

Curriculum Vita

James S. Bowman

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Askew School of Public Administration and Policy
 Florida State University
 Tallahassee, Florida 32306-2250

Human Resource Management

Professional Ethics

Quality Management

Professional Experience

Professor, Florida State University, 1981-present

Editor-in-Chief, Public Integrity, 1995-2014 (co-sponsored by ASPA, ICMA, CSG, COGEL)

National Academy of Public Administration Fellow

W. K. Kellogg Foundation Fellow, 1981-1984

Associate Professor, University of Wyoming, 1977-1981

Executive Director, Coastal Zone Management Advisory Committee, National Oceanic and Atmospheric Administration, 1977-1979 as a National Association of Schools of Public Affairs and Administration Faculty Fellow (on leave from University of Wyoming)

Assistant Professor, University of Wyoming, 1973-1977

Instructor (part-time), San Antonio College, 1968-1970

Lieutenant, U.S. Army Medical Service Corps, 1968-1970

Publications*Articles and Book Chapters*

“Classical Rationalism and Contemporary Realism: Oaths of Office as Empty Formality or Empowering Function?” Public Integrity (forthcoming; with Jonathan P. West).

“Oaths of Office in American States: Problems and Prospects,” Public Personnel Management 50 (1), 2021, pp. 109-132 (with Jonathan P. West).

“Pointless or Powerful: The Case for Oaths of Office,” Administration and Society 52 (8), 2020, pp. 1147-1169 (with Jonathan P. West).

“Whistleblowing Policies in American States: A Nationwide Analysis,” American Review of Public Administration 50 (2), 2020, pp. 119-132 (with Jonathan P. West).

“Challenges Confronting Whistleblowing and the International Civil Servant,” Review of Public Personnel Administration 39 (4) 2019, pp. 611-634 (with Jonathan P. West, and Kimberly Moloney).

“Wearables in the Workplace: An Analysis of Ethical Issues,” In R. Sims & S. Bias (Eds.), Human Resources Management Issues, Challenges, and Trends (Charlotte, NC: Information Age Publishing, 2019), pp. 119-144 (with Jonathan P. West).

“Whistleblowing and the International Civil Servant: Concerns, Risks, and Constraints,” In D. Stone & K. Moloney (Eds.), Handbook on Global Public Policy and Transnational Administration (Oxford: Oxford University Press, 2019), pp. 710-728 (with Jonathan P. West and Kimberly Moloney).

“Thinking about Thinking: Beyond Decision-making Rationalism and the Emergence of Behavioral Ethics,” Public Integrity 20 (S) 2018, pp. S89-S105.

“The Domestic Use of Drones: An Ethical Analysis of Surveillance Issues,” Public Administration Review 76 (4) 2016, pp. 649-659 (with Jonathan P. West).

“Electronic Surveillance at Work: An Ethical Analysis,” Administration and Society 48 (5) 2016: pp. 628-651 (with Jonathan P. West).

“Drones in Domestic Law Enforcement: Ethical Issues, Implementation Practices, and Case Studies,” In R. Sims and W. Sauser, (Eds.), Transforming Government Organizations: Fresh Ideas and Examples from the Field (Charlotte, NC: Information Age Publishing, 2016), pp. 285-314 (with Jonathan P. West and Sally Gertz).

“Personnel Appraisal No Matter What: Dysfunctional, Detrimental, Dangerous, and Self-Defeating.” In S. Hays, R. Kearney, and J. Cogburn, eds., Public Human Resource Management: Problems and Prospects (6th ed.; Thousand Oaks, CA: SAGE-CQ Press, 2015), pp. 132-143.

“Virtue Ethics,” Encyclopedia of Public Administration and Policy (New York: Taylor and Francis, 2015), pp. 2028-2032.

“Labor-Management Relations in Public (and Business) Administration: A Textbook Case? Journal of Public Affairs Education 21 (3) 2015, pp. 449-466 (with Jonathan P. West).

“Electronic Surveillance in the Workplace: Legal, Ethical, and Management Issues” In R. Sims and W. Sauser, eds., Legal and Regulatory Issues in Human Resource Management (Charlotte, NC: Information Age Publishing, 2014), pp. 285-314 (with Jonathan P. West and Sally Gertz).

“Public Pay Disclosure in State Government: An Ethical Analysis.” American Review of Public Administration 43 (4) 2013, pp. 476-492 (with Kelly Stevens).

“Conscious Deliberation and Subconscious Action: The Dishonesty of Honest People.” In R. Ghere and G. Frederickson, eds., Ethics in Public Management (3rd ed., Armonk, New York: Sharpe, 2013), pp. 155-171 (with Jonathan P. West).

“Public Service as a Calling: Reflections, Retreat, Revival, Resolve,” Journal of Workplace Rights 16 (1), 2012, pp. 47-61.

“The Profession of Public Administration: Promise, Problems and Prospects,” in Donald C. Menzel and Harvey L. White, eds., The State of Public Administration: Issues, Challenges, Opportunities (Armonk, NY: M.E. Sharpe, 2011), pp. 25-35 (with Jonathan P. West).

“State Government Human Resource Professionals’ Commitment to Employment At Will,” American Review of Public Administration 40 (2), 2010: pp.189-208 (with Jerrell D. Cogburn, R. Paul Battaglio, Stephen E. Condrey, Doug Goodman, Jonathan P. West).

“The Success of Failure: The Paradox of Performance Pay,” Review of Public Personnel Administration 30 (1), 2010, pp. 70-88.

“Turbulence in Civil Service: Whither the Public Service Ethos? In S. Hays, R. Kearney, and J. Cogburn, eds., Public Human Resource Management: Problems and Prospects (5th ed.; Englewood Cliffs, NJ: Prentice-Hall, 2009), pp. 327-338.

“To ‘Re-Hatch’ Public Employees or Not? An Ethical Analysis of the Relaxation of Restrictions on Political Activities in Civil Service,” Public Administration Review 69 (January/February, 2009), pp. 52-62 (with Jonathan P. West).

“State ‘Little’ Hatch Acts: The State of the Nation” Review of Public Personnel Administration 29 (1) 2009, pp. 20-40 (with Jonathan P. West).

“The Research Problem, Method, and Serendipity: An Investigator’s Journey.” In K. Yang & G. Miller (Eds.), *Handbook of Research Methods in Public Administration* (Boca Raton, Florida: CRC Press, 2008), pp. 93-107.

“Ethics in Government: No Matter How Long and Dark the Night,” Public Administration Review 68 (July/August, 2008), pp. 625-637 (with Claire C. Knox).

“Removing Employee Protections: A ‘See No Evil’ Approach to Civil Service Reform” in L. Huberts, J. Maesschalck, and C. Jurkiewicz, (Eds.), Ethics and Integrity in Governance: Perspectives Across Frontiers (Northampton, MA: Edward Elgar, 2008), pp. 181-196 (with Jonathan P. West).

“Lord Acton and Employment Doctrines: Absolute Power and the Spread of At-Will Employment,” Journal of Business Ethics 74 (2007), pp. 119-130 (with Jonathan P. West).

“Civil Service Reform, At-Will Employment, and George Santayana: Are We Condemned to Repeat the Past?” Public Personnel Management 37 (March, 2007), pp. 65-77 (with Russell L. Williams).

“Gown Goes to Town: On-Campus Commitment and Off-Campus Consulting by Public Administration and Affairs Faculty,” in Ali Farazmand (Ed.), Strategic Public Personnel Administration: Managing Human Capital for the New Century: Strategic Public Personnel Policy [2 volumes] (Westport, Conn.: Greenwood/Praeger, 2007), pp. 329-347 (with Carole L. Jurkiewicz).

“Ending Civil Service Protection in Florida: State Agency Experiences,” Review of Public Personnel Administration 26 (June, 2006), pp. 139-157 (with Jonathan P. West).

“Florida’s ‘Service First’: Radical Reform in the Sunshine State,” in Lloyd Nigro and J. Edward Kellough (Eds.), Civil Service Reform in the States (Albany, New York: SUNY Press, 2006), pp. 145-170 (with Jonathan P. West and Sally Gertz).

"Ethical Competencies for Public Service: Educational and Pedagogical Implications," in Marc Holzer et al., eds., Frontiers of Public Administration: Proceedings of the Second Sino-US International Conference (New York and Washington, DC: UN Public Administration Network and ASPA, 2006), pp. 143-151.

“Productivity and Ethics: The Leadership Challenge,” in Marc Holzer and Seok-Hwan Lee, eds., Public Productivity Handbook (New York: Marcel Dekker, 2004), pp. 205-214 (with Russell L. Williams).

“Stakeholder Analysis of Civil Service Reform in Florida: A Descriptive, Instrumental, Normative Human Resource Perspective,” State and Local Government Review 36 (Winter, 2003-4), pp. 20-34 (with Jonathan P. West).

“Civil Service Reform in Florida State Government: Employee Attitudes One Year Later,” Review of Public Personnel Administration 23 (December, 2003), 286-304 (with Marc & Sally Gertz and Russell L. Williams).

“Virtue Ethics,” Encyclopedia of Public Administration and Policy (New York: Marcel Dekker, 2002), pp. 1259-1263.

“Market-Driven Public Sector Management: A Model for Local Government,” State and Local Government Review 25 (Fall, 2002), pp. 205-213 (with Carole L. Jurkiewicz).

“The Process of Quality Management Implementation: State Government Agencies in Florida,” Public Performance and Management Review 26 (September, 2002), pp. 75-93 (with Russell Hellein).

- "At-Will Employment in Florida Government: A Naked Formula to Corrupt Public Service." WorkingUSA: The Journal of Labor and Society 6 (Fall, 2002), pp. 90-102.
- "The Profession of Public Administration: An Ethics Edge in Introductory Textbooks?" Public Administration Review, 61 (March/April, 2001), pp. 168-179 (with Evan M. Berman and Jonathan P. West).
- "Toward a Professional Ethos: From Regulatory to Reflective Codes," International Review of Administrative Sciences, 66 (4) 2000, pp. 679-693.
- "The Unfashionable Drucker: Ethical and Quality Chic," Journal of Management History, 6 (1) 2000, pp. 13-29 (with Dennis Wittmer).
- "From Codes of Conduct to Codes of Ethics," in Handbook of Administrative Ethics, edited by Terry L. Cooper (New York: Dekker, 2000), pp. 335-353.
- "Performance Appraisal: Verisimilitude Trumps Veracity," Public Personnel Management 28 (1999), pp. 557-576.
- "Total Quality Management in Florida: Implementation in State Agencies," Public Administration Quarterly, 22(1), 1998, pp. 114-129 (with Russell Hellein).
- "The Professional Edge: What is Essential is Invisible to the Eye," in The Ethics Edge, edited by Evan Berman et al. (Washington, D.C.: International City/County Management Association, 1998), pp. 159-163.
- "*The Lost World* of Public Administration Education: Rediscovering the Meaning of Professionalism," Journal of Public Administration Education 4(1) 1998, pp. 27-31.
- "Total Quality Management in Government," in The Quality Yearbook, edited by James W. Cortada and John P. Woods (New York: McGraw-Hill, Inc., 1998), pp. 119-126.
- "Ethics in Government: From a Winter of Despair to a Spring of Hope," Public Administration Review 57 (November/December, 1997), pp. 517-526 (with Russell L. Williams).
- "Public Service Ethics: Prospects, Problems, and Promise in an Age of Reform," Korean Journal of Public Administration, 10 (Fall, 1997), pp. 158-164.
- Contributor, International Encyclopedia of Public Policy and Administration, edited by Jay M. Shafritz (Boulder, CO: Westview Press, 1997), pp. 2267-2269.
- "Koop as an Exemplar of Moral and Democratic Decision-Making: An Axial Approach to Ethical Theory," Administration and Society 29 (July, 1997), pp. 251-275 (with Brent Wall).
- "State Government Response to Workplace Violence," Public Personnel Management 26 (Summer, 1997), pp. 289-300 (with Christopher J. Zigmond).
- "Sexual Harassment Policies in State Government: Peering into the Fishbowl of Public Employment," Spectrum: Journal of State Government 69 (Summer, 1996), pp. 24-36 (with Christopher J. Zigmond).
- "Ethics and Quality: A 'Right-Good' Combination," in Quality Management Today, edited by Jon P. West (Washington, DC: International City/County Management Association, 1995), pp. 64-69.
- "American Daily Newspapers and the Environment: Attitudes of Editors, 1977 and 1992," International Journal of Environmental Studies 32 (April/May, 1995), pp. 55-68.

- "At Last, An Alternative to Performance Appraisal: Total Quality Management," Public Administration Review 54 (March/April, 1994), pp. 129-136.
- "Total Quality Management and Managerial Readiness in Florida State Government," Journal for Quality and Participation 15 (January/February, 1994), pp. 2-7 (with Fran L. Wilber).
- "Patterns in MPA Admissions Decision Making," Public Administration Quarterly 17 (Fall, 1993), pp. 357-372 (with Fiona F. Chen, William B. Tinkersley, and Karen R. Hilliard).
- "Quality Improvement in a State Agency, Revisited," Public Productivity and Management Review 16 (Fall, 1992), pp. 53-64 (with Barbara J. French).
- "C. Everett Koop as Surgeon General: A National Survey of Public Health Educators," Journal of Health and Human Resources Administration 15 (Fall, 1992), pp. 209-223.
- "Dress Standards in Government: A National Survey of State Administrators," Review of Public Personnel Administration 12 (January/April, 1992), pp. 35-51.
- "C. Everett Koop: Integrity, No Matter What," in Terry L. Cooper and N. Dale Wright (eds.), Exemplary Public Administrators: Character and Leadership in Government (San Francisco: Jossey-Bass, 1992), pp. 270-303.
- "Quality Circles for the Nineties," in Marc Holzer (ed.), Public Productivity Handbook (New York: Marcel Dekker, 1992), pp. 499-515.
- "Dress and Grooming Regulations in the Public Service: Standards, Legality, and Enforcement," Public Administration Quarterly 15 (Fall, 1991), pp. 328-340 (with Harry Hooper).
- "Drug Czars: Rhetoric and Reality," National Civic Review 27 (November/December, 1990), pp. 515-528 (with James P. deBeaugrine).
- "A Portrait of the Field: State and Local Government Journals in the Eighties," State and Local Government Review 22 (Fall, 1990), pp. 108-116 (with John C. Stott).
- "Ethics in Government: A National Survey of Public Administrators," Public Administration Review 50 (May/June, 1990), pp. 345-353.
- "The Graduate Record Examination and Master of Public Administration Programs," International Journal of Public Administration, 13,4 (1990), pp. 561-586.
- "Quality Circles: Promise, Problems, and Prospects," Public Personnel Management 18,4 (Winter, 1989), pp. 375-403.
- "The MPA Capstone Experience: The Essence of Analysis is Surprise," Policy Studies Review 8 (Summer, 1989), pp. 920-928.
- "Affirmative Inaction: Admissions Decision-making in Master of Public Administration Programs," American Review of Public Administration 19 (June, 1989), pp. 149-162 (with Karen Mangelsdorf).
- "Business and Government in Energy-Rich States," Environmental Management 13,2 (March/April, 1989), pp. 243-249 (with Charles Davis).
- "Admission Practices in Master of Public Administration Programs," Public Administration Review 48 (September/October, 1988), pp. 867-875.
- "Quality Teams in a State Agency," Public Productivity Review 11 (June, 1988), pp. 11-31 (with Jane L. Steele).

"The 1986-1987 Florida Gubernatorial Transition: Standards for Evaluation," Florida Policy Review 3 (Winter, 1988), pp. 49-54.

"The Rising Sun in America: Japanese Management in the United States: Part One," Personnel Administrator 31 (September, 1986), pp. 62-67, 114-119; "Part Two," Ibid. 31 (October, 1986), pp. 81-91.

"Japanese Management in America: State Officials Look at Japanese Subsidiaries," SAM Advanced Management Journal, 51 (Summer, 1986), pp. 22-28 (with Frederick K. Caison).

Contributor, Jay M. Schafritz (ed.), Dictionary of Public Administration (New York: Facts-on-File, 1986).

"Restoring Citizen Confidence in Bureaucracy: Beyond Civil Service Reform," in Donald Calista, (ed.), Reforming American Bureaucracy (Greenwich, Conn.: JAI Press, 1986), pp. 245-260.

"Why Japanese Companies in the U.S. Don't Need Quality Circles," Personnel Administrator 30 (October, 1985), pp. 111-117.

"Japanese Management: Personnel Policies in the Public Sector," Public Personnel Management 13,3 (1984), pp. 197-247.

"Altering the Fabric of Work: Beyond the Behavioral Sciences," Business Horizons 27 (October, 1984), pp. 42-48.

"Japanese Management: Does It Work in Florida, Too?" Florida Trend 27 (September, 1984), pp. 109-113,118.

Ethics and Value Issues for the Public Manager," in William B. Eddy (ed.), Handbook on Public Organizational Management. New York: Marcel Dekker, 1983, pp. 69-102.

"A Professional Perspective for Public Administration," The Bureaucrat 11 (Winter, 1982-83), pp. 49-52.

"Institutional Problems of Public Administration Programs: A House Without a Home," in Thomas Vocino and Richard Heimovics (eds.) Public Administration Education in Transition (New York: Marcell Dekker, Inc., 1982), pp. 32-54 (with Jeremy F. Plant).

"Environmental Coverage in the Mass Media," International Journal of Environmental Studies 18 (November, 1981), pp. 11-22.

"Teaching Ethics in Public Administration," in Ann-Marie Rizzo and Richard Heimovics (eds.), Innovations in Teaching Public Affairs/Administration (Kansas City/Miami: Teaching Public Administration Conference, 1981), pp. 79-90.

"Management of Ethics: Codes of Conduct in Organizations," Public Personnel Management 10,1 (1981), pp. 59-66.

"Personnel in the Public Service," in Thomas Vocino and Jack Rabin (eds.) Contemporary Public Administration, (New York: Harcourt, Brace, Jovanovich, Inc., 1981), pp. 293-321.

"Cheating: Ethics in the Classroom," NEWS for Teachers of Political Science No. 29 (Spring, 1981), pp. 16-17.

"Whistle-blowing in the Public Service: An Overview of the Issues," Review of Public Personnel Administration 1 (Fall, 1980), pp. 15-27.

"The Lecture-Discussion Format Revisited," Improving College and University Teaching 27 (Winter, 1979), pp. 25-27.

"Managerial Theory and Practice: The Transfer of Knowledge in Public Administration," Public Administration Review 38 (November/December, 1978), pp. 563-570.

"U.S. Daily Newspapers and the Environment: A National Survey of Editorial Attitudes and Actions," Journal of Environmental Education 10 (Fall, 1978), pp. 2-11.

"English-Language Journals in Public Administration: An Analysis," Public Administration (Great Britain) 56 (Summer, 1978), pp. 203-225 (with Sami Hajjar).

"The Literature of American Public Administration: Its Contents and Contributors," Public Administration Review 38 (March-April, 1978), pp. 156-165 (with Sami Hajjar).

"Learning About American Government: Foreign Students and the Beginning U.S. Politics Course," Teaching Political Science 5 (January, 1978), pp. 181-191.

"Attitudes and Orientations of Environmentally-Concerned Citizens," Environmental Conservation (Switzerland) 4 (Winter, 1977), pp. 259-269.

"Public Opinion and the Environment: Post-Earth Day Attitudes Among College Students," Environment and Behavior 9 (September, 1977), pp. 385-416.

"Undergraduate Education in Public Administration: A Look at the Core Course," Southern Review of Public Administration 1 (Fall, 1977), pp. 303-330.

"The Literature of Political Science: Professional Journals in Four Nations," International Social Science Journal (Paris) 29 (June, 1977), pp. 327-332 (Sami Hajjar and Stephen Brzezinski), in English and French.

"Mass Media and the Environment Since Earth Day," Journalism Quarterly 54 (Spring, 1977), pp. 160-165 (co-author).

"The Meaning of Work and the Middle Manager," California Management Review 19 (Spring, 1977), pp. 63-70.

"Ethics in the Federal Service: A Post-Watergate View," Midwest Review of Public Administration 11 (March, 1977), pp. 3-21.

"Business and the Environment: Corporate Attitudes and Actions in Energy-Rich States," Business Topics 25 (Winter, 1977), pp. 37-49.

"Winning the Grading Game: A Modified Contract System," Teaching Political Science 4 (January, 1977), pp. 225-234.

"The Environmental Revolution: An Assessment," Environmental Affairs 5,4 (1976), pp. 649-667.

"Managerial Ethics in Business and Government," Business Horizons 19 (October, 1976), pp. 48-54.

"The Behavioral Sciences: Fact and Fantasy in Organizations," Personnel Journal 55 (August, 1976), pp. 48-54.

"The Environmental Message of Audubon and the Sierra Club Bulletin," Journal of Environmental Education 7 (Spring, 1976), pp. 61-65 (co-author).

"Tackling the Ecological Elephant: Teaching Environmental Politics," Social Studies 67 (March-April, 1976), pp. 57-59.

"A Portrait of the Discipline: The Professional Literature of Political Science in the 1970's," The Political Science Reviewer 6 (Fall, 1975), pp. 361-382 (with Sami Hajjar and John Richard).

"The Ecology Movement: A Viewpoint," International Journal of Environmental Studies (England) 8 (November, 1975), pp. 91-97.

"The Study of Environmental Politics: A Brief Research Guide," Man/Environment Systems 5 (September, 1975), pp. 267-272.

"Attitudes Toward the Public Service: A Survey of College Students," Public Personnel Management 4 (March-April, 1975), pp. 113-121 (with David Norman).

"Is Environmentalism a Passing Fad?" American Forests 80 (June, 1974), pp. 28-30.

"Participation in the Expanding United Nations: Mini-States," Polity 5 (Winter, 1972), pp. 191-208.

"Legislative Recruitment in Partisan and Non-Partisan Systems," National Civic Review 61 (October, 1972), pp. 451-456 (with Susan Welch)

"Program Implementation in Nebraska: The Safe Streets Act," Midwest Review of Public Administration 6 (February, 1972), pp. 14-28 (with Susan Eisenhart).

Books, Monographs, Collections

Human Resource Management in Public Service: Paradoxes, Processes, and Problems (7e, Thousand Oaks, CA: Sage, 2022, with Evan M. Berman, Jonathan P. West, and Montgomery R. Van Wart).

Public Service Ethics: Individual and Institutional Responsibilities; (3e; New York: Routledge, 2022; with Jonathan P. West).

Competencies in Public Service: The Professional Edge (2nd Ed.; Armonk, New York: M.E. Sharpe, 2010; with Jonathan P. West and Marcia A. Beck).

Symposium: Contemporary Civil Service Reform, International Journal of Public Administration 31, 5 (2008), entire issue (co-edited with Jonathan P. West).

American Public Service: Radical Reform and the Merit System (New York: Taylor and Francis, 2007; contributing co-editor with Jonathan P. West).

"Symposium: Civil Service Reform Today," Review of Public Personnel Administration 26, 2 (June, 2006), entire issue (contributing guest co-editor with Jonathan P. West).

Public Administration in American Society (3rd edition; Gainesville, Florida: Department of Independent Study and Distance Education, 2005, 111pp.).

Teaching Ethics and Values in Public Administration Programs: Innovations, Strategies, and Issues (Albany, New York: SUNY Press, 1998; contributing co-editor with Donald C. Menzel).

Quality Management: The What, How, and Why of Teamwork (Gainesville, Florida: Department of Independent Study and Distance Education, 1995, 78pp.).

Sexual Harassment in the Workplace (Gainesville, Florida: Department of Independent Study and Distance Education, 1993, 89pp.).

Management Ethics (Gainesville, Florida: Department of Independent Study and Distance Education, 1993; 83pp.).
"Fenholloway Furor: River of No Return?" (Tallahassee: Florida Center for Public Management, 1993; 28pp.; with Jill Tao).

Ethical Frontiers in Public Management (San Francisco: Jossey-Bass, 1991; editor).

Ethics, Government, and Public Policy: A Guide to Current Issues (Westport, Conn.: Greenwood Press, 1988; with Frederick A. Elliston).

Gubernatorial and Presidential Transitions: An Annotated Bibliography and Resource Guide (New York: Garland Publishing, Inc., 1988; with Ronald L. Monet).

"A Running Start: A Chronicle of the 1986-1987 Florida Gubernatorial Transition" (Tallahassee: Center for Productivity Improvement, Florida State University, 1987; 101pp.).

"Quality Circles: Promise, Problems, and Prospects in Florida" (Tallahassee: Center for Productivity Improvement, Florida State University, 1987; 59pp.).

Politics and Administration: Woodrow Wilson and American Public Administration (New York: Marcel Dekker, 1984; co-editor with Jack Rabin).

Professional Dissent: An Annotated Bibliography and Resource Guide (New York: Garland Publishing, Inc., 1984; co-editor with Frederick A. Elliston and Paula Lockhart).

Essentials of Management: Ethical Values, Attitudes, and Actions (Port Washington, N.Y.: Associated Faculty Press, 1983; editor).

"Two-Part Symposium on Civil Service Reform," Review of Public Personnel Administration 2 (Spring and Summer, 1982), entire (pp. 1-134; 1-92), both issues, guest editor.

Government of the United States and Wyoming. Rev. ed.; Laramie, Wyoming: Correspondence Study Department, University of Wyoming, 1981, pp. i-39.

Instructor's Manual, Richard A. Watson, Promise and Performance of American Democracy, 4th ed.; (New York: John Wiley, Inc., 1981), 143pp.

"Special Issue on Ethics in Government," Public Personnel Management 10,1 (1981), contributor and editor, entire issue (pp. i-199).

"Special Issue on the Future of Coastal Zone Management," Coastal Zone Management Journal 6,4 (1979), editor, entire issue (pp. 257-333).

Public Support for Coastal Zone Management: The Implementation of the Coastal Zone Management Act of 1972 (Washington, DC: Government Printing Office, 1978), pp. iii-70 (principal author).

Introduction to Public Administration. (Laramie, Wyoming: Correspondence Study Department, University of Wyoming, 1978), pp. i-78.

Environmental Politics and Administration. (Rev. ed.; Laramie, Wyoming: Correspondence Study Department, University of Wyoming, 1978), pp. i-55.

Politics of Ecology: Environment and Public Policy, A Bibliography (Monticello, Ill.: Council of Planning Libraries, 1974), pp. 1-39.

Book Review Essays

"State and Federal Executive Transitions: Sources and Resources," Public Productivity Review 12, 1 (Fall, 1988): 107-116.

"Whistle-blowing: Literature and Resource Materials," Public Administration Review 43 (May/June, 1983), pp. 271-277.

"Whistle-blowing in Business and Government," Policy Studies Review 2 (Summer, 1983), pp. 810-812.

Untitled Book Review Essay of Ann Simon, The Thin Edge: Man and Coasts in Crisis and Boyd Gibbon, Wye Island: Outsiders Insiders and Resistance to Change, Coastal Zone Management Journal 5,3 (1978), pp. 245-249.

"Political Party Textbooks: A Quantitative Analysis," Teaching Political Science 6 (October, 1978), pp. 123-128.

"Introductory Public Administration Textbooks: A Criterion for Selection," Midwest Review of Public Administration 12 (September, 1978), pp. 205-208.

"The Readability of Introductory Textbooks in Public Administration," Administrative Science Quarterly 22 (June, 1977), pp. 373-376.

"Perspective on American Foreign Policy: Past, Present and Future," Rocky Mountain Social Science Journal 11 (October, 1974), pp. 119-124.

plus several dozen book reviews.

Selected Professional Meetings: Papers, Speeches, Panel Chairmanships

"Pointless Promise or Powerful Pledge? A Case for Oaths of Office" (co-author), Northeastern Conference on Public Administration, Long Island University-Brooklyn, Brooklyn, New York, November 7-10, 2019.

"Pointless Promise or Powerful Pledge? A Case for Oaths of Office," Monthly Meeting of the Florida Chapter of the Association of Inspectors General, Sheraton Four Points, Tallahassee, Florida, October 16, 2019.

"Rational and Irrational Oath Takers: Oaths of Office as Empty Formality or Empowering Function? (co-author). Annual Conference Southeastern Conference on Public Administration, Hilton Capitol Center, Baton Rouge, September 4-7, 2019.

"Assessing Oaths of Office: Documentary and Attitudinal Data" (co-author). Annual Conference of the American Society for Public Administration, Mayflower Hotel, Washington, D.C., March 7-10, 2019.

"Contending Whistleblowing Cases: Implications and Lessons" (co-author), Annual Conference Southeastern Conference on Public Administration, The Sheraton Hotel, Birmingham, Alabama, September 21-23, 2018.

"Thinking about Thinking: The Response of the Public Administration Profession," Annual Conference of the American Society for Public Administration, Hyatt Regency, Denver, Colorado, March 8-12, 2018.

"Whistleblowing Policies in State Government: A National Survey" (co-author), Annual Conference of American Society for Public Administration, Hyatt Regency, Denver, Colorado, March 8-12, 2018.

Panel Chair, "Beyond Ethics Courses and Accountability Modules: New Approaches to Building Public Trust." Annual Conference of the Network of Schools of Public Affairs and Administration, Hyatt Regency on Capitol Hill, Washington, DC, October 11-13, 2017.

"Whistleblowing Policies in State Government: A National Survey" (co-author). Annual Conference Southeastern Conference on Public Administration, Crowne Plaza, Hollywood, Florida, October 4-7, 2017

"Wearable Technology at Work: An Ethical Analysis with Human Resource Implications" (co-author), American Society for Public Administration, Sheraton Atlanta, Atlanta, Georgia, March 17-21, 2017.

"International Organizations, Civil Servants, and Whistleblowing" (co-author), Southeastern Conference on Public Administration, Sheraton Raleigh Hotel, Raleigh, N.C., October 13-16, 2016.

"International Civil Service Whistleblowing," (co-author), Annual Conference of American Society for Public Administration, The Westin Hotel, Seattle, Washington, March 18-22, 2016.

“The Challenge of Using Drones by Domestic Law Enforcement: Ethical Issues, Implementation Practices, and Case Studies” (co-author), Northeastern Conference on Public Administration, George Mason University, November 5-7, 2015.

Panel Chair, “Competing Approaches to Program Capstone Requirements,” Annual Conference of the Network of Schools of Public Affairs and Administration, Brooklyn Bridge Marriott, Brooklyn, NY, October 14-16, 2015.

“Ethics of Domestic Drone Use: Philosophical and Psychological Perspectives” (co-author), Annual Conference of the American Society for Public Administration, Hyatt Regency, Chicago, Illinois, March 6-10, 2015.

Invited Speaker, “Infrastructure Provision and Risk Management,” Global Integrity Summit, Queensland Conservatorium Theater, Brisbane, Australia, September 9-10, 2014.

Invited Speaker, “Building Whistleblower and Organizational Accountability,” Global Integrity Summit, Queensland Conservatorium Theater, Brisbane, Australia, September 9-10, 2014.

Invited Speaker, “*Star Trek’s* Mr. Spock vs. *The Simpson’s* Homer: Philosophical Rationalism and Psychological Realism” (revised, updated),” Public Lecture, Victoria University, Wellington, New Zealand, May 20, 2014.

Panel Chair, “Employee Engagement, Labor-Management Relations, and Public Service Motivation,” Annual Conference of the American Society for Public Administration, Mayflower Hotel, Washington, DC, March 14-18, 2014.

“Labor-Management Relations in Public (and Business) Administration: A Textbook Case?” (co-author), Annual Conference of the American Society for Public Administration, Mayflower Hotel, Washington, DC, March 14-18, 2014.

“Electronic Surveillance in the Workplace: An Ethical Analysis” (co-author), Annual Conference of the American Society for Public Administration, Mayflower Hotel, Washington, DC, March 14-18, 2014.

“Labor-Management Relations in Public Administration: A Textbook Case?” (co-author), Northeastern Conference on Public Administration, University of Delaware, Newark, Delaware, November 1-2, 2013.

Invited Speaker, “*Star Trek’s* Mr. Spock vs. *The Simpson’s* Homer: Conscious Deliberation and Subconscious Action,” 5th Annual A. David Kline Public Philosophy Symposium, University of North Florida, March 29-30, 2013.

Panel Chair, “Ethics: Contemporary Topics and Controversies,” Annual Conference of the American Society for Public Administration, Flamingo Hotel, Las Vegas, Nevada, March 2-6, 2012.

“Public Pay Disclosure in State Government: An Ethical Analysis,” Annual Conference of the American Society for Public Administration, Flamingo Hotel, Las Vegas, Nevada, March 2-6, 2012.

Keynote Speaker, “Conscious Deliberation and Subconscious Action: The Dishonesty of Honest People,” International Ethical Leadership Symposium, October 22-24, 2011, University of Electronic Science and Technology, Chengdu, P.R. China.

Co-Chair, International Ethical Leadership Symposium, October 22-24, 2011, University of Electronic Science and Technology, Chengdu, P.R. China.

“From Classical Rationalism to Psychological Realism in Ethical Decisionmaking” (co-author), Southeastern Conference on Public Administration, Hotel Monteleone, New Orleans, LA, September 22-24, 2011.

Panel Chair, “Ethics and Corruption in the New Century,” Annual Conference of the American Society for Public Administration, Renaissance Harbor Place, Baltimore, Maryland, March 11-15, 2011.

“A Protean Public Service: Developing Unity Through Diversity,” Annual Conference of the National Association of Schools of Public Affairs and Administration, Rio Hotel, Las Vegas, NV, September 29-October 2, 2010.

“Students as Moral Agents: An Approach for Professional Programs,” NASPAA meeting cited above.

“Public Service as a Calling: Reflections, Retreat, Revival, Resolve,” Annual Conference of the American Society for Public Administration, Fairmont Hotel, San Jose, CA, April 9-13, 2010.

Panel co-chair, “Human Resource Management Challenges in the Changing Public Service,” ASPA meeting cited above.

“The Capsizing of Public Administration: Management Capacity, Employment Security, a Compensation Systems, and the Public Service Ethos,” keynote speech, International Conference on Public Administration, Chengdu, China, October 22-25, 2009.

Panel Chair and Panelist, “The Profession of Public Administration: Promise, Problems, and Prospects,” presented, in revised and expanded form, at the Annual Conference of the National Association of Schools of Public Affairs and Administration, Crystal Gateway Marriott, Arlington, VA, October 15-17, 2009 (co-author).

“Doing the Right Thing Right,” Western Forum of Public Administration, Jianotong University, Xi’an, China, July 7, 2009 (co-presenter)

“Public Administration as a Profession: Promise, Problems, and Prospects,” Annual Conference of the American Society for Public Administration, Hyatt Regency, Miami, Florida, March 21-24, 2009 (co-author).

“The Success of Failure: The Paradox of Performance Pay,” Annual Conference of the American Society for Public Administration, Hyatt Regency, Miami, Florida, March 21-24, 2009.

“Turbulence in the Civil Service: Whither the Public Service Ethos?” Southern Political Science Association, Hotel Intercontinental, New Orleans, LA, January 8-10, 2009.

“Employee Benefits: Weighing Ethical Principles and Economic Imperatives” (co-author), Western Political Science Association, Manchester Grand Hyatt, San Diego, CA, March 20-22, 2008.

“State and Federal Hatch Acts: Politics and Administration” (co-author), American Society for Public Administration, The Fairmont, Dallas, TX, March 7-11, 2008.

Panel Co-Chair, “Human Resource Management Reforms,” ASPA Meeting cited above.

“Federal Hatch Act: Politics and Administration” (co-author), Southern Political Science Association, Hotel Intercontinental, New Orleans, LA, January 9-12, 2008.

“State ‘Little’ Hatch Acts: The State of the Nation?” (co-author), Southeast Conference on Public Administration, Nashville Doubletree Hotel, Nashville, TN, September 26-29.

“State Hatch Acts: Current Issues” (co-author), American Society for Public Administration Annual Conference, Omni Shoreham, Washington, DC, March 23-27, 2007.

“Is it Time to ‘Re-Hatch’ Public Employees? An Ethical Analysis of the Relaxation of Restrictions on Political Activities in Civil Service”(co-author), Transatlantic Workshop on Ethics and Integrity, University of Maryland, Silver Spring, MD, March 21-23, 2007.

Panel Participant, “Exploring Emerging Ethics Research,” International Conference on Ethics: Global Forum, Four Points Sheraton, Ottawa-Gatineau, Canada, February 5-7, 2007.

“The Professional Edge: Individual and Organization Ethics,” presentation at the National Defense University,

Washington, DC, June 19, 2006.

Panel Chair, “Competence, Complacency, and Corruption: Checking Lord Acton’s Clichéd Claim,” World Ethics Forum, Oxford University, Oxford, England, April 9-12, 2006

“Lord Acton and Employment Doctrines: Absolute Power and the Spread of At-Will Employment” (co-author), World Ethics Forum cited above.

“The Janus-Faced Nature of At-Will Employment: Political Accountability versus Merit Protection” (co-author), American Society for Public Administration Annual Conference, Marriott Denver Tech Center, Denver, Colorado , April 1-4, 2006 .

Panel co-chair, “Civil Service Reform and At-Will Employment in the States,” the American Society for Public Administration Annual Conference cited above.

“Removing Employee Protections: A ‘See No Evil’ Approach to Civil Service Reform” (co-author), Western Political Science Association Annual Meeting, Hyatt Regency, Albuquerque, New Mexico, March 16-18, 2006 (note: this is a substantially revised version of the paper presented in Belgium cited below).

Panel co-chair, “Civil Service Reform and At-Will Employment in the States,” Western Political Science Association Annual Meeting cited above.

“Removing Employee Protections: A ‘See No Evil’ Approach to Civil Service Reform,” Ethics and Integrity of Governance Conference, Leuven, Belgium, June 2-5, 2005.

“Ending Civil Service Protection in Florida: State Agency Case Studies,” the American Society for Public Administration Annual Conference, Milwaukee, Wisconsin, April 2-5, 2005 and Florida Public Administration Conference, Public Library, Clearwater, Florida, April 29, 2005.

Panel co-chair, “From Quiet Crisis to Perfect Storm in Public Service: Civil Service Reform,” the American Society for Public Administration Annual Conference cited above.

“Foundations of Master’s of Public Administration Programs: Ethics Inside and Outside the Curriculum,” Guangxi University, Nanning, China, May 28, 2004.

“Ethical Decisionmaking: Utilizing an Analytical Tool,” Huanzhong University of Science and Technology, Wuhan, China, May 27, 2004.

“Ethical Competencies for Public Service: Educational and Pedagogical Implications,” Second Sino-American International Conference on Public Administration, May 24-25, 2004, Renmin University, Beijing, China.

“Civil Service Reform, At-Will Employment, and George Santayana: Are We Condemned to Repeat the Past?”(co-author), The Ethics Forum, Jantzen Beach Doubletree Hotel, Portland, Oregon, March 26-27, 2004.

“Stakeholder Analysis of Civil Service Reform in Florida: A Descriptive, Instrumental, Normative Human Resource Perspective” (co-author), Western Political Science Association Meeting, Hyatt Regency Hotel, Denver, Colorado, March 27-29, 2003.

“Ethical Practices and Experiences in Graduate Public Administration Education” (co-author), American Society for Public Administration Annual Conference, Omni Shoreham Hotel, Washington, D.C., March 12-15, 2003.

“Florida’s ‘Service First’: Radical Reform in the Sunshine State” (co-author), American Political Science Association Annual Meeting, Boston Sheraton Hotel, Boston, Mass., August 29-September 1, 2002.

“Quality Management Systems: Quality Improvement in Organizations, Florida House of Representatives, Office of Legislative Services, August 6, 2002.

“Quality Management: Customer Service, Process Improvement, and Total Involvement,” Supervisory Development Certificate Program, Center for Professional Development, Florida State University, May 8 and October 31, 2002.

“Service First and Employment At-Will: Deifying Business and Demonizing Government,” speech at the Florida Personnel Association, January 24, 2002.

“Gown Goes to Town: On-Campus-Commitment and Off-Campus Consulting” (co-author), National Association of Schools of Public Affairs and Administration, Hyatt Regency Capitol Hill, Washington, DC, October 24-27, 2001.

“University Consulting Policies: Need, Framework, Preliminary Findings” (co-author), Southeastern Conference on Public Administration, Radisson Hotel, Baton Rouge, Louisiana, October 10-13, 2001.

“Market-Driven Public Sector Management: A Model for Local Government” (co-author), International Conference on Advanced Management, Athens University of Business and Economics, Athens, Greece, July 11-14, 2001.

“The Profession of Public Administration: An Ethics Edge in Introductory Textbooks?” (co-author), the 24th Annual Conference on Teaching Public Administration, Memorial Union, Arizona State University, Tempe, February 4-5, 2001.

“Gown Goes to Town: On-Campus Commitment and Off-Campus Consulting: Pilot Study” (co-author), the International Institute for Public Ethics “Ethics in the New Millennium” Conference, Congress Centre, Ottawa, Canada, October 24-28, 2000.

Panel Chair, “Performance Appraisal as Living Death,” The American Society for Public Administration Annual Conference, Town and Country Hotel, San Diego, CA, April 1-4, 2000.

“Performance Appraisal Verisimilitude Trumps Veracity” (solo author), ASPA Conference cited above.

Panel Co-Chair, “Ethics and Public Administration Faculty: Moral Conscience, Professional Socialization, Program Environment,” Third Public Sector Ethics Conference, Smith Center, Portland State University, Portland, Oregon, May 8-19, 2000.

“Ethical Practices in Public Affairs and Administration Programs: A National Survey of Faculty” (co-author) Third Public Sector Ethics Conference cited above.

Discussant, “Human Resource Management Issues in Public Administration,” the Annual Meeting of the Southern Political Science Association, Marriott Riverfront Hotel, Savannah, Georgia, November 3-6, 1999.

“Toward a Professional Ethos: From Codes of Conduct to Codes of Ethics” (solo author), the International Institute of Administrative Sciences First Specialized International Conference, Accountability in Public Administration, Civil Service College, Sunningdale, England, July 12-15, 1999.

Panelist, “Developing an Agenda for Research in Ethics and Public Service,” The National Association of Schools of Public Affairs and Administration Annual Conference, The Doubletree, Boise, Idaho, October 14-17, 1998.

Panel Chair, “The Father of Modern Management: Peter Drucker and the New Millennium,” The American Society for Public Administration Annual Conference, The Westin, Seattle, Washington, May 9-12, 1998.

“The Unfashionable Drucker: Quality and Ethical Chic” (solo author), the 1998 ASPA Conference cited above.

Panel Chair, “The Context of Public Administration Education,” National Teaching Public Administration Conference, Antlers Doubletree Hotel, Colorado Springs, March 21-25, 1998.

"The *Lost World* of Public Administration Education: Rediscovering the Meaning of Professionalism" (solo author), the 1998 Teaching Conference panel cited above.

Panel Chair, "The Public Service Ethic in an Age of Reform," The American Political Science Association Annual Conference, Washington Sheraton, Washington, D.C., August 7-21, 1997.

Panel Chair, "The Management of Ethics," The American Society for Public Administration Annual Conference, Downtown Marriott, Philadelphia, PA, July 26-30, 1997.

Ethics Lecture and Workshop Tour, Royal Institute of Public Administration and Brisbane City Council, Brisbane, Sydney and Melbourne, Australia, August 12-15, 1996.

Keynote Speaker, "Public Service Ethics: Prospects, Problems, and Promise in an Age of Reform," Ethics in the Public Service Fifth International Conference, Hilton Hotel, Brisbane, Australia, August 5-9, 1996.

"State Government Response to Workplace Violence" (co-author), The American Society for Public Administration Annual Conference, Marriott Marquis, Atlanta, June 29-July 3, 1996.

Invited Speaker, "TQM and Civil Service Reform," Inter-American Development Bank, Washington, D.C., March 15, 1996.

"Sexual Harassment Policies in State Government" (co-author), The Annual National Conference on Applied Ethics, Long Beach Hilton, Long Beach, California, March 8-9, 1996.

"Moral Development and Large Organizations" (a pedagogical demonstration), The Association for Practical and Professional Ethics Annual Meeting, Stouffer Renaissance Hotel, St. Louis, February 29-March 3, 1996.

Panel Chair, "Performance Appraisal By Any Other Name," The Annual Convention of the American Society for Public Administration, Marriott River Center, San Antonio, Texas, July 22-26, 1995.

Co-convener, National Symposium on Ethics and Values in the Public Administration Academy, Wyndham Harbour Island Hotel, Tampa, Florida, February 2-4, 1995 (comprehensive program including pre-conference workshop, public service professional network meeting, a poster session, keynote speaker, panels, roundtables, a multi-media demonstration, a play, ASPA committee meeting, and 30 papers).

Invited Participant, "Total Quality Management in State Government: Options for the Future," Council of State Governments, Lexington, Kentucky, March 4-6, 1994.

"Ethics in the Public Administration Academy: Teaching, Research, and Service" (co-author), The Annual Conference of the National Association of Schools of Public Administration and Affairs, Sheraton World Resort, Orlando, Florida, October 21-23, 1993.

"At Last, An Alternative to Performance Appraisal: Total Quality Management" (solo author), The Annual Convention of the American Society for Public Administration, The Hilton, Los Angeles, California, July 17-21, 1993.

Panel Chair, "Issues in Florida Governance," Florida Political Science Association Annual Meeting, Sarasota, March 27-29, 1992.

"Individual and Organizational Influences on Managerial Opinion Toward Ethics in Government" (co-author), The Annual Meeting of the American Political Science Association, Washington Hilton, Washington, DC, August 29-September 1, 1991.

Panel Chair, "Organizational Ethics," Conference on the Study of Government Ethics, The Yarrow Hotel, Park City, Utah, June 12-15, 1991.

Panel Chair, "The Volcker Commission: One Year Later," American Society for Public Administration Annual Conference, Los Angeles, April 7-11, 1990.

"Ethics in Government: A National Survey of Public Administrators" (solo author), The American Society for Public Administration Ethics in Government National Conference, Washington, DC, November 10-12, 1989.

Panel Chair, "Between Academia and Administration: The Exit Requirement as a Capstone," The Annual Convention of the American Society for Public Administration, The Marriott, Portland, Oregon, April 16-20, 1988.

"Admission Decision-making in Master of Public Administration Programs" (solo author), The Annual National Conference on Teaching Public Administration, Georgia State University, Atlanta, Ga., March 24-25, 1988.

"Admission Standards in Master of Public Administration Programs" (solo author), The Annual Conference of the National Association of Schools of Public Affairs and Administration, Stouffer Madison Hotel, Seattle, Wash., October 22-24, 1987.

"The MPA Capstone Experience: The Essence of Analysis is Surprise" (solo author), The Annual National Conference on Teaching Public Administration, George Washington University, Washington, DC, April 29-30, 1987.

Panel Chair, "An Exploration of the Netherworld: Prostitution, Patronage, and Perversion," The Annual Convention of the American Society for Public Administration, Sheraton Hotel, Boston, Mass., March 29-April 1, 1987.

Commentator, "Ethics in Public Administration: A State of the Discipline Report," by John A. Rohr, The Annual Convention of the American Society for Public Administration, Anaheim Hilton, Anaheim, California, April 13-16, 1986.

Panel Chair, "Comparative Patterns of Administrative Behavior," and Presenter, "Japanese Management: Personnel Policies in the Public Sector" (solo author), The Annual Convention of the American Society for Public Administration, The Denver Hilton, Denver, April 8-11, 1984.

Panel Co-Chair, "Professionalism and Democracy," The Annual Convention of the American Society for Public Administration, The New York Hilton, New York, April 16-19, 1983.

Panel Chair, "Ethical Concerns in Public Administration: Fraud, Waste, and Abuse," The Annual Convention of the American Society for Public Administration, The Hawaiian Hilton, Honolulu, Hawaii, March 15-18, 1982.

Panel Chair, "Approaches to Professionalism" and Presenter "A Professional Perspective for Public Administration: A Public Service Occupation," The 1982 ASPA Convention cited above.

"The Future of Professionalism in Public Administration" (solo author), The Annual Convention of the Southwestern Social Science Association, The Hyatt Regency Hotel, San Antonio, Texas, March 17-20, 1982.

Panel Chair, "Administrative Responsibility: Building Upon Internal and External Controls," The Annual Convention of the American Society for Public Administration, The Renaissance Center, Detroit, Michigan, April 12-15, 1981.

"Whistle-blowing in the Public Service: An Overview of the Issues" (solo author). Presented as a part of the 1981 ASPA panel cited above.

Moderator, Special Plenary Session, "Ethical Dilemmas in the Profession: Views from Washington, Lansing, ASPA, and Academe," 1981 ASPA conference cited above.

"Politics and Administration: Woodrow Wilson and American Public Administration" (solo author), The Annual Western Political Science Association Convention, Denver Hilton, Denver, Colo., March 26-28, 1981.

Performance Evaluation panelist, National Conference on Prevention of Fraud, Waste, and Abuse, Pittsburgh, Pennsylvania, October 5-7, 1980.

"Organization Theory without Ethics: The Legacy of the Politics-Administration Dichotomy" (solo author), The Annual Convention of the American Political Science Association, The Washington Hilton Hotel, Washington, D.C., August 28-31, 1980.

"Teaching Ethics in Public Administration" (solo author), The Annual Teaching Public Administration Convention, Evergreen State College, Olympia, Washington, May 30-31, 1980.

Panel Chairperson, "Ethics in Government: Blowing the Whistle on Corruption," The Annual Convention of the American Society of Public Administration, San Francisco Hilton Hotel, San Francisco, California, April 13-16, 1980.

"Dissent in Government: A Bibliography and Resource Guide on Whistle-Blowing" (solo author). Presented as a part of the ASPA panel cited above.

Panel Chair, "A Unique Experiment in Intergovernmental Relations: The Coastal Zone Management Act of 1972," The Annual Convention of the American Society of Public Administration, Civic Center, Baltimore, Maryland, April 1-4, 1979.

Panel Chair, "Environmental Politics: Legislative Attitudes and Interest Group Behavior," The Annual Convention of the American Society for Public Administration, Phoenix Civic Plaza, Phoenix, Arizona, April 9-12, 1978.

Panel Chair, "A New Curriculum for a New Decade?" The Annual Western Political Science Association Convention, Los Angeles Hilton, Los Angeles, California, March 16-18, 1978.

"Newspaper Editors and Environmental Perceptions: A Nationwide Survey" (solo author), The Fifth National Conference on Energy and the Environment, Stouffer's Inn, Cincinnati, Ohio, October 31-November 3, 1977.

"Teaching Public Administration in American Colleges and Universities: A Nationwide Survey" (solo author), The Annual Convention of the Midwest Political Science Association, Pick-Congress Hotel, Chicago, Ill., April 21-23, 1977.

"The Politics of Ecology: Political Orientations of Environmentally-Concerned Citizens" (solo author), The Annual Convention of the American Society for Public Administration, Peachtree Plaza Hotel, Atlanta, Georgia, March 30-April 2, 1977.

"Ethics in the Federal Service: A Post-Watergate View" (solo author), The Annual Convention of the American Society for Public Administration, Peachtree Plaza Hotel, Atlanta, Georgia, March 30-April 1, 1977.

"Political Parties and Environmental Policy: Party Platforms and Political Performance in the Post-World War Two Era" (solo author), The 57th Annual Meeting of the Pacific Division of the American Association for the Advancement of Science, University of Montana, Missoula, Montana, June 14-17, 1976.

"The Behavioral Sciences: Fact and Fantasy in Organizations" (solo author), The Annual Meeting of the Midwest Political Science Association, Pick-Congress Hotel, Chicago, Illinois, April 29-May 1, 1976.

"Change Without Computers: Mass Instruction in the Required American Government Course" (solo author), The Annual Meeting of the Southwestern Political Science Association, Hilton Palacio del Rio Hotel, San Antonio, Texas, March 27-29, 1975.

Academic Recognitions

Elected, National Academy of Public Administration, 2017.

Lifetime Achievement Award, American Society for Public Administration, Section on Ethics and Integrity in Governance, 2017.

Cornerstone Author Trophy, Sage Publications, 2015.

Nominee for University Teaching Award, 2015.

Invited Speaker, "Infrastructure Provision and Risk Management," "Building Whistleblower and Organizational Accountability," Global Integrity Summit, Queensland Conservatorium Theater, Brisbane, Australia, September 9-10, 2014.

Invited Speaker, "*Star Trek's* Mr. Spock vs. *The Simpson's* Homer: Philosophical Rationalism and Psychological Realism," Public Lecture, Victoria University, Wellington, New Zealand, May 20, 2014.

Award: Editorial Excellence, *Public Integrity*, American Society for Public Administration, 2014.

Invited Speaker, "*Star Trek's* Mr. Spock vs. *The Simpson's* Homer: Philosophical Rationalism and Psychological Realism," 5th Annual A. David Kline Public Philosophy Symposium, University of North Florida, March 29-30, 2013.

Award: Thirty Years of Continuous Service, Editorial Board. *Review of Public Personnel Administration*, 2010.

Invited Presenter, Symposium Celebrating the Ideas and Contributions of John A. Rohr, American University, October 26-27, 2012.

Best Article Award for 2010, "State Government Human Resource Professionals' Commitment to Employment at Will" *American Review of Public Administration* (multi-authored).

Best Article Published in 2009, "State 'Little' Hatch Acts: The State of the Nation," *Review of Public Personnel Administration* (with Jonathan P. West)

Keynote speech, "The Capsizing of Public Administration: Management Capacity, Employment Security, a Compensation Systems, and the Public Service Ethos," International Conference on Public Administration, Chengdu, China, October 22-25, 2009

2008 University of Pittsburgh Johnson Institute for Responsible Leadership Award for Best Paper in Ethics and Accountability: "To 'Re-Hatch' Public Employees or Not? An Ethical Analysis of the Relaxation of Restrictions on Political Activities in Civil Service," *Public Administration Review* 69 (January/February, 2009), pp. 52-62 (with Jonathan P. West).

Best Book Award, Section on Personnel Administration and Labor Relations, American Society for Public Administration, 2001 (for co-authored *Human Resource Management* text cited above)

Keynote Speech, "Ethics in Public Service," Fifth International Conference, 1996, Brisbane, Australia

Academic Specialist, U.S. Department of State, 1991

Best Paper Award, 1987 National Conference on Teaching Public Administration

Fellow, W. K. Kellogg Foundation, 1981-1984

Faculty Fellow, National Association of Schools of Public Affairs and Administration, 1977-1979

Basic Research Grants, University of Wyoming, 1974-1977

Ph.D., University of Nebraska (Lincoln), 1973

M.A., University of Wisconsin (Madison), 1968

B.S., University of Wisconsin (Madison), 1967

Memberships

American Society for Public Administration

Selected Professional Activities

Public Integrity, inaugural Editor-in-Chief, (owned by the American Society for Public Administration, and co-sponsored by International City/County Management Association, the Council on State Governments, and the Council on Governmental Ethics Laws), 1995-2014 (Public Integrity Annual superseded by the quarterly Public Integrity in 1998).

New On-Line Course (2005)

New course (2003)

Two new courses (1994-1995)

Department of Independent Study and Distance Education, University of Florida, faculty member (1994-2005)

Organizations Series, Editor (1990-1994), Garland Publishing, Inc. (seven books published)

Public Affairs and Administration Series, Editor (1981-1994), Garland Publishing, Inc. (29 books published)

Public Performance and Management Review, member, editorial board (1987-present)

Public Administration Quarterly, member, editorial board (1981-present)

Review of Public Personnel Administration, member, senior editorial board (1980-2019)

MPA Director, 1985-1992; 2006-2008; 2010-2018

Two new courses (1985-1987)

Correspondence Study Department, University of Wyoming, faculty member (1973-1981)

Robert Taft Institute of Government Seminar, co-director (1975-1977; 1980-1981).

Four new courses in public affairs and administration (1974-1977)

Major book publishers, consultant (1975-present)

Editor, departmental newsletter (1974-1977; 1979-1981; 1982-1983)

Selected department and university committees, chair or member

Personal Data

Date of Birth: August 24, 1945

Height: 5' 11" Weight: 165 lbs.

Hobbies: hiking, skiing, gourmet cooking, yoga