

## Abbreviated CV

### John L. Daly, Ph.D.

University of South Florida  
College of Arts & Sciences  
School of Public Affairs  
November 20, 2023

Associate Professor: Date of Appointment – August 9, 1993 – present  
Founding Director, School of Public Affairs: January 1, 2013 – February 14, 2014  
Director in Transition (School of Public Affairs): August 7, 2012- December 31, 2012  
Director, Public Administration Program: May 7, 2007 – August 7, 2014  
Director, Public Administration Program: May 1993 – April 1995  
Assistant Professor: Date of Appointment – August 8, 1986

Visiting Research Scholar – Indiana University Bloomington: August 7 – December 1, 2019  
Hamilton Lugar School of Global & International Studies

### Academic Degrees

Ph.D., Indiana University 1987, Public Policy

Dissertation: *Interorganizational Networks and the Design and Delivery of Job Training Programs: Strategic Management in the Midwest's Rustbelt*

Master of Public Affairs, Indiana University, 1982. Public Management, Budgeting and Program Evaluation

Bachelor of Arts, Indiana University, 1974, Political Science, American Political Systems

### Primary Teaching

University of South Florida, Tampa, FL - August 1986 to present

#### Teaching Areas

Executive/Organizational Leadership  
Human Resource Management  
Organizational Theory & Behavior  
Performance Management  
Public Personnel Policy  
Public Policy & Program Evaluation  
Public Sector Labor Relations & Collective Bargaining  
Strategic Planning

### Other teaching experiences

Fulbright Senior Scholar: University of Swaziland, Department of Administrative and Political Studies, Kwaluseni, Swaziland. September 1, 2005 – June 30, 2006

Fulbright Senior Scholar, Swaziland Institute on Management and Public Administration, Mbabane, Swaziland. September 1, 1998 – June 30, 1999

Indiana University-Purdue University at Indianapolis, Indianapolis, IN, School of Public and Environmental Affairs, May – August 1991 (Summer Instruction) Adjunct Assistant Professor.

Indiana University - Bloomington, IN, School of Public and Environmental Affairs, May - August 1987 (Summer, Visiting Instructor).

Adjunct Professor of Management and Business Administration, Saint Leo University, Saint Leo, FL, Center for Distance Learning ("Weekend College" program), September, 1987 - August 21, 1998.

### **Publications, Technical Reports, and Presentations**

J.L. Daly, Florida City/County Management Association (FCCMA) Podcast Interview of September 13, 2023, Podcast Series # 128: "Evolving Landscape of Local Government", Podcast Release date November 30, 2023 (forthcoming).

J.L. Daly, "2023 City of Bartow, Florida Electrical Department Pay Study," Technical Report, October 2, 2023.

B.E. Neubauer and J.L. Daly, "Human Resources Management and Homeland Security: Navigating a Complex Landscape with AI and Human Partnerships." 24<sup>th</sup> Annual Conference of the ASPA Georgia Conference," October 12, 2023, Clayton State University, Morrow, GA (Teams Videoconference Presentation).

B.E. Neubauer and J.L. Daly, "Embracing the Sciences of the Artificial: Designing chat prompts that align with the NASPAA Core Competencies for Public Affairs Education." Paper and PowerPoint Presentation Southern Political Science Association Summer Conference (Virtual Conference). Presented virtually on Friday, June 16, 2023.

J.L. Daly. Florida City County Management Association (FCCMA) Annual Conference. Session Topic: "Why Belonging is Important to Your Employees and Organizational Wellbeing." *FCCMA Annual Conference* presentation, Thursday, June 1, 2023, at The Grand Cypress Hotel, Orlando, Florida.

- J.L. Daly, “2023 City of Bartow, FL Pay Study,” Technical Report, April 21, 2023
- J.L. Daly, “City of Auburndale 2023 Pay Study,” Technical Report, April 7, 2023.
- J.L. Daly, “City of Winter Haven, FL Human Resource Audit Report,” Technical Report, February 8, 2023.
- J.L. Daly, “Sarasota County 360-degree Performance Management Review,” Technical Report, December 14, 2022.
- J.L. Daly, “City of Auburndale 2022 Pay Study,” Technical Report, April 14, 2022
- J.L. Daly, “Town of Indian Shores Compensation and Benefits Review,” Technical Report and Presentation, February 17, 2022.
- J.L. Daly and S. Neely. ‘City of Cape Coral, Florida Employee Feedback Survey Final Report: January 2022. (Technical Consultancy Report), *USF Institute of Government*, Tampa FL
- J.L. Daly and S. Neely. ‘City of Tarpon Springs, Florida Employee Feedback Survey Final Report: June 2021. (Technical Consultancy Report), *USF Institute of Government*, Tampa FL
- J.L. Daly, “City of Winter Haven Compensation Assessment,” Technical Report. May 5, 2021.
- J.L. Daly, “City of Winter Haven FL Step Plan Review,” Technical Report and Presentation, May 5, 2021.
- J.L. Daly, “City of Auburndale 2021 Pay Study,” Technical Report, April 19, 2021.
- J.L. Daly. “Employer Required COVID-19 Vaccine Programs: Should They Be Instituted?” *School of Public Affairs (SPA) Spotlight Blog* published March 1, 2021.
- J.L. Daly, “Village of Palm Springs, FL Position Classification Review.” Consultation, January 28, 2021.
- S. Spina and J.L. Daly, “Crisis Within a Crisis- In Times of National Disaster: What Local Governments Can Do to Mitigate Social Injustice Facing People of Color.” Submitted to the *Journal of Race and Policy*, August 2020. Requested Revise and Resubmit (presently unpublished).
- J.L. Daly, “Community Aging and Retirement Services, Inc. Salary Study,” Technical Report, July 21, 2020.
- J.L. Daly, “City of Auburndale 2020 Pay Study,” Technical Report, April 29, 2020.

- J.L. Daly, “City of Winter Haven, FL Custom Salary Survey and Compensation Review,” Technical Report, July 5, 2019.
- J.L. Daly, “Village of Palm Springs, FL 2019 Pay Study,” Technical Report, June 28, 2019.
- J.L. Daly, “City of Auburndale 2019 Pay Study,” Technical Report, May 6, 2019.
- J.L. Daly, “Retirement Considerations for Police Officers,” Submitted to *Florida Police Officers Association*, September 2018 (unpublished).
- J.L. Daly, “City of Auburndale 2018 Pay Study,” Technical Report, May 29, 2018.
- J.L. Daly, “Human Security Challenges in Eswatini (Swaziland),” *School of Public Affairs (SPA) Spotlight Blog*, published April 15, 2018.
- J.L. Daly, “*Hillsborough County Voluntary Boards: An External Review of BCCs Procedures and Practices*,” served as Principal Investigator with the Technical Report findings presented to Hillsborough County BCC administrators on March 15, 2018. Grant Award: \$24,500 – administered through USF’s Institute of Government, with summer funding to one MPA graduate student.
- J.L. Daly, “Town of Kenneth City, FL 2017 Pay Study,” Technical Report, July 16, 2017.
- J.L. Daly, “Village of Palm Springs, FL 2017 Pay Study,” Technical Report, June 16, 2017.
- J.L. Daly, “City of Auburndale 2017 Pay Study Review,” Technical Report, June 9, 2017.
- J.L. Daly, “Town of Indian Shores 2016 Salary Study,” Technical Report, May 8, 2017.
- J.L. Daly, “Compensation Strategies and the Application of a Hybrid Step Plan System for Plant City General Employees,” Technical Report, April 28, 2017.
- J.L. Daly, “City of Auburndale 2016 Pay Study,” Technical Report, May 22, 2016.
- J.L. Daly, “City of Oldsmar 2016 Pay and Benefits Study.” Technical Report, May 20, 2016.
- J.L. Daly, R.E. Hartley and B.E. Neubauer, “Toward a Shared Services Model for the Delivery of Public Affairs Education” *Journal of Public Affairs Education*, Volume 22, Issue 4 (Fall 2016), pps. 449-466.
- J.L. Daly, “City of North Port 2015 Compensation Analysis,” Technical Report, June 25, 2015.
- J.L. Daly, “City of Auburndale 2015 Pay Study,” Technical Report, June 4, 2015.
- J.L. Daly, “City of Lake Alfred Pay Study,” Technical Report, April 27, 2015.

- J.L. Daly, “Village of Palm Springs, FL 2014 Pay Study,” Technical Report, September 23
- J.L. Daly, “City of Auburndale 2014 Pay Study,” Technical Report, June 19, 2014.
- J.L. Daly, “City of Auburndale 2013 Pay Study Report,” Technical Report, May 29, 2013.
- J.L. Daly, “City of North Port 2012-13 City Police Compensation Analysis,” Technical Report, March 10, 2013.
- J.L. Daly, Florida Public Employee Relation Commission (PERC) Special Mastery Hearing, served as an expert witness, City of North Port, Compensation Expert Witness Testimony Presentation, March 10, 2013.
- J.L. Daly, “City of Zephyrhills 2013 Pay Study Report,” Technical Report, August 8, 2012
- J.L. Daly, *Human Resource Management in the Public Sector: Policies and Practices* (2012). Armonk, NY.: Routledge/Taylor & Francis.
- J.L. Daly, “City of Lake Alfred 2012 Pay Study,” Technical Report, September 26, 2012.
- J.L. Daly, “City of Auburndale 2012 Pay Study Report,” Technical Report, July 11, 2012.
- J.L. Daly, “City of New Port Richey 2011-12 Citizens’ Survey,” Technical Report, May 2, 2012.
- J.L. Daly, “City of Auburndale 2011 Pay Study Review,” Technical Report, June 23, 2011.
- J.L. Daly, City of Dunedin, “Commissioner Meeting Facilitation,” April 18, 2011.
- J.L. Daly, “City of Auburndale 2010 Pay Study Analysis,” Technical Report, August 28, 2010.
- J.L. Daly (2009). “Government and the Utilization of Employee Assistance Programs” in William G. Emener, William S. Hutchison, Jr., and Michael Richard, Eds Governmental Utilization of Employee Assistance and Employee Wellness Programs – 4th Edition, Springfield, IL: Charles C. Thomas Publishers, Ltd.
- J.L. Daly (2009). “Public Administration in America”, in Michael A. Richard and William G. Emener, Eds. I’M A PEOPLE PERSON: A Guide To Human Service Professions, 2<sup>nd</sup> edition (2009), Springfield, IL: Charles C. Thomas Publishers, Ltd
- J.L. Daly, ed. (2005). Training in Developing Nations –A Handbook for Expatriates (2005), Armonk, NY, Routledge/Taylor & Francis.
- J.L. Daly (2005). “Introduction,” in J.L. Daly, editor, Training in Developing: Handbook for Expatriates, pps. XI – XVI, Armonk, NY: Routledge/Taylor & Francis.

- J.L. Daly (2005). "Strategic Suggestions for Survival When Providing Public Administration Training in Underdeveloped Settings: The Case of Swaziland," in J.L. Daly, editor, Training in Developing: A Handbook for Expatriates, Chapter 2, 23-33, Armonk, NY: Routledge/Taylor & Francis.
- J.L. Daly (2005). "Strategic Marketing of Training Initiatives in Underdeveloped Countries: The Case of Swaziland," in J.L. Daly, editor, Training in Developing: A Handbook for Expatriates, Chapter 4, pps. 49-62, Armonk, NY: Routledge/Taylor & Francis.
- J.L. Daly (2005), "Synopsis of Ideas, Trends, and Challenges," in J.L. Daly, editor, Training in Developing: A Handbook for Expatriates, Chapter 11, pps. 189-198, Armonk, NY, Routledge/Taylor & Francis.
- A. Price-Smith and J.L. Daly (2004). Downward Spiral: HIV/AIDS, State Capacity, and Political Conflict in Zimbabwe, Peaceworks 53, Commissioned by: United States Institute of Peace (Monograph).
- J.L. Daly and M.A. Buehner (2003). "P-card Utilization in Municipal Government: Advantages and Concerns," *Journal of Public Procurement*, Volume 3, No. 1, pp. 75 – 94.
- J.L. Daly (2002). "Implications of Organizational Climate and Ethical Leadership On Reengineering Initiatives In Municipal Government," in *Public Administration Quarterly*, Volume 26, No 2, pps. 198 – 217.
- J.L. Daly (2002) "Strategic Marketing of Training Initiatives in Underdeveloped Countries: The Case of Swaziland," *Public Personnel Management*, Volume 31, No. 3 (Fall), 309 – 316.
- J.L. Daly and W. Holleweg Dit Wegman (2002), "Public Administration", Chapter 14 in Michael A. Richard and William G. Emener, Eds. I'M A PEOPLE PERSON: A Guide to Human Service Professions (2002), Springfield, IL: Charles C. Thomas Publishers, Ltd.
- J.L. Daly (2001) "AIDS in Swaziland: The Battle from Within," *African Studies Review*, Vol. 44, Number 1 (April): 21 - 35.
- J.L. Daly (2001) "Gender Equality Rights versus Traditional Practices: Struggles for Control and Change in Swaziland," *Development Southern Africa*, Volume 18, Number 1 (March 2001): 45 - 56.
- J.L. Daly (2001). "Strategic Suggestions for Survival When Providing Public Administration Training in Under-Developed Settings: The Case of Swaziland," *Public Personnel Management*, Volume 30, No. 1 (Spring), 45 - 53.
- J.L. Daly (1999). "USF Fulbright in Africa," *International Affairs Bulletin* Vol. 4, No. 8 (October), 1.

- J.L. Daly (1998). "Employee Perceptions of Smoking At Work: Implications For The Implementation Of Workplace Smoking Policies," *Employee Assistance Quarterly*, Vol. 13, No. 3, 47-58.
- J.L. Daly, G.B. Schobel and T. Evans (1997). "Community Policing: A Viable Approach to Reduce Crime or an Expensive Crime Displacement Mechanism?" *The Police Chief*, Volume LXIV, Number 8 (August), 64-71.
- J.E. Benton and J.L. Daly (1996). "County Impact Fee Adoptions As Policy Innovation: A Search For Theory," *International Journal of Public Administration*, Vol. 19, No. 7 (1996), 1037 – 1065.
- P. O'Meara, N.B. Winchester and J.L. Daly (1993). "J. Gus Liebenow," *Political Science & Politics*, Volume XXVI, Number 4, 818 – 819.
- J.L. Daly (1993). "Substance Abuse Policy Adaptation in Florida Municipal Government," *Public Personnel Management*, Vol. 22, No. 2 (1993), 201 - 214.
- J.L. Daly (1993). "Perception of Substance Abuse Program Effectiveness and Communication Practices in Florida Municipal Governments," *Employee Assistance Quarterly*, Volume 8, No.4, 73 - 88.
- J.E. Benton and J.L. Daly (1993). "Providing Services in an Era of Declining Fiscal Fortunes: The Dilemma Confronting Local Governments During the 1990s," *Political Chronicles*, Volume 5, Number 1, 10 - 16.
- J.E. Benton and J.L. Daly (1993). "Measuring Citizen Evaluations: The Question of Question-Order Effects," *Public Administration Quarterly*, Volume 16, No. 4 (Winter1993), 492 - 508.
- J.L. Daly and G.B. Schobel (1993). "Random Drug Testing For Public Safety Personnel: A Conceptual Model For Policy Design," *NarcOfficer*, Volume XI, Number IV (July/August), 53 – 58.
- J.E. Benton and J.L. Daly (1992). "The Paradox of Citizen Service Evaluations and Tax/Fee Preferences: The Case of Two Small Cities," *American Review of Public Administration*, Volume 22, Number 4 (December), 271 – 288.
- J.E. Benton and J.L. Daly (1991). "A Question Order Effect in a Local Government Survey," *Public Opinion Quarterly*, 55 (Winter), 688 – 690.
- E.B. McGregor and J.L. Daly (1989). "The Strategic Implications of Automation in Public Sector Human Resource Management," *Review of Public Personnel Administration*, 10 (Fall), 29 – 47.

J.L. Daly (1988). "Substance Abuse Testing in Florida Cities," *Public Affairs Reporter*, Vol. 2 Number 2 (Fall), 3 - 5.

J.L. Daly (1983). "Developing Quality Circles in Mental Health Facilities: North Indiana State Hospital Institutes a Quality Circle Project," *Newsline* Vol. 5 Number 4 (Summer), 1 - 5.

J.L. Daly (1981). "DET Survey's Indiana Labor Market for 1982," *Indiana Occupational Information Coordinating Committee Newsletter*, Vol. 1 Number 4 (Summer), n.p.

## **Grants Awarded and Activities**

City of Dunedin – 2023-24 Strategic Planning – Employee Focus Group - SWOT-C Analysis, conducted on November 13, 2023, Served as Research Associate in this phase of an ongoing development of the City’s new strategic plan. Grant Awarded to USF IOG.

Sarasota County BOCC – “2023-24 360-degree Performance Management Review.” Serving as PI. Review in-process with technical report and presentation and report delivery anticipated on March 7, 2024. Grant Awarded.

City of Auburndale, Florida – “2023-24 Human Resource Audit.” Serving as PI. Reviewing Human Resource policies, practices, and structure to update and improve HR functions within Auburndale city government. Technical consultation in process (2023-24), with anticipated completion January-February 2024. Grant Awarded.

City of Bartow, Florida – 2023 Bartow Electric Department Pay Study. Served as PI. Study completed in September 2023, with submission of technical report and recommendations. Grant Awarded.

City of Bartow, Florida – 2023 City of Bartow Pay Study. Served as PI. Study review of all employees. Report and Presentation to Bartow Commissioners in April 2023. Grant Awarded.

City of Auburndale, Florida – 2023 Auburndale Pay Study. Served as PI. Review of all positions pay compared with similar size municipalities across the State of Florida. Grant Awarded.

Social Science Research Foundation (SSRI), “Covid-19 Policy, Crisis Communication, and Behavioral Response: A Comparative Analysis of Florida and Louisiana,” Co-PI/Investigator with Dr. Christa Remington. Amount \$5,000

Russell Sage Foundation. “Behavioral Impacts of Covid-19 Intervention Policy Implementation: A Comparison of Four States to Inform Policy and Improve Practice,” Co-PI/Investigator with Drs. Ersing, Aikins, and Remington, Amount: \$ 150,000. (2020 submission, unfunded).

USF PRRN Grant, 1<sup>st</sup> Round. “The Role of Leadership and Administrative Decision-making in the Timeliness of Covid-19 Pandemic Response,” Co-PI/Investigator with Drs. Ersing, Aikins, and Remington, Amount: \$25,000. (2020 submission, unfunded).

USF PRNN Grant, 3<sup>rd</sup> Round. “Using Behavioral Science to Fight Covid-19: A Comparison of Intervention Policies and Citizen Compliance in Two States to Inform Policy and Improve Practice,” Co-PI/Investigator with Drs. Ersing, Aikins, and Remington, Amount: \$25,000. (2020 submission, unfunded).

J.L. Daly. “*Hillsborough County Voluntary Boards: An External Review of BCCs Procedures and Practices*,” Principal Investigator, with the Technical Report findings presented to Hillsborough County BCC administrators on March 15, 2018. USF IOG Grant Award: \$24,500

Fulbright Specialist Grantee – Award #7144, Swaziland: University of Swaziland – Grant consultant, UNISWA Department of Political and Administrative Studies (Political Science & Public Administration). Consultant designer for curriculum development of the department’s proposal, with logical course sequencings and course descriptions, for a authorization for a new BA concentration in Public Policy and Governance. Grant duration: June – July 2016. Award: \$8,600.00

Co-Principal Investigator, Tampa Bay Water, RFP-058-0-2015/TLC “Job Analysis, Pay Plan Review, and Compensation Survey Services” Contract # 2015-058, Institute of Government, November 30, 2015 to October 30, 2016. Award - \$56,000.00

Training Grant, USF Institute of Government, Seminar Training for City of Sarasota, \$5000.00, January-March 2009 (Developed Grant, Co-trained city employees with Dr. Joan Pynes).

Fulbright Senior Scholar Grant program, Kingdom of Swaziland, University of Swaziland, 2005-2006 recipient, \$51,000.

Fulbright Senior Scholar grant: 1998-1999. Research addressed the social, economic, political and cultural impacts of AIDS on southern African countries with specific emphasis on Swaziland, (Grant Award - \$51,000).

## **Significant Practitioner Experiences**

Fulbright Specialist – Summer 2016. Technical Consultant to the University of Swaziland (UNISWA) – Focus of research to advise and update their course curriculum in the university’s Department of Political and Administrative Studies.

Fulbright Senior Scholar, Swaziland Institute of Management and Public Administration, September 1, 1998 – June 30, 1999. Served as a technical consultant to the Swaziland government.

City of Indianapolis, Research Analyst, May 1981 – August 1981. Served as a graduate intern for Indianapolis’ Department of Employment & Training. Conducted labor demand analysis to help determine future job training initiatives.

Private Sector: Seven years progressive management experience in electronic distribution prior to returning to graduate studies in 1980.

## **Academic - Professional Service Activities and Honors**

Florida City/County Management Association (FCCMA) Next Generation Task Force – October 26, 2023, to present.

St. Petersburg College’s President’s Advisory Board Committee – advisor to St. Petersburg College’s Public Policy and Administration Bachelor’s Degree program. September 2013 to present.

Co-Chairperson –. AY2022-23 – Search Committee, School of Public Affairs – Position: Assistant Instructor Position: Co-coordination of all activities – planning, communicating, coordinating, screening process – with the successful search resulting in the hiring of Dr. Jocilyn Martinez.

Co-Chairperson –. AY2022-23 – Search Committee, School of Public Affairs – Position: Assistant Instructor Position: Co-coordination of all activities – planning, communicating, coordinating, screening process – with the successful search resulting in the hiring of Dr. Ratna Okhai.

USF “Bull-u-crat Ball” committee member. The committee planned the Fundraising Event to support fundraising for the Jamil Jreisat Memorial Scholarship as well as the Joan Pynes Memorial Scholarship programs. Event held in November 2022.

Member – USF MPA Advisory Board.

Faculty Admissions Evaluator – Admissions evaluator for candidates seeking to enter Public Administration graduate MPA and Graduate Certificate programs – 1987 to present.

Journal Manuscript Peer-Reviewer: (*During Post-Tenure Review only*)

*Journal of Public Affairs Education – 2022*  
*Review of Public Personnel Administration – 2021, 2020, 2019*

Evaluation Committee – member – 2022 School of Public Affairs Faculty Evaluation Committee.

Chairperson – AY2021-22 – Search Committee, School of Public Affairs – Position: Assistant Instructor Position: Co-coordination of all activities – planning, communicating, coordinating, screening process – with the successful search resulting in the hiring of Dr. Jack Phillips.

Chairperson – 2020- Faculty Evaluation Committee. Coordinating the annual evaluation of all SPA faculty, lead the committee in its deliberations, finalizing the Committee’s evaluation narrative and submitted results to the SPA Director and upload narratives to Archivum.

Faculty Advisor – Robert G. Green ICMA Student Chapter at the University of South Florida, AY2019 to present. The Chapter meets monthly with local government leaders to advance our students’ understanding of local government and to enhance their potential placement in Florida local government.

Member (Elected) – SPA School Executive Committee 2019.

Chairperson – 2019 - Faculty Evaluation Committee. Coordinating the annual evaluation of all SPA faculty, lead the committee in its deliberations, finalizing the Committee’s evaluation narrative and submitted results to the SPA Director and upload narratives to Archivum.

American Society for Public Administration – Suncoast Chapter Board of Advisors, September 2016 to August 2021.

American Society for Public Administration (ASPA) – “Hall of Fame” Award. Award granted for lifelong service to ASPA and its Suncoast ASPA Chapter. Honor received on May 20, 2015 in Tampa, FL.

International City County Management Association (ICMA) 2014 recipient - *Academic Award in Memory of Stephen B. Sweeney*. Presented at the 100<sup>th</sup> Anniversary of the ICMA Conference on September 17, 2014, Charlotte, North Carolina.

Florida City County Management Association (FCCMA) – *2014 President’s Award Recipient*. Presented at the 2014 FCCMA Annual Conference on May 30, 2014, Orlando, Florida.

Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Small Programs Section Chairperson – October 2011 – October 2013.

Fulbright Traditional Grant Southern Africa Peer Review Selection Committee. Committee serve in 2006, 2007 and 2009. One of five academics (all fields) who evaluate all Fulbright Traditional grant submissions for southern African nations. .

President, 2005-06, American Society for Public Administration, Suncoast Chapter. Chapter serves as the chief association for public servants in a 15-county region (Southwestern section for the State of Florida). Also served on Board of Advisors from 2003-05.

Fulbright Senior Specialist Advisory Board member, January 2001 – January 2004, serving as an advisor for grant nominations and selections in the fields of political science and public administration.

Editorial Advisory Board, *Annual Edition: Human Resource*- 1996 to 2005.

Editorial Board, *International Journal of Public Administration* – 2005 to 2008.

President, 1995-96, American Society for Public Administration, Suncoast Chapter. Chapter serves as the chief association for public servants in a 15-county region (Southwestern section for the State of Florida).

Search Committee, Florida Gulf Coast University, Selection of the founding Director of Public and Social Services, Fort Myers, Florida. January – May 1996. Elected, Board of Directors, American Society for Public Administration, Suncoast Chapter, and June 1993 - June 1994.

## **Public Service Activities**

Personnel Committee Director, Saint Andrew Presbyterian Church, Tampa, FL., January 2010 – December 2014.

Frequent guest speaker on the subject of AIDS in Africa for social and professional organizations.

## **Consulting Activities**

President, Creative Insights Corporation (Incorporated in June 1996) – actively consulting in the areas of human resource development. Consultation and technical assistance primarily conducted in field of public management and organizational compensation. Have conducted more than 50 compensation studies for West Central Florida local governments.

## **Professional Memberships**

Florida City County Management Association (FCCMA) – 2002 to present.

Southern Political Science Association.

Society for Human Resource Management (SHRM).