

## **CURRICULUM VITAE**

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### **CURRENT POSITION:**

Professor, School of Public Administration, University of New Mexico, Albuquerque, New Mexico

### **EDUCATION:**

Ph.D. in Government, Claremont Graduate School, Claremont, California, 1980

B.A. in Social Science/History, California State Polytechnic University, 1972

### **FELLOWSHIPS, HONORS, and AWARDS:**

Hatch Chair in Law and Public Administration, 2001 to 2004, University of New Mexico, School of Public Administration, Albuquerque, New Mexico

Presidential Lecturer in Public Administration, 1988 to 1990, University of New Mexico, School of Public Administration, Albuquerque, New Mexico

Fulbright Senior Lecturer, 1986 to 1987, Law Faculty, Public Administration Career, National Autonomous University of Honduras, Tegucigalpa, Honduras

Dissertation Fellow, Haynes Foundation, 1978 to 1980, Claremont Graduate School, Claremont, California

Interdisciplinary Crime and Delinquency Fellow, Law Enforcement Assistance Administration, 1973 to 1976, Claremont Graduate School, Claremont, California

### **GRANTS:**

Research Grant, "The "North-South Project: the Politics of Infrastructure in Eurasia and the Middle East", July 2005 to June 2006, International Research and Exchange (IREX), U.S. Department of State

Research Grant, "Government Reform in Central Asia", July, 2004, International Research and Exchange (IREX), U.S. Department of State

Research Grant, "Collaboration on Government Reform and Curriculum Development with Urals Academy of Government Service", September 2003 to December 2003, Network of Institutes and Schools of Public Administration in Central and Eastern Europe (with Gleason and Sazanova)

Research Grant, "Why So Few Women in Information Technology: A Comparative Study", October 2001 to September 2002, National Science Foundation, Information Technology Workforce Program, Co-Principal Investigator (with R. Varma and D. Kapur)

Academic Specialist Grant in Public Administration: Municipal Development, 1994, Colombia Externado University, United States Information Agency, Bogotá, Colombia

Academic Specialist Grant in Political Science: Public Administration, 1989, Law Faculty, Public Administration Career, National Autonomous University of Honduras, United States Information Agency, Tegucigalpa, Honduras

Inter-American Field Research Grant, 1986, National Personnel Directorate of Ecuador, Mellon Foundation, Quito, Ecuador

#### **REPORTED RESEARCH:**

##### **Books and Monographs**

**The New Institutionalism in Mexico: Essays on Mexican Public Administration**, B. Perlman and J. Pineda, (eds.), Mexico City, Mexico: University of Aguascalientes, 2004

“Large Scale Job Dislocation and Reduced Economic Growth: Market Failure or Government Failure?” (with S. Nystrom), U.S. Congress, Joint Economic Committee, September 24, 1996

##### **Journal and Other Publications**

“Introduction: Energizing Facilities,” **State and Local Government Review**, 44:2 May 2012, pp. 37- 39

“Social Media Sites at the State and Local Level: Operational Success and Governance Failure,” **State and Local Government Review**, 44:1 April, 2012, pp. 67-75

“The Great Recession and Compensation Practices: New Rules for Compensation?” **State and Local Government Review**, 43:3 December, 2011, pp. 221-223

“Capital Ideas: National Capitals as a Fourth Jurisdiction,” **State and Local Government Review**, 43:2 August, 2011, pp. 140-143

“Rethinking a Megalopolis: A Metropolitan Government Proposal for the Mexico City Metro Area,” **State and Local Government Review**, 43:2 August, 2011, pp. 144-150 (with J. Pineda)

“Introduction: Risks and Rewards in State and Local Collaboration,” **State and Local Government Review**, 43:1 2011, pp 46-48

“Governance Challenges and Options for State and Local Government,” **State and Local Government Review**, 42:3 2010, pp 246-257

“Creative Regionalism: Governance for Stressful Times,” **State and Local Government Review**, 42:2, 2010 (with J. Jimenez), pp 151-156

“Introduction: New Rules and Approaches for Succession Planning,” **State and Local Government Review**, 42:1, 2010, pp 48-50

“Fiscal Distress and Governance Challenges: The Perfect Storm of the Fiscal Crisis,” **State and Local Government Review**, 41:3, 2009, pp. 201-207

“The ARRA of Our Ways,” **State and Local Government Review**, 41:2, 2009, pp. 120-122

“Governance and Sustainability,” **State and Local Government Review**, 41:1, 2009, pp. 37-38

“Cultural Determinism versus Administrative Logic: Asian Values and Administrative Reform in Kazakhstan and Uzbekistan,” **International Journal of Public Administration** (with G. Gleason), 30:12, 2007, pp. 1-16 (1327-1342)

“*Planeación e Integración Estratégica: Un Modelo con Estudio de Caso del Sector Judicial*”, **Estado, Gobierno, Gestión: Revista Chilena de Administración Pública**, Diciembre, 2006 (with M. Rivera), pp. 112-124

"Barely Managing: Attitudes of Information Technology Professionals on Management Technique", **The Social Science Journal**, (with R. Varma), 42:4, 2005, pp. 583-594

"*El Estado Actual de la Ciencia Política*", **Enlace: La Revista del Colegio Nacional de Ciencias Políticas y Administración Pública de México**, June, 2005

"Issues in Comparative and International Administration," **Handbook of Public Administration**, Jack Rabin, (ed), 3rd Edition, New York: Marcel Dekker, Public Administration and Public Policy Series (with F. Heady and M. Rivera), 2005, pp. 605-626

"*Presentación*," **Conflicto Político y Negociación**, A. Acosta Leon and J. Pineda (eds), Mexico City, Mexico: National College of Political Science and Public Administration, 2005

"*Una Revisión Institucional Sobre Cuatro Experiencias de Servicio Civil y/o Profesional de Carrera*", **Servicio Profesional de Carrera**, (with J. Pineda), Vol. II, núm. 4, segundo semestre de 2005

"Comparative Perspectives on Third Generation Reform: Realignment and Misalignment in Central Asian Reform Programs", **International Public Management Review**, (with G. Gleason), 6:1, 2005, pp. 100-117

"Report on the International Public Management Network Research Conference in Rio de Janeiro, Brazil," **International Public Management Review**, (with E. Caperchione and T. Virtanen), 6:1, 2005, pp. 169-178

"The Rubric of Reform in Muslim Central Asia", **PA Times**, (with G. Gleason), Vol. 27, No. 8, August, 2004, pp. 8-10

"*Estudio Introductorio: La Gestión Pública Local en los Estados de América Latina*", **La Gestión Pública en Gobiernos Locales: Experiencias Latinoamericanas**, (J. Pineda and R. Grandinetti, eds.), pp. 11-15, México: Innovación Editorial Lagares, 2004

"*Algunas Lecciones en Gestión Pública Comparativa*", **Revista del Instituto de Administración Pública del Estado de México**, No. 110, Enero-Abril, 2004, pp. 229-243

"*Seguridad Jurídica y Moralidad Gubernamental*", **Revista del Instituto de Administración Pública del Estado de México**, No. 57, Enero-Abril, 2004, pp. 79-102

"Managing the War Against Terror (Part 2): Emergency Response to Terrorist Incidents", Book Review Essay, **Public Performance and Management Review**, Vol. 26, No. 4, June, 2003, pp. 441-448

"Managing the War Against Terror: A Policy Framework for the United States", Book Review Essay, **Public Performance and Management Review**, Vol. 26, No. 2, December, 2002, pp. 214-220

"Understanding and Improving Engineering Practice", **IEEE Technology and Society**, (with R. Varma), 21:1, 2002, pp. 40-47

"*Un Nuevo Modelo para la Formulación de Estrategias en la Planificación*", **Carta Económica Regional**, Año 14, No. 78, (with M. Rivera), Octubre-Diciembre 2001, pp. 25-34

"What's Wrong and what should be done: Comments on the Case Study, Who's on First," **Public Performance and Management Review**, Vol. 25, No. 1, September, 2001

"Bridging the Cultural Chasm: Improving Collaboration and Cooperation between the Computer and Social Sciences", **Proceedings of the International Symposium on Technology and Society** (with R. Varma), IEEE Catalog No. PR01209, 2001, pp.19-27

"Teaching Engineering Ethics", **Proceedings of the American Society of Engineering Education Annual Conference & Exposition**, Session 2793 (with R. Varma), June, 2001

"Institutional Constraints on Market Liberalization Policies in Cuba", **Policy and Management Review**, (with M. Rivera), Volume 1, No. 1, 2000, pp. 64-91

"Development and Reform of Post Sandinista Nicaraguan Public Administration", **Research in Public Administration, Volume 5**, J. Perry (ed), JAI Press, Inc., 1999, pp. 189-231

"The Emergence of Collective Bargaining in the Guatemalan Public Sector: A Case of 'Union Bulwarism'?" **Public Personnel Management**, (with T.Z. Reeves), Vol. 27, No.2, Summer, 1998

"Nicaragua: From Patrimonialism to Positivism: Assessing Past and Planned Reforms and a Theory of Configuration", **Proceedings, Conference on Civil Service Systems in Comparative Perspective**, School of Public and Environmental Affairs, University of Indiana, Bloomington (April 5-8, 1997)

*"La Evolución de las Gestiones Realizadas por Estados Unidos Para Controlar el Narcotráfico a Nivel Internacional Y Sus Repercusiones en Latinoamérica: Una Investigación Preliminar"*, (with G. LaFree), Chapter 4, **La Criminología en America Latina**, Birkbeck & Martínez, (eds.), Merida, Venezuela: Universidad de los Andes, Consejo de Desarrollo Científico, Humanístico y Tecnológico, 1992

"Teaching Methods in Public Administration Revisited,"(with T. De Young), **Policy Studies Review**, Vol. 8, No. 4, summer 1989, pp 852-858

"*Bandidos*: The Varieties of Latin American Banditry," Book Review, **Criminal Justice Review**, Vol. 13, No. 1, spring, 1988, pp. 73-75

"Modernizing the Public Service in Latin America: Paradoxes of Latin American Public Administration," **International Journal of Public Administration**, Vol. 12 No. 4, 1988, pp.671-704

"Who Was That Masked Man: Local Law Enforcement in New Mexico and the Southwest," **Urban Resources**, Vol. 4, No. 3, spring, 1987

"Ethical Dimensions of Public Policy: A Conceptual Framework," (with D. Rosenthal), **Polity** Vol. XIX, No. 1, autumn, 1986, pp. 56-73

"Tools for Program Evaluation", **Proceedings, 9th National Conference on Teaching Public Administration**, (with T. De Young), May 1, 1986, New York, New York

"Microcomputers in Public Administration: Prerequisite to Productivity", **Public Productivity Review** (with T. De Young), Vol. IX, Number 2-3, Summer/Fall, 1985, pp. 247-259

"Teaching Research Methods in Public Administration" **Teaching Political Science: Politics in Perspective** (with T. De Young), Vol. 11, No. 2, winter 1983-1984: 63

"A Political Economy Approach to Criminal Justice Education: Concerns for Study and Teaching," **Proceedings, 7th National Conference on Teaching Public Administration**, March 8, 1984, Albuquerque, New Mexico

"Teaching Methods for Teaching Methods in Public Administration," **Proceedings, 6th National Conference on Teaching Public Administration** (with T. De Young), March 1, 1983, Miami, Fl.

#### **Technical Reports**

*"Actualización de la estructura orgánica del MEC: Avance en el fortalecimiento organizacional del MEC,"* Programa para el desarrollo la educación de Guinea Ecuatorial (PRODEGE), Ministerio de Educación y Ciencias de Guinea Ecuatorial, April 2011

"Annual Evaluation Report," WESST Corp JOLI Grant, U.S. Department of Health and Human Services, October, 2004

"Monitoring Report," WESST Corp JOLI Grant, U.S. Department of Health and Human Services, April, 2003

"Hardmark Telecommunications Grant: Project Review and Evaluation," New Mexico Department of Labor, Albuquerque New Mexico, March, 2003

"Statewide Vulnerability Assessment," State of New Mexico Department of Public Safety Office of Emergency Services and Security, January, 2003

"Brief Comparison: Functions of Elected At Large County Officials and Appointed County Administration," Urban County Charter Commission, County of Bernalillo, April, 2001 to May, 2001

"Audit Response for NMDOL United States Department of Labor," Office of Inspector General, New Mexico Department of Labor, July, 2001 to August, 2001

"Large Scale Job Dislocation and Reduced Economic Growth: Market Failure or Government Failure?" U.S. Congress, Joint Economic Committee, September 24, 1996 (with S. Nystrom)

"Guatemala: Modernization of the Public Sector and Human Resource Management," International Bank for Reconstruction and Development (World Bank), Washington, D.C., January, 1996

"Re-engineering the Costa Rican Central Government: Action Brief," Sigma One Corp. and USAID, Costa Rica, San Jose, Costa Rica, March, 1995

"Technical Assistance Action Plan, Nicaragua Civil Service Reform Technical Assistance Credit," International Bank for Reconstruction and Development (World Bank), Washington, D.C., October, 1994

"Nicaraguan Civil Service Review, Modernization of the State, Civil Service Component," International Bank for Reconstruction and Development (World Bank), Washington, D.C., August, 1994

"Evaluation of Southeast Regional Biomass Program, Chapter IV: Lessons Learned," Sandia National Laboratories and DOE/EE/OPA, Albuquerque, New Mexico, May, 1994

"Analysis of EE Sector Program Evaluation Indicators, Key Sector, and Key Written Sources," Sandia National Laboratories and DOE/EE/OPA, Albuquerque, New Mexico, March, 1994

*"Estudio de Instituciones Claves,"* Development Training Project, Creative Associates International Inc. and USAID/GDO, Nicaragua, October, 1994

*"Manual de Funciones del Ministerio de Educación,"* Education and Human Resources Training Support, Juarez and Associates and USAID/GDO, Nicaragua, March, 1993

- "The Future of Municipal Service Delivery in Phoenix and Maricopa County", Arizona State University, School of Public Affairs, April, 1992
- "Sub Sector Assessment for Basic Education", Academy for Educational Development and USAID/GDO, Nicaragua, August, 1991
- "A Paper on Issues in the Study of Problems Concerning and the Design of Programs for the Reintegration of Salvadoran Ex Combatants into Civilian Life", Creative Associates International Inc. and USAID/IRD, El Salvador, December, 1990
- "A Report and Recommendations Including Training Plan on Guatemala Public Administration, Financial Management and Anti-corruption," USAID/HRD Guatemala, June, 1990
- "Citizen Satisfaction with Police Service Delivery," University of New Mexico, Institute for Criminal Justice Studies, May, 1990
- "Drug Enforcement on the Argentine Border: Report and Recommendations," *Procuración de la Nación y Policía Federal de Argentina*, August, 1989
- "Training Plan for APRE Leadership," USAID/HRD, El Salvador, July, 1987
- "*Estudio Administrativo del Poder Judicial de Honduras*, USAID/ODI, Honduras," December, 1986
- "Program Summary: *Programa de Capacitación en Administración Pública, Grupo Ecuatoriano*", USAID/HRD, Ecuador" August, 1985
- "Management Information Systems Evaluation Study," New Mexico State Highway Department, May, 1984.
- "Honor Farm Feasibility Study," Bernalillo County Detention Center, December, 1983

#### **SELECTED PAPERS AND PRESENTATIONS:**

##### **Academic Papers and Presentations**

Paper, "*La Agenda Pendiente en el Sistema Institucional del Estado Mexicano*", Panel Convener, "*Análisis Institucional, Profesionalización, y Modernización del Sector Público en México*", X International Conference on Reform of the State and Public Administration, Latin American Center for Development Administration, *Santiago, Chile, Pública*, November 18-21, 2005

Paper, "Comparative Perspectives on Third Generation Reform: Realignment and Misalignment in Central Asian Reform Programs", Conference of the International Public Management Network at the Getulio Vargas School of Public and Business Administration, Rio De Janeiro, Brazil, November 17-19, 2004

Paper, "*Formalismo y Pragmatismo en las Administraciones Públicas en el Continente Americano: Filosofía y Práctica en el Norte y en el Sur*", IX International Conference on Reform of the State and Public Administration, Latin American Center for Development Administration, *Instituto Nacional de Administración Pública*, Madrid, Spain, November 2-5, 2004

Paper, *Una revisión inicial a la nueva Ley del Servicio Profesional de Carrera en la Administración Pública Federal de México: Oportunidades y Desafíos en la Medición de Resultados*, VIII International Conference on Reform of the State and Public Administration, Latin American Center for Development Administration, Panama City, Panama, November 28-31, 2003

Paper, "*Algunas Lecciones en Gestión Pública Comparativa*", VIII Internacional Conference on Reform of the State and Public Administration, Latin American Center for Development Administration, Panama City, Panama, November 28-31, 2003

Paper, Hazards vs. Targets in the State of New Mexico: Fitting Local Problems to National Priorities in the Homeland Security Planning Process, 64th Annual Conference of the American Society of Public Administration, Washington, D.C. March 14-19, 2003

Paper, "Barely Managing: Perceptions of Computer Scientists on Management and the Social Sciences in Public Institutions", 44<sup>th</sup> Annual Conference of the Western Social Science Association, Albuquerque, New Mexico, April 10-13, 2002

Paper, "Managing Computer Scientists in Government Service", 63<sup>rd</sup> Annual Conference of the American Society of Public Administration, Phoenix, Arizona, March 23-26, 2002

Paper, *Seguridad Jurídica y Capital Social*, 6<sup>th</sup> Ibero-American Juridical Conference, National Judicature Council, San Salvador, El Salvador, September 3-6, 2000

Paper, "Managing on the Border", Panel Convener, "Managing on the Border," 53rd National Conference, American Society for Public Administration, Chicago, Illinois, April, 1992

Panel Convener, "Comparative Public Administration" Western Social Science Association, 33rd Annual Conference, Denver, Colorado, April, 1992

Paper, "Issues in Multi-cultural Training," Western Social Science Association, 31st Annual Conference, Portland, Oregon, April, 1990

Paper, "Police Professionalism: Guild Ethics or Professional Ethics?" 50th National Conference, American Society for Public Administration, Miami, Florida, April, 1989

Paper, "Technical Assistance in Civil Conflict Areas," 50th National Conference, American Society for Public Administration, Miami, Florida, April, 1989

Presentation, "What to Do With Excellence after You Find It," New Mexico Municipal League, City Managers' Section, Taos, New Mexico, April, 1989

Presentation, "Performance and Performing," International Municipal Clerks National Conference, Albuquerque, New Mexico, January, 1989

Paper "Justice under the Gun: Judicial Administration in El Salvador," Panel Convener, "Administration in Conflict," 49th National Conference, American Society for Public Administration, Portland, Oregon, April, 1988

Paper, "Law Enforcement Firearms Training," Panel Convener, "Democracy Under the Gun: A Round Table on Firearms Policy, Administration and Training." 48th National Conference, American Society for Public Administration, Boston, Massachusetts, April, 1987

Paper and Computer Demonstration, "Using Microcomputers to Make Decisions," 9th Annual National Conference on Teaching Public Administration, White Plains, New York, May, 1986

Paper, "The Role of Local Police in Combating Terrorism", 47th National Conference, American Society for Public Administration, Anaheim, California, April, 1986

Paper, "Varieties of Violence", Panel Convener, "Varieties of Violence", 47th National Conference, American Society for Public Administration, Anaheim, California, March, 1986

Discussant, "Air Quality in Albuquerque", New Mexico Chapter, American Society for Public Administration, Albuquerque, New Mexico, February, 1986

Paper, "*La Evolución de las Gestiones Realizadas por Estados Unidos Para Controlar el Narcotráfico a Nivel Internacional Y Sus Repercusiones en Latinoamérica: Una Investigación Preliminar,*" *Seminario Internacional, La Criminología en America Latina: Balance y Perspectivas, Universidad de los Andes, Mérida, Venezuela, November, 1985 (with G. LaFree)*

Paper, "New Techniques in Public Administration," Panel Convener, "New Techniques in Public Administration", 8th Annual Conference on Teaching Public Administration, St. Louis, Missouri, April, 1985

Paper, "Computers in Law Enforcement: A Review," Western Political Science Association, Annual Conference, Las Vegas, Nevada, March, 1985

Paper, "Law Enforcement Intelligence Units: The Myth of Strategic Intelligence, Western Political Science Association, Annual Conference, Las Vegas, Nevada, March, 1985

Paper, "Police Assessment in One Southwestern City," American Society for Public Administration, National Conference, Denver, Colorado, April, 1984

Paper, "Reasons for Joining the Police Reserves: Experience in One Southwestern State," Western Social Science Association, 26th Annual Conference, San Diego, California, April, 1984

Paper, "Education and Performance in Assessment Centers: Experience in One Southwestern Police Department," Western Social Science Association, 26th Annual Conference, San Diego, California, April, 1984

Paper, "Ethical Dimensions of Public Policy and Public Administration," Southwestern Political Science Association Annual Conference, Fort Worth, Texas, March, 1984 (with D. Rosenthal)

Paper, "Public Impact on Corrections," New Mexico Association of Criminal Justice Professionals Annual Conference, Albuquerque, New Mexico, October, 1983

Paper, "Care and Feeding of the Violent Juvenile Offender," American Society for Public Administration, Region VIII Conference, Phoenix, Arizona, April, 1983

Paper, "Collective Bargaining in New Mexico Corrections: The Strange Case of AFSCME vs. NMCWA," Western Social Science Association, 25th Annual Conference, Albuquerque, New Mexico, April, 1983

Paper, "The Moral Fiction of Expertise: The Cases of the Policy and Management Sciences," Western Social Science Association, 25th Annual Conference, Albuquerque, New Mexico, April, 1983 (with D. Rosenthal)

Paper, "Reaganomics and Corrections: Correctional Policy Making In An Era of New Federalism" American Society for Public Administration, Region VIII Conference, Denver, Colorado, October, 1982.  
Paper, "Productivity Enhancing Programs: Salary Structure for Rewarding Exceptional Performance," International Conference, San Diego, California October, 1982

Paper, "The Future of Corrections," Panel Convener, "The Future of Corrections", American Society for Public Administration Region X and Western Governmental Research Association Joint Annual Conference, Anaheim, California, October, 1982

#### **Invited Addresses**

Invited Address, "*Políticas Públicas y Educación Internacional*," IV Annual Latin American Network Conference, Puebla, México, September 2, 2011

Invited Address, "*Transformación organizacional en el estado contemporáneo*," *El congreso internacional en gerencia de proyectos y mejoramiento organizacional*, EAN University, Bogotá, Colombia, September 24, 2010

Invited Address, *El Estado y Las Políticas Públicas, Bases Para un Proyecto de Nación, Conferencia Inaugural de la Cuarta Promoción, Maestría en Políticas Públicas*, Universidad Rafael Landívar, Guatemala City, Guatemala, July 7, 2003

Invited Address, *El Estado Actual de la Ciencia Política, Semana de Administración Pública, Escuela Nacional de Estudios Profesionales UNAM-Acatlán*, México, June 5, 2003

Invited Address, *Conferencia Magistral, Gerencia Pública y Rediseño Institucional en las Administraciones Públicas*, *Segundo Congreso Internacional en Ciencia Política y Administración Pública, Colegio Nacional de Ciencia Política y Administración Pública de México*, Mexico City, Mexico, November, 13-14, 2002

Invited Address, *Algunas Lecciones sobre Administración Pública Comparada*, Seminar on Comparative Methodology in Public Management, Universidad de Chile, Santiago, Chile, August 26-28, 2002

Invited Address, *La Dicotomía entre la Política y la Administración*, Universidad de Guadalajara, Guadalajara, México, July, 1994

Invited Address, "The Philosophy of Social Science Methods" USIA Guatemala, 1st USAC-UNM Social Science Seminar, Guatemala, February, 1989

Invited Address, "U.S. Drug Enforcement Policy, 3rd U.N. Conference on Trans-national Crime, Albuquerque, New Mexico, November, 1988

Invited Address, "*La Lucha Contra Las Drogas*," *Procuración de la Nación and Policía Federal de la Republica, Seminario Sobre Narcotráfico*, Buenos Aires, Argentina, May, 1988

Invited Address, "Power, Politics, and Professional Groups, New Mexico Dietician Association Annual Meeting, Albuquerque, New Mexico, April, 1986

Invited Address, "Market Research", Work Unlimited Marketing Workshop, Albuquerque, New Mexico, February, 1986

Invited Address, "How to Fail Miserably with Your Staff", New Mexico Association of Counties, Treasurers Affiliate Legislative Conference, Santa Fe, New Mexico, January, 1986

Invited Address, "Burnout: Don't Make an Ash of Yourself", New Mexico Municipal League Annual Conference, Las Cruces, New Mexico, September, 1985

#### **ACADEMIC AND PROFESSIONAL EXPERIENCE:**

Chief Financial Officer, Office of the State Treasurer, State of New Mexico, Santa Fe, New Mexico, July, 2009 to January, 2010 (TDY from Governor's Office; on leave from UNM)

Deputy Chief of Staff, Office of the Governor, State of New Mexico, Santa Fe, New Mexico, July, 2008 to July, 2009 (TDY to State Treasurer in July 2009; on leave from UNM)

Chief Administrative Officer, City of Albuquerque, Albuquerque, New Mexico, December, 2005 to June 2008 (on leave from UNM)

Director, School of Public Administration, University of New Mexico, May, 2004 to December, 2005

Chief of Party and Resident Advisor, Project for Reform of the Justice Sector, Inter American Development Bank and Associates for Rural Development, May, 1999 to July, 2000 (on leave from UNM)

Interim Director, School of Public Administration, University of New Mexico, May, 1994 to January, 1996

Visiting Associate Professor, School of Public Affairs, Arizona State University, January, 1991 to June, 1992

Associate Professor, School of Public Administration, University of New Mexico, August, 1989 to the January, 2006 (took leave to fill other posts)

Associate Director for Programs in Public Administration, Office of International Technical Cooperation, University of New Mexico, July, 1988 to July, 1990

Associate Director, Division of Public Administration, University of New Mexico, August, 1988 to August, 1989

Director, Master of Arts in Public Administration in Spanish, Division of Public Administration, University of New Mexico, January, 1987 to August, 1988

Assistant Professor, Division of Public Administration, University of New Mexico, August, 1982 to May, 1988

Academic Coordinator, *Programa de Capacitación en Efectividad Organizacional*, Office of International Technical Assistance, University of New Mexico, May, 1986 to February, 1987

Project Manager, A.C.O.P.S. Integration Project, Albuquerque Police Department, January, 1984 to July, 1985

Academic Coordinator, *Programa de Capacitación en Administración Pública*, Latin American Programs in Education and Division of Public Administration, University of New Mexico, May, 1985 to August, 1985

Director, Policy and Systems Development, Albuquerque Police Department, January, 1983 to January, 1984 (on leave from UNM)

Lecturer, California State University, Dominguez Hills, September, 1981 to June, 1982

Program Manager, University of Southern California, June, 1980 to August, 1981

Adjunct Faculty, California State University, Dominguez Hills, September, 1979 to June, 1981

Research Associate, Executive Management Program: Humanities Component, Claremont Graduate School. September, 1977 to June, 1979

Evaluation Consultant, Noble and Associates, August, 1976 to September, 1977

Teaching Assistant, Sociology Department, Pitzer College, Claremont Colleges, September, 1975 to June, 1976

Director, Project Upstream, Los Angeles Unified and Pomona Unified School Districts, September, 1974 to June, 1975

#### **CONSULTING AND CONTRACT RESEARCH:**

##### **International:**

Academy for Educational Development, PRODEGE, Organizational Strengthening Consultant for the Ministry of Education of Equatorial Guinea, October, 2010 to September, 2011

Inter American Development Bank and Associates for Rural Development, Project for Reform of the Justice Sector, Chief of Party and Resident Advisor, May, 1999 to July, 2000 (on leave from UNM)

The International Bank for Reconstruction and Development (World Bank) and the Government of Guatemala, Ministry of Finance, Department of External Financing, Guatemala: Modernization of the Public Sector and Human Resource Management, Public Administration Specialist. Guatemala, Guatemala, July, 1995 to December, 1995

USAID Costa Rica, Office of General Development and Sigma One Corporation, Public Administration Specialist for State Reform for The Technical Secretariat of State Transformation and the Ministry of Planning, June, 1995 to September, 1995

The International Bank for Reconstruction and Development (World Bank), Nicaragua Reform of the State Project, Civil Service Modernization Component, Public Administration Specialist, Managua, Nicaragua, May, 1994 to August, 1994

USAID Nicaragua, Office of General Development, and Juárez and Assoc., Inc., Public Administration Specialist, BASE Project, Managua, Nicaragua, January, 1994 to April, 1994

USAID Nicaragua, Office of General Development, and Creative Assoc. Int'l., Inc., Public Administration Specialist, Development Training Project, August, 1993 to October, 1993

USAID Guatemala, Office of Education and Human Resources and Juárez and Assoc., Inc., Chief of Party and Education Administration Specialist, Rural Primary Education Improvement Project Final Evaluation, Guatemala City, Guatemala, January, 1993 to April, 1993

USAID Nicaragua, General Development Office, and Juárez and Associates Inc., Administration Specialist, Functions Manual for Ministry of Education. Managua, Nicaragua, September, 1992 to March, 1993

USAID Costa Rica, Projects Development Office, and Sigma One Corporation, Public Law and Administration Consultant, Costa Rica State Public Sector Reform Project. San Jose, Costa Rica, November, 1992

USAID Guatemala, Office of Education and Human Resources, and Creative Associates International, Inc., Education Administration Specialist, Mid-term Evaluation of the Basic Education Strengthening Project, Guatemala City, Guatemala, July, 1992 to September, 1992

USAID Nicaragua, General Development Office, and Juárez and Associates Inc., Institutional Strengthening of the Nicaraguan Ministry of Education, Managua, Nicaragua, June, 1991 to March, 1992

USAID Nicaragua, General Development Office, and Juárez and Associates Inc., Project Paper Team Leader/Public Administration Specialist, Project Paper. Managua, Nicaragua, December, 1991 to January, 1992

The International Bank for Reconstruction and Development (World Bank), El Salvador Social Sector Project, Specialist in Public Administration and Organizational Development. San Salvador, El Salvador, October, 1991

USAID Nicaragua, General Development Office, and Juárez and Associates Inc., Sub Sector Assessment in Basic Education. Managua, Nicaragua, February, 1991 to May, 1991

USAID El Salvador, Office of Infrastructure and Rural Development, and Creative Associates International Inc., Study on the Reintegration of Ex Combatants into Salvadoran Civil Society, San Salvador, El Salvador, November, 1990 to December, 1990

USAID Guatemala, Office of Human Resource Development, Development Training and Support Program, Materials Inventory and Operations Review of Controllers General Offices of Costa Rica and Spain. San Jose, Costa Rica; Guatemala, Guatemala, June, 1990 to July, 1990

USAID Guatemala, Office of Human Resource Development, Development Training and Support Program, Diagnosis and Needs Assessment for Administrative Reform for the Controller General's Office of Guatemala, Guatemala, Guatemala, November, 1989 to June, 1990

USAID El Salvador, Infrastructure and Rural Development Program, Administrative Reform and Management Training and Technical Assistance Program for Engineers, Albuquerque, New Mexico; Antigua, Guatemala; San Salvador, El Salvador, January, 1989 to June, 1989

USIA Costa Rica and USAID Regional Administration of Justice Office, Court Administration Course, Albuquerque, New Mexico, May, 1989 to August, 1989

USIA Guatemala, University of San Carlos, Guatemala, UNM, Partnership Program in Political Science, Guatemala, Guatemala; Albuquerque, New Mexico, January, 1989 to December, 1989

*Procuración de la Nación y Policía Federal de Argentina*, Study on Organizational Cooperation in Drug Enforcement on the Argentine-Bolivian Border. Buenos Aires, Argentina, Salta, Argentina; Positos, Bolivia, August, 1989

USAID Guatemala, Office of Human Resources, National Institute of Public Administration of Guatemala, Training Program for Executives. Guatemala, Guatemala, July, 1988

USAID El Salvador, Office of Education and Training, and UNM Office of International Technical Assistance, *El Mejoramiento de la Productividad en el Sector Público, una Evaluación y Taller de Trabajo*. San Salvador, El Salvador, June, 1987 to July, 1987

USAID El Salvador, Office of Democratic Initiatives, and Proyecto Ilanud-FIU-El Salvador, *Estudio Sobre El Órgano Judicial en El Salvador*. San Salvador, El Salvador, May, 1987 to June, 1987

USAID El Salvador, Office of Education and Training and UNM Office of International Technical Assistance, *Proyecto para Revitalización de Educación*. San Salvador, El Salvador, March, 1987 to April 1987

USAID El Salvador, Office of Education and Training, and, UNM Office of International Technical Assistance, Program in Organizational Effectiveness, San Salvador, El Salvador; Albuquerque, New Mexico, May, 1986 to February, 1987

USAID Honduras, Office of Democratic Initiatives, and Proyecto Ilanud-FIU-Honduras, *Estudio de La Administración de Justicia, Estudio Administrativo*. Tegucigalpa, Honduras, November, 1986 to December, 1986

USAID Ecuador, Office of Education and Training, and UNM Latin American Programs in Education and Division of Public Administration, Program in Public Administration, Quito, Ecuador; Albuquerque, New Mexico, May, 1985 to August, 1985

**Domestic:**

City of Albuquerque, Albuquerque Fire Department, Update and Review of Standard Operating Guidelines, October, 2004 to December, 2005

City of Albuquerque, Environmental Health Department, Metropolitan Medical Response System Consultant, May, 2004 to December, 2005

Techonex, Program Evaluator for the Hardmark Telecommunications Implementation Grant, United States Department of Labor, October, 2003 to December, 2005

City of Albuquerque, Office of Emergency Preparedness, Emergency Planning and Management Consultant, July, 2002 to January, 2005

State of New Mexico Department of Public Safety Office of Emergency Services and Security, Consultant for Statewide Vulnerability Assessment, July, 2002 to January, 2003

Women's Economic Self Sufficiency Team Corp. (WESST Corp), Program Evaluator for the JOLI Micro-enterprise Development Grant, United States Department of Health and Human Services, Albuquerque New Mexico, December, 2002 to present

Central Area Workforce Investment Board, Workforce Investment Act, Grants Administration Consultant, Albuquerque New Mexico, October, 2002 to December 2003

New Mexico Department of Labor, Program Evaluator for the Hardmark Telecommunications Demonstration Grant, United States Department of Labor Albuquerque New Mexico, September, 2002 to March, 2003

State of New Mexico Department of Public Safety Office of Emergency Services and Security, Consultant for Statewide Vulnerability Assessment, July, 2002 to January, 2003

Urban County Charter Commission, County of Bernalillo, Consultant for Functional Comparison of Elected and Appointed Officials, April-May, 2001

New Mexico Department of Labor, Consultant for Preparation of Audit Response to United States Department of Labor, Office of Inspector General, July-Aug, 2001

Sandia National Laboratories and the Federal Aviation Administration, Flight Services Division. Consultant for Organizational Systems, Aviation Technical Oversight System, September, 1997 to February, 1999

Sandia National Laboratories and the Federal Highway Administration, Office of Motor Carriers, Consultant for Field Research and International Administration, Advanced Technologies for International, Intermodal, Ports of Entry, July, 1996 to February 1997

Sandia National Laboratories and Department of Energy, Conservation and Renewable Energy, Office of Planning and Evaluation, Consultant in Evaluation, July, 1993 to June, 1994

New Mexico Municipal League and New Mexico Association of Counties, Mediator and Chair, Joint Executive Board Meeting for Legislative Agenda Setting, December, 1984 to 1990

City of Albuquerque, New Mexico, Albuquerque Police Department, Citizen Satisfaction with Service Delivery Study. January to 1990, May, 1990

Council for International Development, Washington, D.C., Proposal for Afghanistan Opium Reduction Project, April, 1990

New Mexico State Legislative Finance Committee, Planning Retreat, February, 1990

City of Santa Fe, New Mexico, City Council Planning Retreat, February, 1990

City of Silver City, New Mexico, City Manager and Department Directors' Planning Retreat, July, 1989

New Mexico Municipal League, Statewide Training Needs Assessment, February, 1989 to August, 1989

Silva & Silva, El Paso, Texas, Expert Witness, Pérez v. F.B.I., December, 1989 to May, 1989

City of Albuquerque, Office of Senior Affairs, Strategic Planning Review, May, 1986 to August, 1986

City of Albuquerque, New Mexico, Environmental Health Division, Project Assistance for Inspections and Maintenance Program. July, 1985

New Mexico Attorney General's Office, Expert Testimony, Childers v. Hobbs. April, 1985, to June, 1985

County of Bernalillo, New Mexico, Bernalillo County Detention Center, Honor Farm Feasibility Study. May, 1985

Communication Companies International, Malibu, California, Corporate Reorganization Study and Executive Development Program, June, 1984

Ergodotics Inc., La Verne, California, Executive Development Program, June, 1983

New Mexico State Highway Department, Management Information Systems Evaluation Study, October, 1983 to January, 1984

#### **UNIVERSITY, PROFESSIONAL, AND COMMUNITY SERVICE:**

Member, Impact Fee Review Committee, City of Albuquerque, Office of the Mayor, October 2010 to present

Editor, *Governance Matters Section*, **State and Local Government Review**, January, 2008 to present

Member, Faculty Senate Government Relations Committee August, 2010, to present

Member, Editorial Board, **Public Performance and Management Review**, May, 2003 to present

Editor in Chief, **Journal of Public Administration Education**, August 2004 to July 2007

Member, Executive Board, Section on International and Comparative Administration, American Society for Public Administration, November, August 2004 to September, 2007

Associate Editor for Latin America, **International Public Management Review**, October, 2004 to November, 2007

Associate Editor for Latin America, **Encyclopedia of Public Administration**, September, 2004 to November, 2007

Member, International Awards Committee, American Society for Public Administration, June, 2004 to July 2007

Faculty Senator, School of Public Administration, University of New Mexico, August, 2003 to September, 2004

Member, Faculty Senate Government Relations Committee August, 2002, May to 2004

Member, Editorial Board, **Public Performance and Management Review**, May, 2003 to present

Faculty Intern, Office of the Vice President for Student Affairs, University of New Mexico, January, 2003 to December, 2003

Member, Executive Board, Section on Public Administration Research, American Society for Public Administration, May, 2002 to present

Member, National Conference Program Committee, American Society for Public Administration, June, 2002 to March, 2003

Representative, Faculty Senate Curriculum Committee, School of Public Administration, University of New Mexico, August, 2001 to May, 2003

Chair, Mayor's Transition Team for the Albuquerque Police Department, November, 2001 to December, 2002

Member, City of Albuquerque Mayor's Law Enforcement Transition Team, December, 1996 to February, 1997

Member, Community Oriented Policing Steering Committee, City of Albuquerque, January, 1995 to December, 1997

Member, Faculty Senate Graduate Committee, September, 1993 to May, 1997

Member, President's Task Force on International Issues, American Society for Public Administration, September, 1992 to present

Member, Office of U.S. Senator Jeff Bingaman, U.S. - Mexico Border Business Task Force, September, 1990 to December, 1990

Member, City of Albuquerque Mayor's Law Enforcement Transition Team, December, 1989 to February, 1990

Member, City of Albuquerque Mayor's Task Force on the Police, January, 1988 to May 1988

Chairman of the Board and Faculty Associate, UNM Institute for Criminal Justice Studies, January, 1987 to December, 1989

Member, National Conference Program Committee, American Society for Public Administration, March, 1986 to March, 1988

National Conference Program Chair, American Society for Public Administration, Section on Criminal Justice Administration, March, 1986 to March, 1987

Member, Publications Subcommittee, Latin American Institute, University of New Mexico, August, 1986 to May, 1988

Member, University Budget Review Committee, August, 1985 to May, 1987

Regional Representative, Western Governmental Research Association; Judge, Samuel C. May Research Paper Award, January, 1985 to December, 1985

Steering Committee, City of Albuquerque, Mayor's Task Force on Alcohol and Drug Abuse, January, 1985 to June, 1985

Executive Council Member, New Mexico Chapter, American Society for Public Administration. January, 1984 to May, 1986

National Program Committee, American Correctional Association, January, 1984 to December, 1984

Vice President, New Mexico Correctional Association. January, 1983 to June, 1984

Member, Bernalillo County Adult Local Selection Panel New Mexico State Department of Corrections, January, 1983 to May, 1984

Executive Board Member, Albuquerque Police Department Reserve Corps, March, 1983 to June, 1985

Member, Educational Leave Committee, Albuquerque Police Department, January, 1983 to June, 1987

University Speakers Bureau Talks: for Kiwanis, Optimists, Exchange Clubs, N.M. Computer Society and others

**LANGUAGES:**

Speaking Fluency: English and Spanish