Ann C. Beck, Ph.D.

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EDUCATION

Ph. D. ***Political Science***, Washington State University, Pullman, WA. Areas: Public Administration, American Politics and Policy, Political Theory. Dissertation: *Testing Theories of Decline Management: Decline Management during Retrenchment in Washington State.*

M. A. ***Political Science***, University of Nevada, Reno, NV

B. A. ***Political Science***, University of Nevada, Reno, NV

Secondary Teaching Credential, University of Nevada, Reno, NV: Social Studies, Nevada.

ACADEMIC ACHIEVEMENTS

Publications:

"Linking National Health Reform and Health Care in Kentucky." Forthcoming 2012. Chapter in book on Kentucky Politics and Policy, edited by Dr. James Clinger.

"Comparison and Analysis of University Health Benefits." 2009. Applied Research sponsored by and performed for Murray State University. Technical Report supplied to Vice President and President in spring, March, 25, 2009.

"The Social and Economic Context of Employee Health Benefits." 2008. Chapter 6 of *Handbook of Employee Benefits and Administration,* pp. 93-117. Boca Raton, FL: CRC Press.

"Comparing public and private wage and health care benefits." 2008. Chapter 10 of *Handbook of Employee Benefits and Administration,* pp. 179-208. Boca Raton, FL: CRC Press

"Kebab Connection: Tragic and Comedic Exploration of Contemporary German-Turkish Relations." 2007. *Colloquia Germanica* 40:1:87-98: (with R. Ebert)

"Track Six: Program Assessment II" part of the 2007 APSA Teaching and Learning Conference Track Summaries. 2007. *P.S.: Political Science and Politics* 60:3:581-582: (with E. A. Bennion and C. R. Persaud)

"Teaching out of Time" *Murray State Teaching Chronicles* 1:1:5:2006 Accessed at http://campus.murraystate.edu/MSTC/Spring2006_ed1/MSTC_Spring2006_ed1.pdf

"De Sueños, utopias, y fracases: From Border Crossing to the Campaign Trail: Chronicle of a Latina in Politics de Emma Sepulveda." *Proceedings of the International Conference on Spanish Language, Philology, and Literature.* San Jose, Costa Rica. Spring, 1999.

"Sexual Harassment in Women's Jails" *Journal of Contemporary Criminal Justice* **14:2:135**-155 :(May):1998 (with M. Stohr, T. Kelley, & L. Mays)

"`He Said, She Said': Sexual Harassment in the Fractured Criminal Justice Workplace." *American Journal of Criminal Justice* 18:2:235-257 :(Spring):1994 (with M. Stohr).

"Minorities in the Majority: Implications for Managing Cultural Diversity." *Public Personnel Management* 22:4:503-522 :(Winter):1993 (with N.R. Barrett).

"The Road to Here" in *Business and Society Review* 86: (Summer):65-67:1993 [book reviews]

"State Policy Journals: Hidden Gems." *Public Administration Review* 53:2:184-187: March/ April: 1993 (with S. Witt).

"Important Values to Consider when Making a Language Policy Choice." Chapter Three in *The*

American Civil Liberties Union of New Mexico Examines Official English Policy, Albuquerque, NM. July, 1992.

"Sexual Harassment and Support for Affirmative Action in County-Level Protective Services." *American Jails* 5:5: Nov/Dec: 15-17:1991 (with M. Stohr).

"Employee Satisfaction and Perceived Work Climate." Technical Report to City Manager, City of Las Cruces, NM. July, 1991 (with N.R. Barrett).

"Gender and Harassment Victim Support for Affirmative Action." *State and Local Government Review* 23:1: Winter: 31-36:1991 (with M. Stohr)

"Religion and Realignment in the Rocky Mountain West." *Journal for the Scientific Study of Religion* 12:2):198-209: (Summer):1990 (with J. Olson).

"A County Level Analysis of Rocky Mountain Presidential Voting Realignment: 1940s to 1980s." *Rendezvous* 24:1:11-24 :(Fall):1988 (with J. Olson).

Book Editing:

1997. Sepulveda, Emma. **From Border Crossing to the Campaign Trail: Chronicle of a Latina in Politics**. Falls Church, VA: Azul Editions, 1998. Content and style editing.

Book Reviews for Publishers:

1992. **Vade Mecum** for DC Heath Publishers.
1991. **Public Budgeting** for McGraw-Hill Publishing Company.
1990. **Managing the Public Organization** for Congressional Quarterly Press.

Conference Activities:

October, 2010. "The Implications of the Patient Protection and Affordable Care Act for Large Public Employers." Southeast Conference for Public Administration [SECOPA] Annual Meeting, Wilmington, NC. October 13-16, 2010.

March 5, 2010. "Using Civic Engagement in the Political Science Classroom." Annual Meeting of the Kentucky Political Science Association, Murray, KY. March 5-6.

March 5, 2010. "Linking National Health Reform and Health Care in Kentucky." Annual Meeting of the Kentucky Political Science Association, Murray, KY. March 5-6.

November 2008. "Surveillance as a Learning Experience: A Stasi Agent as the Embodiment of a 'Good Man.' "Reika Ebert and Ann Beck. Paper presented by Dr. Ebert at the Pacific Ancient and Modern Language Association [PAMLA] National Conference, at Pomona College, in Claremont, CA. November 7-8, 2008.

September 2008. "Effective teaching is based on engagement of the students with the world through problem-based learning." 11th Annual Teaching and Technology Forum, Murray State University in Murray, KY. September 18-19, 2008.

March 2008. "Transforming Health Care: Using Other Countries' Experiences." National Conference of the American Society for Public Administration, Dallas, Texas, March 7-11, 2008.

September 2007. "Revising Public Sector Health Benefit Provision: An Expanded Model Tested." Southeast Conference for Public Administration [SECOPA] Annual Meeting, Nashville, TN. September 26-29, 2007.

August 2007. "Using Teaching Circles to Develop Interdisciplinary Teaching and Research that Promote Internationalization of the Curriculum." American Political Science Association Annual Convention, Chicago, IL, August 30-September 2, 2007.

February 2007. “Assessment in a Small Department: Tasks, Timelines, and Outcomes of Effort.” American Political Science Association National Conference on Teaching and Learning. Charlotte, NC. February 9-11, 2007.

March 2006. “The Continuing Debate about Profligacy or Prudence: The Case of Wage and Health Benefit Compensation Convergence between Public and Private Employers.” Annual Meeting of the Kentucky Political Science Association, Eastern Kentucky University, Richmond, KY. March 3-4.

March 2006. “Teaching Across Multiple Approaches.” Annual Meeting of the Kentucky Political Science Association, Eastern Kentucky University, Richmond, KY. March 3-4.

January 2006. “The Determinants of Public Employer Provision, Quality and Cost-Sharing of Health Insurance Benefits – an Expanded Model.” Annual Meeting of the Southern Political Science Association, Atlanta, GE. January 5-7.

March 1997. “What Makes Emma Run? Chronicle of a Latina in U.S. Politics.” National Conference of the Popular Cultural Association. San Antonio, TX.

March 1995. "Transcending the `Language Problem' along the U.S.- Mexico International Border." Bi-regional Meeting of the Latin American Studies Association. Las Vegas, NV.

November 1992. "Theoretical Approaches to Budgetary Practices during Decline." Southern Political Science Association Meeting. Atlanta, GA

March-June, 1992. "Official English: A Factual Basis for Decision” Albuquerque, Los Alamos, and Silver City, NM. 1992. New Mexico Endowment for the Humanities and NM American Civil Liberties Union Lecture series.

May 1991. "Anglo and Hispanic Managers and Employees." Annual National Conference of the American Political Science Association. Washington, DC (with N.R. Barrett)

April 1991. "A Comparison of Job Satisfaction and Work Attitudes among Anglos and Hispanics in Local Government." International City Managers Association National Conference. Boston, MA. (With N.R. Barrett)

March 1991. "The Hispanic Local Government Manager" Southwest Social Science Association Meeting. San Antonio, TX. (With N.R. Barrett and P. Lillibridge)

March 1991. Paper. "Women Mayors and Executive Style" Southwest Social Science Association Meeting. San Antonio, TX. (With N. Baker)

November 1988. "Sexual Harassment: Attitudes toward Job Satisfaction, Work Climate and Affirmative Action in a County Government." Pacific Northwest Political Science Association. Portland, OR. (With M. Stohr-Gillmore)

November 1988. "Religion, Realignment and Split-Ticket Voting in the Rocky Mountain States." Pacific Northwest Political Science Association. Portland, OR. (With J.K. Olson)

March 1988. "A County-Level Analysis of Rocky Mountain Presidential Voting Realignment: 1940's to 1980's". Conference on Politics in the Intermountain West. Pocatello, ID. (With J.K. Olson)

April 1987. "Assessment Centers: Uses and Abuses". Western Parks and Recreation Association Meeting. Spokane, WA

Other Conference Activities

November 2009. Participant. Assessment of Previous Learning Conference. Murray State University, Murray, KY.

May 2006. Participant. National Teaching Professor Conference. Chicago, IL.

November 2006. Participant. The First Annual Kentucky Engagement Conference. Lexington, KY. November 29.

July 1994. Award Winner. Laverne Burchfield Award. American Society for Public Administration National Training Conference. Kansas City, Missouri.

April 1992. Discussant. "Personnel Management Course work for the Future" American Society for Public Administration National Conference. Chicago, IL.

March 1992. Discussant. "Criminal Justice in the Future" NMSU Criminal Justice Conference. Las Cruces, NM.

October 1990. Discussant. "Women in Government" Governor's Regional Career Development Conference. Las Cruces, NM.

March 1990. Discussant. "Elections in Comparative Perspective" Southwest Social Science Association Meeting. Fort Worth, TX.

February 1990. Chair. "Charting Our History" New Mexico Women's Studies Conference. Las Cruces, NM

Other Scholarly Presentations, Professional Workshop Leadership, and Expert Comment

January 27, 2011. "Implications of the Midterm Elections." Rotary Club of Calloway County, monthly meeting, Murray, KY.

January 12, 2011. "Conducting Public Meetings Using Roberts Rules of Order". City of Murray members
Members of Boards and Commissions and planning staff. City Hall, Murray, Kentucky.

August 18, 2010. "Hostile Work Environment" Training Session. 25th Annual Master Municipal Clerks Academy, 2010. Barren River State Resort Park, Lucas, KY.

February 3, 2010. "The Impact of Health Care Reform on Kentucky Health." Brown Bag Research presentation sponsored by the Research Policy Committee and the Office of the Provost. Wells Hall, Murray State University.

November 17, 2009. "Looking for Remedies in all the Right Places: Comparative Health Systems Analysis." International Education Week. Murray State University, Murray, KY.

June 27, 2009. Interpreting the Stonewall Riots: 20 years later. WKMS. Murray, KY.

April, 21 & 23, 2009. Facilitated Workshops on Arts in the Community. Mayfield, KY and Hopkinsville, KY. Elected Officials and Community Arts Members.

April 1, 2009. "Sick Statistics: Applied Research." Brown Bag Research presentation sponsored by the Research Policy Committee and the Office of the Provost. Wells Hall, Murray State University.

March 26, 2008. Public Presentation. "Women in Politics" Pi Sigma Alpha [Political Science Honorary fraternity] sponsored program on diversity. Curris Theater, Murray, KY.

November 13, 2007. Public Presentation. "The United States and European Healthcare: Divergence or Convergence?" International Education Week. Barkley Room, Curris Center, Murray, KY.

September 19, 2007. Invited Workshop Facilitation. "Legal Issues for Supervisors" and "Communicating with Subordinates" at the 24th Annual Master Municipal Clerks Academy, Paducah, KY.

August 7, 2007. "Transition in Europe—Public Sector Reinvention and Reform: The Case of Health Benefits and Insurance." Europe in Transition Program Presentation. Regensburg, Germany.

May 19, 2007. Workshop Facilitation: Team Building and Organizational Development. Board of Directors, Kentucky Fairness Alliance. Rough River, Kentucky.

April 24, 2007. Public Presentation. "Immigration and Citizenship: Dispelling Myths." Barkley Room, Curris Center, Murray State University.

March 30, 2007. Public Presentation. "Finding a Way Back into Life: Understanding Darfur." For

Amnesty International Chapter, Curris Center, Murray State University.

March 9, 2007. Invited Public Keynote Address. "There is No One except Us" High School Senior Student Government Day Luncheon. Curris Center, Murray State University.

Jan-April, 2007. Workshop Facilitation. Murray City Supervisors, Six, two-three hour sessions on various topics related to Supervisory Training in Human Resources.

September 14, 2006. Workshop Facilitation. "The Roots of Plagiarism." Annual Murray State University Teaching and Learning Conference. Curris Center Theater, Murray State University.

March 1, 2006. "Compensation Convergence between Public and Private Employers: The Evidence." Brown Bag Research presentation sponsored by the Research Policy Committee and the Office of the Provost. Wells Hall, Murray State University.

March 2, 2005. "The British and Chilean Experience of Privatizing Social Security." At the Social Security Forum hosted by Students for Social Justice. Faculty Hall, Murray State University.

November 16, 2004. "Influencing the Global Village: a case study of Chile and Pinochet." International Education Week. Barkley Room, Curris Center, Murray, KY.

October 30, 2004. "The Gay Marriage Amendment." Alliance event.

October 2, 2004. "Local Government Elections." Students for Social Justice Awareness Day. Boy Scout Museum. Murray State University.

April 2, 1995. Public Presentation. "Women Legislators: Does Gender Make a Difference." 2nd Annual Hanby Women's History Week, Otterbein College, Westerville, Ohio.

March 8, 1995. Public Presentation. "Women and Health Care Policies in the Caribbean." International Festival, Otterbein College, Westerville, Ohio.

March 1, 1994. Public Presentation. "Women and Changing Public Policy." 1st Annual Hanby Women's History Week, Otterbein College, Westerville, Ohio.

February 21, 1993. Clinton's economic policy commentary. CBS affiliate, Columbus, OH.

November 3, 1992. National election commentary. CBS affiliate, Columbus, OH.

February 17, 1992. Local election commentary. NBC affiliate, for West Texas (El Paso) and southern New Mexico.

October 28, 1991. Public Presentation. "Understanding City Government." Dona Ana Junior Service League, Las Cruces, NM.

October 17, 1991. State election commentary. PBS station for West Texas (El Paso) and Southern New Mexico.

September 18, 1991. Panel member for discussion on Affirmative Action. NPR affiliate radio for West Texas and Southern New Mexico.

April 24, 1990. Public Presentation. "Proposal for Reorganization of Las Cruces City Government." City Council, City of Las Cruces. Las Cruces, NM.

October 29, 1989. "Understanding Public Budgeting and performance Based Systems of Evaluation." City Council, City of Las Cruces. Las Cruces, NM.

Funded Grant Activity:

September 2009. (With Dr. R. Ebert). Teaching Circle: The Work of Simone de Beauvoir. Funded by Dean of Humanities and Fine Arts -- $500, Murray State University.

July 2008. (With Dr. F. Umar and Dr. S. Baker) Western Kentucky Regional Conference on Promoting Arts and Cultural Events in Our Communities. Funded by Regional Stewardship Program -- $4315.

September 2008. Teaching Circle: Developing and Interdisciplinary, Internationalized Course Proposal. Funded by Dean of Humanities and Fine Arts -- $500. Resulted in course proposal

for interdisciplinary course in Identity.

September 2007. Developing Interdisciplinary Curricula Teaching Circle. Funded by Dean of Humanities and Fine Arts, Murray State University -- $500.

September 2006. (With Reika Ebert) a proposal for scholarly project(s) with international speaker from Germany. German and American Security Issue. Funded $650 by Dean, CHFA, Provost, and Chairs of Departments of History, GLIA, and Modern Languages. Resulted in series of public presentations on security and German-American relations.

August 2006. Internationalization of the Curriculum across Disciplines Teaching Circle. Funded $500 by Dean, CHFA, Murray State University. Resulted in series of public lectures on immigration by Circle participants.

1994. Participant. National Endowment for the Humanities Grant on developing courses on the North American Nations – internationalizing the curriculum ($1,400) [Caribbean]

1992-93. Principal Investigator. City of Las Cruces, NM. ($13,800) [Performance budget implementation]

1991-92. Principal Investigator. City of Las Cruces, NM. ($22,500) [Performance budget implementation]

1990-91. Principal Investigator. City of Las Cruces, NM. ($21,000) [Performance budget planning]

1989. Principal Investigator. College of Arts and Science Grant ($700), New Mexico State University, Las Cruces, NM. [Women Mayors research grant with N. Baker].

PROFESSIONAL EXPERIENCE

08/04 to present **Associate Professor, Dept. of Government, Law, International Affairs, Murray State University, Murray, KY 42071**

Develop courses and teach graduates (G) and undergraduates in areas of public administration, American politics and policy, and Comparative politics and government -- American National Government, State and Local Government, Introduction to Public Administration, Senior Capstone Course for Political Science; Latin American Politics (G/U), Human Resources Administration (G/U), Health Care Policy, Benefits & Promotion (G/U), Foundations of Public Administration (G), and Public Organizations (G). Develop and deliver specialized independent studies. Supervise internships and MPA projects. Advise approximately 20 undergraduate and graduate students on academic, personal, and career matters. Work with Residential College by offering courses and program and sponsor/support student organizations. Serve on/lead department search, program and ad-hoc committees; serve on and lead college, faculty senate and university-wide committees (Insurance and Benefits, Budget and Finance, Faculty Manual and Personnel). Develop department program assessment goals and outcomes as well as develop systems for capturing, reporting, and acting on assessment information, strategic planning information, and university studies information. Conduct and disseminate social science research. Work with local governments on addressing regional issues/problems and train public employees on human resources and management topics.

07/02 to 08/03 **Director of Human Resources, City of Carson City, NV 89701**

Manage full range of Human Resources (HR) functions in consolidated City/County government through staff of four professional and technical employees. Recruit and evaluate suitability of applicants [about 250 vacancies per year in 65 occupations]; retain employees through design of

compensation and benefit packages; classify and make pay determinations and adjustments for over 200 individual classification specifications and 1000 employees; design and deliver training programs; engage in labor management relations and contract negotiations with multiple collective bargaining units; negotiate with vendors/carriers and administer employee health and life insurance programs as well as deferred compensation programs; develop and administer employee recognition programs; promote affirmative action and equal employment opportunity activities including third party investigation of complaints; advise and assist managers on disciplinary, adverse, and corrective actions; assure legal compliance with over 70 federal and state laws affecting human resources; provide post-employment rights and benefits; maintain, retain, dispose all manual and computerized HR records; administer wellness program, employee assistance program, tuition reimbursement program, fitness for duty, physical fitness testing, drug testing, and related employee health assessment, treatment, and prevention activities; and provide City Manager and elected Board of Supervisors information on wide range of topics related to compensation, workload and staffing planning.

11/99 to 7/02 **Manager of Human Resources Airport Authority of Washoe County, Reno, NV 89502**

Manage full range of human resources functions at special government unit Airport Authority [own Board of Trustees] through staff of five professional and technical employees for 250 employees in 80 different occupations. Description is SAME AS FOR CARSON CITY ABOVE plus worker's compensation program administration, OSHA compliance and safety program development, and more extensive training and organizational development program.

7/99 to 11/99 **Manager, Reno Census Office, U.S. Census Bureau. Reno, NV 89509.**

Manage all temporary operations/staff related to 2000 decennial census for Northern Nevada from start up, planning multiple census operations, recruiting, hiring, conducting operations, evaluating employees -- five subordinate supervisors and hundreds of employee.

8/97 to 8/98: **College Assistant Professor**, **Department of Government, New Mexico State University, Las Cruces, NM 88003 Temporary position.**

Develop courses and teach graduate (G) and undergraduate students in areas of American Politics and Public Administration – American National Government, Urban Politics, Public Budgeting (G), Human Resource Management (G), City Management (G), Politics of Bureaucracy, Excel for Public Administrators (G), Conducting Public Meetings (G), Small Group Behavior (G), Serve as member of MPA committee; assist with recruitment contacts for MPA program. Assist MPA candidates in research efforts. Conduct and disseminate social science research.

8/96 to 8/97 **Lecturer, Division of Political Science and Criminal Justice, California State University, Fullerton, CA. 92634. Temporary position.**

Develop courses and teach graduate (G) and undergraduate students in areas of American politics, state and local politics, public administration, and research methods -- Public Finance (G), Research Methods for Public Administrators (G), Introduction to Public Administration (G), Research Methods for Political Science (combined graduate and undergraduate course), Introduction to American and California Government. Serve as member of MPA Committee and develop and administer MPA examinations.

9/92 to 6/96 **Assistant and Associate Professor, Department of History and Political Science, Otterbein College, Westerville, OH. 43081**

Develop courses and teach undergraduates in areas of American politics and theory, public policy, public administration and public law -- Introduction to American Politics, Introduction to Public Policy Analysis, State and Local Government, American Legislative Process, The Supreme Court and Constitutional Law, The American Public Executive, Political Linkage Institutions, American Political Theory, and specialized independent studies and internships. Develop internship program for majors; update curriculum for political science majors; create course and program assessment strategy and instruments; coordinate college pre-law program and external study program at American University. Advise law and political science student groups. Chair, Governance, Bylaws and Communication committee during redesign of governance structures. Member of environmental science minor committee and College Judicial Council. Conduct social science research and publish results.

08/89 to 08/92 **Assistant Professor, Department of Government, New Mexico State University, Las Cruces, NM. 88003**

Develop courses and teach undergraduates and graduates (G) in areas of public administration, American politics, and public policy -- American National Government, Introduction to Public Administration, Public Administration Seminar (G), State and Local Government, Public Budgeting and Finance (G), Public Administration Capstone (G), Skills for Public Administrators [oral presentation, supervision, small group behavior] (G), Politics of the Bureaucracy, Ethics for Public Administrators (G), Lotus 1-2-3 (G), Contract Administration (G), Intergovernmental Relations (G), Public Personnel Administration (G), Organizational Theory (G), specialized independent studies and internships. Work on initial NASPAA accreditation report for MPA program; acting MPA Director (spring/summer 1992). Serve on college Curriculum Improvement Committee; advise student Supreme Court. Serve as member and chair of Doña Ana County Personnel Board. Assist and supervise MPA students with research projects. Conduct and disseminate social science research.

01/88 to present **Management Consultant** Murray State University, City of Murray, KY; Spokane County, WA; City of Las Cruces, NM.; Mesilla Township, NM; Doña Ana County, NM; Michigan Corrections Department; Polaris-Australis Translations, Columbus, OH; UNR, Reno, NV Continuing Ed.

Work with local government managers on projects in performance budgeting (e.g., develop strategy and plan for changing large city government budgeting system from line-item to performance based systems – City won a GFOA award for the final product); provide formal training to city managers on performance budgeting and service planning and estimating; draft county personnel manuals; create reorganization plans and position classification analyses for city; develop executive training program models; provide training to public and private supervisors on multiple HR and Management topics; assist in translation of various regulations and legal topics to and from Spanish to English and assist in business establishment in Chile, South America ('98-99); work with City of Murray on developing and delivering managerial and supervisory training programs-2006-2007; collect information, prepare analysis, and make recommendations related to medical benefits across comparable universities.

08/86 to 05/89 **Teaching Assistant/Instructor, Department of Political Science, Washington State University, Pullman, WA. 99164 Ph.D. student.**

Develop courses and independently teach undergraduates in public administration and American politics -- American National Government and Politics, State and Local Politics. Develop and give lectures as well as grade course work for combined undergraduate and graduate classes: Introduction to Public Administration, Public Personnel Administration, Public Policy Analysis, Politics and Media.

09/79 to 08/86 **Manager (Chief), Building Management Service, Department of Medicine and Surgery, U.S. Department of Veterans Affairs.** Reno, NV; Leavenworth, KS; Little Rock, AR; Walla Walla, WA.

Supervise and manage through subordinate supervisors and employees programs related to various facility management and support operation functions such as environmental care, laundry and linen, interior design, pest control, signage systems and various painting and maintenance contracting services for large medical-surgical hospitals in the VA system. Supervise/manage 20-100 employees in 150-550 bed medical centers. Share in hospital management through committee structures and assignments as Acting Associate Director of the Medical Center. Serve on national advisory board providing advice and assistance on operation of Building Management Service operations for all 172 VA hospitals. Conduct program, efficiency, and effectiveness evaluations of medical center services using various administrative and social science techniques.

01/73 to 04/79 **Personnel Management Specialist, U.S. Office of Personnel Management, San Francisco Regional Office, Reno, NV and San Francisco, CA.**

Perform complete personnel (HRM) program evaluations (compliance and effectiveness) of federal and state agencies in western region (e.g., national parks, national forests, Army/Navy installations and bases, public health service hospitals, State personnel agencies, etc.). Render formal, written classification appeal decisions for federal agencies in the western region. Provide formal classroom training to public managers in agencies of western region on personnel topics -- position classification, position management, equal employment opportunity plans, merit promotion, etc.). Provide on-site advice and technical assistance to federal agencies in western region -- (e.g., interpretation of Federal personnel regulations and laws, developing upward mobility position structures, performing classification studies, advising others on how to operate Hispanic and Women's programs, advising on Labor Management issues, etc.). Perform staffing analyses for a wide range of occupations and develop job analyses.

Other Part-Time/Short-term Professional Experience

1998.	Conduct social science research in Chile, S.A. (Dec. 1998-Feb.1999)
1992.	Review Panel: Grants for juvenile drug prevention/treatment, Doña Ana County, NM.
1990-92.	Member/Chair, Doña Ana County Personnel Appeals Board, Las Cruces, NM.
1989.	Adjunct faculty, Eastern Washington University, Spokane, WA. [Public Budgeting – Graduate course].
1988.	Adjunct faculty, Lewis & Clark State College, Lewiston, ID. [American Government].
1987	Budget Analyst [capital budgeting], State of Washington, Office of Financial Management, Olympia, WA. (Summer)]
1982-86.	Equal Employment Opportunity Investigator, U.S. Department of Veterans Affairs.
1977.	Adjunct faculty, Western Nevada Community College, Reno, NV. [American

Government]

OTHER AWARDS AND ACHIEVEMENTS

2010. College of Humanities & Fine Arts award for Outstanding Service CY 2009.
2001. Woman of the Year. Reno-Tahoe Airport Authority. [Outstanding Employee]
1994. Laverne Burchfield Award, American Society for Public Administration for outstanding essay or review in *Public Administration Review* (with S. Witt).
1992. Commendation from County Commissioners of Doña Ana County for service on Personnel Appeals Board.

PROFESSIONAL MEMBERSHIPS
American Political Science Association
American Society for Public Administration
International Personnel Management Association
Society for Human Resource Management