

Vitae

Heather Wyatt -Nichol

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College of Public Affairs
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Research interests include diversity management, ethics, family friendly-workplace policies, organizational behavior, pay equity, and social equity.

Education

Ph.D. Public Policy & Administration, Virginia Commonwealth University, Richmond, VA.

Dissertation: "Organizational Citizenship Behavior: A Comparison of Contingent and Traditional Workers" Chaired by Dr. Blue Wooldridge

M.P.A., Old Dominion University, Norfolk, VA

B.A. Political Science, Christopher Newport University, Newport News, VA,

Teaching and Administrative Experience

University of Baltimore, Baltimore, MD (Aug. 2008-present)

Assistant Professor, August 2008-present

MPA Program Director, August, 2011- present

Courses Taught:

GVPP 408 Methods in Government and Public Policy

GVPP 300 American Political Institutions

PUAD 621 Public Personnel and Human Resources Management

PUAD 624 Public Organization Theory

PUAD 704 Managing Diversity

PUAD 824 Doctoral Seminar in Public Organization Theory

Stephen F. Austin State University, Nacogdoches, TX. (Aug. 2004-Jul. 2008)

Assistant Professor, January 2006-July 2008

Instructor, August 2004-December 2005

Courses Taught:

PSC142 Introduction to American and Texas Government: Structure & Functions

PSC 344 Introduction to Public Administration

PSC 444 Management of Public Organizations (*lecture & hybrid*)

PBA 505 Public Administration Research Methods (*lecture & hybrid*)

PBA 525 Public Organizations & Management (*lecture & hybrid*)

Christopher Newport University, Newport News, Va. (1998-2004)

Instructor, August 2002- May 2004

Adjunct, August 1999-May 2002

Program Coordinator, December 1998-May 2002

Courses taught:

GOVT 101 Introduction to American Government

GOVT 334 Planning & Evaluation (*lecture & online*)

GOVT 450 (previously listed as GOVT 355) Ethics & Politics (*lecture & online*)

GOVT 480W Public Human Resources Management (*lecture & online*)

GOVT 491 Senior Practicum

Program Coordinator, Christopher Newport University/Newport News Police Department Leadership Training Program, December 1998- June 2002

Grant Research

Funding provided by the Edward Byrne Memorial Grant issued by the U.S. Dept. of Justice to the Virginia Department of Criminal Justice Services to develop and implement a unique leadership-training program for first level supervisors and Field Training Officers (FTOs) within the Newport News Police Department and surrounding localities in Hampton Roads.

Responsible for a variety of grant related and criminal justice program activities under the CNU/NNPD Leadership Training Program, which included the following:

- Monitored budget activity & prepared budget each fiscal year. 75% federal funding, 20% state, 5% university match; Budget awarded for FY ending June 1999= \$71,960; FY00= \$92,993; FY01=\$85,522; FY02=68,423
- Prepared quarterly reports of grant activities
- Identified leadership-training needs for NNPD
- Identified presenters for various segments of training
- Developed and updated training program web site and online lecture support
- Assisted student officers and presenters as necessary
- Sought continuous funding through the grant re-application process
- Sought new funding opportunities

The following activities were conducted to identify the leadership training needs of first-level and lead officers within the Newport News Police Department:

- Researched existing leadership programs throughout the country
- Site visit to the West Point Leadership Command Program adopted by the Los Angeles Police Department
- Developed and administered a survey to Newport News Police Department personnel
- Focus group sessions for the executive command staff retreat
- Coordinated a town hall meeting to gather citizen input on preferred leadership qualities of police

Additional Projects under the Center for Community Safety Leadership:

Assessment Center Promotional Process, August-December 1997 & March 2000

Assisted in the development and coordination of assessment centers used in the promotional process for the position of Sergeant within the Newport News Police Department. Job task analysis was conducted through position description reviews, interviews with Sergeants, and field observational analysis. Dimensions required for the position of Sergeant were identified and defined. Helped develop the tests/exercises used in the assessment center process.

Also served as a B-PAD assessor

Videoconferencing, Spring 2000

Conducted a feasibility study for the Hampton Roads Regional Jail to assess the viability of implementing videoconferencing between the jail and other criminal justice agencies in the region. The summary report included criminal justice agencies that have implemented videoconferencing throughout the Commonwealth of Virginia, technological applications of videoconferencing, and available sources of funding.

Implementation Progress of NNPD Strategic Plan, October 1999

Assisted the late Dr. Wolfgang Pindur of Old Dominion University to conduct focus groups to review the implementation progress of the strategic plan of the Newport News Police Department

Research

Peer Reviewed Journal Articles

Wyatt-Nichol, H. & Naylor, L. (forthcoming). Liberty and equality: In defense of same sex marriage. *Public Integrity*.

Wyatt-Nichol, H. & Naylor, L. (2013). The policy landscape of sexual orientation. *Journal of Public Management and Social Policy*, 19(1), 5-18.

Wyatt-Nichol, H. & Antwi-Boasiako, K. (2012). Diversity management: Development, practices, and perceptions among state and local government agencies. *Public Personnel Management*, 41(4), 749-771.

Wyatt-Nichol, H. (2012). A view from the 50th street gate on Washington Avenue: Reflections of a working class academic. *Journal of Public Affairs Education*, 18(1), 17-28.

Wyatt-Nichol, H., Brown, S.A., Haynes, W. E. (2011). Social class and socioeconomic status: Relevance and inclusion in MPA/MPP Programs. *Journal of Public Affairs Education*, 17(2): 187-208.

Wyatt-Nichol, H. (2011). The enduring myth of the American Dream: Mobility, marginalization, and hope. *International Journal of Organization Theory and Behavior*. *International Journal of Organization Theory and Behavior*, 14(2):258-279.

- Wyatt-Nichol, H. (2009). Blue-collar mother/White-collar daughter: A perspective on U.S. policies toward working mothers. *Journal of the Association for Research on Mothering*, 11(2), 111-121.
- Wyatt-Nichol, H. & Franks, G. (2009). Ethics training in law enforcement agencies. *Public Integrity*, 12(1), 39-50.
- Wyatt-Nichol, H. & Dunning, P. (2008). Innovations and strategies for teaching online. *Academic Exchange Quarterly*, 12(4), 60-65.
- Wyatt-Nichol, H., & Antwi-Boasiako, K.B. (2008). Diversity across the curriculum: Perceptions and practices. *Journal of Public Affairs Education*, 14:1, 79-90.
- Wyatt-Nichol, H. & Abel, C.F. (2007). A critical analysis of emergency management. *Administrative Theory & Praxis*, 29, 567-585.
- Wyatt-Nichol, H. (2007). Job perceptions of contingent and traditional faculty. *Academic Exchange Quarterly*, 11 (2), 164-171.

Book Chapters

- Wyatt-Nichol, H., Cardona, M., & Drake, K. (2012). Balancing work and family in higher education: Best practices and barriers. In O'Brien Hallstein, L. & O'Reilly, A. (Eds.) *Academic motherhood in a post-second wave context* (pp. 108-126). Bradford: Demeter Press.
- Wyatt-Nichol, H. & Naylor, L.A. (2012). Human resource management practices that facilitate cultural competence. In Norman-Major, K.A. & S.T. Gooden (Eds.) *Cultural competency for public administrators* (pp. 62-79). Armonk: M.E. Sharpe.
- Wyatt-Nichol, H. (2011). Case study: Female-family friendly policies in the academe. In M.J. D'Agostino & H. Levine (Eds.), *Women in Public Administration: Theory and Practice* (pp. 45-65). Sudbury: Jones & Bartlett Learning.

Professional/Trade Magazine Articles

- Wyatt, H. (2000). Integrating police academy training with higher education. *Virginia Police Chief* 13 (1), 14-18. (Cover Story).

Encyclopedia Entries

- Wyatt-Nichol, H. (2011). Faculty, adjunct and contingent. *The Multimedia Encyclopedia of Women in Today's World*.
- Wyatt-Nichol, H. (2011). College and university faculty. *The Multimedia Encyclopedia of Women in Today's World*.
- Wyatt-Nichol, H. (2010). Daycare. *Encyclopedia of Motherhood*. Los Angeles: Sage Publications, Inc, 273-275.

Wyatt-Nichol, H. (2010). Maternity leave. *Encyclopedia of Motherhood*. Los Angeles: Sage Publications, Inc, 729-730.

Professional Reports & Other

Podcast discussion on The Global Child—Female Friendly Workplaces (2012, August 24) for NGO *To Love Children Educational Foundation International, Inc.*, Available at WebTalk Radio.net <http://webtalkradio.net/2012/08/26/the-global-child-female-friendly-workplaces/> and iTunes <http://itunes.apple.com/us/podcast/global-child-dr.-david-kenneth/id522172701>

Radio discussion on the American Dream (2011, November 3). *KXO Radio* (FM107.5) in Imperial, California. Available at <http://kxoradio.com/lets-talk-about-it.html>

Sloan Workgroup I (2009, October). *Results from the 2009 UB Faculty Survey*

Best Practices in Corporate Universities. Produced for the Maryland State Highway Administration on behalf of the Schaefer Center for Public Policy at the University of Baltimore Federal Highway Administration, Transportation Education Development Pilot Program Grant # DTFH61-089G-00017

Wyatt-Nichol, H. & Scott, P. (2007, April). *The Performance Measurement Answer Book*. Short workbook used by participants of the Texas Certified Public Manager Program, Stephen F. Austin State University.

Wyatt-Nichol, H. (2006, January). Chapter 3: The Texas bureaucracy. In Harrelson-Stephens (Ed.) *Texas Politics Workbook : American Government, PSC 142, 35-45*. Workbook used by faculty members within the department, Stephen. F. Austin State University.

Wyatt-Nichol, H. (2005, August). Chapter 5: Public opinion in Texas. In Harrelson-Stephens (Ed.) *Texas Politics Workbook : American Government, PSC 141* Workbook used by faculty members within the department, Stephen F. Austin State University.

Conference Paper Presentations

Wyatt-Nichol, H. & Cardona, M. (2013, June 24). Family-friendly policies in higher education: Best practices and barriers in U.S. Colleges and Universities. To be presented at the *Mega-Motherhood Conference*, Motherhood Initiative for Research and Community Involvement, Toronto, ON, Canada.

Wyatt-Nichol, H., Seabrook, R., & Williams, B. (2013, May 30). Race, class, gender, incarceration & re-entry: Power, privilege, & marginalization in the U.S. criminal justice system. Presented at the *Law and Society Conference*, Boston, MA. Also to be presented on June 5, 2013 at the *Annual Social Equity Leadership Conference* of the Standing Panel on Social Equity in Governance, The National Academy of Public Administration, NC State University, Raleigh, NC.

- Wyatt-Nichol, H. (2013, April 12). Roundtable panelist: *Social Equity and the Intersection of Same Sex Marriage*. Presented for the Standing Panel on Social Equity at the National Academy of Public Administration, Washington, D.C.
- Wyatt-Nichol, H. (2013, March 15). Social justice and equity: PA in the 21st Century. Presented at the *Annual Conference of the American Society for Public Administration, New Orleans, LA*.
- Wyatt-Nichol, H. & Naylor, L. (2013, March 16). The policy landscape of sexual orientation. Served as panel discussant, Naylor presented, at the *Annual Conference of the American Society for Public Administration, New Orleans, LA*.
- Wyatt-Nichol, H. (2013, March 18). The marginalization of social class and the commodification of Public Administration. Presented at the *Annual Conference of the American Society for Public Administration, New Orleans, LA*.
- Wyatt-Nichol, H. (2012, October 20). Organizational change and assessment. Panel presentation on Public Administration in a turbulent environment: Programmatic Redesign and Assessment at the *Annual National Association of Schools of Public Affairs and Administration*.
- Wyatt-Nichol, H. & Gibson, E. (2012, August 9). He who pays the piper: Perspectives on corruption. Presented at the *First International Conference on Democratic Governance, Philadelphia, PA*.
- Wyatt-Nichol, H. (2012, July 31). The Leadership Pipeline: An Examination of Women Serving as Department Chairs and Deans in U.S. Colleges and Universities. Presented at the *Oxford Roundtable- Higher Education: An Interdisciplinary Perspective*, Harris Manchester College at the University of Oxford. Oxford, England. Also served as a discussion leader on July 30th.
- Wyatt-Nichol, H. (2012, June 14). Leveling the playing field: An examination of family friendly policies in academe. Presented at the inaugural meeting of the *Work and Family Researchers Network*, New York, NY.
- Wyatt-Nichol, H. (2012, June 7). The role of nonprofit and civic organizations in advancing opportunities for youth. Presented at the 11th *Annual Social Equity Leadership Conference* of the Standing Panel on Social Equity in Governance, The National Academy of Public Administration, Savannah, GA.

- Wyatt-Nichol, H. (2012, March 4). Social equity in Baltimore City: The role of nonprofit and civic organizations in advancing opportunities for youth. Presented at the *Annual Conference of the American Society for Public Administration*, Las Vegas, NV.
- Wyatt-Nichol, H. (2011, October 28). Leveling the playing field: An examination of family friendly policies in the academy. Presented at the Northeast Conference on Public Administration, New York, NY.
- Wyatt-Nichol, H. (2011, October 21). Social equity as an ethical imperative: Preparing public service leaders. Presented at the *Annual National Association of Schools of Public Affairs and Administration*, Kansas City, MO.
- Wyatt-Nichol, H. & Naylor, L.A. (2011, October 20). Roundtable on Best Practices for Incorporating Diversity, Social Equity and Cultural Competency into the Public Administration Curriculum. Roundtable discussion at the *Annual National Association of Schools of Public Affairs and Administration*, Kansas City, MO.
- Wyatt-Nichol, H., & Owens, A. (2011, September 23). Educational disparities: Measures of social equity in education. Presented at the *Annual Southeastern Conference of Public Administration*, New Orleans, LA. Also presented on June 8, 2011 at the 10th *Annual Social Equity Leadership Conference* of the Standing Panel on Social Equity in Governance, The National Academy of Public Administration, Binghamton, NY.
- Wyatt-Nichol, H. & Naylor, L.A. (2011, September 23). Diversity in federal government: An assessment of human resource management practices. Presented at the *Annual Southeastern Conference of Public Administration*, New Orleans, LA.
- Wyatt-Nichol, H., & Owens, A. (2011, September 23). Educational disparities: Measures of social equity in education. Presented at the *Annual Southeastern Conference of Public Administration*, New Orleans, LA. Also presented on June 8, 2011 at the 10th *Annual Social Equity Leadership Conference* of the Standing Panel on Social Equity in Governance, The National Academy of Public Administration, Binghamton, NY.
- Wyatt-Nichol, H. (2011, May 22). Mobility or muck? Social class reproduction and rise through education. Presented at the *Annual Meeting of the Public Administration Theory Network*, Norfolk, VA.
- Wyatt-Nichol, H. & Naylor, L. (2011, May 21). Public ethics: Lessons from the Bhagavad Gita. Research in progress along with Don Haynes. Presented at the *Annual Meeting of the Public Administration Theory Network*, Norfolk, VA.
- Wyatt-Nichol, H. (2011, May 17). Panel on integrating social equity into the MPA. Panel members include: Sam Brown, Edwina Dorch, Warren Haynes. Presented at the *Annual Teaching PA Conference*, Williamsburg, VA.
- Wyatt-Nichol, H. (2011, March 24). Leveling the playing field: Family friendly policies in academia. Research paper presented at the *Oxford Roundtable- Women in the Academy: Progress and Prospects*, Harris Manchester College at the University of Oxford. Oxford, England.

- Wyatt-Nichol, H. & Naylor, L. (2011, March 15). Human resource management practices that facilitate cultural competence in federal agencies. Research paper presented at the 2011 *Annual Conference of the American Society for Public Administration*, Baltimore, MD. Also presented on October 14, 2010 at the *Southeastern Conference of Public Administration*, UNC Wilmington, NC.
- Wyatt-Nichol, H. (2010, June 18). Integrating diversity and social equity into the MPA curriculum. Research paper presented at the *Annual Social Equity and Leadership Conference* of the Standing Panel on Social Equity in Governance, The National Academy of Public Administration. Sponsored by the University of Baltimore College of Public Affairs and the School of Public Affairs and Administration at Rutgers Newark. Baltimore, MD.
- Wyatt-Nichol, H. (2010, May 21). The enduring myth of the American Dream: Mobility, marginalization, and hope. Research paper presented at the 23rd *Annual Meeting of the Public Administration Theory Network*, Omaha, NE.
- Wyatt-Nichol, H. & Gibson, E. (2010, April 12). Don't throw the ethical climate out with the bureaucracy: An exploration into organizational characteristics and perceptions of ethical climates. Preliminary research findings presented at the 2010 *Annual Conference of the American Society for Public Administration*, San Jose, CA.
- Wyatt-Nichol, H., & Brown, S. (2009, October 17). Diversity as a curricular competency: Integrative course strategies. Research paper presented at the 2009 *Annual Conference of the National Association of Schools of Public Affairs and Administration*, Arlington, VA.
- Wyatt-Nichol, H. (2009, June 17). Economic segregation and educational disparities: Relevance and roles of Public Administration. Research paper presented at the *Annual Social Equity Leadership Conference* of the Standing Panel on Social Equity in Governance, The National Academy of Public Administration. Sponsored by the School of Public Affairs and Administration at Rutgers University, Newark, NJ.
- Wyatt-Nichol, H., & Antwi-Boasiako, K.B. (2009, March 21). Diversity management: Organizational policies and professional development initiatives among state and local government agencies. Research paper presented at the *Annual Conference of the American Society for Public Administration*, Miami, FL.
- Wyatt-Nichol, H. (2009, February 27). Balancing work and family in higher education: Barriers and best Practices. Research paper presented at *The Maternal Wall of Academe: Academic Mothers and Strategies of Resistance and Empowerment*, Women's Studies Research Center, Brandeis University, Waltham, MA.
- Wyatt-Nichol, H. (2008, Oct. 16). Social class and socio-economic status: relevance and inclusion. Research paper presented at the *Annual Conference of the National Association of Schools of Public Affairs and Administration*, Charleston, SC.
- Wyatt-Nichol, H. (2008, May 29). The marginalization of social class in public Administration. Research paper presented at the 21st *Annual Meeting of the Public Administration Theory Network*, Richmond, VA.

- Wyatt-Nichol, H., & Antwi-Boasiako, K.B. (2007). Diversity across the curriculum: Perceptions and practices. Research paper presented at the *2007 Annual Conference of the National Association of Schools of Public Affairs and Administration*, Seattle, WA.
- Wyatt-Nichol, H. (2006, June 2). History of government investment in job training. Research paper presented at the *Policy History Conference*. Sponsored by the Journal of Policy History, the Institute for Political History, and the Miller Center of Public Affairs at the University of Virginia, Charlottesville, VA.
- Wyatt-Nichol, H. & Herzog, R. (2006, February 9). Katrina, Rita, margaritas, and hurricanes: Redefining PA theoretical frameworks for crisis planning and response management. Research paper presented at the *19th Annual Meeting of the Public Administration Theory Network*, Olympia, WA.
- Wyatt-Nichol (2005, May 25). The changing nature of the workforce: Trends in contingent employment in the public sector. Research paper presented and published in the *Proceedings of Research Paper Presentations at the 2005 Conference of the International Association of Business and Public Affairs Disciplines*, 397-408. Dallas, TX.
- Carlson, P., Davis, S., & Wyatt, H. (2003, February 8). Evaluating on-line education: Comparison of on-line, traditional, and merged format coursework. Research paper presented at the *26th Annual Teaching Public Administration Conference*, Dayton, OH.
- Wyatt, H. (2001, September 21). Web-CT and lecture support in web based courses. Multi-media presentation at the *Annual Fall Conference of the Virginia Association of Criminal Justice Educators*, Virginia Beach, VA.
- Wyatt, H. (2000, April 13). Integrating police academy training with higher education. Presented at the *Administration of Justice Peer Group Conference* sponsored by the Virginia Community College System, Charlottesville, VA.

Activities and Services **To Discipline:**

Appointed to serve on the NASPAA Commission on Peer Review and Accreditation, September 2013-August 2016.

Chair Elect, ASPA Section on Democracy and Social Justice, March 2013-present.

Council member, Maryland Chapter of the American Society for Public Administration, August, 2011-present.

Served as a reviewer for a manuscript submission to *Journal of Public Affairs Education*, May, 2013.

Served as a reviewer for a manuscript submission to *Public Voices*, January, 2013.

Provided a training session, *Leading from the middle*, for the Certified Public Manager Program at the Schaefer Center for Public Policy at the University of Baltimore, Baltimore, MD. November 30, 2012.

Served as a reviewer for a manuscript submission to *Journal of Public Affairs Education*, August, 2012.

Served as a reviewer for a manuscript submission to *Public Administration Quarterly*, May, 2012.

Served as a reviewer for a manuscript submission to *Public Administration Quarterly*, March, 2012.

Served as a reviewer for a manuscript submission to *Public Voices*, February, 2012.

Attended training conference: *Using Assessment to Improve Accountability for Student Learning*. Sponsored by Academic Impressions, February 27-29, 2012, Newport Beach, California.

Served as a reviewer for a manuscript submission to *PRISM: A Journal of Regional Engagement*, November, 2011.

Provided training sessions: *Design and management of training programs for government employees* and *Best practices: Evaluation and quality management of training programs*, for the Clarewood Institute to Chinese officials from Wuhan City, China. Loyola Graduate Center, Timonium, MD., October 25, 2011.

Served as a reviewer for a manuscript submission to the *Journal of Public Affairs Education*, August, 2011.

Served as a reviewer for the *Valid Assessment of Learning in Undergraduate Education (VALUE)* Reliability Pilot sponsored by the Association of American Colleges and Universities, April, 2011.

Served as a reviewer for CQ Press on two chapters in *American government: The promise, politics and policymaking of a nation*, by Gerston and Quill, February, 2011.

Attended training workshop *Revealing organizational culture: What every nonprofit leader needs to navigate change*, presented by Paul Sturm and Denice Hinden. Sponsored by the Maryland Association of Nonprofit Organizations, December 3, 2010, Baltimore, MD.

Served as the conference coordinator for the *Ninth Annual Social Equity Leadership Conference* in Baltimore, Maryland June 16, 17, and 18, 2010. The event was hosted by the School of Public Affairs at the University of Baltimore and co-sponsored by the School of Public Affairs and Administration at Rutgers University's Newark Campus. Established by the Standing Panel on Social Equity at the National Academy of Public Administration, the annual Social Equity Leadership Conferences are focused on advancing knowledge and understanding of applied and theoretical research towards the promotion of social equity in governance.

Provided ethics training session for the Clarewood Institute to Chinese officials from Wuhan City, China. Towson University, Baltimore County, MD., September 2, 2010.

Provided human resources management training and ethics training sessions for the Clarewood Institute to Chinese officials from Tianjin City, China. The International Graduate University, Washington DC, August 31, 2010.

Attended *Building the 21st Century Workforce: Focus on MPOs and Local and Regional Transportation Agencies* workshop at the Transportation Research Board (TRB) 89th Annual Meeting, January 14, 2010, Washington, D.C.

Attended *Strategic Human Capital Management for Government* Conference sponsored by Advanced Learning Institute, March 11, 2009, Arlington, Virginia.

Served as a reviewer for CQ Press on a chapter in *Organization theory and governance in the 21st Century: From understanding historical influences and recognizing post-traditionalist possibilities*, by Austin and Parkes, September 2008.

Served as a reviewer for McGraw-Hill on *The American democracy, TX. Edition (8th ed)* by Patterson & Halter, November 2007.

Provided Teaching Excellence Workshop Presentation on Internship Assessment, Stephen F. Austin State University, May 3, 2007.

Served as a reviewer for Pearson Longman Publishing on *Government in America: People, politics, and policy* (13th ed.) by Edwards, Wattenburg, and Lineberry. May 2007.

Provided the following presentations during the Summer of 2006 for the Certified Public Manager Program at Stephen F. Austin State University in Nacogdoches, Texas: Job Analysis & Compensation (CPM Longview), Strategic Planning (CPM Longview & CMP SFA).

Served as a reviewer for Pearson Custom Publishing on *Choices: An American government reader Texas state government*, April 2006.

Panel and Roundtable Discussion (2005, September 30). "Reflective Practitioners Can Help Teach What is Preached" at the 7th Annual Texas ASPA/CPM Conference, Austin, TX

Provided the following presentations during the 2004-2005 academic year for the Certified Public Manager Program at Stephen F. Austin State University in Nacogdoches, TX: Research Design, Job Analysis, Performance Appraisal, Employee Benefits, Strategic Planning, and Organizational Communication.

Served as reviewer for Wadsworth Publishing on *Public personnel management: Contexts and strategies* (5th ed.) by Klingner and Nalbandian, January 2004.

Served as a reviewer for Wadsworth Publishing on *Ethics & politics: Cases and comments* (3rd ed.) by Guttman and Thompson, February 2003.

Co-facilitated a strategic planning retreat with Dr. Robert Colvin for the Richmond Community Senior Center in Richmond, VA, August 2002.

Served as B-PAD assessor for the Newport News Police Department, VA. November 2001 and October 2002.

Provided ethics training sessions with Dr. Tammy Hall for the Certified Public Manager Program at the Virginia Department of Human Resources in Richmond, VA, April 2000 and October 2001.

Attended and exhibited CNU Criminal Justice Programs at the *Virginia Association of Chiefs of Police Conference* in August 1999 held in Roanoke, VA. and August 2000 in Williamsburg, VA.

Participant at the annual *Academy of Criminal Justice Sciences* conference held in New Orleans, LA., March 2000.

Attended and exhibited CNU Criminal Justice Programs at the *Community-Oriented Justice: The Community Partnership Conference* sponsored by the Virginia Department of Criminal Justice Services, April 1999 and May 2000, Norfolk, VA.

Activities and Services

To Department/University:

MPA Program Director, University of Baltimore, August, 2011- present.

Member, College of Public Affairs Curriculum Committee, University of Baltimore, August, 2011-present.

Faculty Advisor- Master of Public Administration Student Association, University of Baltimore, Spring 2010- present.

Board Member, University System of Maryland Women's Forum, November 2012-present.

Member, Networked Learning Cohort, Center for Excellence in Learning, Teaching, and Technology, University of Baltimore, Spring 2013-present.

Member, Community Based Learning Cohort, Center for Excellence in Learning, Teaching, and Technology, University of Baltimore, Spring 2013-present.

Member, Faculty Search Committee for Public Administration position, University of Baltimore, Spring 2013.

Chair, Curricular Synergies Committee, University of Baltimore, Summer 2012.

Member, QLIN Assessment Committee, University of Baltimore, Spring 2012

Member, Faculty Search Committee for Global Affairs and Human Security position, University of Baltimore, Spring 2012.

Member of the Dean Search Committee, College of Public Affairs, University of Baltimore, Spring 2011.

Presented on a panel for New Faculty Orientation, University of Baltimore, August 28, 2009

Member, Work Group I Sloan Grant Committee, University of Baltimore, Fall 2008-2009

Faculty Advisor- Pi Alpha Alpha, Stephen F. Austin State University, Spring 2007-2008

Faculty advisor- SFA Students for Public Administration, Stephen F. Austin State University, Fall 2004-2008.

Member, College of Liberal and Applied Arts Committee on Tenure, Promotion & Retention, Stephen F. Austin State University, Fall 2007.

Member, Executive Review Committee (Dept. decisions on merit), Stephen F. Austin State University, 2005-2007.

Member, Political Science Search Committee, Stephen F. Austin State University, Spring 2007.

Established university chapter of Pi Alpha Alpha, Stephen F. Austin State University, December 2006.

Member, Comparative Search Committee, Stephen F. Austin State University, Spring 2005.

Member, Geography Search Committee, Stephen F. Austin State University, Fall 2005.

Faculty representative for Christopher Newport University Model UN- National Model UN Conference in New York City, April 2001.

Co-faculty advisor- Government Club, Christopher Newport University, 2000-2001

Activities and Services

To Community:

Served as an election judge for Baltimore County during the Presidential Election, November 4, 2008.

Served as a board member for the Nacogdoches Commission on Women and Families, Nacogdoches, TX. January 2006- January 2008.

Participated in the Nacogdoches Visionaries in Preservation process, Nacogdoches, TX, February-May 2006.

Served as a member of the Newport News Police Department Central Precinct Community Involvement Team, Newport News, VA., 2000-2002.

Awards and Honors

Nominated for the NASPAA Annual Dissertation Award

Member of Pi Alpha Alpha Public Administration Honor Society
Departmental Honors in Government and Public Affairs, May

Professional Memberships

American Association of University Women
American Society for Public Administration
International Public Management Association for Human Resources
Motherhood Initiative for Research and Community Involvement (MIRCI)
National Organization for Women

Non-Academic Experience

Account Executive, United Way of South Hampton Roads, Norfolk, VA.
Account Specialist & Customer Service Rep., Newport News Incorporated (part of the Spiegel Group), Hampton, VA.
Campaign volunteer for the late Congressman Herbert Bateman, Newport News, VA
Waitress during high school & college, Hampton, VA.
Stock clerk, Newport News, VA.