

CURRICULUM VITAE

Glenn W. Rainey, Jr.

February, 2011

Department of Government	227 Sunset Avenue
113 McCreary Hall	Richmond, Kentucky 40475
Eastern Kentucky University	(859) 623-6197
521 Lancaster Avenue	
Richmond, Kentucky 40475-3122	
(859) 622-4385/5931	
E-mail: glenn.rainey@eku.edu	

Education:

Oglethorpe College: B.A., 1965, in political science and history.

University of Georgia: M.A., 1968; Ph.D., 1975 in political science and public administration.

Employment:

Professor of public administration and political science, Eastern Kentucky University, August, 1972 to August, 1977; January, 1979 to present. Director, Institute of Government, July, 1991-June, 2008.

August, 1978 to January, 1979: Technical consultant for Training Branch, Office of Program Operations, U.S. Social Security Administration, Baltimore. Principle duties: Develop system and instruments for evaluating training programs.

August, 1977 to August, 1978: NASPAA Faculty Fellow, Bureau of Disability Insurance, U.S. Social Security Administration, Baltimore. Principle duties: Management training and development (e.g., design and implement sessions on team-building and interpersonal skills for training of newly formed module management teams; design, implement, and facilitate pilot workshop on "evaluation and feedback" for first-line supervisors); member of planning group for reorganization of operations components into modular process groups.

August, 1971 to August, 1972: Doctoral dissertation research in facilities provided by School of Urban Life, Georgia State University, Atlanta; employed as part-time instructor by Department of Political Science, 1/72 - 6/72.

September, 1968 to August, 1971: Teaching Assistant, University of Georgia.

June, 1970 to September, 1970: Research Consultant for evaluation study of Atlanta Model Cities program, Atlanta Urban Observatory, School of Urban Life, Georgia State University.

Summer, 1967 to Winter, 1968: Research Assistant, University of Georgia.

Areas of Specialization:

Study of public sector organizations with emphasis on organizational behavior and human resources management, including public sector/private sector comparison and performance issues. Experience and research particularly extensive with human service programs. Interests also include general American Government, including political behavior and participation, civic engagement and education,

Courses Taught:

Current Preparations:

Graduate: Public Human Resources Management; Public Sector Organizations and Management. Have also taught Policy Analysis and Program Evaluation, and Public Finance Administration, and supervised field studies for MPA students.

Undergraduate: Introduction to American Government, Introduction to Public Administration, Public Personnel Policy, Politics of Corporate Corruption. Co-Director, Citizens Assembly for Critical Thinking about the United States (www.cactus.eku.edu).

Have also taught social services administration, urban politics, and a special topics course on politics and administration of Social Security.

Several years experience directing undergraduate and graduate cooperative education assignments.

General Professional Service:

In addition to the itemized summaries below, experience has included the following service: on departmental, college, and university governance committees, both elective and appointive; on accreditation and external review committees; as a university employee grievance arbitrator; and as an officer or council member for several professional associations.

Special Training:

KTLN (Kentucky Telelinking Network) workshop, April 19, 1996, with ancillary training on use of distance learning equipment; first distance learning course completed summer, 1996.

Post-doctoral faculty development project in research methods for Eastern Kentucky University, August, 1985 to May, 1987 (refresher course in statistics, and courses in advanced statistical research methods at the University of Kentucky). Spring, 1990, course in Calculus with Business Applications.

Completed "Management Development School," California State Personnel Development Center, Sacramento, June and July, 1977.

NSF Chataqua course, "Politics of Government Budgeting," October and February, 1976.

Inter-University Consortium for Political Research, Institute for Social Research, University of Michigan, 1966.

Publications, Reports, Manuals:

Glenn W. Rainey, Jr., "Contracting For Human Resources Services: Outsourcing, Privatization, And Using Consultants." Chapter 31 in Stephen E. Condrey (Ed.), *Handbook Of Human Resource Management In Government* , 3rd Edition (San Francisco: Jossey-Bass). 2010, 769-815.

Joseph Gershtenson, Glenn W. Rainey, Jr., and Jane G. Rainey, "Creating Better Citizens? Effects of a Model Citizens' Assembly on Student Political Attitudes and Behavior." *Journal of Political Science Education*. Vol. 6, no. 2 (Spring, 2010), 95-116

Editor and contributor, "EMS Leadership and Responsibilities Workshop" Training Manual, Institute of Government, Eastern Kentucky University, September 21, 2007; revised and reissued April 19, 2008, and June 21, 2008.

Glenn W. Rainey, Jr., " Human Resource Consultants and Outsourcing: Focussing on Local Government," in Stephen E. Condrey (Ed.), *Handbook of Human Resource Management in Government* , 2nd Edition (San Francisco: Jossey-Bass, December, 2004), pp. 701-734.

_____, and Jane G. Rainey, "The Electoral College: Political Advantage, the Small States, and Implications for Reform," in Robert P. Watson, *Counting Votes: Lessons From the 2000 Presidential Election in Florida*, University Press of Florida, May, 2004, pp. 170 - 191.

_____, and Terry Busson, "Assessing and Modeling Determinants of Capacity for Action in Networked Public Programs," Chapter 3 in Myrna P Mandell (Ed.), *Getting Results Through Collaboration: Networks and Network Structures for Public Policy and Management* (Westport, CT: Quorum Books, 2001), pp. 49-70.

_____, "Choosing and Using Human Resource Consultants: Focusing on Local Government," Chapter 23 in Stephen E. Condrey (Ed.), *Handbook of Human Resource Management in Government* (San Francisco: Jossey-Bass, 1998), pp. 474-496.

_____, and Terry Busson, "Outcomes of Participation in JTPA Title II-A Programs Fifty-Two Weeks Following Termination: Program Years 1990-1991 and 1991-1992," Institute of Government, Eastern Kentucky University, March, 1995.

_____, "JTPA Outcomes for AFDC Recipients, 24-Month AFDC Recipients, and 26-Week Unemployed Among Title II Adult Participants in Kentucky: Program Years 1988 and 1989 and Preliminary Findings for Program Years 1990 and 1991," Institute of Government, Eastern Kentucky University, February, 1992.

Terry Busson and Glenn W. Rainey, Jr., "JTPA Outcomes for Title II Adult Participants in Kentucky: An Initial Analysis for Program Years 1988 and 1989," Institute of Government, Eastern Kentucky University, November, 1990.

Glenn W. Rainey, Jr., "Implementation and Managerial Creativity: A Study of the Development of Client-Centered Units in Human Service Programs," in Dennis J. Palumbo and Donald J. Calista (Eds.), *Implementation and the Policy Process: Opening Up the Black Box* (New York: Greenwood Press, 1990), pp. 89-105.

_____, "Organizational Design and the Miscarriage of Implementation: Alternative Models in the Integration of Human Service Agencies," *Journal of Management Science & Policy Analysis*, 6, 3 (Spring, 1989), 50-71.

_____, and Hal G. Rainey, "Structural Overhaul in a Government Agency: Implications of Social Security Claims Modularization for OD Principles and Techniques." In Robert T. Golembiewski (Ed.), "OD IV: Symposium on Organization Development in the Public Sector," *Public Administration Quarterly*, 10, 2 (Summer, 1986), 206-228.

_____, and Hal G. Rainey, "Breaching the Hierarchical Imperative: The Modularization of the Social Security Claims Process," in Donald J. Calista (Ed.), *Public Policy and Political Institutions: Reforming Government*, Greenwood, Connecticut: JAI Press, 1986.

_____, and Lawrence Wolf, "The Organizationally Dysfunctional Consequences of Flexible Work Hours: A General Overview," *Public Personnel Management*, 11, 2 (Summer, 1982), 165-175.

_____ and Lawrence Wolf, "Flex-Time: Short-Term Benefits: Long-Term. . .?" *Public Administration Review*, 41, 1 (January/February, 1981), 52-63, and rejoinder to response: "The Problem of Oversimplification in Flex-Time Research," *Public Administration Review*, "Communications," 41, 5 (September/October, 1981), 604-605.

_____, and Robert L. Kline, "Administrative Resurgence and Policy Innovation: The Impact of the Community Development Act on Local Governance," *Administration and Society*, 11, 3 (November, 1979), 307-334.

_____, "Special Report to the Executive Administrator of Economic Opportunity Atlanta, Inc.: The Effects of Community Interests Upon Organizational Attachments and Personal Mobility in the Work Force of the Agency," Institute of Government, Eastern Kentucky University, 1977.

_____, "Police Corruption and Police Reform in the City," Chapter 10 in Charles P. McDowell, *Police in the Community* (Cincinnati: W. H. Anderson, Co., 1975).

Jack M. Rabin and Glenn W. Rainey, Jr., "Who Gets What, When, Where, and Why?" In Jack M. Rabin (Ed.), *Readings for an Introduction to Public Administration* (New York: Simon & Schuster, 1972).

Charles B. Pyles and Glenn W. Rainey, Jr., "Administrative Personnel in the Atlanta Model Cities Program," research report to the Atlanta Urban Observatory, Urban Life Program, Georgia State University, 1970.

Conference Papers and Participation:

Glenn W. Rainey, Jr., and Jane G. Rainey, "Serving the Public in Two Languages: The Evolution of Bilingual Policy in the Canadian Public Service with Some Lessons for the U.S.A." Paper Prepared for Delivery at the Southeastern Conference of Public Administration, Wilmington, North Carolina, October 13 - 16, 2010.

Panel presenter and discussant, "The Student 'Citizens' Assembly': A New Concept in Civic Education and Civic Education, annual meeting of the Southern Political Science Association, New Orleans, LA, January 8 - 10, 2009.

Joseph Gershtenson, Glenn W. Rainey, Jr., and Jane G. Rainey, "Creating Better Citizens? Effects of a Model Citizens' Assembly on Student Political Attitudes and Behavior." Paper prepared for presentation at the annual meeting of the American Political Science Association, August 28-31, 2008, Boston, MA.

Jane G. Rainey and Glenn W. Rainey, Jr., "Civic Education, Civic Engagement, and Citizens' Assemblies: A Sober Second Look." Paper prepared for presentation at the annual meeting of the Southern Political Science Association, January 10-12, 2008, New Orleans, LA

Glenn W. Rainey, Jr., and Jane G. Rainey, "Unique and Common Factors Influencing a Citizen-Driven Electoral Reform Proposal: Electoral Systems and Governance Choices in the British Columbia Citizens' Assembly on Electoral Reform," Paper Delivered at the Conference of the Southern Political Science Association, Atlanta, Georgia, January 5 - 7, 2006.

Jane G. Rainey and Glenn W. Rainey, Jr., "Innovation in Civic Engagement: The British Columbia Citizens' Assembly on Electoral Reform," Paper Delivered at the Conference of the Southern Political Science Association, Atlanta, Georgia, January 5 - 7, 2006.

Jane G. Rainey and Glenn W. Rainey, Jr., "Don't Eat That Ballot: Prospects for Electoral Reform in Canada and Potential Lessons for the U.S.," paper presented at the meeting of the Kentucky Political Science Association, March 4 - 5, Bowling Green, KY.

Glenn W. Rainey, Jr., and Jane G. Rainey, "Reexamining the Distribution of Power in the Electoral College: The 'Constant Two', the 2000 Election, and Emergent Geosocial Cleavage in America," paper presented at the Annual Meeting of the Southern Political Science Association, Atlanta, Georgia, November 7 - 10, 2001.

_____ and Jane G. Rainey, "Representational Issues and Electoral College Reform: A Working Paper on the Implications of the 2000 Presidential Election," paper presented at the Annual Meeting of the Kentucky Political Science Association, Northern Kentucky University, March 2 - 3, 2001. (Winner of David Hughes Award.)

_____ and Terry Busson. "Assessing and Modeling Determinants of Capacity for Action in Networked Public Programs: A Working Paper," paper presented at the Annual Meeting of the American Society for Public Administration, Seattle, Washington, May 10-13, 1998.

Member of 1996 Program Committee/Track Chair for Public Personnel Administration, Southeastern Conference of Public Administration, Miami, Florida, October 3-5, 1996.

Moderator of panel on "Personnel Issues." Paper: Glenn W. Rainey, Jr. and Hal G. Rainey, "The Impact of Computer Technology on Pre-existing Team-based Units: A Working Paper on the Effects of Computer Modernization in the Social Security Administration." Annual meeting of the Southeastern Conference of Public Administration, Lexington, Kentucky October 6-8, 1994.

Glenn W. Rainey, Jr., "JTPA Outcomes for AFDC Recipients and the Hard-Core Unemployed Among Title II Adult Participants in Kentucky". Paper presented at annual meeting of the

National Association for Welfare Research and Statistics, Charleston, South Carolina, July 28-31, 1991.

Panelist: "Public Administration Education for In-Career Professionals," SECOPA meeting, Clearwater Beach, Florida, October 3-5, 1990. Presentation: "KIPA Certified Personnel Administration Program."

Presenter: "Measuring the Long-Term Impact of JTPA: What's the Investment Return?" Southeastern Education and Training Association meeting, Lexington, Kentucky, October 7-10, 1990. Presentation on follow-up evaluation design and utilization of findings.

The Senior Study Group on the Future of the Public Service (Chair), "The Future of the Public Service in Kentucky," a task force report prepared for presentation at the Symposium on The Future of Public Service, Lexington, Kentucky, September 15, 1989. (Sponsored by Kentucky Chapter of ASPA.)

Glenn W. Rainey, Jr., "Reassessing Organizational Modeling For Human Services Integration: Lessons From The Effective Use of Functionally Integrated Small Groups," paper presented at the Annual Meeting of the American Society for Public Administration, Portland, Oregon, April 17-20, 1988.

Discussant, Omnibus Panel on American Politics, Meeting of Kentucky Political Science Association, March 1-2, 1985.

Glenn W. Rainey, Jr., and Hal G. Rainey, "Organizational Redesign in the Public Sector: Modularization of the Social Security Claims Process vs. the Presumed Inviolability of Classical Hierarchy." Paper presented at the national conference of the American Society for Public Administration, Denver, Colorado, April 8-11, 1984.

Convenor, panel on "Dysfunctionalism in Public Organizations: Causes, Consequences and Costs," National conference of the American Society for Public Administration, Detroit, Michigan, April 12-15, 1981. Paper: Glenn W. Rainey, Jr., and Lawrence Wolf, "Organizationally Dysfunctional Consequences of Flexible Work Hours: A Preliminary Analysis."

Robert L. Kline and Glenn W. Rainey, Jr., "Administrative Resurgence and Planning in Local Government: The Impact of the Community Development Act in Kentucky." Paper presented at the Conference on the Convergence of Urban Planning and Urban Administration: A Conference for Practitioners and Academics, at the University of Missouri-Kansas City/University of Kansas, Kansas City, Missouri, May, 1977.

Convenor, panel on "Problems in Education for Public Personnel Administration: Merit Systems and Employee Motivation." Session I: "Employee Motivation Under Merit Systems--Problems, Recent Developments, and Prospects." Session II: "Employee Motivation Under Merit Systems--Meeting and Educational Needs of Personnel Management." National conference of the American Society for Public Administration, Atlanta, Georgia, March-April, 1977.

Panelist, "Workshop on the use of simulations in teaching Political Science." Annual meeting of the Kentucky Political Science Association, Richmond, Kentucky, March, 1977.

Featured speaker, annual meeting of the Kentucky chapter of the International Personnel Management Association, Barren River State Resort Park, Kentucky, October, 1976. Address:

"Personnel Administration in Kentucky--Past Development, the Present Situation, and Prospects for the Future."

Chair, panel on "New Approaches in Teaching Budgeting Process and Politics," Southeast Regional Meeting, American Society for Public Administration, Miami, Florida, October, 1976.

Panel leader, session on "Community Life of Employees as a Consideration in Management," Southeast Regional meeting, American Society for Public Administration, Williamsburg, Virginia, October, 1975. Paper: "The Impact of Community Life on Organizational Behavior and Organizational Membership: A Review of Issues and Some Suggestive Research Findings."

Charles B. Pyles and Glenn W. Rainey, Jr., "Administrators View Model Cities: Coordination and Decentralization in the Atlanta Program." Paper presented at the national meeting of the American Political Science Association, September, 1971.

Published Op-Ed Articles

"GLENN W. RAINEY, JR.: Palin's qualifications do not include experience with financial hardship." MCT Wire Service, 2008.

Externally Funded Service/Research Projects Directed or Co-directed:

Director of administrative, training, and professional support services under recurring contracts with public service professional associations:

Kentucky Public Human Resources Association, 1987 - June 30, 2008.

State and Local Government Benefits Association, 1991 - January 13, 2008.

Kentucky City Managers Association & Kentucky Governmental Finance Officers Association, in cooperation with Kentucky Department for Local Government, 1994 - 2000.

Kentucky League of Cities, Partnership for Public Service Training and Development, in cooperation with Kentucky City Managers Association & Kentucky Governmental Finance Officers Association, 2001 - 2003.

Kentucky Association for Nonprofit Organizations, 1997 - 1999

Federally funded subcontracts:

Project Director, Evaluation of Foothills Community Action Partnership's Healthy Communities Access Program, 2005 - 2007.

Director, ECU subcontract with East Central European Scholarship Program, 1996 - 1999.

Survey design and administration projects:

Director, Job Training Partnership Act follow-up survey system for Commonwealth of Kentucky, July 1, 1991, to August 1, 1996.

Project Director, JTPA "Title III Customer Satisfaction Survey System" development project, Office of Training and Reemployment, Kentucky Workforce Development Cabinet, April 17 - July 31, 1995.

Project Director, Design of Customer Satisfaction Survey System for Kentucky School-To-Work Program, 1996 - 1997.

Training Program Development:

Director, EMS Leadership Training Development Project, in cooperation with Kentucky Ambulance Providers Association and Kentucky State Office of Rural Health, January, 2007 - October, 2008.

Other Professional and Public Service, Training, Consulting:

Co-presenter, "Important Recent Developments in Federal Employment Laws," Carrollton Municipal Utilities, Carrollton, KY, March 27, 2009.

Co-presenter, "Federal Employment Laws -- New Guidelines for Cities," Kentucky Municipal Clerks Advanced Institute, General Butler State Resort Park, October 22, 2008.

Co-presenter, "Federal Employment Laws," Kentucky Municipal Clerks Institute Certification Program, Crowne Plaza Lexington, July 23, 2008.

Director, and co-presenter for sections on "EMS Boards: Organization, Meetings, Responsibilities," and on "Human Resources Leadership and Responsibilities of EMS Boards and Policy Makers," at the annual Exposition of the Kentucky Ambulance Providers Association, Executive Inn, Owensboro, KY, September 21, 2007; Lexington Fire Training Center, Lexington, KY, April 19, 2008; Corbin Center for Technology and Community Activities, Corbin, KY, June 21, 2008.

Co-presenter, "Federal Employment Law and Merit Pay for Municipal Managers," Carrollton Municipal Utilities, Carrollton, KY, April 18, 2008.

Workshop designer and facilitator, "Ethical Dilemmas for Local Government Managers," Winter Conference of the Kentucky City/County Management Association, Capital Plaza Hotel, Frankfort, Kentucky, January 23, 2008.

Institutional Representative, Certification Committee, Certified Government Benefits Administrator program, State and Local Government Benefits Association, Fall, 1994 - January 13, 2008.

Chair, Public Human Resource Administrators Certification Committee, Kentucky Public Human Resources Association, Fall, 1987 - present. Regularly organized and facilitated fall certification training conference each year for nine years; have assisted in organizing and facilitating bi-annual training conferences since 1996.

Training workshop: "The Municipal Supervisor And Federal Employment Law," City of Georgetown, October 4, 2007.

Training workshop: "Effective Interviewing," Carrollton Utilities, November 16, 2007.

"Levels of Government (OR: An Overview of Where Municipal Clerks and Their Cities Fit in the Whole U.S. System of Government, With Emphasis on Federalism)," Kentucky Municipal Clerks Institute, Lexington, KY, July 19, 2006.

The Municipal Supervisor And Federal Employment Law, City of Nicholasville, February 14, 2006; Carrollton Utilities, November 18, 2005; Georgetown Municipal Utilities, August 11, 2005.

Southeast Conference of Public Administration (SECoPA): Chair of Distinguished Practitioner Award Committee, 2002 - 2005; Chair of Robert L. Kline Award Committee, 2005 - 2007.

Co-presenter for training sessions on the Family and Medical Leave Act for municipal agencies: Frankfort Plant Board, January 27, 2004; City of Ashland, May 25 and 26, 2004.

Training session on "Federalism" for the Kentucky Municipal Clerks Institute, July 16, 2003.

Southeast Conference of Public Administration (SECoPA): Member of Executive Board, 1999-2002.

Co-organizer and panelist, training session on "Recruitment (Interactive Session)," Certification Training Conference of the Kentucky Public Human Resources Association, Holiday Inn North, Lexington, Kentucky, October 22 - 25, 2001.

Presenter: "Application of Political and Organizational Theory to Public Sector Administration," for Kentucky Municipal Clerks Association certification training conference, July 19, 2000.

President, Kentucky Chapter, American Society for Public Administration, July 1, 1990 - June 30, 1991. Member, Chapter Council, 1991 - 1996. Member of chapter awards committee, 1995-1996; Chair of Awards Committee, 1998-1999. Reappointed chair of awards committee and elected to chapter Board of Directors for 1999-2000.

Presenter: two sessions -- "Evaluating the Public Health Director" and "How to Manage Organizational Change," Annual Meeting of the Kentucky Public Health Association, Louisville, March 29, 2000.

Co-facilitator and evaluation design and analysis for Chrysalis House/CSAT pilot training conference: "Treating the Total Woman," 1999 - 2000

Co-organizer and co-facilitator, PBS Adult Learning Service program: Excellence in Nonprofit Leadership and Management Program, (Monthly video-downlinked certificate program), Perkins Continuing Education Center, Eastern Kentucky University, 1998-1999.

Chair of alumni forum, "Tricks of the Trade: or What I Learned After Graduate School," celebrating 30th anniversary of MPA program at Eastern Kentucky University, March 28, 1998, Stratton Building, Eastern Kentucky University, Richmond, Kentucky.

Southeast Conference of Public Administration (SECoPA): Member of Pugliesi Award committee, 1997.

"Using Customer Satisfaction Surveys," presentation to joint state conference on vocational education and school-to-work, Louisville Convention Center, Louisville, Kentucky, July 15, 1997.

Southeast Conference of Public Administration (SECoPA): Member of conference Program Committee, 1995.

Facilitator: "Group Session: Sharing and Solving Problems, " a structured group problem solving exercise for personnel administrators. Spring Conference of the Kentucky Intergovernmental Personnel Association, Owensboro, Kentucky, May 4-6, 1994.

Presentation: "Post -program Findings Project," results of 52-week follow-up on JTPA participation. Full Council Meeting, Kentucky Job Training Coordinating Council, Frankfort, Kentucky, March 29, 1994

Facilitator: "Sharing Problems and Solutions," a structured group problem solving exercise for personnel administrators. Fall Certification Conference of the Kentucky Intergovernmental Personnel Association, Louisville, Kentucky, November 3-5, 1993

Workshop: "Organizational Innovation in Public Health Agencies: Windows of Opportunity, Strategic Sequencing, and Managerial Technique;" 45th Annual Convention, Kentucky Public Health Association, Louisville, Kentucky, April 7, 1993.

Council member, Section on Management Science and Policy Analysis, American Society for Public Administration, 1991 - 1994

Workshop: "Motivating Employees With What is on Hand," Conference on the Management of Local Government, Natural Bridge State Resort Park, April 9, 1987.

Workshop: "Organizational Dynamics and Human Resource Management: Improving Personnel Utilization Through Modularization of Work Processes," state meeting of the Kentucky Intergovernmental Personnel Association, Drawbridge Inn, Florence, Kentucky, October 25, 1985.

Editor, Managing Local Government (technical service bulletin published by the Institute of Government, Eastern Kentucky University), January 1982 - December, 1984.

At-large faculty representative for Eastern Kentucky University, Kentucky Coalition of Senate and Faculty Leadership, Spring, 1985 - present. Secretary-Treasurer of COSFL, 1986-1987.

Organizer and Moderator, Orientation Workshop for Municipal Officials of City of Berea, Kentucky, January 14, 1984.

Instructor, ELDERHOSTEL Class on "The Social Security Crisis," Eastern Kentucky University, June 6-12, 1982.

Instructor, Robert A. Taft Institute of Government Seminar, Eastern Kentucky University, June, 1980. Presentation: "Introduction to Bureaucracy."

Co-organizer and Co-coordinator, Conference on the Management of Local Government, Institute of Government with KMFOA and KCMA, Eastern Kentucky University, April 12-14, 1978; March 28-30, 1979; and March 26-28, 1980. Presentation: "Making Personnel Evaluation Useful," March, 1979.

Principal organizer and coordinator, Title IX Workshops on "Teaching Public Personnel Administration," Eastern Kentucky University: general session, August 2, 3, and 4, 1967; special session on Labor-Management Relations, September 24, 1976; special workshop on Training and Employee Development for State Government, April 27, 1977.

Coordinator and Instructor, Workshops on "The Budget Process" for Kentucky Department of Transportation, Frankfort, Kentucky. Junior administrative personnel, November 12 & 13, 1974. Division heads, December 3 & 4, 1974.

Instructor, "Workshops on Management Techniques and Community Relations during Administrative Reorganization," for Cumberland River Mental Health-Mental Retardation Board, Inc., Corbin, Kentucky, March & April, 1973.

Special Honors:

Ann C. Hoover Member of the Year Award, Kentucky Public Human Resources Association, 2009.

Donato J. Pugliese Award, Southeastern Conference for Public Administration, October, 2004.

David Hughes Award (best conference paper, Kentucky Political Science Association), 2002, with Jane G. Rainey

NASPAA Faculty Fellow, U.S. Social Security Administration, 1977-1978 (see "Employment History" for details).

National Defense Education Act Fellow for the academic years, 1965-1968.

Professional Memberships:

American Society for Public Administration
American Political Science Association
International Personnel Management Association
Society for Human Resources Management
Academy of Management
Kentucky Public Human Resources Association

References:

Available upon request.