mexico. Worked as a sub-contractor for GMA Inc., 1992.

Consultant, Developed and administered a survey of employee satisfaction among city employees. Worked with senior staff and city councilors to develop policy and management changes in response to the findings of the survey. City of Las Cruces, NM. 1991.

Trainer, "Administrative Law and the Public Manager," City of Las Cruces, New Mexico, 1991.

Honors, Awards, & Certifications

Recipient of the Mariposa Award for the Professor who Inspires Excellence. Nominated by two MPA students at New Mexico State University and selected by a panel of community representatives, 2004.

Senior Professional in Human Resources (SPHR), Human Resources Certification Institute, Society for Human Resource Management, 1998-2001

Nominee, Fort Bliss Federal Credit Union Staff Achievement Award, New Mexico State University, 2000

"Rookie of the Year" award for participation, leadership and service. Southern New Mexico Society for Human Resource Management, 1997

Department of Government and College of Arts and Sciences Nominee and a New Mexico State University Finalist for the Burlington Resources Foundation Teaching Award, 1993

Nominee, Outstanding Dissertation in the Social Sciences, State University of New York at Binghamton, 1991

Dissertation Year Fellowship, Political Science Department, State University of New York at Binghamton, 1989

Fellowship, Inter-University Consortium for Political and Social Research (ICPSR) Summer

Program, University of Michigan, 1987

National Member, Pi Sigma Alpha, National Honorary Society for Political Science, 1988-present.

National Member, Pi Alpha Alpha, National Honorary Society for Public Affairs & Administration, 1987-present

Courses Taught

Graduate Seminars	Undergraduate Courses
Public Administration/Public Management Introduction to Policy Analysis Law for Administrators/ Administrative Law Implementation of Public Policies Government Organizations Pro-seminar / Capstone in Public Administration Public Budgeting Public Sector Human Resource Management / Personnel Administration Politics of the Regulatory Process Public Sector Leadership Managing Diversity Immigration Policy Local Government Administration City Management Effective Presentations Administrative Writing Recruitment and Selection	Bureaucratic Behavior Congress and the Legislative Process Government Regulation Women and Politics Introduction to Public Administration The Political World of Women Research Methods in Government American National Government American Political Issues The Changing World of American Politics