

**Dr. Ashley M. Alteri**  
Tennessee State University  
College of Business  
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## **EDUCATION**

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**State University of New York, University at Albany, Department of Public Administration and Policy**, Albany, NY.

Ph.D. in Public Administration and Policy. August 2017.

Dissertation Title: *The Collateral Effects Of Representation: Three Essays Evaluating Representative Bureaucracy In Practice.*

Dissertation Committee: Professors Ellen V. Rubin (Chair), Jennifer Dodge, and Jared Llorens (Louisiana State University).

**University of Minnesota Law School**, Minneapolis, MN

Juris Doctor, May 2010.

**University of Minnesota Industrial Relations Center, Carlson School of Management**, Minneapolis, MN.

Master of Arts, Human Resources and Industrial Relations, May 2010.

**University of Nebraska- Lincoln, Honors Program**, Lincoln, NE.

Bachelor of Science in Management: Human Resources, May 2004.

## **PUBLICATIONS**

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### *Refereed Publications*

Rubin, E., and Alteri, A. (2017). Discrimination Complaints in the U.S. Federal Government: Reviewing Progress Under the No FEAR Act. *Review of Public Personnel Administration*, Advanced online publication: 12/12/2107. doi: 10.1177/0734371X17744864

Alteri, A. (2016). Gender-Based Discrimination in the Workplace: Why Courts Tell Employers that Breastfeeding Discrimination is Legal. *Review of Public Personnel Administration*. 36(3), 264-282. doi: 10.1177/0734371X15587979

Alteri, A. (2015). Are Federal Labor-Management Partnerships Decreasing Conflict? Evidence from the Last Eight Years of Reported Data, *Conflict Resolution Quarterly*, 33, S67-S93. doi: 10.1002/crq.21144

### *Refereed Conference Proceedings*

Alteri, A. (2018). The Impact of Representative Hiring on Employee Perceptions and Discrimination Complaints Over Time. In *Academy of Management Proceedings*.

### *Working Papers*

Alteri, A., and Rubin, E. Two Wrongs Do Not Make a Right: Understanding Retaliation for Filing Discrimination Complaints in the U.S. Federal Government. targeted for submission in *Public Administration Review* in summer 2018

Alteri, A., Gil-Garcia, J.R., Helbig, N., and Burke, B. Citizens as sensors: Examining co-production, sensor technologies, and data analytics in government. targeted for submission in *Public Administration Review* in fall 2018

Alteri, A. Evaluating Representative Bureaucracy: Measuring the Impact of Representative Hiring on Employee Perceptions and Discrimination Complaints Over Time

Alteri, A. Mind the Gap: Examining the Impact of the Gap in Racial Representativeness Among HR Professionals on Employee Perceptions that the Recruitment and Hiring Process is Fair

Alteri, A., and Dodge, J. Bringing Identity To Work: Examining The Media Coverage Of Identity-Based Discretion By Public Sector Workers

Alteri, A. and Dodge, J. Agility and framing: Negotiating Public Hearings for the New York City Earn Sick Leave Act

Alteri, A. Who do you think I am? Measuring representative identity in representative bureaucracy literature.

Alteri, A. In Search of Collaboration: Evaluating the Performance of Federal Labor-Management Partnerships.

### *Research Reports and Case Studies*

Dawes, S.S., Burke, G.B., and Davis-Alteri, A. (2013). Air Quality Data Use, Issues, and Value in Colorado. Albany, NY: Center for Technology in Government. Available online at [https://www.ctg.albany.edu/publications/reports/sti\\_denver](https://www.ctg.albany.edu/publications/reports/sti_denver).

Dawes, S.S., Burke, G.B., and Davis-Alteri, A. (2013). Air Quality Data Use, Issues, and Value in Georgia. Albany, NY: Center for Technology in Government. Available online at [https://www.ctg.albany.edu/publications/reports/sti\\_atlanta](https://www.ctg.albany.edu/publications/reports/sti_atlanta).

Dawes, S.S., Burke, G.B., and Davis-Alteri, A. (2013). Air Quality Data Use, Issues, and Value in Missouri. Albany, NY: Center for Technology in Government. Available online at [https://www.ctg.albany.edu/publications/reports/sti\\_kansas](https://www.ctg.albany.edu/publications/reports/sti_kansas).

## **RESEARCH AND TEACHING INTERESTS**

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- Human Resources
- Labor Relations and Collective Bargaining
- Labor and Employment Law
- Public Personnel, including justice in the workplace, performance management, representative bureaucracy
- Equal Employment Opportunity, Affirmative Action, and Diversity Issues
- Organizational Behavior and Theory
- Research Methods

## **ACADEMIC RESEARCH AND TEACHING EXPERIENCE, AND PROFESSIONAL EXPERIENCE**

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### **Assistant Professor of Human Resources – Tennessee State University, College of Business, Department of Business Administration – Nashville, TN – August 2017 to present**

Responsible for delivering weekly lectures, leading case-based discussions, and grading assignments and exams.

### **Instructor for Public Administration and Management – State University of New York, University at Albany, Department of Public Administration and Policy – Albany, NY – Fall 2014, Spring 2015, Spring 2016, and Spring 2017**

Responsible for delivering weekly lectures, leading case-based discussions, and grading assignments and exams. During spring 2016, converted the course to an online/in-person course and recorded lectures that students could access online. Taught approximately 20 undergraduate students per semester.

### **Instructor and Course Developer for Strategic Public Personnel Management and Leveraging Technology in the Public Sector – Excelsior College – Albany, NY – July 2014 – May 2017 (5 course offerings)**

Designed, developed and taught online courses for a new MPA program. Responsible for selecting all course materials; developing online instructional content, online discussion activities, case studies, assignments, and grading rubrics; and grading all activities. Taught approximately 4-7 MPA students per semester.

### **Instructor and Course Developer for the Capstone in Public Administration – Excelsior College – Albany, NY – August 2015 – March 2017 (2 course offerings)**

Designed and developed an online three-player video game that will be used as the capstone for Excelsior College's MPA program. Responsible for developing two of three case studies, creating learning objectives, and writing interactive content and assessment activities imbedded within the video game.

### **Research Assistant – State University of New York, University at Albany, Department of Public Administration and Policy – Albany, NY – August 2012 to May 2016.**

Worked under the direction of Ellen V. Rubin (August 2012 to May 2016). Researched public personnel management, including justice issues in the workplace and the federal Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002.

**Research Assistant – State University of New York, University at Albany, Center for Policy Research – Albany, NY – May 2015 to August 2015.**

Researched and co-wrote an article with Dr. Jennifer Dodge on framing strategies used within the New York City Council’s discussions on New York City's Earned Sick Time Act.

**Rockefeller Fellow – State University of New York, University at Albany, Center for Technology in Government – Albany, NY – June to September 2013 and June to September 2014.**

Researched and wrote articles on smart cities, smart citizens, and the use of sensor technology in government. Co-wrote case studies for a project commissioned by NASA to assess the value of the EPA’s AirNow air quality data that had been enhanced by NASA satellite data.

**Teaching Assistant – State University of New York, University at Albany, Department of Public Administration and Policy – Albany, NY – August 2012 – May 2013**

Responsible for grading assignments and evaluating student presentations in Public Administration and Management (1 semester, 20 undergraduate students) and Professional Applications I (1 semester, 65 MPA students).

**Labor Relations Specialist – Internal Revenue Service – St. Paul, MN – August 2010 to July 2012.**

Advised management regarding compliance with the IRS’s labor contract, federal and IRS policies, and labor and employment laws. Managed filed grievances, wrote management’s grievance responses, and provided management with advice on appropriate resolutions. Trained management on the provisions of the IRS’s labor contract, IRS policies, and federal laws.

**Law Clerk – Hennepin County Attorney’s Office, Civil Division – Minneapolis, MN – April 2008 to June 2010.**

Co-wrote and researched a Memorandum of Law filed in Minnesota State Court on the issue of whether an employer could be compelled to arbitrate under the existing Collective Bargaining Agreement. Co-wrote and researched memorandums in support of two successful Motions to Dismiss. Wrote and researched employer EEOC responses and memorandums in the areas of labor and employment law, health law, torts, etc. for Hennepin County and the Hennepin County Medical Center. Appeared as a prosecutor in juvenile and adult criminal calendars and as a prosecutor in an adult criminal trial.

**Student Director / Attorney – Workers’ Rights Clinic, University of Minnesota Law School – Minneapolis, MN – August 2007 to September 2009.**

Filed an FMLA discrimination lawsuit in federal court and successfully argued the Motion to Dismiss. Filed and represented clients in charges before the MN Department of Human Rights and the EEOC. Wrote and researched complaints, memorandum of law, internal research memorandum, settlement letters to opposing counsel, etc. Conducted client counseling, intake interviews, and negotiation. As a Student Director, supervised the work of three students.

## **Citibank – Sioux Falls, SD – June 2004 to July 2006**

- **Unit Manager, Oil Credit Card Account Maintenance Team**
- **Acting Unit Manager, Student Loan Collections Skip Trace and Front End Team**
- **Management Associate**

## CONFERENCE PARTICIPATION

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### *Papers Presented*

Alteri, A., and Dodge, J. (2018). Bringing Identity to Work: Examining the Media Coverage of Identity-Based Discretion by Public Sector Workers. American Society for Public Administration Annual Conference.

Alteri, A. (2017). Evaluating Representative Bureaucracy: Measuring the Impact of Representative Hiring on Employee Perceptions and Discrimination Complaints Over Time. American Society for Public Administration Annual Conference.

Alteri, A., Gil-Garcia, J.R., Helbig, N., and Burke, B. (2015). Citizens as sensors: Examining co-production, sensor technologies, and data analytics in government. Public Management Research Association Conference.

Alteri, A., and Rubin, E. (2015). Two Wrongs Do Not Make a Right: Understanding Retaliation for Filing Discrimination Complaints in the U.S. Federal Government. American Society for Public Administration Annual Conference. Public Management Research Association Conference.

Alteri, A., and Rubin, E. (2015). Two Wrongs Do Not Make a Right: Understanding Retaliation for Filing Discrimination Complaints in the U.S. Federal Government. American Society for Public Administration Annual Conference.

Rubin, E., and Davis-Alteri, A. (2014). The Evolution of Employment Discrimination Complaints in the Federal Government: Reviewing the First Ten Years under the No FEAR Act. American Society for Public Administration Annual Conference.

Davis-Alteri, A. (2013). Gender-Based Discrimination in the Workplace: Why Courts Tell Employers that Breastfeeding Discrimination is Legal. Association for Public Policy Analysis & Management Annual Conference.

## TEACHING

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Tennessee State University

Employment Law and Labor Relations (undergraduate)

Human Resource Management (undergraduate)

Management and Organizational Behavior (undergraduate)

Recruitment and Selection (undergraduate)  
Behavior in Organizations (graduate)

University at Albany, SUNY  
Public Administration and Management (undergraduate)

Excelsior College  
Strategic Public Personnel Management (graduate)  
Leveraging Technology in the Public Sector (graduate)  
MPA Capstone (graduate)

## **PROFESSIONAL SERVICE AND AFFILIATIONS**

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Service to Tennessee State University  
Student Recruitment and Retention Committee  
Hospitality and Tourism Advisory Board

Professional Service  
Reviewer: *Review of Public Personnel Administration* (since 2015)  
Reviewer: *Public Personnel Management* (since 2017)  
Reviewer: *Academy of Management Annual Conference* (since 2018)  
Board Member, Section on Personnel Administration and Labor Relations, American Society for Public Administration (since 2017)

Professional Affiliations  
Licensed Attorney, State of Minnesota  
The American Society for Public Administration and Section on Personnel Administration and Labor Relations  
Association for Public Policy Analysis & Management  
Public Management Research Association  
Work and Family Researchers Network

## **HONORS AND RECOGNITION**

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Dissertation Award for 2017: Section on Personnel Administration and Labor Relations, American Society for Public Administration  
State University of New York, University at Albany, Department of Public Administration and Policy:  
PhD Assistantship, Department of Public Administration and Policy, 2012 – 2016  
Summer Fellowship, Rockefeller College, 2013 – 2015  
Travel Support to present at the American Society for Public Administration Conference, Department of Public Administration and Policy, 2014 and 2015

University of Minnesota Law School:

Dean's List, 2009-2010 and 2008-2009

Workers' Rights Clinic Student Director, 2008-2009; Student Attorney, 2007-2008

Wagner Labor Law Moot Court: Director and Competition Team, 2008-2009; Member,  
2007-2008