

Management Matters

From the PMRA President, Rosemary O'Leary

It's been a busy year for PMRA! After a strategic planning exercise with the board last summer, we recently adopted the following mission statement for the Association:

"The Public Management Research Association improves public governance by advancing research on public organizations, strengthening links among interdisciplinary scholars, and furthering professional and academic opportunities in public management." Thanks to John Bryson, Barbara Crosby, Stephanie Moulton, and past-president Don Moynihan, for leading the PMRA board through these efforts and helping us focus our energy.

The strategic planning session yielded a lot of ideas. One idea was an annual PMRA dissertation award. A committee comprised of Leisha Dehart-Davis (chair), Rob Christensen, Kelly LeRoux, and Alexander Kroll studied the idea this fall and recommended such an award, which will be formally announced next month. Another idea was an annual review of our financial management and I am pleased to let you know that George Frederickson, Holly Goerdel, and I are working with the accounting firm of Mize-Houser which has begun a review

of our secretariat housed at the University of Kansas. Other ideas are percolating in the background. Stay tuned for future announcements.

We are excited that the first issue of our new journal *Perspectives on Public Management and Governance*, available for advance access at <https://pmranet.org/ppmg/advance-articles/>. This has been a long time in the making, starting with the presidency of Fran Berry. Thanks to inaugural editor Ken Meier and incoming editor Kirk Emerson who are making this dream a reality. See Kirk's update on the next page.

The PMRA conference committee at The Lee Kuan Yew School of Public Policy at the National University of Singapore has been working diligently to host what promises to be one of the best annual conferences ever. Mark your calendars for May 31 – June 2, 2018. I look forward to seeing you in Singapore!

Please contact me with any ideas for PMRA, or questions, comments, and concerns: oleary@ku.edu

All the best,

Rosemary O'Leary

Rosemary O'Leary

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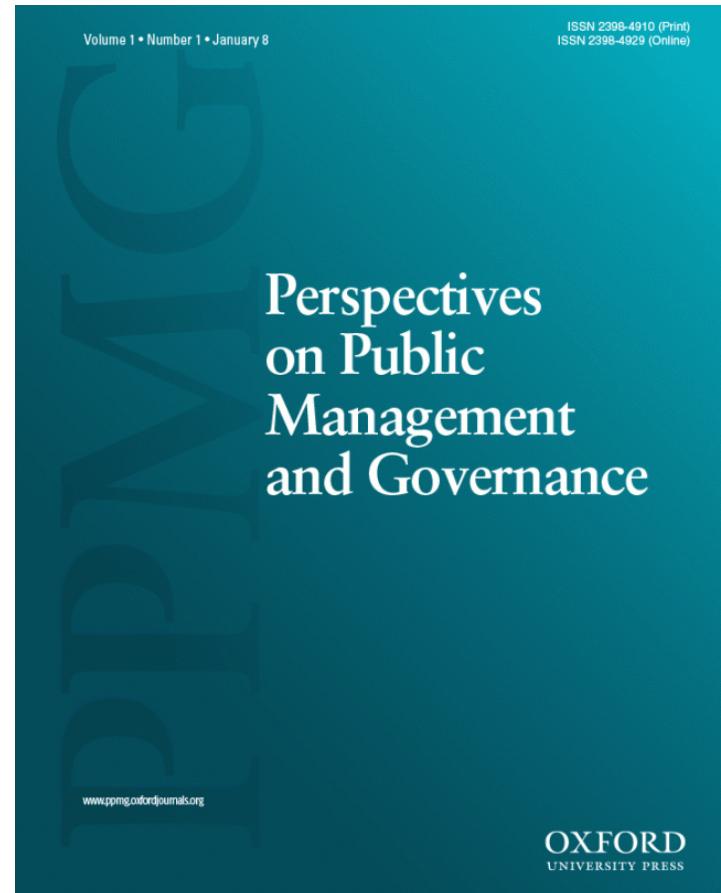
**Newsletter Editor:
Andrew Osorio
The University of Kansas
andrew.osorio@ku.edu**

Announcing *Perspectives on Public Management and Governance*

PMRA and Oxford University Press are pleased to announce the launch of *Perspectives on Public Management and Governance* (PPMG). PPMG is dedicated to theory development and conceptual work challenging and advancing the field of public affairs. Its aim is to stimulate constructive critiques and refinement of existing theories and promote new conceptual frameworks, theories and models. The journal welcomes contributions from a variety of epistemological approaches to enrich our understanding of the multi-faceted nature of public administration and governance. The journal is seeking articles that stimulate discussion of trends, advancements, and syntheses of empirical findings such as meta-analyses, and include theoretical developments that offer empirical illustrations, either quantitative or qualitative.

“With the inauguration of this new journal, PMRA has made a bold commitment to advancing theory in the broad field of public administration. PPMG promises to stimulate new perspectives, fresh insights, and critical reflections on the study of managing and governing in the public interest,” said incoming editor Kirk Emerson.

Advance content from PPMG is [available online](#), now, and in print March 2018. The remaining issues for 2018 are nearly filled but submissions are still welcome. For more information about the journal, subscriptions, and article submission guidelines, please visit the [PPMG homepage](#).



For the latest news and information from the

**Public Management
Research Association**
please visit our website at:

www.pmrnet.org

The Convivium

The Convivium is a new academic forum presented by PMRA. Faculty within the field of public administration are invited to exchange ideas and arguments on timely topics concerning public management and policy. In creating this new venue our goal is to present diverse points of view on the current challenges and opportunities confronting students, scholars, and practitioners of public administration across the globe.

This time around, we have asked four faculty members from across the field to comment on an essay by Leisha DeHart Davis, which addresses the issue of diversity in public administration. Leisha's original piece was featured on the [PMRA Insights blog](#). A revised version of her essay starts off the conversation below.

We hope you enjoy the second installment of this new offering from PMRA.

["Does Public Administration Want Diversity... Really?"](#)

Leisha DeHart Davis

In early Fall 2016, Dr. Marybeth Gasman of the University of Pennsylvania wrote a Hechinger Report op-ed piece, where she argued that elite universities do not have diverse faculties because *they do not want them*. Her op-ed cited a litany of excuses used by the Ivies to exclude faculty of color, including low-quality scholarship and the absence of a pipeline. Her counterargument was that pipelines can be created and scholars can be recruited from minority-serving institutions. What's lacking is the desire to do so. In response to her op-ed (which was picked up by the *Washington Post*), she received 6000 emails ranging from gratitude for her candor to overtly racist sentiments.

Gasman's op-ed raises the same question for the public administration field: do we really want diversity? As I contemplated the question recently, I realized that the question itself makes two assumptions: (1) that public administration is not a diverse academic field and (2) that the field itself – its associations, conferences, journals, and editorial boards – bears responsibility.

To shed light on the validity of these assumptions, I invited comments through an anonymous Qualtrics survey posted on twitter, the Academic Women in Public Administration email list, and PMRA's listserv. Twenty-five people posted comments, the substance of which were thoughtful and thought-provoking.

For those inclined to dismiss the results because they are not the product of a large-n survey, or random sampling, imag-

ine you are listening to twenty-five of your colleagues gathered at a percolator session at PMRC.

The survey asked only one question, *"Based on your experiences, is public administration a diverse and inclusive academic field? Why or why not? If not, what can be done? All thoughts, ideas, comments, suggestions, critiques welcome.*

The comments ranged from pessimistic to hopeful. Some were resigned, others were angry. A few were perplexed by the challenges of diversity and inclusion in public administration, but keenly aware of the need for it. Some themes that emerged:

Public administration is (not) a diverse academic field. A few commenters believe that public administration is diverse and inclusive; most did not.

Across comments, the point was made that diversity is more than gender: it's race, sexual orientation, gender identity, religious affiliation, physical ability, and political persuasion. With regards to politics, two commenters felt there was no room for conservative voices in the field, with one arguing that the characterization of the right as hateful is hateful in and of itself. The following comment expresses this sentiment:

I also say no because we are intolerant of many opinions and perspectives. While I agree, there is no place for hate, the characterization of the right as hateful is unfair and completely inappropriate. We have very little diversity of thought within our field and we are not welcoming of it either.

One commenter argued that international students, particularly those from China and Korea, bring diversity to PA. As if hearing this argument across cyberspace, another commenter countered that, while Asian students do indeed bring diversity, it cannot be used as an excuse for ignoring the call for U.S. public administration to be more inclusive of women and faculty of color.

Of the affirmants, one felt that the study of administration's impact on race, gender and income was a strength of the field. Other yeses came from those comparing public administration to other fields, such as political science and economics.

Of those disputing the field's inclusiveness, one theme that emerged was the notion that **public administration is a white field that excludes minority voices**. This exclusion is thought to take place through a narrow range of acceptable quantitative methodologies and theoretical frames and through informal networks that privilege homosocial reproduction in hiring and publication. The following comment illustrates:

Based on my experience as a doctoral student and an assistant professor in public administration, our field is far from inclusive. Many PA departments across the country lack diversity among fac-

ulty and student bodies. It's a shame that I am the first African American male to EVER be hired in the history of my current department. Moreover, much of the scholarship is dominated by white men and women who provide narrow theoretical frameworks that do not accurately reflect issues related to social injustice or problems facing minority communities. If social equity is the "third pillar" of PA, why don't our journals provide outlets for this type of research? Also, why are our journals dominated by white men and women who serve as gatekeepers for the theories and literature that shape our field. In closing, it is my belief that nothing will change in PA. I have no hope for our field and know that nothing will change as long as the "white elite" manage our journals, association boards, schools and departments. I appreciate this effort but have given up on a field that I once admired and loved.

Some were of the opinion that **white men were overrepresented in power positions**, whether in editorships, "manels", or publication in top-ranked journals.

The average professor in PA is still overwhelmingly male and white. This is especially true at the Full Professor level and in administration (Deans). One of the most important things when on the tenure track at a R1 school is publications. But, if you look at journal editors and editorial boards there is a lack of diversity there as well. Take a look at co-authorships and it becomes clear that historically underrepresented junior scholars are less likely to publish in the top journals with senior faculty or the top scholars in the field.

The creation of Academic Women in Public Administration was viewed by some as positive, but others suspect self-serving motives and white feminism at play, as indicated by the comment below. (Note to fellow AWPAers: these comments provide us with a valuable opportunity for self-evaluation in 2018).

Women in PA = white women; Race in PA = Black. Rarely are there discussions about LGBTQ people of color. As a PA female scholar of color, it appears as though AWPA is not concerned with issues that impact women of color. Women in PA is white women and AWPA to me (and SWPA) is focused on issues that do not consider intersectionality.

Several commenters argued that **public administration gives social equity lip service, without adequately operationalizing it or incorporating it into research**. This was referred to as the paradox of social equity in public administration: it is bandied about as a foundational value, but largely absent from mainstream PA research, as expressed in the following comment:

Public administration, as an academic field (and as a field of practice) needs to critically re-evaluate its core values and principles, because the ones it currently rests upon marginalizes and ignores large segments on the academic population.

Now to the second part of the question: what can be done about increasing diversity and inclusion in public administration? Here are some suggestions identified by commenters for moving the field forward into the 21st century:

****Recognize that the absence of faculty and students of color at our conferences reflects a problem.** From this perspective, it is no longer good enough to explain away our lack of diversity using the self-serving explanation that we simply have high standards. May this explanation never again escape our lips. Consider the following comment:

We have to have a real conversation! Why haven't we worked to increase diversity on our boards? Why aren't we engaging minority scholars and providing much needed mentorship? Why are there only a handful of minorities coming to our conferences? The answer in my opinion- we don't really care.

***Intentionally diversify editorial boards and place term limits on editorial positions.** Some commenters recommended this option as a way of opening the field up to a diversity of perspectives.

****Reach out to new faculty in the field, particularly faculty of color.** Suggestions for outreach included showing interest in emerging scholars' research (not just that employee status quo research design) and formally mentoring faculty of color. The following comment illustrates:

In addition to this, journal editors need to take seriously the work of scholars who are attempting to break away from the trends of the moment in order to produce scholarship that speaks to a plurality of perspectives, experiences, and interests. The current journal environments are exclusive and, whether intentionally or not, structured to reward to scholars who conduct socially-blind research. Such incentives are a recipe for a public administration that will continue to be dominated by the status quo, and the long-term ramifications for the relevance and survival of this academic discipline are bleak.

Many thanks to the twenty-five scholars who stepped up to the plate to weigh in on this issue. Now back to the original question. Does public administration want diversity... really? The answer to this question will be revealed as PMRA decides how it will move the conversation forward.

Leisha DeHart-Davis is a Professor of Public Administration and Government at the University of North Carolina-Chapel Hill.

["On the Outside Looking In: My Perspective of Public Administration as a Diverse and Inclusive Academic Field," Brian N. Williams](#)

The Context

I have been asked to comment on the essay by Dr. Leisha DeHart-Davis that raises a very pertinent question: Is public administration a diverse and inclusive academic field? In think-

ing about the question, I'd like to share my – *on the outside looking in* – perspective.

To preface my comments, let me provide some context. As an African American born in Thomasville, Georgia, I consider myself as an outsider, but of the Duboisian, double-consciousness variety. I have a bifocal perspective that allows me to appreciate trees, the forest and “fields.” But more importantly, I realize the significance of the soil and the cultivation process that facilitates the production of crops from the “fields” and fruit from the trees.

The Contemporary Issue: Public Administration as Diverse and Inclusive Field?

Now, let me share my thoughts on public administration as a diverse field of study. The word diverse connotes something that consists of people or things that are different from each other. In one sense, public administration is diverse considering the assorted research questions that are being asked and the various topics that are being explored. Similarly, there is a growing diversity of public administration students who cut across racial, sexual orientation, gender identity, national, age, physical ability, political persuasion and other lines. Yet, in many respects, including participation in major conferences, the makeup of the faculty ranks, and the relative uniformity often found in leadership positions, public administration fails to achieve the “face validity” that’s needed.

This mixed-message of diversity impacts inclusiveness. Inclusiveness implies that all things are covered or included but a critical review of the crops from our “field” and fruits from its forest (i.e., research methods used in publications in top tier journals) reflect the opposite – exclusivity. In particular, we have a homogenized orientation towards what we value and deem as “rigorous” in terms of research and “impactful” in terms of scholarship. Consequently, our field continues to foster and reinforce academic assimilation at the expense of diversity, inclusiveness and heterogeneity.

The Challenge: From Academic Assimilation to Academic Incorporation

The field of public administration is faced with a challenge to go from academic assimilation to academic incorporation, and in essence, to form a more perfect union. This thorough blending that’s part and parcel of academic incorporation requires liberating our field from a colonized way of thinking and the resulting exclusive approaches to assessing research and scholarship. We must embrace the *e pluribus unum* mentality to see that from many different ways excellence can be achieved.

The Charge

To become a diverse and inclusive we must appreciate our past, understand the present and effectively plan for the future.

As a field, we have failed to take advantage of lost opportunities, which have resulted in some contemporary opportunity costs, but yet opportunities remain. With needed encouragement, principled leadership and courageous followership, we can grow and go from acknowledging that there is a problem to acting to address this problem.

Brian N. Williams is an Associate Professor of Public Administration & Policy in the School of Public & International Affairs at The University of Georgia.

“Promoting Diversity in Public Administration: Redux,” Norma Riccucci

Professor Leisha Dehart-Davis’ essay, “Does Public Administration Want Diversity....Really?” certainly raises a number of important questions for the field, and below, I build on some of these. She along with another leading scholar in our field, Professor Mary Feeney, spearheaded the creation of an invaluable networking group, Academic Women in Public Administration (AWPA), which actively considers the degree of diversity in our field. Both Leisha and Mary still devote a good deal of their time to maintaining and promoting AWPA, through the website and at conferences across the globe. And while I believe it is an inclusive network, working to promote the interests of all women, I am sensitive to the comment that “others suspect self-serving motives and white feminism at play.” I agree with Leisha’s response to that comment, which is receptive: “Note to fellow AWPAers: these comments provide a valuable opportunity for self-evaluation in 2018.” We need to hear a diverse chorus of voices here, but we need to do a better job of creating the diversity.

From my viewpoint, the field has been successful in creating a pipeline for white women in the professorate, but needs to be vigilant about their promotion to Full. There are several obstacles here, but one is certainly the dismal state of parental leave policies at the University, school or departmental levels. Deans and chairs are encouraged to work with women who take time off to have children, which can interrupt the tenure and promotion cycle. Women are also sorely underrepresented in positions of power in our field: Deanships, chairs, and editors-in-chief of our professional journals. I agree with the statement in Leisha’s essay, that “white men were overrepresented in power positions,” but I also believe some of these men are working to correct these discrepancies.

Perhaps the foremost concern that has plagued our field as well as others is the lack of African Americans and Latinos. I have been arguing for developing a pipeline for people of color

since my first assistant professor post. When I look across the participants at our major conferences, the landscape is only dotted with persons of color, and this, in my estimation, remains a serious problem. By not recruiting people of color into our doctoral programs, we deprive the field of the diversity of ideas and philosophies that is so necessary. Even if schools or departments are successful in recruiting them to their programs, there is an obligation to ensure they complete their programs, are placed successfully in faculty positions across the nation, are mentored and that obstacles toward their promotion through the ranks are removed.

But our efforts must go beyond race and ethnicity to include creating a pipeline that reflects intersectionality – that is for students based on sexual orientation, gender identity, religious affiliation, age and physical ability. This issue was also reflected in an opinion stated in Leisha's essay. In closing, let me simply say that I hope that an open dialogue on all these issues will be continued at future conferences as well as online. AWPA is one forum for doing so.

Norma M. Riccucci is Board of Governors Distinguished Professor of Public Administration at Rutgers University.

[“Reflections on ‘Does Public Administration Want Diversity... Really?’,” Nathan Favero](#)

Public administration has a long way to go when it comes to diversity. The first step forward is to understand the problem, which requires listening carefully to the various perspectives of current colleagues. Leisha DeHart Davis has performed a great service by gathering some of these perspectives and synthesizing them for us.

Several topics from her essay stood out to me. Bringing international diversity to our departments and professional organizations is hugely beneficial. But international diversity should not be a substitute for the inclusion of populations within the U.S. that are underrepresented throughout many institutions in our society. We need to think about diversity along many dimensions, and success along one dimension should not serve as an excuse for the lack of inclusion along another dimension.

With regards to political ideology, the interdisciplinary nature of public administration offers us the opportunity to bridge some of the ideological homogeneity that exists within many disciplines. To take full advantage of this opportunity, we must take care to avoid making assumptions about “all of us being on the same page here...” when discussing political candidates or policy preferences.

The topic of reaching out to new faculty brings to mind the role of inertia in our field. Almost everything about academia moves slowly: research projects can take years to complete, and annual faculty turnover is typically low. This means that even if we start hiring or conducting research with a better eye towards diversity and inclusion today, it will take years before we notice much of a change in outputs.

The importance of academic networks introduces further inertia into the system: advancement in the field requires networking with those who have been successful, and it is often easiest to form social bonds with those who are similar to us. Scholars can lessen this inertia by making deliberate efforts to mentor and interact with young colleagues in ways that are inclusive. When creating lists of potential participants for edited volumes, conference panels, or speaker series, it is important to make sure we find a diverse panel of candidates rather than simply asking whomever we happen to find ourselves socializing with most at conferences.

Doctoral programs are an essential place to work on these issues since they are literally the future of our field. If our current doctoral programs don't look diverse and inclusive, there's little hope that our field will look diverse or inclusive 10 years from now. Building a diverse doctoral program starts with recruitment. Schools should create pipelines by doing outreach at conferences, programs, and universities with talented students from underrepresented groups. Then, doctoral programs must ensure they create an inclusive environment for their students. This means providing adequate mentoring and support so that first-generation graduate students can succeed. A sink-or-swim mentality in doctoral education effectively favors those students who already naturally fit into the social landscape of the discipline or who have support outside the program that helps socialize them to academic life.

Nathan Favero is an assistant professor in the Department of Public Administration and Policy at American University.

[“Responding to the original query: Why aren’t there more faculty of color?,” Susan Gooden](#)

Gasman's essay does not pose the question, “Why isn’t there more diversity?” She addresses a more narrow and uncomfortable question, “Why aren’t there more faculty of color?” And, her answer is, “The reason we don’t have more faculty of color among college faculty is that we don’t want them. We simply don’t want them.” Let’s consider an even more uncomfortable

question – Why aren’t there more underrepresented minority faculty, particularly African Americans?

I have served on numerous faculty search committees over the past 20 years and I have seen almost everything happen on a search committee – a multitude of reasons for why candidates are advanced or eliminated – not to mention the “informal” conversations that happen outside of the search committee. By far, these conversations advantage white candidates and disadvantage candidates of color. I’ll share two quick examples, each of which happened recently. The first involved a search in which, by all dimensions, the African American candidate was the most qualified. This candidate had an Ivy League PhD, strongest cover letter, and strongest professional record. A member of the search committee sighed and said, “I don’t think there’s any way around it, we’re going to have to interview this person.” Imagine that! The default position is to try to find a way to eliminate, rather than to advance, strong candidates of color.

The second involved an informal conversation in which a faculty member found an African American applicant “very impressive” but questioned the overall reputation of the public administration degree-granting program. This faculty member talked extensively about how impressive the candidate was and the quality of the candidate’s research. As Gasman correctly notes, “What people forget is that attending the elite institutions and being mentored by prominent people is linked to social capital and systemic racism ensures that people of color have less of it.”

My experiences across the years suggest five common strategies that are effective in keeping overall faculty of color hires low.

1. Stack the search committee so that the probability of hiring a faculty member of color is highly improbable

2. Make the problem unsolvable by stating, “minority faculty just don’t want to come here.” Translation – hiring faculty of color is hopeless unless the university physically relocates.
3. Never recruit from Historically Black Colleges and Universities. All of these applicants are universally prejudged as unqualified, or at best highly suspect.
4. Game the system – reject the more highly qualified candidate of color and invite a clearly underqualified candidate of color for an on-campus interview to ensure there is diversity in the pool but no real chance of a minority hire.
5. Claim faculty of color are in such demand that the university could never afford them. We should collect actual data and determine how many faculty of color in public administration have been offered astronomical salaries that they have subsequently rejected.

By far, the best way to overcome the deeply entrenched structural racism that impedes the hiring of underrepresented minority faculty is for those who are most powerful in the university hiring process – deans, provosts, and presidents – to seriously commit to dismantling these pervasive inequities. The good news is that university leaders who are unwavering in their commitment to provide true equal opportunity are able to significantly move the needle. The bad news is that far too few of them elect to do so.

Susan T. Gooden is professor of public administration and policy at the L. Douglas Wilder School of Government and Public Affairs at Virginia Commonwealth University.

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Comings & Goings

Publications

Elizabeth Currid-Halkett, Professor and James Irvine Chair in Urban and Regional Planning, USC Sol Price School of Public Policy, published her book *The Sum of Small Things: A Theory of the Aspirational Class* (Princeton University Press, 2017).

Oliver James (Department of Politics, University of Exeter), **Sebastian Jilke**, and **Gregg Van Ryzin** (SPAA, Rutgers University) have recently co-edited a book, *Experiments in Public Management: Challenges and Contributions* (Cambridge University Press, 2017). As part of a growing community of scholars using experiments the authors hope to contribute to advancing understanding of experimental methods appropriate to public management, to promote more and better experiments, and to facilitate communication and collaboration with researchers using other methods across an increasing range of research topics.

Mark Pisano, Professor of the Practice of Public Administration, USC Sol Price School of Public Policy, published his book *The Puzzle of the American Economy: How Changing Demographics Will Affect Our Future and Influence Our Politics*.

A MacArthur Foundation funded study of Community Networks in Chicago was released at an MDRC and MacArthur conference in Chicago on November 15. This network study is one of the largest ever done and utilized the pioneering inter-organizational network methods and theory of University of Arizona Professors **Keith Provan** (deceased) and **Brint Milward** (School of Government and Public Policy), as well as the work of **Joe Galaskiewicz** (also from University of Arizona who holds appointments in Sociology and the School of Government and Public Policy). The study is available on the [MDRC website](#).

Alasdair Roberts' new book, *Can Government Do Anything Right?*, will be published by Polity Books in early 2018.

Scholarly Awards & Achievements

In September of 2017, **Barry Bozeman**, Director of the Center for Organization Research and Design, Arizona State University, received a grant from the National Science Foundation to study "Administrative Burden in Research Policy Administration." His book *The Strength in Numbers: The New Science of Team Science* (co-authored with **Jan Youtie**, Georgia Tech), was published in October by Princeton University Press. The

results reported in the book were discussed in the June 2017 issue of the journal *Nature Index*.

Shawn Bushway (Professor) and **Lucy Sorensen** (Assistant Professor), faculty in the Rockefeller College at the University at Albany – SUNY, received a three-year grant (\$498,265) from the National Institute of Justice for their project "Making Schools Safer and/or Creating a Pipeline to Prison: A Study of North Carolina Schools." This research will link extensive school disciplinary records from the North Carolina school system to offense and incarceration records from the adult criminal justice system. With this data, Bushway and Sorensen can examine causal connections between school disciplinary practices, school violence, and long-term student interactions with criminal justice.

Professor Bushway was also named a Fellow of the American Society of Criminology.

Chuck Epp, University Distinguished Professor, School of Public Affairs and Administration at the University of Kansas, was inducted into the National Academy of Public Administration.

A multi-disciplinary team of researchers was awarded a \$2.5 million NSF grant to study "Urban Infrastructure Systems Framework to Advance Access and Wellbeing in Communities." The project falls under the National Science Foundation's Smart & Connected Communities initiative to advance understanding of the functioning of cities and communities to improve quality of life through innovations in computing, engineering, information and physical sciences, social science and citizen science, and education. Co-Principal Investigator **Rick Feiock** (Jerry Collins Eminent Scholar, Askew School of Public Administration, Florida State University) will investigate the planning futures in Tallahassee/Leon County with a \$310,000 award. The project is led by Principal Investigator **Shashi Shekhar** and Co-Principal Investigator **Anu Ramaswami**, both of the University of Minnesota.

Mila Gascó-Hernández (Research Associate Professor) and **Ramon Gil-Garcia** (Associate Professor), faculty in the Rockefeller College at the University at Albany – SUNY, received a three year grant for approximately a half million dollars by the United States Institute of Museum and Library Services to research how libraries can better serve their communities and act as catalysts for collaborations among local governments, citizens, and other stakeholders in technology innovations and smart city initiatives.

W. Bartley Hildreth received the 2017 Industry Contribution Award from the National Federation of Municipal Analysts (FNMA) for his advancement of the municipal bond industry. Established in 1983, the NFMA is an organization of nearly 1,400 members, primarily research analysts, who evaluate credit and other associated risks in the municipal market. These individuals represent, among others, mutual funds, insurance companies, broker/dealers, bond insurers, rating agencies, and financial advisory firms.

Kirk McClure, Professor, School of Public Affairs and Administration at the University of Kansas, testified before the Senate Finance Committee on the effectiveness of the Low Income Tax Credit.

Rosemary O'Leary, Edwin O. Stene Distinguished Professor, School of Public Affairs and Administration at the University of Kansas, collected three lifetime achievement awards in public administration last summer. This makes her the only scholar to win all five major lifetime achievement awards in the field. In August, O'Leary also took over as director of the School of Public Affairs & Administration at the University of Kansas.

Amid her most recent trifecta of awards this year, her first stop was Budapest, where she received the Routledge Award for Outstanding Contributions to Public Management Research from the International Research Society for Public Management. In June she was the winner of the Frederickson Award for “lifetime achievement and continuous contributions to public management research over an extended career.” The award is given by PMRA and named after George Fredrickson, professor emeritus with the School of Public Affairs & Administration at the University of Kansas.

In August, the Academy of Management presented her with the Keith C. Provan Award for “outstanding contribution to empirical theory.” The award recognizes distinguished contributors to the field of public administration.

There are only two other lifetime achievement awards in public administration, and O'Leary won both of them in 2014 and 2016, respectively. In 2014 she received the Dwight Waldo Award from the American Society for Public Administration for “distinguished contributions to the professional literature of public administration and in recognition of a distinguished career as an author, educator and public administrator.”

In 2016, she won the John Gaus Award from the American Political Science Association for a “lifetime of exemplary scholarship in the joint tradition of political science and public administration.”

Adam Rose, Research Professor, USC Sol Price School of Public Policy, was elected as a fellow of the Regional Science Association International. He also published two books: *Defining*

and Measuring Economic Resilience from a Societal, Environmental and Security Perspective and Economic Consequence Analysis Tool.

New Positions & Promotions

Whitney Afonso is an Assistant Professor at the University of North Carolina at Chapel Hill (Ph.D., University of Georgia). Whitney was elected to the executive committee for the Association of Budgeting and Financial Management. She will serve a three year term starting in January of 2018.

Sarah Deer joined the School of Public Affairs and Administration at the University of Kansas as a Professor. She was named a MacArthur “Genius” Fellow in 2014. Her scholarship focuses on the intersection of federal Indian law and victims’ rights. She is a co-author of four textbooks on tribal law and her latest book, *The Beginning and End of Rape: Confronting Sexual Violence in Native America*, has received several awards. Her work on violence against Native women has received national recognition from the American Bar Association and the Department of Justice. She is also the Chief Justice for the Prairie Island Indian Community Court of Appeals.

Stephen Holt (Ph.D., American University) joined the Rockefeller College at the University at Albany – SUNY as an assistant professor of public management in 2017. **Hongseok Lee** (Ph.D., Indiana University) will also join the Rockefeller College in 2018 as an assistant professor of public management.

Zach Huitink graduated this past May with a Ph.D. in public administration from the Maxwell School. His dissertation, written under **David Van Slyke** was entitled “Three Essays on Public Procurement.” He is currently a postdoctoral fellow in the research and evaluation division at Syracuse University’s Institute for Veterans and Military Families. He is also an externally affiliated researcher with the International Security Program at the Center for Strategic and International Studies in Washington, D.C.

Ines Jurcevic (Ph.D., Social Psychology, UCLA) and **Karin Martin** (Ph.D., Public Policy, UC Berkeley) were both hired as Assistant Professors by the Evans School. Ines specializes in organizational diversity management and Karin’s specialty is the impacts of monetary sanctions in the criminal justice system.

Lael Keiser has taken on the role of Director of the Harry S Truman School of Public Affairs. Keiser will manage the operations of the school while coordinating a strategic plan to create opportunities for research, education and outreach in public affairs.

Keiser joined the University of Missouri faculty in 1996 as an assistant professor of political science. In 2003, she began serving a dual appointment between political science and the Truman School. Her primary research interests focus on administrative politics, public management and policy process. She currently serves on the editorial boards of *Public Administration Review* and the *Journal of Public Administration Research and Theory*.

She has received the Herbert Simon Award from the Midwest Political Science Association, the Rita Mae Kelly Award from the American Society for Public Administration, and the Wilder School Award for Scholarship in Social Equity and Public Policy Analysis.

Stephanie Smith, Ph.D., was recently promoted to Associate Professor in the School of Public Administration at the University of New Mexico.

Staci M. Zavattaro, Ph.D., Associate Professor of Public Administration at the University of Central Florida will assume the role of editor-in-chief of *Administrative Theory & Praxis* (ATP) beginning January 1, 2018 for a three-year term. ATP focuses on the theoretical and empirical scholarship that challenges existing norms and practices in public administration, policy, and management.

The USC Sol Price School of Public Policy congratulates our faculty and alumni for their recent appointments:

Jason Doctor, Associate Professor, for his appointment as Chair, Department of Health Policy and Management and Norman Topping Chair in Medicine and Public Policy.

Richard Green, Professor and Chair, USC Lusk Center for Real Estate, for his appointment as Chair, Department of Policy Analysis and Real Estate.

Jeffery A. Jenkins for his appointment as Provost Professor of Public Policy, Political Science and Law; Judith and John Bedrosian Chair in Governance and the Public Enterprise; and Director, Bedrosian Center.

Ryan Merrill (PPM '17) for his appointment as a postdoctoral researcher in Sustainable Innovation and Natural Resource Management at Singapore Management University.

USC Price alumnus **Thom Reilly** (MPA '97, DPA '98) on his appointment as Chancellor of the Nevada System of Higher Education.

Erroll G. Southers for his appointment as Professor of the Practice of Governance.

Lois Takahashi for her appointment as Director, USC Price School in Sacramento.

Lt. Gen. Jeffrey W. Talley for his appointment as Professor of the Practice of Public Policy and Engineering.

Michael Thom, Assistant Professor (Teaching) for publication of his book "Tax Politics and Policy" (Routledge, 2017).

USC Price alumnus **Matt Young** (PPM '17) for his appointment as a tenure-track Assistant Professor of Public Administration and International Affairs at Syracuse University.

Management Matters

THE PMRA NEWSLETTER

PMRA Secretariat
 University of Kansas
 School of Public Affairs & Administration
 4060 Wescoe Hall
 1445 Jayhawk Blvd.
 Lawrence, KS 66045
 jpart@ku.edu