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**Professional Experience**

**Binghamton University, State University of New York**

Professor, Department of Public Administration (2018-Present)  
Co-Director, Institute for Genocide and Mass Atrocity Prevention (2016-Present)  
Chair, Department of Public Administration (2008-2011; 2017-2019)  
Associate Professor (2004-2018, tenured 2006)  
Interim Chair, Department of Human Development (2013)  
Latin American and Caribbean Area Studies (LACAS) Affiliated Faculty (2014-present)  
Community and Public Affairs Interdisciplinary Doctoral Program Faculty (2015-present)

**Strathmore Business School, Nairobi, Kenya**

Visiting Guest Professor, Master of Public Policy and Management, (1 week/year, 2013-2017)

**New Mexico State University, Las Cruces, New Mexico, USA**

Director, Master of Public Administration (MPA) Program (1995 – 2004)  
Assistant Professor, Department of Government (1990-1994)

**Select Honors and Awards**

(see complete list on page 16)

- **Fulbright Specialist**, Universidad EAFIT, Medellín, Colombia (November 30 2018, Jan 27-Feb 10, 2019)
- **Best Paper of the Year**, Journal of Comparative Policy Analysis (2019)
- **Best Paper of the Year**, Journal of Public Affairs Education (2017)
- **Binghamton University Award for Excellence in International Education** (2016)
- **Fulbright Specialist**, Instituto de Estudios Superiores de Administración, Caracas, Venezuela. (Jan. 2016)
- **Fulbright Core Scholar**, Research and Teaching. Pontificia Universidad Javeriana, Bogotá, Colombia. Facultad de Ciencias Políticas y Relaciones Internacionales. (Jan.-May 2014)
- **Chancellor's Award for Excellence in Faculty Service**, State University of New York (2014)

## 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 (Emphasis in Public Policy Analysis & Administration), State University of New York at Binghamton
- B.A. 1985 Political Science, State University of New York at Binghamton

## Scholarship

### Peer-Reviewed Journal Articles

1. **Rubaii, N.**, Appe, S., & Lippez, S. (2019). Administering prevention or administering atrocities? Public affairs education in dark times. *Teaching Public Administration*, 37(2): 175-189. DOI: <https://doi.org/10.1177/0144739418824623>
2. **Rubaii, N.**, Lippez-De Castro, S., & Appe, S. (2019) Pueblos indígenas como víctimas de los genocidios pasados y actuales: un tema esencial para el currículo de administración pública en América Latina. *Revista OPERA (Observatorio de Políticas, Ejecución y Resultados de la Administración Pública)*. No. 25, pp. 29-54.
3. Capobianco, S., Chen, X., Lippez-De Castro, S., & **Rubaii, N.** (2018). Enhancing Global and Intercultural Competencies in MPA Classes: Assessing Alternative Approaches to Incorporating Cultures and Languages. *Teaching Public Administration*, 36(2): 178-200.
4. Appe, S., **Rubaii, N.**, Lippez, S., & Capobianco, S. (2017) The Concept of the Engaged University in the Global South: Lessons from Latin America to Guide a Research Agenda. *Journal of Higher Education Outreach and Engagement*, 20(2): 7-36.
5. Mudida, R. & **Rubaii, N.** (2017) Providing Contextual Relevance and Inspiring Hope: Effective Use of the Case Method to Teach Public Policy in Developing Countries. *Journal of Public Affairs Education*, 23(2): 691-712.
6. Careaga, M., **Rubaii, N.**, & Leyva, S. (2017). Beyond the Case Method in Public Affairs: Unexpected Benefits of Student-Written Cases. *Journal of Public Affairs Education*, 23(1): 571-590. Awarded JPAE Paper of the Year for 2017.
7. **Rubaii, N.** (2016). Bringing the 21st Century Governance Paradigm to Public Affairs Education: Reimagining How We Teach What We Teach. *Journal of Public Affairs Education*. 22(4): pp. 467-482.
8. **Rubaii, N.** (2016). Promoting Social Equity, Diversity and Inclusion through Accreditation: Comparing National and International Standards for Public Affairs Programs in Latin America. *Quality Assurance in Education*, 24(4), DOI: <http://dx.doi.org/10.1108/QAE-02-2016-0007>.
9. Sanabria, P., **Rubaii, N.**, & Purón, G. (2016) Public Affairs Graduate Education in Latin America: Emulation or Identity? *Policy & Society*, 35(4), 315-331. (Special

- issue on The Pedagogy of Governance: MPP and MPA Programs as Foundations for Practice). <http://dx.doi.org/10.1016/j.polsoc.2016.11.004>
10. **Rubaii, N.** & Lima Bandeira, M. (published online 2016, in print 2018). Comparative Analysis of Higher Education Quality Assurance in Colombia and Ecuador: How is Political Ideology Reflected in Policy Design and Discourse? *Journal of Comparative Policy Analysis* Special Symposium Issue on Policy Change in Latin America. Electronic prepublication at DOI: <http://dx.doi.org/10.1080/13876988.2016.1199103>  
Awarded JCPA Paper of the Year
  11. Bandeira, M. & **Rubaii, N.** (2016). El valor del método de análisis de discurso en los estudios de las políticas públicas comparativas: el caso de aseguramiento de calidad en la educación superior en Colombia y Ecuador. *Estudios Políticos*, 49 (julio-diciembre), pp. 13-34. DOI: <http://dx.doi.org/10.17533/udea.espo.n49a01>
  12. Appe, S., **Rubaii, N.**, & Stamp, K. (2016) Advancing Global Cultural Competencies in Public Affairs Education: A Baseline Study of International Service Learning, *Journal of Public Affairs Education*, 22(1): 67-90.
  13. Appe, S., **Rubaii, N.**, & Stamp, K. (2015) International Service Learning in Public and Nonprofit Management Education: Reflections from Multiple Stakeholders and Lessons Learned, *Journal of Nonprofit Education and Leadership*. 6(1): 3-24.
  14. **Rubaii, N.**, Appe, S., & Stamp, K. (2015) Are We Getting Them Out of the Country? The State of Study-Abroad Opportunities in NASPAA-Member Programs. *Journal of Public Affairs Education*, 21(2): 179-198.
  15. **Rubaii, N.** & Calarusse, C. (2014) Preparing Public Service Professionals for a Diverse and Changing Workforce and Citizenry: Evaluating the Progress of NASPAA Programs in Competency Assessment. *Journal of Public Affairs Education*, 20(3): 285-304.
  16. Barrett, S., **Rubaii-Barrett, N.**, & Pelowski, J. (2010) Preparing for and Responding to Student Incivilities: Starting the Dialogue in Public Affairs Education. *Journal of Public Affairs Education*, 16(2): 143-159.
  17. **Rubaii-Barrett, N.** & Wise, L.R. (2008) Diversity Accessibility and E-Government: An Empirical Analysis of State Practices. *Journal of Disability Policy Studies*.
  18. **Rubaii-Barrett, N.** (2007, November) Diversity and Technology: Competing or Complementary Challenges for Human Resource Managers. *Russian Personnel Journal, Personnel Mix*.
  19. **Rubaii-Barrett, N.** & Wise, L.R. (2007) From Want Ads to Websites: What Diversity Messages are State Governments Projecting? *Review of Public Personnel Administration*, 27(1): 21-38.
  20. **Rubaii-Barrett, N.** & Wise, L.R. (2006) Language Minorities & the Digital Divide: A Study of State E-Government Accessibility *Journal of Public Management & Social Policy*. 12(2):5-28.
  21. **Rubaii-Barrett, N.** (2006) Teaching Courses on Managing Diversity: Using Learning Contracts to Address Challenges and Model Behavior.” *Journal of Public Affairs Education*, 12(3): 361-384.

22. Beck, A.C. & **Rubaii-Barrett, N.** (1993) “Minorities in the Majority: Implications for Managing Cultural Diversity,” *Public Personnel Management*, Vol. 22, No. 4: 503-521.

### **Other Publications in Peer-Reviewed Journals**

1. **Rubaii, N.** & Pliscoff, C.V. (2013) Public Administration Education in Latin America—Understanding Teaching in Context. *Journal of Public Affairs Education*, 19(4): 585-589. Co-editor introduction to special symposium issue on Public Affairs Education in Latin America.
2. Blessett, B., Alkadry, M., & **Rubaii, N.** (2013) Management and Governance: 21<sup>st</sup> Century Implications for Diversity in Public Administration. *Public Administration Quarterly*, 37(3): 5-7 Co-editor introduction of Symposium Issue on Diversity and Public Management.
3. **Rubaii, N.** (2012) Leading by Example: Modeling Global Public Service Excellence” *Journal of Public Affairs Education*. 18(1): 1-8. Reprint of NASPAA Presidential Address.

### **Books**

1. Sanabria, P. & **Rubaii, N.** (Editors) (In Press, 2020) *Policy Analysis in Colombia*. International Library of Policy Analysis Series. The Policy Press (U.K.)

### **Chapters in Academic and Scholarly Books**

1. **Rubaii, N.** & Appe, S. (In Press, 2020). Confronting Nervousness at the Intersection of Indigenous and Gender Issues: A Case Study of Mexico’s Efforts, Accomplishments, and Remaining Work. In Gooden, S. (Ed.) *Nervous Areas of Government: Addressing Inequities in the World*. Routledge Press.
2. Sanabria, P., **Rubaii, N.** & Guzman, A. (In Press, 2020) The Policy Analysis Movement in Colombia: The State of the Art. In Sanabria, P. & Rubaii, N. (Eds.) *Policy Analysis in Colombia*. The Policy Press (U.K.)
3. **Rubaii, N.** & Sanabria, P. (In Press, 2020). Evolution of Policy Analysis as a Field of Study and Instruction in Colombia. In Sanabria, P. & Rubaii, N. (Eds.) *Policy Analysis in Colombia*. The Policy Press (U.K.)
2. Tikomirov, A., **Rubaii, N.**, Sinclair, T.A.P., & van Putten, C. (2018). Process, Pace, and Personalization: Lessons from a Scaling Story. In Enyon, B. & Gambino, L.M., Eds., *Catalyst in Action” Case Studies of High-Impact ePortfolio Practice*. Stylus Press, pp. 241-254.
3. **Rubaii, N.** (2018). Modificación en las pedagogías de los casos de estudio para los contextos de enseñanza: cómo las experiencias de Colombia y Kenia podrían informar a México. En *La Calidad de la Educación para el Servicio Público en México*. Mexico City: INAP.

4. **Rubaii, N.** (2018). The Status of the Profession: The Role of PhD and MPP Programs in Public Policy. In Hird, J. (Ed.). *Policy Analysis in the United States*. UK: The Policy Press, pp. 321-340.
5. **Rubaii, N.** (2017) Institutional Mechanisms for Addressing Gender Equity in Educating for Public Service. D'Agostino, M. & Rubin, M. (Eds). *Handbook of Women in Public Administration*. Springer Press, pp. 214-231.
6. Ingraham, P.W. & **Rubaii, N.** (2016). Human Resource Management as a Core Dimension of Public Administration. In Raadscheler, J. & Stillman, R. (Eds) *Foundations of Public Administration*. Irvine, CA: Melvin & Leigh Publishers (ISBN 978-0-99730842-6), Chapter 11, pp. 177-191.
7. Appe, S. Jameson, E., **Rubaii, N.**, & Stamp, K. (2016). Volunteering in Peru: The Case of AbrePuertas. In Dolch, N. (Ed), *Nongovernmental Organization Case Studies in Leadership from Around the World*. Kendall Hunt Publishing. Chapter 8, pp. 87-100.
8. Appe, S., **Rubaii, N.**, & Stamp, K (2016). Global Solidarity: Learning from Volunteer Frameworks in Peru. In Butcher, J. & Einolf, C.J. (Eds), *Perspectives on Volunteering: Voices from the South*, Springer Press (ISBN: 978-3-319-39897-6): pp. 151-170.
9. **Rubaii, N.** (2015). Globalization as a Ubiquitous and Elusive Force in Public Administration. In Pawar, M.C. (Ed) *Globalization and Public Administration: Pros and Cons*. Aurangabad, India: Educational Press.
10. **Rubaii, N.** & Calarusse, C. (2012) "The Evolution of Cultural Competency as a Standard for Accreditation: The Past, Present and Future Role of NASPAA Accreditation." In Kristin Norman-Major and Susan Gooden (Eds), *Cultural Competency for Public Administration*. M.E. Sharpe, pp. 219-243.
11. **Rubaii, N.** (2011) "The Micro-politics of Immigration: Local Government Policies of Inclusion and Exclusion." In David Ericson (Ed). *The Politics of Inclusion and Exclusion: Identity Politics in Twenty-First Century America*. NY: Routledge Press, pp. 113-136.
12. Taggart, W. & **Rubaii-Barrett, N.** (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.

### **Chapters in Practitioner-Oriented Books**

1. **Rubaii, N.** (2011) "Local Government Responses to Immigration: Data and Interpretations" *The Municipal Yearbook 2011*, Washington, DC: ICMA Press, pp 25-32.
2. **Rubaii-Barrett, N.**, DeNardis, L., Lopez Montiel, G., & Hernandez Bautista, N. (2004). Changing Roles for Local Governments in the Collection and Disposal of Solid Wastes." In *Papers and Case Studies Comparing Federalism and Its Impact on the United States and Mexico*. Mexican-U.S. Consortium of Public Administration and Public Policy Programs in Colleges and Universities.

### **Short Book Entries**

1. **Rubaii, N.** Educating for Effective Governance in Latin America. (2016) *Global Encyclopedia of Public Administration, Public Policy and Governance (GEPAPPG)*, Online prepublication available at: [doi:10.1007/978-3-319-31816-5\\_2574-1](https://doi.org/10.1007/978-3-319-31816-5_2574-1)
2. **Rubaii-Barrett, N.** (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.
3. **Rubaii-Barrett, N.** (2006) “Matching Goals to Students’ Interests.” In Perry, James L. & Jones, Steven G. (Eds), *Quick Hits for Educating Citizens*, Indiana University Press.

### **Articles in Practitioner-Oriented Magazines (Not Peer-Reviewed)**

1. **Rubaii-Barrett, N.** (2009, May) The Case for Immigrant Integration. *ICMA PM Magazine*, 91(4): 22-26.
2. **Rubaii-Barrett, N.** (2009) Recognizing and Utilizing the Diversity of Immigrants in Local Communities. *Michigan Municipal League Magazine*, 82(3): 12-14. (May/June 2009).
3. **Rubaii-Barrett, N.** (2009) Local Immigration Policies Complicate Comprehensive Immigration Reform Efforts. *PATimes*, February 2009.
4. **Rubaii-Barrett, N.** (2009) Opportunities for the Obama Administration: Mobilizing the Public Service to Promote Civility and Build Community. *PA Times*, January 2009.

### **White Papers and Technical Reports**

1. Brenner, C.T. & **Rubaii-Barrett, N.** (2009) “State and Local Government” Section of the *State of New Jersey Report to Governor Jon S. Corzine Submitted by The Governor’s Blue Ribbon Advisory Panel on Immigrant Policy*. Pages 65-101.
2. **Rubaii-Barrett, N.** (2008) *Immigrant Integration: An Intergovernmental Imperative*. A Policy Issue White Paper. International City/County Management Association (ICMA).
3. **Rubaii-Barrett, N.** (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).
4. Salant, T., Brenner, C., **Rubaii-Barrett, N.** & Weeks, J. (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>

5. Taggart, W.A. & **Rubaii-Barrett, N.** (1994) *Background Work for Creation of a Port Authority and Federal Zone*, Final Report, Sandia National Laboratories. Reprinted by the U.S. Department of Transportation, <http://www.bts.gov/ntl/DOCS/port1.html>
6. Taggart, W.A., **Rubaii-Barrett, N.**, & Good, C. (1992) *Funding and Operation of an Intermodal Transportation Facility at the Santa Teresa Border Crossing*, Final Report, Sandia National Laboratories. U.S. Department of Transportation, <http://www.bts.gov/ntl/DOCS/foit.html>
7. Beck, A.C. & **Rubaii-Barrett, N.** (1991). *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.

### **Public Scholarship**

1. Pensky, M. and **Rubaii, N.** UN report documents genocide against Rohingya: What now? *The Conversation*, originally published September 5, 2018.
2. **Rubaii, N.** and Pensky, M. Preventing crimes against humanity in the US. *The Conversation*, originally published June 22, 2018.
3. Pensky, M. and **Rubaii, N.** Warning signs of mass violence...in the U.S.? *The Conversation* Original publication date Aug. 21, 2017.
4. **Rubaii, N.** and Pensky, M. Are State Department cuts a major threat to genocide prevention? *The Conversation* Original publication date July 31, 2017.
5. **Rubaii, N.** Engaging Colombia's students may be the key to long-term peace. *The Conversation* Original publication date July 17, 2017

### **Conference Proceedings and Online Resources**

1. Capobianco, S., **Rubaii, N.**, & Lippez De Castro, S. (2016) Illustrating Challenges and Practicing Competencies for Global Technology-Assisted Collaboration: Lessons from a Real-Time North-South Teaching Collaboration. In Jager, S., Kurek, M., & O'Rourke, B. (Eds.) *New Directions in Telecollaborative Research and Practice: Selected Papers from the Second Conference on Telecollaboration in Higher Education*, (pp. 1-6). Dublin: Research-publishing.net. <http://dx.doi.org/10/14705/>
2. Ingraham, P. & **Rubaii-Barrett, N.** (2006) Human Resource Management as a Core Dimension of Public Administration, *Foundations of Public Administration Series*. Public Administration Review Website, <http://www.aspanet.org>.

### **Media Coverage of Research and International Activities**

1. "Simplicity, Sophistication, and Sustainability: Salinas de Maras, Peru" In-Focus Photo Essay, *NAFSA International Educator*, July-Aug. 2016, [http://www.nafsa.org/Professional\\_Resources/Publications/International\\_Educator/International\\_Educator\\_July\\_August\\_2016/](http://www.nafsa.org/Professional_Resources/Publications/International_Educator/International_Educator_July_August_2016/)

2. "Conference on 21<sup>st</sup> Century Governance." *The Greater Good*. The Official Blog of Binghamton University's College of Community and Public Affairs, <http://ccpablog.com/2016/03/10/conference-on-21st-century-governance/>, Mar. 10, 2016.
3. "Professor studies a South American university committee excellence despite surrounding political and economic turmoil." *The Greater Good*, The Official Blog of Binghamton University's College of Community and Public Affairs, <http://ccpablog.com/2016/02/26/professor-studies-a-south-american-garage-university-on-the-brink-of-reform/>, Feb. 26, 2016.
4. "BU conference focuses on world issues" NewsChannel 34 (Binghamton, NY). Oct. 26, 2016. <http://www.binghamtonhomepage.com/news/local-news/bu-conference-focuses-on-world-issues>
5. "BU students hear how they can impact issues overseas" Action 12 News (Binghamton, NY), Oct. 12, 2016. <http://www.wbng.com/news/local/BU-students--332240322.html>
6. "A Circular Path to Solidarity: Continuous Partnership Development and 360° Evaluation in GSL" (Invited blog post by K. Stamp, S. Appe, & N. Rubaii in conjunction with a special issue of the *Michigan Journal of Community Service Learning*), *Global Service Learning Pedagogy and Partnership*, <http://globalsl.org/a-circular-path-to-solidarity-continuous-partnership-development-and-360%CB%9A-evaluation-in-gsl/>
7. "To India and Back in One Week" (Blog post by N. Rubaii), *The Greater Good*, The Official Blog of Binghamton University's College of Community and Public Affairs <http://ccpablog.com/2015/02/17/to-india-and-back-in-one-week/>, Feb. 17, 2015.
8. "When Life Gives You Lemons." (Blog post by N. Rubaii), *The Greater Good*, The Official Blog of Binghamton University's College of Community and Public Affairs <http://ccpablog.com/2014/11/21/when-life-gives-you-lemons/>, Nov. 21, 2014.
9. Gurwitt, R. (2013, May) How Generation X is Shaping Government. *Governing*. Available at <http://www.governing.com/topics/mgmt/gov-how-generation-x-shaping-government.html>
10. "'Tormenta perfecta' azota gobiernos locales en cuanto a la inmigración." *El Reportero: El periódico bilingüe*. 19(3): Mar. 18-27, 2009, pp. 2, 7.
11. Television interview on NewsChannel 8 (northern VA) for Bruce DePuyt's News Talk program. "City and county managers appeal to Congress for help on immigration" Mar. 5, 2009.
12. "Coalition Calls for Comprehensive Immigration Reform" *National Public Radio* WAMU. [http://wamu.org/news/09/03/06/coalition\\_calls\\_for\\_comprehensive\\_immigration\\_reform](http://wamu.org/news/09/03/06/coalition_calls_for_comprehensive_immigration_reform), Mar. 6, 2009.
13. "City/County Managers Call for Immigration Reform" *ICMA Immigration Reform News Conference*, Mar. 5, 2009, (mp3 recording), [http://icma.org/en/icma/knowledge\\_network/documents/kn/Document/1507/CityCountyManagersCallforImmigrationReform](http://icma.org/en/icma/knowledge_network/documents/kn/Document/1507/CityCountyManagersCallforImmigrationReform)



## **Grant Funding for Research Projects and International Activities**

### External Funding

1. NASPAA/INPAE Grant to develop and deliver a workshop on Strategic Management for Academic Programs for the INPAE Conference in Guadalajara, Mexico (2018). \$8,000
2. Spencer Foundation Conference Grant. “Measuring the Effectiveness of University Efforts to Promote Students’ Intercultural Competencies: A Structured Dialogue to Improve Assessment of Alternative Internationalization Strategies” (Grant #201700157, 2017-18). \$50,000.
3. SUNY Conversations in the Disciplines Award to host an international conference on Cutting Edge Approaches to Genocide and Mass Atrocity Prevention (2017-18 with Max Pensky) \$3,000
4. SUNY Conversations in the Disciplines Award to host an international conference on Governance Challenges of Promoting Peace, Diversity and Sustainability (2015) \$5,000
5. NASPAA Contract to Update and Co-Facilitate the Accreditation Institute (2015 with Jack Meek) \$9,000
6. NASPAA Contract to Redesign the Accreditation Institute (2014 with Steve Maser) \$25,000
7. International City/County Management Association, commissioned to write a White Paper on Immigration Reform (2008); \$5,000
8. U.S. Information Agency (USIA) through the University of Colorado – Denver, Development of Comparative Case Studies of U.S. and Mexico Public Policy Decisions, \$5,000
9. U.S. Department of Justice through the U.S.-Mexico Border Counties Coalition, Study to Determine the Costs to U.S.-Mexico Border Counties of Providing Law Enforcement, Criminal Justice, and Emergency Medical Services to Illegal Immigrants (2000), \$200,000
10. Luna County, New Mexico, Comprehensive Plan (1998-99) \$20,000
11. Sandia National Laboratories, Background Work for Creation of a Port Authority and Federal Zone (1993) \$55,794
12. Sandia National Laboratories, Funding and Operation of an Intermodal Transportation Facility at the Santa Teresa Border Crossing (1992), \$11,242

### Internal Funding

1. Institute for Genocide and Mass Atrocity Prevention. Research grant for field research in Latin America on national policies to protect indigenous populations as a tool to prevent genocide. In collaboration with the *La Red Latinoamericana para la Prevención del Genocidio y Atrocidades Masivas* and the Auschwitz Institute for Peace and Reconciliation. (2017-18 with Susan Appe). \$15,000.

2. Lois B. DeFleur International Innovations Fund Award for additional multi-media teaching case study development based on I-GMAP research project on indigenous rights in Latin America. (2017-18 with Susan Appe). \$3,000.
3. Lois B. DeFleur International Innovations Award for start-up of a bilingual journal (*Gobernar: The Journal of Latin American Public Policy and Governance*) with EAFIT University (2016 with Susan Appe) \$4,500.
4. Lois B. DeFleur International Innovations Award (2015 with Susan Appe) \$5,000 for collaborations in Ecuador
5. Lois B. DeFleur International Innovations Award (2014 with Susan Appe) \$5,000 for collaborations in Colombia
6. Lois B. DeFleur International Innovations Fund Award (2013 with Susan Appe) \$5,000 for Peru Study Abroad Program development
7. Provost's Award, Immigration Studies program development (2010) \$20,000

### **Grant Applications Not Funded**

#### External

1. Prometeo (the Ecuadorian equivalent of an NSF research grant or a Fulbright research award for someone from outside the country to be in residence to advance research within the country). This would have allowed for research over two summers in conjunction with the *Consejo de Evaluación, Acreditación y Aseguramiento de Calidad de la Educación Superior* (CEAACES), *Secretaria Nacional de Educación Superior, Ciencia, Tecnología e Innovación* (SENESCYT) and *Consejo de Educación Superior* (CES) to study and assist with the development of a system of accreditation for graduate programs in Ecuador. I was approved through several levels and made it to the final stages of negotiating details of the appointment before the program was halted and all funding for the program was eliminated. (2015-16)
2. Partners of the Americas grant to support the development and delivery of a SUNY Summer Institute for International Service Learning designed for faculty and international program staff from SUNY campuses. (2017-19 with Kerry Stamp and Susan Appe). Proposal made it through three rounds of review to the final round, but ultimately was not funded. \$55,000.
3. Partners of the Americas, 100,000 Strong in the Americas grant to support the expansion of the Peru Service-Learning, Study-Abroad Program. (2013 with Kerry Stamp and Susan Appe). \$74,000.

### **Conference Presentations**

1. *Indigenous Women in Mexico: A Nervous Area of Government*. Part of the panel "Nervous Areas of Governments: Addressing Inequities Around the World." Network of Schools of Public Policy, Affairs and Administration (NASPAA) Annual Conference, Los Angeles, California, October 17-19, 2019

2. *The Role of Accreditation Standards*, Part of the pane “From Diversity to Inclusion to Power: Assessing the Progress of Women and People of Color in NASPAA.” Network of Schools of Public Policy, Affairs and Administration (NASPAA) Annual Conference, Los Angeles, California, October 17-19, 2019
3. Panelist for “The SDG 16+ Agenda: Exploring the Potential to Reframe how Human Rights are Taught and Experienced by 2030 and Beyond.” Network of Schools of Public Policy, Affairs and Administration (NASPAA) Annual Conference, Los Angeles, California, October 17-19, 2019
4. *Preventing Genocides and Mass Atrocities of Indigenous Peoples: The Challenges of Simultaneous Multi-Stage Prevention*. International Association of Genocide Scholars (IAGS), Phnom Penh, Cambodia, July 15-18, 2019.
5. Facilitator and Participant in a Roundtable on *Best Practices in Institutionalizing Atrocity Prevention*. International Association of Genocide Scholars (IAGS), Phnom Penh, Cambodia, July 15-18, 2019.
6. *Buenas prácticas y desafíos persistente en proteger los derechos de las indigenas* (Co-author and panel presenter) VI Conferencia Anual INPAE, Concepcion, Chile, April 24-26, 2019.
7. *Applying an Atrocity Prevention Lens to Understanding Global Disruptions*. (Panel moderator and presenter). Network of Schools of Public Policy, Affairs and Administration (NASPAA) Annual Conference, Atlanta, GA, Oct 10-12, 2018.
8. Global Perspective on Educating for Governance in Disrupted States. (Interactive Panel Co-Facilitator). Network of Schools of Public Policy, Affairs and Administration (NASPAA) Annual Conference, Atlanta, GA, Oct 10-12, 2018.
9. *Los derechos de los pueblos indígenas originarios y la prevención de atrocidades: Un tema esencial para el currículo de administración pública en América Latina*. (Panel with Sebastián Líppez-De Castro y Susan Appe). XIV Conferencia Anual de la Red Interamericana para Educación en Administración Pública (INPAE), Guadalajara, Mexico, May 7-9, 2018.
10. *Using Memories of Past Atrocities to Prevent Future Occurrences: Indigenous Populations in Latin America*. (with Susan Appe) Panel on “Using History in Genocide Prevention,” Seventh Annual Conference of the Historical Justice and Memory Network, New York City, Dec. 7-9, 2017
11. *Practicing What We Preach is Harder than it Sounds: Developing and Implementing an Effective Diversity Plan*. Network of Schools of Public Policy, Affairs and Administration (NASPAA) Annual Conference, Washington, DC, Oct. 11-14, 2017.
12. *Comparative Perspectives on Trust and Institutional Capacity from the Global South: Implications for Public Affairs Education* (with 2 doctoral students and 2 MPA students from BU). Accepted for presentation at the NASPAA Annual Conference, Washington, DC, Oct. 11-14, 2017.
13. *¿Se están adaptando los programas de formación en gestión y políticas públicas de América Latina a las nuevas realidades y formas de operación de lo gubernamental? Una investigación sistemática de las características y contenidos de los programas de posgrado en transparencia, gobierno abierto y uso de nuevas tecnologías en la administración pública*. (with Pablo Sanabria and Gabriel Puron Cid). XIII Conferencia

- Inter-American Network of Public Administration Education (INPAE). Lima, Peru, Apr. 24-27, 2017.
14. *Institutional mechanisms for advancing gender equity in educating for the public service.* American Society for Public Administration (ASPA) annual conference, Atlanta, Georgia, Mar. 16-21, 2017.
  15. *Modificación en las pedagogías de los casos de estudio para los contextos de enseñanza: cómo las experiencias de Colombia y Kenia podrían informar a México.* Conferencia Instituto Nacional de Administración Pública (INAP)-NASPAA sobre La Calidad de la Educación para el Servicio Público en México. Mexico City, Mexico, Jan. 24-25, 2017.
  16. *Comparative analysis of higher education quality assurance in Colombia and Ecuador: How is political ideology reflected in policy design and discourse?* (paper presented by Mariana Lima Bandeira, co-author). *Conferencia Nacional, La Educación Superior en el Ecuador: Investigaciones para una Nueva Agenda de Cambios Necesarios.* Quito, Ecuador, Jan. 24-26, 2017.
  17. *Beyond student perspectives: ethical considerations for international service learning programs.* (paper presented by Kerry Stamp, doctoral student and co-author). AAC&U Conference on Global Learning and the College Curriculum: Nurturing Student Efficacy in a Global World. Denver, Colorado, Oct. 6-8, 2016.
  18. *Innovaciones pedagógicas para enseñar sobre la internacionalización del Estado* (with Sebastian Lippez, doctoral student). XII Conferencia Inter-American Network of Public Administration Education (INPAE), San Jose, Costa Rica, May 22-23, 2016
  19. *“Cultures and Languages across the Curriculum” in Teaching Public Administration* (paper presented by Ximeng Chen, doctoral student), 39th Teaching Public Administration Conference, Newark, NJ. May 24-25, 2016.
  20. *Preparing Hispanic Students for Careers in Public Service.* (Presentation as IHN Representative) NASPAA Career Professionals Workshop, Albany, NY, Dec. 11, 2015.
  21. *Innovative Pedagogies to Enhance Global Awareness and Intercultural Competencies.* (Panel Moderator and Presenter). NASPAA Annual Conference, Brooklyn, NY. Oct. 14-16, 2015.
  22. *Issues in International Accreditation.* (Panel presenter). NASPAA Annual Conference, Brooklyn, NY. Oct. 14-16, 2015.
  23. *Las Políticas Públicas para la Aseguramiento de Calidad y la Acreditación de Educación Superior: Comparaciones entre Colombia y Ecuador.* (co-autor: M.L. Bandeira) III Congreso Latinoamericano y Caribeño de Ciencias Sociales. Quito, Ecuador. Aug. 26-28, 2015.
  24. *Higher Education Quality Assurance in Colombia and Ecuador: Understanding Policy Change and Stability through Discourse Analysis.* (co-author: M.L. Bandeira) 13<sup>th</sup> International Comparative Policy Analysis (ICPA) Forum and Journal of Comparative Policy Analysis (JCPA) Workshop. Quito, Ecuador. Aug. 24-25, 2015.
  25. *¿Hasta qué punto puede la acreditación avanzar valores de inclusión, equidad y diversidad para programas en Asuntos Públicos en América Latina? Una comparación entre acreditación nacional e internacional.* XI Conferencia INPAE, San Juan, Puerto Rico, May 25-26, 2015.

26. *Globalization as a Ubiquitous and Elusive Force in Public Administration: Implications for How We Teach What We Teach*. International Conference on Globalization and Public Administration: Pros and Cons. Aurangabad, India, Jan. 16-17, 2015. (Invited inaugural keynote speaker)
27. *Los casos de estudio escritos por estudiantes como estrategia pedagógica para enseñar asuntos públicos: lecciones de tres universidades colombianas*. (co-autores: M. Careaga & S. Leyva Botero). Paper presented as part of a panel titled: *Pedagogías innovadoras para enseñar las competencias esenciales para el siglo XXI en la gestión pública, el liderazgo, la ciudadanía, la rendición de cuentas y la transparencia*. XIX Congreso Internacional del Centro Latinoamericano de Administración para el Desarrollo (CLAD), Quito, Ecuador, Nov. 11-14, 2015 (Presented paper and moderated the panel).
28. *Cultivating Intercultural Competence: Essential Skills for Public Service Educators*. (Presenter) NASPAA Annual Conference, Albuquerque, NM, November 4-6, 2014.
29. *Fulbright Experiences: Expanding Boundaries and Building Partnerships* (Presenter and Panel Convener). NASPAA Annual Conference, Albuquerque, NM, Nov. 4-6, 2014.
30. *Creative Use of Case Methodology for Teaching Public Administration and Policy in an International and Comparative Context*. (Presenter and Panel Convener). NASPAA Annual Conference, Albuquerque, NM, Nov. 4-6, 2014.
31. *Políticas Públicas, Inclusión y Colaboración: Ni los fines buenos ni intenciones buenas justifican los medios no inclusivos*. Universidad Nacional de Colombia, Sede Bogotá, Sept. 25, 2014. (Invited speaker)
32. *Un nuevo paradigma de competencias para el gobierno y las políticas públicas en el siglo XXI*. Universidad EAFIT, Medellín, Colombia, Sept. 19, 2014. (Invited speaker)
33. *Competencias Esenciales y las Pedagogías para Enseñarlas: En Respuesta a los Retos de Gestión Pública y las Megatendencias*. Conference on The Challenges of Public Administration in Brazil and the United States. Fundación Getulio Vargas, Rio de Janeiro, Brazil. Aug. 6, 2014. (Invited speaker)
34. *Defining and Measuring Cultural Competencies: Practitioner Perspectives and Advice* (Panel convener/moderator). Annual Conference of NASPAA: The Global Standard of Public Service Education, Washington, DC, Oct. 2013.
35. *Creative Pedagogies for Teaching Cultural Competencies*. (Panel presenter and convener/moderator). Annual Conference of NASPAA: The Global Standard of Public Service Education, Washington, DC, Oct. 2013.
36. *Motivaciones Conceptuales y los Entornos Políticos que Inspiran la Enseñanza de la*
37. *Administración Pública en los Estados Unidos*. Encuentro Internacional de Directores de Instituciones de Administración Pública, Bogotá, Colombia Sept. 17-19, 2013. Invited to represent the United States.
38. *Taller de Acreditación (Accreditation Workshop)*, Conference of la Red Inter-Americana de Educación en Administración Pública (INPAE), Santiago, Chile, May 15-18, 2013.

39. *Acreditación de calidad otorgada por NASPAA a programas de América Latina: Aprender de los éxitos de la acreditación internacional y de los errores de la globalización y el desarrollo*, XVII Congreso Internacional de CLAD, Cartagena, Colombia, Oct 30-Nov 2, 2012. (Paper presenter and panel coordinator/moderator)
40. *Building Trust among Immigrant Populations in a Tense Political Environment* (Panel presenter and convener/moderator). Annual Conference of the International City/County Management Association (ICMA), Phoenix, AZ, Oct. 2012.
41. *International MPAs and Quality Assessment to Manage Volatile Times; Implications for Public Administration Programs*. Presented at the NASPA Annual Conference, Austin, TX, Oct. 2012.
42. *NASPAA Accreditation on the Global Stage: The Challenges of Maintaining US-Style Accreditation while Respecting Cultural and Political Diversity*. Presented at the Annual Conference of the International Association of Institutes and Schools of Administration (IASIA), Bangkok, Thailand, July 2012.
43. *Quality Assurance and Key Competencies for MPA Programs*. Presented at an International Workshop on Developing and Assessing Competencies in Kenyan Master of Public Administration Programs hosted by the Ministry of State for Public Service and the Kenya Institute for Administration, Nairobi, Kenya, June 2012.
44. *Developing and Assessing Competencies through Capstones* (co-presenter: K. Thurmaier). Presented at an International Workshop on Developing and Assessing Competencies in Kenyan Master of Public Administration Programs hosted by the Ministry of State for Public Service and the Kenya Institute for Administration, Nairobi, Kenya, June 2012.
45. *Public Service Values and Competencies: Early Lessons and Expected Challenges of NASPAA Accreditation Standards in an International Context*. Presented at the Annual Conference of the Network of Institutes and Schools of Public Administration in Central and Eastern Europe (NISPAcee), Ohrid, Macedonia, May 2012.
46. *Obstáculos y Oportunidades para Acreditación de Calidad Otorgada por NASPAA a Programas de Posgrado en Administración Pública en América Latina*. (co-authors: S. LippezDe Castro, & L.B. Pfizenmaier) Presented at the INPAE conference, San Juan, Puerto Rico, Apr. 2012.
47. *Effective Communication across Cultural and Language Differences*. Presented at the Annual Conference of the International Association of Fire Fighters (IAFF), Orlando, FL, Jan. 2012.
48. *Recruiting First Generation Americans to the Fire Service*. Presented at the Annual Conference of the International Association of Fire Fighters (IAFF), Orlando, FL, Jan. 2012.
49. *Defining, Developing and Assessing Cultural Competence: Rising to the Challenge of Workplace Realities and Accreditation Standards*. Annual NASPAA Conference, Kansas City, MO, Oct. 21, 2011.
50. *Economic Engagement: The Power of Inclusion in Challenging Times*. Invited University Forum Presenter, Annual ICMA Conference, Milwaukee, WI, Sept. 18, 2011.

51. *Local Government Responsiveness to Immigrant Diversity*. National Academy of Public Administration (NAPA) Social Equity Leadership Conference, Binghamton, NY, June 9, 2011.
52. Plenary Speaker. *Applying a Social Equity Lens to Local Government Responses to Immigrants*. National Academy of Public Administration (NAPA) Social Equity and Leadership Conference, Baltimore, MD, June 2010.
53. Plenary Panel Speaker. *Immigration and Social Equity*. National Academy of Public Administration (NAPA) Annual Social Equity Conference. Newark, NJ, June 2009.
54. Plenary Panel Speaker. *Immigration and Social Equity*. American Society for Public Administration (ASPA) Annual Conference. Miami, FL, March 2009.
55. *Entitlement, Incivilities and Excessive Informality: The Instructional and Administrative Challenges of Student Misconduct*. (co-authors: Stan Barrett and John Pelowski) NASPAA Annual Conference. Charleston, SC, Oct. 2008.
56. *Immigration Reform: An Intergovernmental Imperative*. International City/County Management Association (ICMA) Annual Conference, Richmond, VA, Sept. 2008.
57. *National Approaches to Assessing Quality: The United States Model*. International Conference on Quality in Public Affairs Education. University of Sharjah and Dubai School of Government, United Arab Emirates. Dec. 2007.
58. *Attitudes, Assimilation and Intergovernmental Relations: Contextualizing Local Government Responses to Immigrants*. Conference on American Dilemmas: Historical and Comparative Perspectives on Diversity. SUNY Albany. Albany, NY, May 23, 2007.
59. *Using Learning Contracts to Improve Service Learning Experiences*. NASPAA Annual Conference. Minneapolis, MN, Oct. 19-21, 2006.
60. *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, Feb. 10-12, 2005.
61. *Valuing Immigrants in a Post 9/11 Era: Framing the Moral, Social and Economic Arguments* (Invited Speaker). Archbishop Quinn Colloquium on Catholic Social Teaching. San Francisco, CA, Mar. 2004.
62. *Assessing the Contributions of Migrants* (Invited Speaker). Migrant and Refugee Services/ Catholic Relief Services Border Conference. Las Cruces, NM, Nov. 2003.
63. *An Intergovernmental Dilemma: Responsibilities and Costs of Illegal Immigration in U.S.-Mexico Border Counties* (co-authors; T. Salant, C. Brenner & J., Weeks) American Society for Public Administration 63<sup>rd</sup> Conference, Phoenix, AZ., Mar. 23-26, 2002.
64. *Increasing Workplace Diversity, Decreasing Attitudinal Differences: Informing Future Diversity Research*. Van Riper Symposium, American Society for Public Administration 63<sup>rd</sup> National Conference, Phoenix, AZ., Mar. 23-26, 2002. (Invited participant)
65. *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, Apr. 18-22, 2001.

66. *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.* (co-author: R. Winn) International Conference on “Workplace Diversity: A Research Perspective on Policy and Practice” co-sponsored by the European Union and Sweden’s National Institute for Working Life. Brussels, Belgium. June 13-15, 2000.
67. *Alternative Models of Service Learning in Public Administration and Public Policy Programs.* Western Social Science Association Conference. San Diego, CA. Apr. 27-29, 2000.
68. *Alumni Surveys to Assess Professional Degree Programs: An Examination of Instrument Development, Administration and Evaluation Issues.* New Mexico Higher Education Assessment Conference. Albuquerque, NM, Feb. 1998.
69. *Lessons from the Southwest: Studying Cultural Diversity.* (co-authors: A.C. Beck & P. Lillibridge). International City Management Association, 1991.
70. *Minorities in the Majority: Implications for Managing Cultural Diversity: A Comparative Study of Job Satisfaction Among Hispanic and Anglo Employees.* (co-author: A.C. Beck) American Society for Public Administration, 1991.



## Honors, Awards & Recognitions

- **Fulbright Specialist**, Universidad EAFIT, Medellín, Colombia. Funded by Fulbright Commission in Colombia and ICETEX. (Nov 30, 2018, and January 27- February 10, 2019)
- **Recipient of *Journal of Comparative Policy Analysis* Best Paper of the Year for 2018** for “Comparative Analysis of Higher Education Quality Assurance in Colombia and Ecuador: How is Political Ideology Reflected in Policy Design and Discourse?” (co-authored with M. Lima Bandeira)
- **Recipient of *Journal of Public Affairs Education* Paper of the Year Award for 2017** for “Beyond the Case Method in Public Affairs: Unexpected Benefits of Student-Written Cases” (co-authored with M. Careaga and S. Leyva).
- **University Award for Excellence in International Education**, Binghamton University (2016)
- **Fulbright Specialist**, Instituto de Estudios Superiores de Administración (IESA), Caracas, Venezuela (Jan. 2016)
- **Outstanding Faculty/Staff Award**, selected by students in the Department of Public Administration (2014-15)
- **Fulbright Specialist Roster** (2015-2020)
- **State University of New York Chancellor’s Award for Excellence in Faculty Service** (2014)
- **Fulbright Scholar** (teaching and research), Pontificia Universidad Javeriana, Bogotá, Colombia (Jan.-May 2014)
- **Mariposa Award, Professor who Inspires Excellence**, Selected by students in the Master of Public Administration program at New Mexico State University (2004)
- **Rookie of the Year Award** for participation, leadership and service, Southern New Mexico Society for Human Resource Management (1997)
- **Burlington Resources Foundation Teaching Award Finalist**, New Mexico State University, (1993)
- **Nominee for 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)
- **Inter-University Consortium for Political and Social Research (ICPSR) Summer Program Fellowship**, University of Michigan (1987)
- **National Member, Pi Sigma Alpha**, National Honorary Society for Political Science (1988)
- **National Member, Pi Alpha Alpha**, National Honorary Society for Public Affairs & Administration (inducted in 1987)

## Service Activities

### Service to the Profession

#### International Professional Service

- Research Consultant/Presenter, X Focal Points Meeting, Latin American Network for Genocide and Mass Atrocity Prevention, Asuncion, Paraguay, October 28-29, 2019.
- Research Consultant/Presenter, IX Focal Points Meeting, Latin American Network for Genocide and Mass Atrocity Prevention, Dominican Republic, November 8-9, 2018
- Instructor, Seminario Nacional con alcance Regional sobre la Prevención de genocidio y atrocidades masivas y protección de pueblos indígenas en América Latina. La Paz, Bolivia, October 25-26, 2018.
- Lead Facilitator (with colleagues from Puerto Rico and Venezuela), Taller NASPAA & INPAE, Planificación Estratégica para Programas Académicos. XIV Conferencia Anual de la Red INPAE, Guadalajara, Mexico. May 14-18, 2018.
- Conference organizer for the joint Network of Schools of Public Policy, Affairs, and Administration (NASPAA)-Instituto Nacional de Administración Pública (INAP) conference on La Calidad de la Educación para el Servicio Publico en México. Mexico City, Mexico, Jan. 24-25, 2017.
- Inter-American Network of Public Administration Education (INPAE): Miembro del Comité de Admisiones (2016-present), Consejo Directivo (2012-2014, 2015-2017), Comité de Acreditación, INPAE (2012-14)
- Workshop Discussant (invited in capacity as Associate Editor of the *Journal of Comparative Policy Analysis* and Director of International Institutional Partnerships for the International Comparative Policy Analysis (ICPA)-Forum), 14<sup>th</sup> JCPA and ICPA-Forum Workshop. *Transferable Learning: Advances in Comparative Methodologies and Practices*. Victoria University of Wellington, New Zealand, Aug. 7-9, 2016.
- Reviewer, Nonprofit Management Scholarship (NMS) Program for Cuban Citizens (2016)
- Accreditation Consultant, Universidad de los Andes Escuela de Gobierno, Bogota, Colombia (2016) (Program successfully accredited by NASPAA in 2018)
- Accreditation Consultant, Instituto de Estudios Superiores de Administración, Caracas, Venezuela (2016) (Program successfully accredited by NASPAA in 2017)
- Conference Organizer and Host, *21<sup>st</sup> Century Governance Challenges: Sustainability, Peace and Diversity*. International conference, Binghamton University, Oct. 11-12, 2015.
- External NASPAA Accreditation Site Visitor, American University Cairo, Egypt (2015)
- External reviewer for faculty promotion, Strathmore University, Nairobi, Kenya (2015)
- Various leadership positions within NASPAA (see separate section below)
- Fulbright Regional Reviewer for the Andes Region of South America (2015, 2016)
- Director of International Institution and Association Partnerships, International Comparative Policy Analysis (ICPA) Forum (2015 to Present)

- Invited speaker on Globalization and Public Affairs Education for Public Affairs Week at Baruch College School of Public Affairs (Mar. 2015)
- Annual Guest Lecturer on Theory and Practice of Public Policy, Strathmore University, Nairobi, Kenya (2013, 2014, 2015)
- Fulbright Regional Reviewer for Colombia (2014)
- Accreditation Mentor, Tsinghua University, Beijing, China (2012-13)
- Applying democratic values to public finance (Training for mayors from El Salvador, United States Agency for International Development (USAID)-Funded program in New Mexico, 2000)

### Editorial Review Service

- Founding Co-Editor (with Santiago Leyva of Universidad EAFIT, Colombia), *Gobernar: The Journal of Latin American Public Policy and Governance* (international, bilingual journal, open-access, peer-reviewed, to be hosted on Open Repository @ Binghamton) (2016-present)
- Associate Editor, Editor of the Comparative Syllabi Section, and Member of Editorial Review Board, *Journal of Comparative Public Policy* (2014-Present)
- Editorial Review Board, *Journal of Public Affairs Education* (2015-2018)
- Co-Editor (with Cristian Pliscoff of the University of Chile), Symposium issue of the *Journal of Public Affairs Education* on Teaching Public Administration in Latin America (2013)
- Co-Editor (with Brandi Blessett and Mohomad Alkadry), Symposium issue of *Public Administration Quarterly* on Diversity in Public Administration (2013)
- Editorial Review Board, *Journal of Public Affairs and Development* (international)
- Editorial Review Board, *Journal of Public Management & Social Policy*. (2005-present);
- Editorial Review Board, *Review of Public Personnel Administration* (2002-2005);
- Manuscript Reviewer for *Public Administration Review (PAR)*, *American Review of Public Administration (ARPA)*, *Journal of Public Affairs Education (JPAAE)*, *Journal of Comparative Policy Analysis (JCPA)*, *Revista Estado Gobierno y Gestión Pública (REGGP)*, *Journal of Public Management and Social Policy (JPMSM)*, *Public Administration and Development*, *Review of Public Personnel Administration (ROPPA)*, *Texas Journal of Political Science*, *Environmental Practice*, *Journal of International Migration and Integration (JIMI)*, *Quality Assurance in Education (QAE)*, *Public Administration & Development*.
- Book Manuscript Reviewer for various presses.

## Service to the Network of Schools of Public Policy, Affairs, and Administration (NASPAA)

- Conference Chair (2016), Conference Committee (2018, 2019)
- Co-Developer and Co-Facilitator, Accreditation Institute (2014, 2015)
- President (2011-12); Immediate Past-President (2012-13); President-Elect (2010-11)
- Minority-Serving Institutions (MSI) Initiative Advisory Task Force (2010-2012)
- Executive Council Member (2000-2003, 2009-2013)
- Site Visitor and Site Visit Chair (2004, 2005, 2006, 2010, 2013, 2015, 2016, 2017)
- Chair, Education and Training Taskforce for Standards Implementation (2009-10)
- Self-Study Instructions Taskforce (2008-09)
- Standards 2009 Steering Committee (2007-09)
- Commission on Peer Review & Accreditation (COPRA) (Chair 2007-2009; Member 2006-2009)
- Conference Organizing Committee (2000, 2001, 2007, 2016, 2017)
- Social Equity & Diversity Committee (2005-Present)
- Marketing Committee (2004-2010)
- Chair, Alfred M. Zuck Public Courage Award Committee (2004)
- Nominating Committee for the Executive Council (2004, 2013)
- Task Force on Social Equity and Public Affairs Education (2004)
- National Board Member, Pi Alpha Alpha (2003-2006)
- Diversity Committee (Chair, 1998-2002, Member 1997-Present)
- Small Programs Committee, (Chair 1998-2000)

## Domestic Professional Service

- Accreditation Consultant, University of Massachusetts, Boston (2017)
- Advisory Board on Graduate Education, International City/County Management Association (ICMA) (appointed annually 2010-2016)
- International Hispanic Network (IHN) (2010-Present), Member of IHN University Partnership Committee (2015-present)
- External reviewer for promotion and tenure cases (1-3 cases annually since 2010)
- Accreditation Consultant, Marist College, Poughkeepsie, NY (2013)
- Conference Organizer and Host, National Academy of Public Administration's *Social Equity Leadership Conference*, Binghamton University, June 2010.
- Webinar Presenter, *Why Local Governments Can't Afford to Ignore Immigrants*, ICMA University, January 15, 2009.
- Gloria Nordin Social Equity Award Committee, American Society for Public Administration (ASPA) (2010-2013)
- Board Member, American Society for Public Administration (ASPA) Section for Women in Public Administration (2001-2003)

- President, Southern New Mexico Chapter of the Society for Human Resource Management (SHRM) (1998, President-Elect 1997)
- District Director, Southern New Mexico District and Member of NM State Council, Society for Human Resource Management (SHRM) (1998)
- Membership Co-Chair, El Paso/Southern New Mexico Chapter of ASPA (1997)
- President, El Paso/Southern New Mexico Chapter, American Society for Public Administration (1991-1997)
- Conference Organizer, Legal Update, Southern New Mexico SHRM (1997)

## **University Service**

### Binghamton University – Department Level

- Chair, Department of Public Administration (2008-2011 and 2017-Present)
- Initiating Personnel Committee, Department of Public Administration (2014-Present)
- NASPAA Principle Liaison (2006 to Present)
- Lead Author of NASPAA Self-Study Report (2014)
- Director of Graduate Studies, Department of Public Administration (2007)
- Faculty Advisor, International City/County Management Association Student Chapter (2017-present)
- Faculty Advisor, Pi Alpha Alpha National Honorary Society (2004-Present)
- Chair, MPA Grievance Committee (2004-2010).

### Binghamton University – College Level

- Member and Chair of Special Initiating Personnel Committees for faculty in Social Work, Human Development, Student Affairs Administration, and the CCPA Doctoral Program (2014-2017).
- Member, College of Community and Public Affairs Visioning Committee (2015-17) and chair of Internationalization and Globalization subcommittee (2017-)
- Coordinator, College of Community and Public Affairs Mentoring Program (2014-Present)
- Co-Chair (Interim), Human Development Department (July-December 2013)
- Chair (Interim), Human Development (January-June 2013)
- Chair, College-Wide Initiating Personnel Committee (2010-2014)
- Helped to secure an annual donation of \$10,000 to the BU Foundation to establish a CCPA Latin American Partnership Fund (2014-2019)
- Doctoral Program Committee, College of Community and Public Affairs (2015-Present)
- Chair, CCPA Latin American Partnership Award Committee (2014-2019)
- Chair, CCPA Ethics and Integrity Policy Committee (2006-2008)

## Binghamton University – University Level

- Co-Director of the Institute Genocide & Mass Atrocity Prevention Initiative (appointed by Provost, donor-funded initiative) (2016-2020)
- Member of Working Group III (Design and Delivery of the Student Learning Experience) to prepare for the Middle States accreditation review. (2019)
- Facilitated a Memorandum of Understanding between Binghamton University and CECAR (Sinclair, Colombia) for a 5-year collaboration to support student and faculty exchanges and joint conferences. (Signed by President Stenger in 2019)
- Facilitated a Memorandum of Understanding between Binghamton University and Universidad Rosario (Bogotá, Colombia) for a 5-year collaboration to support student and faculty exchanges and joint conferences. (Signed by President Stenger in 2018)
- Selection Committee for University Award for Excellence in International Education (2017)
- Search Committee for Associate Director of Study Abroad (2017)
- University Calendar Committee (2017-2019)
- Institutional Repository Steering Committee (2016-present)
- International Education Advisory Committee (2015-Present)
- Fulbright Scholar Liaison for Binghamton University (2015-present)
- Facilitated a Memorandum of Understanding between Binghamton University and Universidad EAFIT (Medellin, Colombia) for a 5-year collaboration to co-edit and publish an open-access peer-reviewed bilingual journal. (Signed by President Stenger in 2016)
- University Personnel Committee, Representative of CCPA (2015-2017), Member of Arts & Sciences committee (2015-16), Member of Interpretations and Procedures Committee (2016-17)
- International Travel Safety Committee (2014-2015, Co-Chair 2015)
- Chancellor's Award for Faculty Service Selection Committee (2014-15)
- Facilitated a Memorandum of Understanding between Binghamton University and Pontificia Universidad Javeriana (Bogotá, Colombia) for a 5-year collaboration involving short-term faculty exchanges, teaching collaborations, and research partnerships. (Signed by President Stenger in 2014).
- Faculty Co-Leader, Peru Service-Learning Study-Abroad Program (2013, 2014, 2015)
- Speaker, *Woman who Leads* panel organized by Powerful United Ladies Striving to Elevate (PULSE) student group (2014)
- Co-Founder, Peru Service Learning Study Abroad Program (2012)
- All University Personnel Committee, Interpretations and Procedures Committee (2010-2011)
- Professional Schools University Personnel Committee, Representative of CCPA (2007-2010)
- Faculty Senate Executive Committee (2006-2009)

- Faculty Senate, Representative of the Public Administration Program (2005-2008)
- Chancellor's Awards for Excellence in Professional Service Selection Committee (2004-2005, 2005-2006)

#### State University of New York (SUNY) System Level

- Evaluator for 2016-17 SUNY Faculty Diversity Program

#### New Mexico State University

Graduate Council (2000-2003); Chair, Master of Public Administration (MPA) Committee (1994-2004); Faculty Advisor, Pi Alpha Alpha National Public Affairs Honorary Society (2000-2004), Pi Sigma Alpha, National Political Science Honorary Society (2001-2004), Graduate Student Council (2000-2001), Associated Students of NMSU Student Senate (1996-1999); Chair, Department of Government Planning Committee (1996-2000); Human Resources Subcommittee of the Strategic Planning Committee (1997); Chair, Department of Government Undergraduate Committee (1992-93); College of Arts and Sciences Committee on Improvement of Faculty-Student Relations (Chair 1992-93, Member 1991-92).

#### **Community Service**

- Board Member and Chair of the Human Resources Committee, Cancer Resource Center of the Finger Lakes, Ithaca, NY (2018-Present)
- Supervisory Training Consultant for WSKG on Diversity (2014) and Team Building and Communication Training (2016)
- Supervisory Training Consultant, City of Ithaca, NY (2014-15)
- Board Member and Human Resource Committee Member, Catholic Charities of Broome County (2013-2017)
- Board Member, Corazon de Dahlia, Saylla, Perú (2013-2016)
- Supervisory Training Facilitator through the Tompkins County Human Services Coalition, TC3.biz, and Cornell University on topics of Effective Delegation, Juggling Competing Priorities, Ethics for Public Service Professionals, Tough Conversations, Developing Confidence and Competence in Managing Difference, Strategies for Effective Middle Management; Participatory Management; Effective Interviewing and Hiring (2011-Present)
- Board Member and Personnel Committee Chair, Ten Thousand Villages/One World Market, Ithaca (2010-2017)
- Board Member, American Civic Association. Binghamton, NY (2009-2011)
- Board Member, School-to-Careers Advisory Board, Broome-Tioga BOCES (2008-2010)
- Broome Community College Civic Education Advisory Board (2006-2007)
- Women's Fund Grants Committee, The Community Foundation for South Central NY (2005-2008)
- Consolidation Committee, Greater Binghamton Chamber of Commerce (2007-08)

- Supervisory Training Facilitator for local governments in New Mexico on Supervisory Assessment and Training, Municipal Strategic Planning, Managing Performance Problems, Recognizing and Responding to Sexual Harassment, Conflict Resolution and Group Dynamics, Robert's Rules of Order (1996-2004)
- Consultant to Create and Administer a Fire Department Assessment Center (2000, 2002)
- Consultant to Research and Write a Comprehensive Plan, Luna County, NM (2000)
- Donald C. Rider Scholarship Committee, New Mexico Municipal League (1994-2004)
- City of Las Cruces NM Personnel Appeals Board (Chair 1999-2002, Member 1996-1999)
- Search Committee, Dona Ana County NM Human Resource Director Position (1998)
- Facilitator, Mayor's Annual Youth Summit, Las Cruces, New Mexico (1996, 1997)
- Chair, City Manager Search Committee, City of Las Cruces, NM (1996-1997)
- Chair, Quality of Service Awards, New Mexico City Management Association (1996)
- Facilitator, Joint City Council-County Commission Meeting on the Extraterritorial Zone, City of Las Cruces and Dona Ana County, NM (1996)
- Conference Organizing Committee, New Mexico Women's Studies Conference (1994)
- Lectures in Understanding, Good Samaritan Senior Center, Las Cruces, NM (1993)
- Close-Up Foundation Citizen Bee. State Steering Committee Member & Regional Steering Committee Chair (1990-92), Regional Coordinator (1990-91)



## Teaching

### Courses Taught

- The Reflective Practitioner (masters, online)
- Genocide Prevention: What Can You Do? (undergraduate)
- Power, Policy and Social Change (doctoral seminar, BU)
- Leadership in Multiple Contexts (doctoral seminar, BU, LxC designation)
- Proseminar in Teaching and Learning (doctoral seminar, BU)
- 21<sup>st</sup> Century Governance (masters, BU, Collaborative Online International Learning (COIL) course with Javeriana University in Colombia, LxC designation)
- Seminario en Gestión Pública I (graduate, Javeriana University, Bogotá, Colombia)
- Theory and Practice of Public Policy (masters, Strathmore University, Nairobi, Kenya)
- Local Government Administration (masters, BU and NMSU)
- Human Resource Management/Public Personnel Administration (masters, BU & NMSU)
- Managing Diversity (masters, created as a new course, BU & NMSU)
- Management of Immigrant Services (masters and undergraduate, BU, LxC designation)
- Immigration Policy (masters, NMSU)
- Survey Research (masters, BU)
- Intergovernmental Relations (masters, BU & NMSU)
- Implementation of Public Policies (masters, NMSU)
- Organizational Theory (masters, NMSU)
- Public Administration/Public Management (masters and undergraduate, NMSU)
- Policy Analysis (masters, BU & NMSU)
- Research Design and Methods / Logic of Inquiry (masters BU, undergraduate NMSU)
- Law for Administrators/Administrative Law (masters, BU & NMSU)
- Pro-seminar (Capstone) in Public Administration (masters, BU & NMSU)
- Effective Presentations (masters, skills workshop, BU)
- Administrative Writing (masters, skills workshop, BU)
- Recruitment & Selection (masters, skills workshop, BU)
- Praxis through Cases (masters, BU)
- Public Service and Democratic Governance (undergraduate, BU)
- Bureaucratic Behavior (undergraduate, BU, taught as a doctoral student)
- Government Regulation (undergraduate, BU, taught as a doctoral student)
- Public Budgeting (masters, NMSU)
- Politics of the Regulatory Process (undergraduate, NMSU)
- Public Sector Leadership (masters, NMSU)
- Research Methods in Government (undergraduate, NMSU)
- Congress and the Legislative Process (undergraduate, NMSU)

- Women and Politics (undergraduate, NMSU)
- The Political World of Women (Honors undergraduate, NMSU)
- American National Government (undergraduate, NMSU)
- American Political Issues (undergraduate, NMSU)
- Changing World of American Politics (Honors undergraduate, NMSU)

### **New Courses Developed**

- Genocide Prevention: What Can You Do? (undergraduate)
- Power and Policy for Social Change (doctoral)
- Proseminar in Teaching and Learning (doctoral)
- Managing Diversity (masters)
- Managing Immigrant Services (masters and undergraduate)
- Immigration Policy (masters)
- Politics of the Regulatory Process (undergraduate)
- The Political World of Women (undergraduate Honors)

### **Teaching Innovations**

- Collaborative Online International Learning (COIL) in partnership with Javeriana University in Bogotá, Colombia (with PAFF 520, 21<sup>st</sup> Century Governance)
- Use of ePortfolios (PAFF 520, 21<sup>st</sup> Century Governance)
- Cultures and Languages across the Curriculum (CLAC) (with multiple classes)
- Languages across the Curriculum designation (LxC) (with multiple classes)
- Semester-long simulation (with Congress & the Legislative Process)
- Service-Learning Projects in the Community (with multiple classes)
- Collaborations with faculty and students at Albany State University in Albany, Georgia, a Historically Black College and University (HBCU) (with multiple classes)

### **Advising**

- Doctoral Committee Chair, Kerry Stamp, CCPA (ABD)
- Doctoral Committee Chair, Fabian Telch, CCPA (ABD)
- Doctoral Committee Chair, Stephen Capobianco, CCPA (Defense scheduled April 2020)
- Doctoral Committee Chair, Sebastian Lippez, CCPA (ABD)
- Doctoral Committee Chair, Md. Shahriar Islam, CCPA (Defense scheduled Summer 2020)
- Doctoral Committee Member, Ki Eun Kang, CCPA (graduated 2019)
- Dissertation External Member, Karen Aizaga, Department of Psychology (2015)
- Chair of MPA Capstone Committees for 3 to 20 students each semester (2004 to 2016)
- Advisor to 20-25 MPA, MPA-MSW dual degree, MPA-MSAA degree students annually.