

Catherine C. Reese

Arkansas State University, Department of Political Science,
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EDUCATION

Doctor of Philosophy in Public Administration, University of Georgia, 1995

Fields of Study: Public Budgeting and Finance, Public Policy, Public Administration.
Dissertation: "The Line-Item Veto in Southern States."
Carl Vinson Institute of Government Graduate Research Assistantship, 1992-95.
University-wide Graduate School Assistantship & Supplemental Stipend, 1989-92.

Master of Public Administration, University of Memphis, 1989

Concentration: general public administration.
Thesis: "The Effects of Foreign Direct Investment in Manufacturing on the Economic Health of Rural Tennessee Counties."
Part-Time Master's Fellowship, 1988-1989.

Bachelor of Arts in Political Science, Rhodes College, 1984

Emphasis: public policy studies and research.
Honors Scholarship, 1980-84.

RESEARCH INTERESTS

gender wage gap	state tobacco settlement spending
U.S. state public policy	state government budgeting
state government finance	state government human resource policy

PUBLICATIONS

Reese, Catherine C. *Fair Pay for Women: Time for a Revolution*. Jonesboro, Arkansas: Zada Publications, LLC, December 2022. Apple book. ISBN 979-8-9874858-9-7

Hoffman, Kim U.; Parry, Janine; and Reese, Catherine C. Edited volume: *Readings in Arkansas Politics and Government*. 2nd edition. Fayetteville, Arkansas: University of Arkansas Press, December 2019. ISBN 978-1-68226-123-1

PUBLICATIONS cont.

Hoffman, Kim U. and Reese, Catherine C. "The Arkansas State Budget Process: A Unique and Reliable Approach." In Hoffman, Kim U.; Parry, Janine; and Reese, Catherine C. Edited volume: *Readings in Arkansas Politics and Government*. 2nd edition. Fayetteville, Arkansas: University of Arkansas Press, December 2019, pp. 241-259. ISBN 978-1-68226-123-1

Reese, Catherine C. "The Status of Pay Equity for Women of Color in the U.S." *Review of Public Personnel Administration* 39(4), December 2019 (initially published online 20 March 2018), pp. 594-610.

Reese, Catherine C. and Harding, Jr., David. "Implementation of the Welfare-to-Work Program in Arkansas: The Importance of Inter-Agency Communication." *Politics & Policy* 35 (3), September 2007, pp. 608-629. Reprinted in edited volume: *Readings in Arkansas Politics and Government*. 2nd edition. Fayetteville, Arkansas: University of Arkansas Press, December 2019, pp. 367-385.

Stewart, Patrick A.; Reese, Catherine C.; and Brewer, Jeremy. "Effects of Prohibition in Arkansas Counties." *Politics & Policy* 32(4), December 2004, pp. 595-613. Reprinted in edited volume: *Readings in Arkansas Politics and Government*. 2nd edition. Fayetteville, Arkansas: University of Arkansas Press, December 2019, pp. 351-365.

Hoffman, Kim U. and Reese, Catherine C. "A Comparative Review of Periodicity in the Arkansas State Budget Process." *Journal of Public Budgeting, Accounting & Financial Management*, 31(1), 4 March 2019 (published online 12 February 2019), pp. 66-84.

Reese, Catherine C. and Handley, Donna M. "The Quietest Revolution: State Gender Pay Equity Proposals, 1990-2016." *MidSouth Political Science Review* 19, 2018, pp. 51-82.

Reese, Catherine C. and Hilson, Patrick. "Media Coverage of Tobacco Settlement Expenditure in Two States." *MidSouth Political Science Review* 15(1), 2014, pp. 105-123.

Reese, Catherine C. and Warner, Barbara. "Pay Equity in the States: An Analysis of the Gender Pay Gap in the Public Sector." *Review of Public Personnel Administration*, 32(4), December 2012: pp. 312-331.

Reese, Catherine C.; Hewitt-Mann, Christy; and Valeria Hawkins. "Have Our Tobacco Settlement Funds Gone Up in Smoke?" *MidSouth Political Science Review*, 13 (2), December 2012: pp. 81-104.

PUBLICATIONS cont.

Reese, Catherine C. and Watson, Douglas J. "The Role of Human Resource Professionals in the Budgeting Process." Chapter 33 in *Handbook of Practical Human Resource Management*. 3rd edition. San Francisco: Jossey-Bass Inc., 2010, pp. 835-860.

Lauth, Thomas P. and Reese, Catherine C. "The Line-Item Veto in Georgia: Fiscal Restraint or Inter-Branch Politics?" *Public Budgeting & Finance* 26 (2), June 2006, pp. 1-19.

Watson, Douglas J. and Reese, Catherine C. "The Role of Human Resource Professionals in the Budgeting Process." Chapter 32 in *Handbook of Practical Human Resource Management*. 2nd edition. San Francisco: Jossey-Bass Inc., December 2004, pp. 754-775.

Reese, Catherine C. "An Analysis of Reasons for the Use of the Line-Item Veto in Southern States." *Politics & Policy* 32(4), December 2004, pp. 614-635.

Reese, Catherine C. and Coe, Charles K. "Budgeting Essentials for Human Resource Managers," Chapter 26 in *Handbook of Practical Human Resource Management* (San Francisco: Jossey-Bass Inc., Summer 1998), pp. 536-558.

Reese, Catherine C. "The Line-Item Veto in Practice in Ten Southern States," *Public Administration Review* (November/December 1997), pp. 510-516.

UNDER REVIEW

RESEARCH IN PROGRESS

Reese, Catherine C. "Removal of the Sales Tax on Groceries in U.S. States."

Reese, Catherine C. "Taxation of Vaping Products in U.S. States."

SELECT GRANTS

ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers. National Science Foundation, Institutional Transformation Catalyst Grant. *Co-Primary Investigator*, with Anne Grippo of the College of Science and Mathematics, Department of Biology, August 2011–2012. [Not funded.]

Arkansas Employment Security Department, Employment and Training Services Division. *Primary Investigator*, May-September 2001. Drafted grant proposal, secured \$80,000 funding. Directed the monitoring of Workforce Investment Act (WIA) and Welfare-to-Work (WtW) programs for five (out of ten) federally-designated Local Workforce Investment Areas (LWIAs) for the State of Arkansas, for compliance with federal and state laws, policies and procedures. This monitoring was done in order to assess state-level compliance for the U.S. Department of Labor. Directed all human resources, budgeting, and other administrative activities, including selecting and training personnel, researching federal and state laws, preparing employee reimbursements, and monitoring field activities.

Arkansas Employment Security Department, Employment and Training Services Division. *Co-Primary Investigator*, with John S. Kaminarides of the College of Business at Arkansas State University, January - November, 2000. Drafted grant proposal, secured \$140,000 funding. Phase I: directed the monitoring of Job Training Partnership Act (JTPA) and Welfare-to-Work (WtW) programs for seven (out of ten) federally-designated Service Delivery Areas (SDAs) for the State of Arkansas, for compliance with federal and state laws, policies and procedures. Phase II: Directed the evaluation of the effectiveness of Arkansas' WtW program, via surveying WtW/DHS program managers, former and current WtW participants, and employers of WtW participants. Administration of this grant included overseeing all budgeting, personnel, and communication.

WORK EXPERIENCE

Arkansas State University, Department of Political Science. Professor of Public Administration, August 2012-present. On-Campus MPA Program Advisor, August 2023-present. Master of Public Administration (MPA) Program Director, August 2011-July 2023. Associate Professor of Public Administration, August 2002-2012. Assistant Professor of Public Administration, August 1997-May 2002. Teaching graduate classes in Public Budgeting & Finance and Human Resources Administration to MPA students; upper-division undergraduate courses in Public Personnel Management, Public Budgeting Processes, State & Local Government, and Politics and Popular Culture by the Decade; and undergraduate courses in Introduction to U.S. Government. Managed MPA Program. Developed, organized and implemented online

WORK EXPERIENCE, Arkansas State University, cont.

MPA program in 2011-2012 with Will McLean, including re-writing curriculum, developing new courses, recruiting instructors, developing policies, reviewing transfer courses for students, and overseeing hiring of academic assistants. Developed and taught, along with Dr. Hendershot of the English Department, four inter-departmental team-taught courses: Gender, Politics, and Popular Culture in Spring 2005; Politics and Culture in the 1970s in Fall 2005; Politics and Culture in the 1920s in Fall 2007 (honors); Politics and Popular Culture in the Eighties in Fall 2008; Politics and Popular Culture in the Sixties in Fall 2009. Won Teaching Award for the university 2009. Developed Politics and Popular Culture in the 1930s in Fall 2010.

New Mexico State University, Department of Government. Assistant Professor of Government, August 1995 - May 1997. Taught graduate courses in Public Budgeting, Public Financial Management, and Intergovernmental Relations to MPA students; upper-division courses in State and Local Government and Municipal Government; and undergraduate courses in American Government.

The University of Georgia Carl Vinson Institute of Government, Human Services Division. Educational Program Assistant, 1995; Graduate Research Assistant, 1989-1994. Assisted with the overall management of human resource management projects, including classification and compensation studies, performance-based pay systems, job-based performance appraisal systems, and related employee training sessions. Assisted with research projects, including the collection and analysis of survey data and design of personnel-related research. Assisted with teaching a graduate-level seminar in public personnel administration.

The University of Georgia, Department of Political Science. Graduate Research Assistant, 1989-1992. Performed a variety of research, data analysis, editing, and teaching assistance tasks for two public budgeting and finance professors.

Tennessee Department of Human Services, Memphis, TN. Human Services Eligibility Counselor, 1984-1989. Monitored and re-determined eligibility for AFDC and food stamp cases. Received exceptional performance ratings, 1985-1989. Member of Victory Advisory Committee, 1988. Member of the Department of Employment Security's Cultural Exchange Program, 1986. Unit representative to Shelby County Employee Council, 1985-1989. Recording Secretary for Employee Council, 1988-89.

Shelby County Attorney General's Office, Memphis, TN. Intern, 1984. Collected data from rape and murder files to assist with the prosecution of offenders.

CONSULTING

External Reviewer. 2019. Dr. Jaclyn Bunch, University of South Alabama, promotion and tenure application.

Wallethub. “2020’s Tax Burden.” Published online.

Wallethub. “2016’s States with the Highest and Lowest Tax Burdens.” Published online <https://wallethub.com/edu/states-with-highest-lowest-tax-burden/20494/#catherine-c-reese>

Arkansas Public Administration Consortium (APAC). Co-Instructor, with Mike Stormes, State Budget Director, for “The Budget Process” workshop for APAC’s Certified Public Manager Program, November 2001. Developed and implemented a one-day seminar for mid-level state and local government professionals on the theory and practice of public sector budgeting.

Condrey & Associates, Inc., A Human Resources Consulting Firm for State & Local Governments. Consultant, August 2001. Conducted interviews and assisted with overall position classification for the personnel of the City of North Little Rock, AR. Consultant, April 2003. Conducted interviews and assisted with overall position classification for the personnel of the City of Jonesboro, AR.

CONFERENCE PAPERS & PRESENTATIONS

Co-author and co-presenter of research, “Elimination of the Sales Tax on Groceries in U.S. States,” with Anukrit Chapagain, at the Southeastern Conference on Public Administration in Birmingham, Alabama, September 2018.

Co-author of research, “The ‘Flipped’ Capstone: Engaging MPA Students in the Formulation and Execution of the Capstone Experience,” with Donna M. Handley (lead) and David R. Harding, at the Southeastern Conference on Public Administration in Birmingham, Alabama, September 2018.

Co-author of research, “Removal of the Sales Tax on Groceries in the State of Arkansas,” with Anukrit Chapagain, at the Arkansas Political Science Association Conference in Jonesboro, Arkansas, March 2018 (unable to attend/present due to illness).

Co-author and co-presenter of research, “Creating the Arkansas State Budget: An Analysis of Budget Process Changes” with Kim U. Hoffman, at the Association of Budgeting and Financial Management Conference in Washington, D.C., Sept 2017.

CONFERENCE PAPERS & PRESENTATIONS, cont.

Co-author and presenter of research, "The Status of Pay Equity for Women of Color" with Sharnea Diggs, at the Southeastern Conference on Public Administration in Coral Springs, Florida, October 2012.

Co-author and co-presenter of research, "Pay Equity for Women: Why Does the United States Lag So Far Behind Other Countries?" with Barbara Warner, at the International Interdisciplinary Social Sciences Conference in Cambridge, UK, August 2010.

Co-author and co-presenter of research, "Media Coverage of Tobacco Settlement Spending in Four States," with Patrick Hilson, at the Arkansas Political Science Association Annual Meeting in Jonesboro, AR, February 2010.

Author and co-presenter of research, "Tobacco Settlement Spending," with Christy Polston and Valeria L. Hawkins, at the Arkansas Political Science Association Annual Meeting in Fayetteville, AR, February 2008.

Author and co-presenter of research, "Tobacco Settlement Spending," with Christy Polston and Valeria L. Hawkins, at the Southeastern Conference on Public Administration in Nashville, TN, September 2007.

Author and presenter of research, "Welfare Reform in Arkansas: The Importance of Inter-Agency Communication," at the American Society for Public Administration national conference in Phoenix, AZ, March 2002.

Author and presenter of research, "Implementation of the Welfare-to-Work Program in Arkansas," at the Southeastern Conference on Public Administration in Baton Rouge, LA, October 2001

Co-author and presenter of research, "Alcohol Policy in Arkansas: Drinking in The Natural State," with Patrick A. Stewart and Jeremy Brewer, at the Arkansas Political Science Association Meeting, February 2001.

Co-author of research, "Wet, Damp and Dry: A Study of Arkansas Counties and Alcohol-Related Crashes," with Jeremy Brewer and Patrick A. Stewart, at the Illinois Political Science Association Meeting, November 2000.

Author and presenter of research, "An Analysis of Reasons for the Use of the Line-Item Veto in Southern States," at the Southeastern Conference on Public Administration in Miami, Florida, October 1999.

CONFERENCE PAPERS & PRESENTATIONS, cont.

Author and presenter of research, "The Line-Item Veto in Practice in Ten Southern States," at the Southeastern Conference on Public Administration in Miami, Florida, October 1996.

Co-author and co-presenter of research, "Implementing Federal Mandates in Times of Fiscal Stress: The Case of the Americans with Disabilities Act of 1990," with Stephen E. Condrey, at the Cutback and Change Management Conference in Honolulu, Hawaii, October 1994.

Co-author and presenter of research, "The Line-Item Veto in Georgia: Incidence and Fiscal Effects," with Thomas P. Lauth, at the Georgia Political Science Association Conference in Savannah, Georgia, February 1993.

Discussant for panel, "Privatizing Pay Administration: Implementation of Merit-Based Compensation Systems in the Public Sector," at the Southeastern Conference on Public Administration in Montgomery, Alabama, October 1992.

Author and presenter of research, "U.S. State Debt Issuance Mix: The Demise of General Obligation Issuance?" at the Southeastern Conference on Public Administration in Charlotte, North Carolina, October 1991.

Presenter of research, "Qualitative vs. Quantitative Performance Standards: Implications for Managerial Appraisal Systems," for Stephen E. Condrey, at the Southeastern Conference on Public Administration in Charlotte, North Carolina, October 1991.

Author and presenter of research, "A Review of the Literature on Economic Recovery Following Disasters in the U.S.," at the Southeastern Conference on Public Administration in Clearwater Beach, Florida, October 1990.

Co-author and presenter of research, "Foreign Direct Investment: The Impact on Social Services and Human Resources," with Ellen Rosell, at the Western Social Sciences A

COURSES TAUGHT

Online MPA Courses

Seminar in Human Resources Management
Public Budgeting & Finance

Graduate (MPA) Courses

Public Budgeting and Finance
Seminar in Human Resources Management
Administrative Behavior
Public Financial Management

Upper-Division Undergraduate Courses

Women and Politics aka Gender, Politics & Popular Culture
Politics and Popular Culture in the 1920s; 1930s; 1950s; 1960s; 1970s; 1980s
State and Local Government, State Government
Public Budgeting Process
Public Personnel Administration

Lower-Division Undergraduate Courses

Introduction to U.S. Government

THESIS COMMITTEES

Marylin D’Rozario, MPA Thesis, Chair, on the Administrative Capacity and the Rohingya Refugee Crisis in Bangladesh, Summer 2021.

Katherine James Clark, MPA Thesis, Chair, on Nutrition and Food Availability, Fall 2019

Reagan Williams, Honors Thesis, on Title IX reporting by universities, Spring 2018.

Morshadul Hoque, MPA Thesis, on Comparative Administration in Law Enforcement in India, Pakistan, and Bangladesh, Summer 2016.

Seth Casey, MPA Thesis, on the impact of the anti-vaccination movement in the US, Spring 2015.

Victor Owusu, MPA Thesis (Chair), “The Impact of Child Labor and Child Soldiers on Economic Development in Africa,” Fall 2012.

Kyla Pitts-Zevin, MPA Thesis, on innovation in public sector, Summer 2012.

Abram Skarda, Honors Thesis, on gun control policies in the U.S., Spring 2011.

Carl Behunin, MPA Thesis on fiscal impact of local softball tournaments, Summer 2010.

Jeremy Hunter, Honors Thesis, on Kanye West’s political influences, December 2008.

Willette Romious, MPA Thesis, on smoking by African-American youth in Mississippi County, Arkansas, December 2007.

PROFESSIONAL MANUSCRIPT REVIEWING

Reviewer/referee of journal articles at the request of the following journals:

Journal of Comparative Policy Analysis, 2022-present.

Public Budgeting & Finance, 2016-present;

Gender, Work & Organization, 2017-present;

Public Research Quarterly, 2016-present;

International Journal of Public Policy, 2016-present;

PROFESSIONAL MANUSCRIPT REVIEWING, cont.

The American Review of Canadian Studies, 2016-present;

State Politics & Policy Quarterly, 2016-present;

Review of Public Personnel Administration, 2012-present;

Politics & Policy, 2012-present;

The American Review of Public Administration, 1999 – present;

Public Performance and Management Review, 2002;

Public Administration Review, 1996-present;

Social Science Journal, 1997-1998;

MidSouth Political Science Review, 1998-present.

Reviewer of Public Budgeting text, *Politics, Power, and the Budget: Making and Dodging Hard Choices* by Carol W. Lewis & W. Bartley Hildreth, for Oxford University Press (paid), November 2008

Reviewer of American Government textbook, *American Government* by Welch, Susan et al., for Thomson, Wadsworth Higher Education (paid), December 2005.

Reviewer/referee of journal articles at the request of the *International Journal of Public Administration* (Jack Pinkowski, ed.) for symposia under Theme #1: "Developments in State and Local Finance," 2001-2003.

OTHER PROFESSIONAL SERVICE

Member of Search Committee for Arkansas Public Administration Consortium (APAC) Director, 2017.

Section Chair, "Public Administration and Policy," for the Arkansas Political Science Association Annual Meeting, February 2013.

Board Member, Arkansas Public Administration Consortium (APAC), August 2012-present.

Panel chair and discussant, "Organizational Behavior," for the Arkansas Political Science Association Annual Meeting, Conway, AR, February 2012.

Section Chair, "Public Administration and Policy," for the Arkansas Political Science Association Annual Meeting, Conway, AR, February 2012. Duties include soliciting, organizing and assisting with the scheduling of papers and panels.

Member, Southeastern Conference on Public Administration (SECoPA) Board, 2011 – 2016.

Member, Southeastern Conference on Public Administration (SECoPA) Morris W.H. Collins Award Committee (selects best SECoPA paper submitted by a doctoral student), 2012 – 2016.

Track Chair, "Public Budgeting and Finance," for the Southeastern Conference on Public Administration in Athens, GA, September 2006. Made acceptance/rejection decisions, organized papers into panels, and selected panel chairs and discussants.

Chair/Discussant for panel, "Public Administration/Public Policy," for the Arkansas Political Science Association Conference in Arkadelphia, AR, February 2006.

Convener and discussant for panel, "Balancing Budgets with Revenues," at the Southeastern Conference on Public Administration in Little Rock, AR, October 2005.

Section Chair, "Public Administration and Policy," for the Arkansas Political Science Association Annual Meeting, Jonesboro, AR, February 2002. Duties include soliciting, organizing and assisting with the scheduling of papers and panels.

Participant for panel, "Women in Government: Beyond the Glass Ceiling?" at the Southeastern Conference on Public Administration in Clearwater Beach, Florida, October 1990.

OTHER PROFESSIONAL SERVICE, cont.

Participant for panel, "Foreign Direct Investment in Poor Areas of the Advanced Industrial Countries," at the Convention of the International Studies Association in London, March 1989.

UNIVERSITY & COMMUNITY SERVICE – Department Level

Chair of search committee for Public Administration professor, 2019-2020.

Chair of search committee for Public Administration professor, 2016-2017.

Member of departmental search committee for Departmental Administrative Assistant, 2008 and twice in 2015.

Chair of search committee for Public Administration professor, 2014-2015.

Member of Departmental PRT Committee, 2011-2012. Chair, 2002-2012. Member 2012-2016 & 2021-present.

Member of search committee for International Relations professor, 2013-2014 and 2011-2012.

ASU Constitution Day, "The Role of Gender in Politics," with Amy Buzby and Cherisse Jones-Branch, panel Sept 2013.

ASU Constitution Day, "The Role of Gender in the U.S. Presidential Election," with Amy Buzby, panel September 2012.

ASU Constitution Day, "Women's Rights," for Roundtable: From Civil Rights to the Present, 14 September 2011.

Chair of Departmental Search Committee for MPA faculty member, 2008-2009; member 2009-2010.

Chair of Departmental Search Committee for Political Theory faculty, 2005-2006.

Faculty Advisor of Pi Sigma Alpha Political Science Honor Society, 2003-2012. Duties included overseeing students' preparation of annual banquet, bank account, preparation of annual reports, etc.

Faculty advisor/initiator, Arkansas State University Chapter of Pi Alpha Alpha, The National Honor Society for Public Affairs and Administration, 1998 - present.

UNIVERSITY & COMMUNITY SERVICE – Department Level, cont.

Member of the Advisory Committee for the HUD Grant in support of the Governor's Partnership for Families and Children, 1999 - 2004.

Co-Chair of the MPA Faculty Search Committee, 2002.

Representative for the Arkansas Public Administration Consortium (APAC) at the Arkansas City Managers Association conference in Bella Vista, AR, November 2000. Presented scholarship awards on behalf of APAC to students from ASU, UA and UALR.

UNIVERSITY & COMMUNITY SERVICE – College Level

Member of Committee for Program Viability Review, 2021-2022.

Co-Primary Investigator for NSF Grant Proposal for ADVANCE, with Anne Grippo, 2013.

Chair of panel, "International Perspectives: The Role of Women, Spring 2010.

ASU Faculty Achievement Awards Committee, 2011 – present.

Co-author of remarks, with Barbara Warner, on "Pay Equity for Women: The International Context," Spring 2010.

Member of Delta Symposium Committee, 2009-2011; 1998-2002.

Women and Gender Studies Minor faculty member, 2008-present.

College of Humanities and Social Sciences Brown Bag Presentation with Barbara Warner, "Pay Equity for Women," March 2011.

Member of College Promotion and Tenure Review Committee, 2002-present. Chair, 2009-2011.

Interviewed for article, "Equity in Pay Studied: Professors Review Women's Wages," for *Jonesboro Sun*, 26 Sept 2010.

Review of book/CD package, *Give My Poor Heart Ease: Voices of the Mississippi Blues* at the request of editors of the *Arkansas Review*, August 2010.

Member of Southern Tenant Farmers Union Planning Committee, 2009.

UNIVERSITY & COMMUNITY SERVICE – College Level, cont.

Speech for First Annual Hattie Caraway Day, to introduce film clip from Senator Blanche Lincoln, “Women as Political Candidates,” October 24, 2005. Member of Hattie Caraway Day Committee, 2005-2006.

Member of the Arts and Humanities Dean Search Committee, 2002-2003.

Coordinator/discussant for panel, “Women and the Blues,” for the Delta Blues Symposium, at the Delta Blues Symposium, Jonesboro, Arkansas, April 2000.

Member of the Heritage Studies Ph.D. Program Committee, 2001-2002. Duties included assisting with decisions on admissions, graduate assistantships, course proposals, and program policies.

UNIVERSITY & COMMUNITY SERVICE – University Level

“Gender Pay Equity” – talk at Pay Equity event hosted by Paragould Business and Professional women – 14 Apr 2016.

“Pay Equity” – talk at Pay Equity event hosted by Women and Gender Studies and Northeast Arkansas Business and Professional women – 5 Apr 2016.

Participant for national radio panel, “Political Correctness,” on show, *Yesterday, Today & Tomorrow*, hosted by Phil Mariage, KUAR Public Radio, Little Rock, March 2010.

Member of University Promotion and Tenure Review Committee, 2009-2011.

Speech for Jonesboro Business and Professional Women’s Organization, on the Family and Medical Leave Act, February 20, 2007.

Member of the Student Grievance Committee for the ASU College of Arts and Sciences, 1999 - 2002.

Member of the General Education Committee for ASU, including the Sub-Committee on Outcomes Assessment, 1999.

Member of the Delta Studies Symposium Committee at ASU, 1997 – 2002; 2009-present.

Author of Environmental Policy Processes course proposal, 1998; reviewer of Ph.D. applications for the Environmental Sciences program, 1997 - 1998.

CONTINUING EDUCATION

iBook Training Series for Arkansas State University Press, Summer 2017 (stipend). Several courses over a month+ in Summer were required.

EPIC Platform course participant, December 2012, ASU.

National Association of Schools of Public Affairs and Administration Annual Conference, Kansas City, Missouri, October 2011.

Blackboard Learn course participant, May 2011, ASU.

Government Finance Officers Association Annual Conference delegate, Nashville, Tennessee, May 1999.

New Media in the Classroom Workshop participant, Arkansas State University, January 1998.

Writing Across the Curriculum seminar participant, New Mexico State University, 1997.

OTHER ACHIEVEMENTS

University Sabbatical for completion of *Fair Pay for Women* by Arkansas State University, Fall 2022.

Nomination for “You Make a Difference” Advising Award for Arkansas State University, 2014, 2015, 2016, 2018.

Board of Trustees Faculty Achievement Award for Excellence in Teaching for Arkansas State University, 2009.

Nomination for Board of Trustees Faculty Achievement Award for Excellence in Teaching by ASU Department of Political Science, 2008.

Who’s Who of American Women, 2008-2009, 2010-2011, 2012-2013.

Nomination for Board of Trustees Faculty Achievement Award for Excellence in Teaching by ASU Department of Political Science, 2002.

Outstanding Young Woman of America Award, 1997.

Who’s Who in the South and Southwest, 1997.

OTHER, cont.

Nomination for Best Graduate Student Paper Award for the ASPA Section on Budgeting and Financial Management, 1992.

Robert L. Best Master's Student Paper 1991 Award (inaugural award) at the Southeastern Conference on Public Administration in Charlotte, North Carolina, 1991.

United States Presidential Management Internship Program Finalist, 1989.

Award for Productivity Improvement Suggestion, Tennessee Department of Human Services, 1988.

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

American Society for Public Administration

- & Association on Budgeting and Financial Management.
- & Section on Personnel Administration and Labor Relations.
- & State of Arkansas Chapter.

Arkansas Political Science Association.

Government Finance Officers Association.

Pi Alpha Alpha (National Honor Society for Public Affairs and Administration)

- Initiator/Faculty Advisor of Arkansas State University chapter, 1999 - present.
- Co-Initiator/Faculty Sponsor of New Mexico State University chapter, 1997.
- President of Memphis State University chapter, 1988-89.

Pi Sigma Alpha (National Honor Society for Political Science)

- Faculty Advisor of Arkansas State University Chapter, 2003-2012.

7/23 CcR