

VITA

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EDUCATION

A. B., Dartmouth College, 1964, Government
Ph.D., Syracuse University, 1969, Political Science

ACADEMIC APPOINTMENTS, OTHER APPOINTMENTS AND PROFESSIONAL CONSULTANTSHIPS

2001, 2003	Chair, Policy and Administration Faculty
1996 - 1999	Chair, Policy Analysis Faculty
1990	Visiting Professor, Department of Public Administration, Erasmus University of Rotterdam and Leiden University
1987 - 1989	Chair, Policy and Administration Faculty
1985 - 1989	Director, Joint Ph.D. in Public Policy
1983 - Present	Professor of Political Science (Part Time)
1979 - Present	Professor of Public and Environmental Affairs
1973 - 1979	Associate Professor of Public and Environmental Affairs
1974 - 1976	Director of the Master of Public Affairs degree program, School of Public and Environmental Affairs, Indiana University
1969 - 1973	Assistant Professor of Government and Politics, University of Maryland, College Park
1968 - 1969	Lecturer, Government and Politics Department, University of Maryland, College Park
1967 - 1968	Lecturer in Public Affairs, Maxwell School of Citizenship and Public Affairs, Syracuse University

LICENSURE AND CERTIFICATION

PROFESSIONAL SOCIETIES (PAST AND PRESENT)

Academy of Management
--Public Sector Division
--Doctoral Consortium Coordinator, 1986

American Political Science Association
--Group on Administration, Executives and Organization

Association for Public Policy and Management
Indiana University Institutional Representative
Book Review Editor, *Journal of Policy Analysis and Management*, 2005 - 8

American Society for Public Administration
--Maryland Chapter, Program Chairman, 1970 - 1973;
Chapter Award for Service
--Indiana Society for Public Administration, President: 1977 – 1979; President: 2003-4
--Complexity and Systems Studies Network

Public Management Research Association

TEACHING ASSIGNMENTS: Public policy, policy analysis, public management, strategic management, innovation and change

GRANTS, FELLOWSHIPS, HONORS AND AWARDS

Pi Alpha Alpha	Public Affairs Honorary
2002	Consultant, Indiana Public Defender Council
1991 - 1996	Consultant, Indiana Education Policy Center, IUPUI.
1986 - 1988	Consultant, U.S. General Accounting Office, General Government Division, General Management Review of Federal Human Resource Management
1985	Technical Consultant, Department of Technical Co-operation for Development, United Nations, International Seminar held at People`s Republic of China, "Reforming Civil Service Systems for Development," August 14-24, 1985.
1984	Invited participant, "Conference on the Unfinished Agenda of Civil Sector Service Reform: The President's Private Sector Survey," The Brookings Institution, Washington, D. C., October 15-16, 1984.
1978 - 1990	Consultant to Indiana Department of Mental Health, Indiana Mental Health Work Force Planning and Management Project
1980 - 1981	Poynter Center Faculty Fellow
1979	Consultant, National Academy of Public Administration, Standard Occupational Classification Project, U.S. Office of Personnel Management funding
1977 - 1978	Consultant, Graduate School of Management (now Kellogg School of Management), Northwestern University, Federal Work Force Project, U.S. Department of Labor Funding
1975 - 1977	Consultant, Indiana House of Representatives, Judiciary Committee Subcommittee on Executive Branch Reorganization
1974, 1986	SPEA "Distinction in Teaching Award"
1970 - 1974	Consultant, National Aeronautics and Space Administration, Goddard Space Flight Center, Greenbelt, Maryland; Academic Director, Summer Institute in Public Administration

PUBLICATIONS

Books, Monographs and Symposia

- coauthor, (with Charles F. Bonser and Clinton V. Oster, Jr.), *American Public Policy Problems: An Introductory Guide*, 2nd edition (Prentice-Hall, 2000). First edition published under the title *Policy Choices and Public Action*. Prentice-Hall, 1996). Coauthor (with Bonser, Oster, and Lisa Marie Napoli), *Instructor's Manual*. Prentice-Hall, 1996.
- author, *Strategic Management of Human Knowledge, Skills, and Abilities: workforce Decision Making in the Post-Industrial Era*. San Francisco: Jossey-Bass, 1991.
- Symposium
Editor, The Public Service as Institution, *Public Administration Review* (July/August), pp. 304-320.
- author, "The Institution of Public Service," pp. 304-305.
- author, "Public Service as Institution: The Conversation Continued," pp. 316-321.
- co-author, (with Richard L. Chapman and George S. Maharay), *Relating the Federal White-Collar Occupational Coding Structure to the Standard Occupational Classification System* (Washington, D. C.: National Academy of Public Administration, 1979).
- co-editor, (with Charles Wise), Developments in Public Service: Productivity and Program Evaluation, *Public Productivity Review* (March 1976), pp. 11-82.
- co-author, (with Charles Wise), "Government Productivity and Program Evaluation Issues," *Public Productivity Review* (March 1976), pp. 15-19.

Articles and Book Chapters

- Author, "Review Essay: The Equity Puzzle," *Journal of Policy Analysis and Management*, vol. 28, No. 1 (Winter 2009), 185 - 192.
- Author, "Review Essay: The Trust Problem," *Journal of Policy Analysis and Management*, vol. 26, No. 2 (Spring 2007), 429 - 440.
- Author, "Review Essay: The Human Capital Puzzle," *Journal of Policy Analysis and Management*, vol. 25, No. 3 (Summer 2006), 741 - 752.
- Author, "Review Essay: The Failure and Accountability Puzzle," *Journal of Policy Analysis and Management*, vol. 24, No. 3 (Summer 2005), 629 - 38.
- Author, "Review Essay: Public Instruments and Governmental Tools," *Journal of Policy Analysis and Management*, Vol. 23, no. 2 (Spring, 2004), 387 - 93.
- Author, "Review Essay: The Rise and Fall Literature," *Journal of Policy Analysis and Management*, 21, 4 (Fall, 2002), 727 - 734..
- author, "Making Sense of Change," in Jeffrey L. Brudney, Laurence J. O'Toole, Jr., and Hal B. Rainey, eds. *Advancing Public Management: New Developments in Theory, Methods, and Practice*. (Georgetown University Press, 2000) 127 - 151.

- author, "Review Essay: Public Management," *Journal of Policy Analysis and Management*, 16, 2 (Winter 1997), 153-161.
- coauthor, (with Paul Solano), "Comparative Civil Service Data Requirements and Availability," in James L. Perry, Hans Bekke, and Theo Toonen, eds. *Civil Service Systems in Comparative Perspective*. Bloomington, IN: Indiana University Press, 1996, 42-64.
- coauthor, (with Robert Lehnen), "Human Capital Report Card for American States," *Policy Sciences*, 27 (1994), 19-35.
- author, "Economic Development and Public Education: Strategies and Standards," *Educational Policy*, Vol. 8, No. 3 (September 1994), 252-271.
- coauthor, (with Paul Solano), "Comparative Civil Service Research: The Strategic Agenda," in Randall Baker, editor. *Comparative Public Management: Putting U. S. Public Policy and Implementation in Context*. Westport, CT: Praeger, 1994, 93-105.
- author, "Toward a Theory of Public Management Success," in Barry Bozeman, ed. *Public Management: The State of the Art*. San Francisco: Jossey-Bass, 1993, 173-185.
- author, "Toward A Theory of Public Management Success: The Long Argument," in Barry Bozeman, ed. *Proceedings of the National Public Management Research Conference*. Syracuse, N.Y.: The Maxwell School, Syracuse University, 1992.
- co-author, (with John L. Daly), "The Strategic Implications of Automation in Public Sector Human Resource Management," *Review of Public Personnel Administration* (Fall 1989), 29-47.
- author, "The Evolving Role of the Federal Government," in James Perry, ed. *Handbook of Public Administration*. San Francisco: Jossey-Bass, 1989, 11-24.
- author, "The Public Sector Human Resource Puzzle: Strategic Management of a Strategic Resource," *Public Administration Review* (November/December 1988), 941-950.
- author, "The Shifting Definition of Infrastructure in a Post-Industrial World," in R. Roborgh, R., R. Stough, and T. Toonen, eds. *Public Infrastructure Redefined*. Leiden, The Netherlands: J.J. Gruen, 1988, 19-35.
- author, "Gauging the State of the Public Personnel Administration Art: Lessons from the Grace Commission," *Brookings Dialogues in Public Policy* (March 1985), 43-59.
- author, "The Great Paradox of Democratic Citizenship and Public Personnel Administration," *Public Administration Review* (March 1984), 126-134.
- author, "The Public Service Problem," *The ANNALS of the American Academy of Political and Social Science*, (March 1983), 61-76.
- author, "Synthesis," *Revue Francaise d'Administration Publique*, 21 (January/March 1982), pp. 139-146 (Transcript of remarks delivered at Franco-American Colloquium on Federalism and Decentralization held in Bloomington, Indiana on November 1981).
- author, "Administration's many Instruments: Mining, Refining and Applying Charles Lindblom's *Politics and Markets*," *Administration and Society* (November 1981), 347-375.
- author, "Uncertainty and National Nominating Coalitions," *Journal of Politics* (November 1978), 1011-1042.

- author, "Issues and Problems in Applying Quantitative Analysis to Public Sector Human Resource Management," in Charles H. Levine, ed., *Managing Human Resources for the Cities' Future* (Beverly Hills: SAGE Publications, Urban Affairs Annual Review, Vol. 13, 1977), 225-252.
- author, "Future Challenges for Public Personnel Administration," in H. George Frederickson and Charles R. Wise, eds., *Public Administration and Public Policy* (Lexington, Mass.: D. C. Heath and Company, 1977), 29-42.
- author, "The Challenge of Public Personnel Administration," *Policy Studies Journal* (Autumn 1976), 23-29.
- author, "Social Equity and the Public Service," *Public Administration Review* (January/February 1974), pp. 19-29; revised and reprinted in Robert T. Golembiewski and Michael Cohen, *People in Public Service*, 2nd ed. (Peacock Publishers, 1976), pp. 335-371.
- author, "Politics and the Career Mobility of Bureaucrats," *American Political Science Review*, 68 (March 1976), pp. 18-26; reprinted in Marvin J. Levine, ed., *Public Personnel Management: Readings, Cases and Contingency Plans* (Salt Lake City, Utah: Brighton Publishing Company, 1979)
- author, "Predicting the Outcome of National Nominating Conventions: Assumptions of Rationality and Uncertainty Applied to Data," *Journal of Politics* (May 1973), 459-478.
- co-author, (with Richard Baker), "GREMEX: A Management Game for the New Public Administration," *Public Administration Review* (January/February 1972), 24-32.
- author, "Problems of Public Personnel Administration and Manpower: Bridging the Gap", *Public Administration Review* (November/December 1972), pp. 889-899. Reprinted in Robert T. Golembiewski and Michael Cohen, *People in Public Service*, 2nd ed. (Peacock Publishers, 1976), pp. 335-371; and Frank J. Moore Publishing Co., 1979), 225-238.

Other Publications and Recent Papers

- Author, "Primed for Public Administration theory: review of *The Public Administration Theory Primer* by H. George Frederickson and Kevin B. Smith," *Journal of Public Administration Research and Theory*, Vol. 14, no. 2 (April 2004), pp. 253 – 257.
- Author, "Can The Public Value-Added Chain Be Reversed?" Paper presented at the 7th National Public Management Research Conference, 9 – 11 October 2003, Georgetown University.
- Coauthor, (with Kim Derchak) "The Hidden Side of Change," an analysis of managed competition in Indianapolis.
- author, "Management by Knowing," paper presented at the Fifth National Public Management Research Conference, The Bush School of Public Service, College Station, Texas, December 2 – 4, 1999.
- author, "The Concept of Public Sector Strategy," (Bloomington, IN: SPEA Working Papers, January 1998).
- author, "Education Policy in the New Economy: The Big Controversies That Link Public Education to Economic Development," occasional paper published by the Institute for Development Strategies, Indiana University (Winter 1996).
- author, "Economic Development and Public Education: Strategies and Standards," (SPEA-IUPUI: Policy Report, February 1994).

- author, "Public Service Status Review: The Excellence agenda," *Public Administration Review*, 54, No. 3 (May/June 1994), 296-301. Book Review of Patricia Ingraham and Donald Kettl, *Agenda for Excellence: Public Service in America* (1992).
- author, "Origins and Current Definitions in the Field of Public Policy Analysis," *Politica Y Sociedad* (Spring 1989), pp. 7-14.
- author, "The Shifting Definition of Infrastructure in a Post-Industrial World," *School of Public and Environmental Affairs Review*, Vol. 9 (Spring 1988), pp. 41-44.
- author, "A Strategy for State-Wide Mental Health Work Force Planning: Preliminary Report" (Indiana University: School of Public and Environmental Affairs, 1980), 227 pp.
- author, "Review of *The Systems Approach and Its Enemies* by C. West Churchman," *Business Horizons* (June 1980), pp. 85-87.
- co-author, (with Jean Couturier, Richard Schick, Elliot Zashing and Jerry Goldstein), *Federal Government Labor Markets: An Approach to Workforce Planning* (Evanston, IL: Northwestern University Graduate School of Management, prepared for the Employment and Training Administration, U.S. Department of Labor, under research and development contract No. DL-20-17-77-30, 1979).
- author, *The Machinery of Implementation*, teaching module prepared for the Presidential Management Intern Program, Career Development Program (Washington, D.C.: National Institute of Public Affairs, 1978).
- author, "SPEA Apologia," *School of Public and Environmental Affairs Review* (April 1976).
- co-editor (with Charles Wise), *Productivity and Program Evaluation: Challenge for the Public Service* (Bloomington: School of Public and Environmental Affairs, Fall 1975), 178 pages.