

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

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

Refereed Publications

Alteri, A. (2020). Side-Effects of Representation: Measuring the Impact of Representative Hiring on Employment Discrimination Complaints. *Administration & Society*. Advanced online publication: 5/8/2020. doi: 10.1177/0095399720915293

Alteri, A. (2020). Data Compatibility Issues: How to Prevent Miscoding and Dropped Observations When Using U.S. Office of Personnel Management Datasets. *Review of Public Personnel Administration*, 40(4), 743–753. doi: 10.1177/0734371X20904998

Rubin, E., and Alteri, A. (2019). Discrimination Complaints in the U.S. Federal Government: Reviewing Progress Under the No FEAR Act. *Review of Public Personnel Administration*, 39(4), 511–522. 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*. doi: 10.5465/AMBPP.2018.18371abstract

Working Papers

Alteri, A., Rubin, E., and Park, Y.J. 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 fall 2020

Alteri, A. In Search of Collaboration: Evaluating the Performance of Federal Labor-Management Partnerships. Targeted for submission in *Conflict Resolution Quarterly* in winter 2020

Alteri, A., and Dodge, J. Active Representative Bureaucracy in Practice: Tensions Between Representation and Neutrality. Targeted for submission in *Public Administration Review* in winter 2020

Alteri, A. The Impact of Racial Representativeness Within HR on Perceptions that the 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.

OTHER SCHOLARLY ACTIVITY

Consulting

Southeastern Behavioral Health (2020). Employment Discrimination Law Training Series. Workbook and facilitated training. Prepared for Southeastern Behavioral Health human resources professionals, Sioux Falls, SD. Training prepared with Alteri Learning Design.

U.S. Equal Employment Opportunity Commission's EXCEL (Examining Conflicts in Employment Law) Training Conference (2020). Training attended by 298 EEO, human resources, and legal professionals, Washington, D.C. (virtual). Training prepared with Alteri Learning Design.

U.S. Equal Employment Opportunity Commission (2017). Understanding the Link between Retaliation Claims and Agency EEO Resources in the Federal Government. Prepared for the Reports and Evaluation Division in the Office of Federal Operations. Report prepared by Dr. Ellen V. Rubin, Dr. Young Joo Park, and Dr. Ashley Alteri.

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.

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.

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.

RESEARCH AND TEACHING INTERESTS

- Human Resources
- Equal Employment Opportunity, Affirmative Action, and Diversity Management
- Labor and Employment Law
- Labor Relations and Collective Bargaining
- Organizational Behavior and Theory
- Recruitment and Staffing
- Justice in the workplace
- Research Methods

ACADEMIC RESEARCH AND TEACHING EXPERIENCE, AND PROFESSIONAL EXPERIENCE

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 (in-person and virtual), leading case-based discussions, and grading assignments and exams for undergraduate, Executive, Accelerated, and Traditional MBA courses. Re-designed 5 undergraduate and 2 graduate courses to enhance analytic and skill-based learning components.

Co-Founder of Alteri Learning Design – Nashville, TN – September 2019 to present

Responsible for creating custom learning solutions including: comprehensive professional development programs, on-demand technical training, and study guides.

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

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

Tennessee State University

Mean evaluation scores for each semester (score out of a possible 5 points)

Employment Law and Labor Relations (undergraduate)

S20: 4.81 F19: 4.95 S19: 4.89 F18: 4.85 S18: 4.71 F17: 4.97

Human Resource Management – Online (undergraduate)

F18: 4.64 F17: 4.50

Organizational Behavior (undergraduate)
S20: 4.86 S19: 4.64

Organizational Theory (undergraduate)
F19: 4.62

Recruitment and Selection (undergraduate)
S20: 4.77 S19: 4.97 S18: 4.75

Behavior in Organizations (Executive MBA and Accelerated MBA)
Summer class, not collected

Management and Organizational Behavior (undergraduate)
F17: 4.72

University at Albany, SUNY

Public Administration and Management (undergraduate)

Excelsior College

Strategic Public Personnel Management (MPA)

Leveraging Technology in the Public Sector (MPA)

MPA Capstone (MPA)

PROFESSIONAL SERVICE AND AFFILIATIONS

College Service

- Chair, working group to propose a B.B.A. program in Hospitality and Tourism (2019-present). Prepared a Letter of Notification and Feasibility Study to propose a new B.B.A. program in Hospitality and Tourism, under review by the Tennessee Higher Education Commission. Worked with leaders in Nashville's hospitality and tourism industry secure endorsement of the program.
- Chair, Intellectual Contributions Committee (2019-present). Revised the faculty qualifications to provide definition around each of the four faculty categories, as defined by the AACSB guidelines. These changes emphasized consistency across the designations and tighter standards within each designation. Selected faculty publications for inclusion in the College of Business Excellence in Research Portfolio.
- Working group on AACSB re-accreditation for the College of Business (January to December 2018). Facilitated the re-design of the College of Business's website and faculty qualifications documentation.

- Strategic Planning Committee (2019-present)
- Faculty Composition and Development Committee (2019-present)
- Hospitality and Tourism Advisory Board (2017-present)
- Graduate Policy Committee (2020-present)
- Faculty Search Committee: Business Law (2018), Supply Chain (2019, 2020), Finance (2019-20)
- Society for Human Resource Management, Advisor (2018-present)
- Student Recruitment and Retention Committee (2017-2019)

University Service

- University Senate Constitution and Bylaws Sub-Committee (2018-present)
- University Senate Research Sub-Committee (2019-present)

Professional Service

- Board Member, Section on Personnel Administration and Labor Relations, American Society for Public Administration (since 2017)
- Reviewer: Review of Public Personnel Administration (since 2015)
- Reviewer: Public Personnel Management (since 2017)
- Reviewer: Public Administration Review (since 2017)
- Reviewer: Academy of Management Annual Conference (since 2018)
- Reviewer: Public Policy and Administration (since 2019)
- Reviewer: Perspectives on Public Management and Governance (since 2019)
- Reviewer: Journal of Public Administration Research and Theory (since 2020)
- Reviewer: International Journal of Public Administration (since 2020)

Professional Affiliations

- Attorney, State of Minnesota
- Academy of Management
- Public Management Research Association
- The American Society for Public Administration and Section on Personnel Administration and Labor Relations
- Association for Public Policy Analysis & Management

HONORS AND RECOGNITION

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