

MEGAN E. STREAMS

Associate Professor and Graduate Programs Coordinator
Department of Public Administration • College of Public Service
Tennessee State University • 330 10th St. N, Mail Stop 139, Ste. F-403 • Nashville TN 37203-3401
mstreams@tnstate.edu • tel (615) 852-7112
[ResearchGate](#) • [ORCID](#) 0000-0003-4582-9608 • [ResearcherID](#) N-4845-2015

EDUCATION

University of Kentucky, Martin School of Public Policy and Administration.

Ph.D., Public Administration. 2007.

Dissertation: "Policy interaction in the public finance of successive levels of education."

M.P.A., 2004.

The Pennsylvania State University.

M.S., Biology. 1996.

B.S., Biology with honors (Schreyer Honors College), French minor; graduated with high distinction; Phi Beta Kappa. 1994.

RESEARCH AND TEACHING INTERESTS

Public budgeting and finance; Intergovernmental fiscal relations; Public sector decision making; Economics of education; Performance management

RESEARCH FUNDING

EXTERNAL:

Fall 2012-Spring 2014. Grant to co-PIs SN Ghosh (College of Business, Tennessee State University) and ME Streams. Tennessee Advisory Commission for Intergovernmental Relations (\$49,457): "Analyzing the factors underlying sustainable competitiveness of the state of Tennessee and its counties."

August 2009 – July 2011. Grant to E Toma (PI) and co-PIs JS Butler, J Cowen (University of Kentucky) and ME Streams (Tennessee State University). Spencer Foundation: "Teacher Careers in Rural Schools" (\$279,081, with \$41,551 to Tennessee State University).

March - June 2009. Contract to ME Streams (PI) from the Metropolitan Nashville Airport Authority: "MNAA Workforce Engagement Survey Process Development" (\$ 9,735).

June 2006 – February 2007. Grant to E Toma and ME Streams from the Appalachian Mathematics and Science Partnership, an NSF-funded entity: "Teacher salaries and qualifications in Appalachian and non-Appalachian Kentucky" (\$ 42,746).

INTERNAL:

Summer 2011. Center for Service Learning and Civic Engagement at Tennessee State University (\$2,000): consulting on data analysis and evaluability assessment of a grant-funded youth program.

Summer 2010. Grant from Tennessee State University Faculty Support Center Summer Research Academy (\$6,581): manuscript preparation.

Summer 2010. Center for Service Learning and Civic Engagement at Tennessee State University (\$1,500): consulting on survey data analysis and database development to facilitate assessment research.

PUBLICATIONS

Peer-reviewed journal articles:

- Martin, M [TSU PhD student] & Streams, ME. 2015. "Punctuated Equilibrium Theory: an empirical investigation of its relevance for global health expenditure." *Public Budgeting & Finance*, 35(1): 73-94. [doi: 10.1111/pbaf.12055](https://doi.org/10.1111/pbaf.12055)
- Fowles, J, Butler, J S, Cowen, J, Streams, ME, & Toma, E. 2014. "Public employee quality in a geographic context: a study of rural teachers." *American Review of Public Administration*, 44(5): 503-521. [doi: 10.1177/0275074012474714](https://doi.org/10.1177/0275074012474714)
- Cowen, J, Butler, JS, Fowles, J, Streams, ME, and Toma, EF. 2012. "Teacher retention and education reform in Appalachian schools: evidence from Kentucky." *Economics of Education Review*, 31(4): 431-441. [doi: 10.1016/j.econedurev.2011.12.005](https://doi.org/10.1016/j.econedurev.2011.12.005)
- Kukla-Acevedo, S, Streams, ME, and Toma, EF. 2012. "Can a single performance metric do it all? A case study in education accountability." *American Review of Public Administration*, 42(3): 303-319. [doi: 10.1177/0275074011399120](https://doi.org/10.1177/0275074011399120)
- Streams, ME, Butler, JS, Cowen, J, Fowles, J and Toma, EF. 2011. "School finance reform: do equalized expenditures imply equalized teacher salaries?" *Education Finance and Policy*, 6(4), 508–536. [doi:10.1162/EDFP_a_00046](https://doi.org/10.1162/EDFP_a_00046)
- Streams, ME, Wackerbarth, SB, & Maxwell, A. 2003. "Diagnosis-seeking at subspecialty memory clinics: trigger events." *International Journal of Geriatric Psychiatry*, 18 (10), 915-924. [doi: 10.1002/gps.946](https://doi.org/10.1002/gps.946)
- Wackerbarth, SB, Streams, ME, & Smith, MK. 2002. "The decision to seek a memory assessment: capturing the insights of family caregivers." *Qualitative Health Research*, 12 (8), 1127-1141. [doi: 10.1177/104973202236582](https://doi.org/10.1177/104973202236582)
- Streams, ME. 2002. "e-Notes: Education statistics and policy web sites." *Journal of Public Affairs Education*, 8 (3), 239-241. stable URL: <http://www.jstor.org/stable/40215574>
- Streams, ME, Fisher, CR, & Fiala-Médioni, A. 1997. "Methanotrophic symbiont location and fate of carbon incorporated from methane in a hydrocarbon seep mussel." *Marine Biology*, 129, 465-476. [doi:10.1007/s002270050187](https://doi.org/10.1007/s002270050187)

Other peer-reviewed scholarly publications:

- Streams, M & Gavilo-Lane, L. 2016. "Tax expenditures as social policy"; entry in *Global Encyclopedia of Public Administration, Public Policy, and Governance*. ed. Slack, JD & Ko, J-Y ("Social Policy" Section Editors); Farazmond, A (Editor-in-chief). New York: Springer. pp. 1-8. [doi: 10.1007/978-3-319-31816-5_2649-1](https://doi.org/10.1007/978-3-319-31816-5_2649-1)

Professional publications/technical reports/popular press/outreach publications:

- Streams, ME & Frederick, A [TSU MPA student]. (2015, August 18). "[Anxieties of Federalism and Common Core: standardization across borders.](#)" *PA Times Online, publication of the American Society for Public Administration.*
- Carpenter, T [TSU MPA student] & Streams, M. (2014, March 15). "Performance appraisal system trends report." Nashville, TN: technical report prepared for the Metropolitan Nashville Airport Authority.
- Streams, M. (2013, October 1). "[Sights and insights from #SECoPA2013.](#)" Nashville, TN: Website of the American Society for Public Administration Tennessee Chapter.
- Quoted section in Kiernan, J. (2013, June 6). "[Ask the experts: If I could make one policy change to fix the federal deficit, I would...](#)" *CardHub.com.*
- Streams, M, & Ghosh, SN. (2013, January-February). "[TACIR, TSU collaborate on new study of TN counties' sustainable competitiveness.](#)" *Tennessee County News*, p. 7.
- Binkley, Y, Robinson, C, Stanley, R, Streams, ME, & Triplett, K. (2012). "[Public libraries: a white paper prepared for the Nashville 2040 General Plan process.](#)" Nashville, TN: Metropolitan Nashville Davidson County Government.
- Lovett, K [TSU PhD student], Eneh, C [TSU MPA student], Streams ME. Feb. 23, 2012. "[Reliance on natural resources for public finance brings risk, even if irresistible.](#)" *PA Times Online, publication of the American Society for Public Administration.*
- Streams, ME, & Qualls, R. 2007. "Advancing women in political leadership: a report to the Women's Fund of the Greater Cincinnati Foundation." Report to funding agency on year-long original research project: regional attitudes towards political participation among women, with qualitative and quantitative components.

PRESENTATIONS - SCHOLARLY CONFERENCES

- Streams, ME, co-panelist with Hoffman, K, Howell, M, and Vaughan, S. Southeastern Conference for Public Administration, Baton Rouge, LA. September 2019. Panel presentation for doctoral students. "Getting and keeping your first faculty job: understanding the range of academic settings."
- Roberts, J, Streams, ME. Southeastern Conference for Public Administration, Baton Rouge, LA. September 2019. "Is it all about the money? Local officials' perceptions of city performance as a function of funding difficulty and community assets."
- Streams, ME, co-panelist with Hoffman, K, Howell, M, and Vaughan, S. Southeastern Conference for Public Administration, Birmingham, AL. September 2018. Panel presentation for doctoral students. "Getting and keeping your first faculty job: understanding the range of academic settings."
- Lippard, C, Roberts, J [TSU PhD student], Streams, ME. Southeastern Conference for Public Administration, Birmingham, AL. September 2018. "Regional collaboration, by design: an exploration of mandated collaboration among Tennessee local governments."

- Roberts, J [TSU PhD student], Streams, ME. Southeastern Conference for Public Administration, Hollywood, FL. October 2017. “Connecting the dots: city officials’ perceptions of community assets and collaboration.”
- Roberts, J [TSU PhD student], Lippard, C [TSU PhD alumnus], Streams, ME, Ghosh, S. Section on Intergovernmental Administration and Management, ASPA National Conference, Atlanta, GA. March 2017. Paper. “Research meets reality: studying interjurisdictional collaboration in partnership with intergovernmental institutions and local officials.”
- Stanley, R, Streams, ME. NASPAA Annual Conference, Columbus, OH. October 2016. “Process-building for multi-stage MPA competency assessment”
- Marioni, R [TSU PhD student], Streams, ME. Southeastern Conference for Public Administration, Raleigh, NC. October 2016. Paper. “Closing a tax gap? State-level policy responses to employee misclassification.”
- Streams, ME, Ghosh, S, Roberts, J [TSU PhD student]. Midwest Conference for Public Affairs, Columbus, OH. June 2016. Paper, part of Local Governance Symposium. “Interjurisdictional collaboration and governance: Qualitative and quantitative insights from Tennessee local officials.”
- Martin, M [TSU PhD student], Streams ME. Consortium of Universities for Global Health 7th Annual Conference [International], San Francisco, CA. April 2016. Presentation. “An empirical investigation of funding trends in global health.” Abstract published in *The Lancet Global Health*, 4 (Special Issue), S5. [doi:10.1016/S2214-109X\(16\)30010-9](https://doi.org/10.1016/S2214-109X(16)30010-9).
- Streams, ME, Ghosh, S, Roberts, J [TSU PhD student]. Southeastern Conference for Public Administration, Charleston, SC. October 2015. Paper. "Cooperate or Go It Alone? Influence of Community Assets on Local Policymakers' Attitudes towards Interjurisdictional Collaboration."
- Martin, M [TSU PhD student], Streams, ME. Southeastern Conference for Public Administration, Charleston, SC. October 2015. Paper. "The Evolving Market for External Funding for Global Health: Organizational Field Composition and Funding Dominance."
- Streams, ME, Walker, T [TSU MPA student]. Social Equity Leadership Conference of the Standing Panel on Social Equity at the National Academy of Public Administration [National]. Annual Conference, Nashville, TN. June 3, 2015. Presentation. “The ‘market’ for schooling in Tennessee.”
- Stanley, R, Streams, ME. National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference, Albuquerque, NM. November, 2014. Presentation. “Balancing multiple accrediting agency demands with limited resources.”
- Gavilo-Lane, L, Streams, ME. Association for Budgeting and Financial Management Annual Conference [National], Grand Rapids, MI. October 2014. Paper. “States’ EITC outreach response to Federal incentives: impact on EITC filings and revenues.”
- Streams, ME, Roberts, J, Ghosh, S. Southeastern Conference for Public Administration, Atlanta, GA. September 2014. Paper. “What does success look like, and how do we get there from here? Tennessee city and county officials’ assessment of indicators and determinants of local jurisdiction competitiveness.”

- Gavilo-Lane, L, Streams, ME. Southeastern Conference for Public Administration, Atlanta, GA. September 2014. Paper. “State EITC outreach: policy that makes cents.”
- Maringá, C, Streams, ME. Association for Education Finance and Policy 39th Annual Conference [National], San Antonio, TX. March 2014. Paper. “Human Capital, physical capital: analyzing reported infrastructure investment needs and school characteristics at the building level across Tennessee.”
- Streams, ME, Matwijec, W, Lankford, L. Southeastern Conference for Public Administration, Charlotte, NC. September 2013. Paper. “Determinants of workforce engagement in a public authority.”
- Streams, ME, Kukla-Acevedo, S, Robinson, C, Toma, EF. Association for Education Finance and Policy 38th Annual Conference [National], New Orleans, LA. March 2013. Paper. “Teaching as a career in rural areas: role of occupational opportunity.”
- Gavilo-Lane, LB [TSU PhD student], Streams, ME. Southeastern Conference for Public Administration, Fort Lauderdale, FL. October 2012. Paper. “Intergovernmental institutional isomorphism: examination of state Earned Income Tax Credit legislation.”
- Maringá, C, Streams, ME. Southeastern Conference for Public Administration, Fort Lauderdale, FL. October 2012. Paper. “Investigation of intra-district relationships in school capital infrastructure investment needs in Tennessee.”
- Fowles, J, Butler, JS, Cowen, J, Streams, ME, Toma, EF. Association for Education Finance and Policy 37th Annual Conference [National], Boston, MA. March 2012. Paper. “The Great Divide: teacher sorting in Appalachian and non-Appalachian schools.”
- Stanley, R, Streams, ME. National Association of Schools of Public Affairs and Administration (NASPAA) Annual Conference, Kansas City, MO. October 2011. Presentation. “Weathering the Storm: making the most of simultaneous assessment expectations.”
- Martin, M [TSU PhD student], Streams, ME. Association for Budgeting and Financial Management Annual Conference [National], Washington, DC. October 2011. Paper. “Punctuated Equilibrium Theory: An empirical investigation of its relevance for global health spending.”
- Cowen, J, Toma, EF, Butler, JS, Fowles, J and Streams ME. American Education Finance Association Annual Conference [National], Richmond, VA. March 2010. Paper. “Teacher mobility in rural and non-rural schools: the impact of statewide finance reform in Kentucky.”
- Toma, E, Cowen, J, Butler, JS, Fowles, J and Streams ME (corresponding author). Association for Public Policy Analysis and Management (APPAM) Fall Research Conference [National]. November 2009. Paper. “Teacher characteristics and statewide education reform: the case of Kentucky.”
- Streams, ME, Fowles, J and Toma, EF. American Education Finance Association Annual Conference [National], Nashville, TN. March 2009. Poster. “Teacher career trajectories in urban and rural Kentucky: KERA impact.”

- Streams, ME and Toma, EF. American Education Finance Association Annual Conference [National], Atlanta, GA. March 2007. Paper. “Teacher quality and compensation in Appalachian and non-Appalachian Kentucky”
- Streams, ME and Toma, EF. Association for Budgeting and Financial Management 18th Annual Conference [National], Atlanta, GA. October 2006. Paper. “Salaries of Kentucky public school teachers through time: Construction and exploration of a novel statewide individual-level dataset”
- Streams, ME. American Education Finance Association Annual Conference [National], Louisville, KY. March 2005. Paper. “States’ relative education priorities: an empirical investigation”
- Streams, ME. Association for Budgeting and Financial Management 16th Annual Conference [National], Chicago, IL. October 2004. Paper. “States’ relative education priorities: an empirical investigation”
- Streams, ME. Association for Budgeting and Financial Management 14th Annual Conference [National], Kansas City, MO. October 2002. Paper. “Higher education as a state budgeting priority.” Also served as discussant.
- Wackerbarth, SB, Brown, SL, Streams, ME, and Hattman, KB. Academy for Health Services Research and Health Policy Annual Research Meeting [National], Washington, DC. June 2002. Poster. “Impact of dementia on inpatient stays: excess cost?”
- Wackerbarth, SB, Streams, ME, and Johnson, MMS. November 2001. Gerontological Society of America Meeting [National], Chicago, IL. Paper. “Diagnosis-seeking at subspecialty memory clinics: trigger events.”
- Streams, ME, and Fisher, CR. September 1996. Symbiosis 96 Meeting [International], Bar Harbor, ME. Poster. “Methanotrophic symbiont location and fate in a hydrocarbon seep mussel.”

PRESENTATIONS-INVITED TALKS, OUTREACH, SERVICE

- Streams, ME. Tennessee Advisory Commission on Intergovernmental Affairs (TACIR), Nashville TN. January 29, 2021. Invited professional development workshop. “A Bird’s Eye View of Public Finance.”
- Streams, ME. Tennessee Advisory Commission on Intergovernmental Affairs (TACIR), Nashville TN. December 1, 2017. Invited professional development workshop. “Communicating with data.”
- Streams, ME. Metropolitan Nashville Davidson County Government Data Coordinators monthly meeting, Nashville TN. August 15, 2017. Invited workshop. “Communicating with data.”
- Streams, ME, Ghosh S, and Roberts J [TSU PhD student]. Tennessee Municipal League Annual Conference, Gatlinburg, TN. June 2016. “Sustainable competitiveness of the counties and cities of Tennessee: what did we learn from Tennessee local officials?”
- Streams, ME. State of Tennessee Executive Branch Legislative Liaisons Workshop, Nashville TN. August 20, 2015. Invited presentation. “A bird’s eye tour of public finance.”

- Streams, ME, Ghosh, S. Tennessee Advisory Commission on Intergovernmental Affairs, Nashville TN. June 11, 2015. Invited presentation on grant project results. “Sustainable competitiveness for Tennessee counties: A collaboration between TACIR and TSU.” Audience of Tennessee legislators, city mayors, county executives, and state economic development officials, as well as TACIR agency representatives.
- Streams, ME. Duke University Graduate School “Short Course” on Trends in American Higher Education, offered to international graduate students. May 26, 2015. Invited guest lecture. “HBCUs: A distinct type of American higher education institution.”
- Streams, ME. Invited panel presentation. Kentucky Economics Association annual conference, Frankfort, KY. Presentation: “When economists talk [education], people listen...” as part of panel “Economics of education issues in Kentucky and beyond.” Audience of academics and practitioners in economics field. October 24, 2014.
- Streams, ME. TSU Public Service Research Brown Bag presentation. “Sustainable competitiveness in Tennessee: Local officials’ assessment.” October 10, 2014.
- Niedzwiecki, JH, Streams, ME. Belmont University Humanities Symposium, Nashville, TN. Paper. “Generations enough and time.” September 2014.
- Streams, ME, Ghosh, SN. Tennessee Municipal League Annual Conference, Memphis, TN. “Analyzing the factors underlying sustainable competitiveness of the counties and cities of Tennessee.” June 2013.
- Streams, ME. Invited pedagogy presentation for TSU College of Public Service faculty. CPS All-Hands Meeting. “Plagiarism: how do we communicate to get to shared goals?” March 1, 2013.
- Streams, ME. Moderated and coordinated panel for Annual Fall Symposium, Tennessee Chapter of the American Society for Public Administration. “Leveraging data for performance excellence: the Baldrige perspective.” Audience of regional public and nonprofit professionals, faculty and students. Nashville, TN. December 13, 2012.
- Ghosh, SN and ME Streams. Presentation to the Tennessee Advisory Commission on Intergovernmental Relations, at Commission meeting. “Analyzing the factors underlying sustainable competitiveness of the counties and cities of Tennessee.” November 29, 2012.
- Streams, ME. Invited pedagogy training session for TSU Faculty. Brown Bag Series of TSU Center for Teaching, Learning and Technology “Waking up the Back Seats: Encouraging Class Participation”: Talk titled “It’s not about the PowerPoint: creating effective visuals in any channel.” Addressed design of visuals for instruction based on design principles and research on cognitive theory. Nashville, TN. January 25, 2012.
- Streams, ME. Invited panel appearance at Vanderbilt University Center for Teaching’s GradSTEP day-long seminar for graduate students. Nashville, TN. January 21, 2012.
- Streams, ME. Invited talk at Kentucky Education Research Roundtable meeting, Education Professional Standards Board offices, Frankfort, KY. “School finance reform: do equalized expenditures imply equalized teacher salaries?” based on the paper of the same title, co-authored with Butler, Cowen, Fowles, and Toma. Audience included policymakers and researchers from various agencies in the Kentucky state government. May 11, 2011.

- Streams, ME. Moderated and coordinated panel for Annual Fall Symposium, Tennessee Chapter of the American Society for Public Administration. "Shaping Tennessee's future: Race to the Top." Audience of regional public and nonprofit professionals, faculty and students. Nashville, TN. December 10, 2010.
- Streams, ME and Toma, EF (presenting). University of Kentucky Value-Added Working Group conference, Lexington, KY. June 2007. Presentation and report. "Value-added analysis: A pilot study in four Kentucky school districts."

HONORS AND FELLOWSHIPS

- Tennessee Board of Regents Research Fellow, 2011-2012
- Pi Alpha Alpha, national Public Administration honor society, 2007
- Dissertation Year Fellowship, University of Kentucky, 2004 - 2005
- Presidential Fellowship, University of Kentucky, 2002 - 2003, 2003 - 2004
- Kentucky Opportunity Fellowship, University of Kentucky, 2001 - 2002
- TORA Scholarship, University of Kentucky, 2000 - 2001
- Howard Hughes Summer Research Fellowship, 1994
- NSF Research Experience for Undergraduates grant (Dr. Charles R. Fisher, PI), summer 1992
- Deans List and Academic Excellence Scholarship, Pennsylvania State University, 1990 - 1994
- University Scholars Program: Honors program of Pennsylvania State University, 1990 - 1994

ACADEMIC AND RESEARCH POSITIONS

- **Associate Professor.** September 2014 – present. Department of Public Administration, College of Public Service, Tennessee State University.
- **Assistant Professor.** August 2008 – August 2014. Department of Public Administration, College of Public Service, Tennessee State University.
- **Consultant.** 2009 – present. Survey design and administration, performance measurement, data analysis.
- **Coordinator.** March – December 2007. Institute for Public Leadership and Public Affairs, Northern Kentucky University. Year-long research project on attitudes towards political participation among regional women. Programming in women's leadership (*NEW Leadership™ Kentucky*, a residential program for undergraduate women, September 14-16 2007). Supervision of graduate and undergraduate student workers. Financial and budget management for the unit.
- **Contract Researcher.** March – June 2007. University of Kentucky College of Education. Cleaning, assembly and analysis of individual-level teacher salary and qualifications data for an exploratory value-added research study.
- **Graduate Research Assistant.** June 2006 - February 2007. Dr. Eugenia F. Toma, Martin School of Public Policy and Administration, University of Kentucky. Teacher salaries in Appalachian and non-Appalachian Kentucky; Appalachian Mathematics and Science Partnership grant.

- **Graduate Research Assistant.** May 2001 - August 2001. Dr. Eugenia F. Toma, Martin School of Public Policy and Administration, University of Kentucky. Education Political Action Committee activity across states.
- **Graduate Research Assistant.** August 2000 - August 2001. Dr. Sarah B. Wackerbarth, Martin School of Public Policy and Administration, University of Kentucky. Decision making by caregivers of individuals with dementia.
- **Administrative and Technology Manager.** 1998 - 1999. Biology Department, Swarthmore College, Swarthmore, Pennsylvania.
- **Graduate Research Assistant.** August 1995 - December 1995. Dr. Charles R. Fisher, Department of Biology, The Pennsylvania State University. Physiology of a cold seep symbiotic relationship.
- **Visiting Researcher.** June 1995 - August 1995. Dr. Aline Fiala-Médioni, Laboratoire Arago, Banyuls-sur-Mer, France. Electron micrographic technique for acid phosphatase localization.
- **Research Assistant.** September 1991 - August 1994. Dr. Charles R. Fisher, Department of Biology, The Pennsylvania State University. Physiology of a cold seep symbiotic relationship.

TEACHING EXPERIENCE

- **Associate Professor. Department of Public Administration, Tennessee State University.** Fall 2014 to present. Courses taught through Summer 2020: Budgeting as a Management Tool (MPA elective; 4 semesters; online [new course development]). *Public Budgeting and Finance* (MPA core course; 9 semesters, various delivery methods). *Financial Management for Health and Nonprofit Organizations* (MPA elective; 9 semesters, various delivery methods). *Seminar in Public Budgeting and Finance* (PhD core course; 3 semesters; on ground). *Information Technology and the Public Sector* (MPA core course; 1 semester; online). *Decision Tools and Project Planning* (MPA elective; 6 semesters; various delivery methods [new course development]). *Public Policy Analysis* (MPA core; 4 semesters; various delivery methods).
- **Assistant Professor. Department of Public Administration, Tennessee State University.** Fall 2008 to Summer 2014. Courses taught through Summer 2014: *Seminar in Public Budgeting and Finance* (PhD core course; 4 semesters; on ground). *Public Budgeting and Finance* (MPA core course; 12 semesters; on ground, hybrid and online). *Public Policy Analysis* (MPA core course; 6 semesters; on ground and online). *Information Technology and the Public Sector* (MPA core course; 2 semesters; online [new course development]). *Financial Management for Health and Nonprofit Organizations* (MPA elective; 9 semesters; hybrid). *Volunteer Management and Board Development* (Undergraduate course in nonprofit leadership minor; 1 semester; on ground). *Nonprofit Finance and Management* (Undergraduate course in nonprofit leadership minor; 2 semesters; on ground).
- **Instructor. Martin School of Public Policy and Administration, University of Kentucky.** Spring 2006. *Decision Analysis and Decision Support Systems* (MPA/MHA core course; on ground).

- **Teaching Assistant. Martin School of Public Policy and Administration, University of Kentucky.** Spring 2004. *Decision Analysis and Decision Support Systems* (MPA/MHA core course; on ground), Dr. Sarah Wackerbarth.
- **Laboratory Instructor. Department of Biology, Swarthmore College.** Fall 1996 - Spring 1998. Laboratories in *Neurobiology, Introductory Biology, Invertebrate Biology, Animal Physiology*.
- **Teaching Assistant. Department of Biology, Pennsylvania State University.** Fall 1994, Spring 1995, Spring 1996. Laboratories in *Population Biology, Invertebrate Zoology*.

ADMINISTRATIVE AND PROFESSIONAL SERVICE

- Service as invited *ad hoc* reviewer, 2008 - present. Peer-reviewed journals: *Public Budgeting & Finance; American Review of Public Administration; Public Personnel Management; Public Finance and Management; Journal of Public Affairs Education; Atlantic Economic Journal; Public Administration Quarterly; Journal of Public Budgeting, Accounting and Financial Management; AERA Open*. Textbooks: Finkler, S. *Financial Management for Public, Health, and Not-for-profit Organizations* (Pearson); Baker, D. L. *Governmental Budgeting Workbook: Bridging Theory and Practice* (Birkdale); Majchrzak, A. and Markus, M. L. *Methods for Policy Research* (SAGE).
- President, Southeastern Conference for Public Administration, 10/2020 - present. [10-state region professional association with 50-year conference history]
- Chair, SECoPA 2021 Virtual Conference Planning Committee, Southeastern Conference for Public Administration, 4/2021 - present.
- Member (non-Animal Science faculty representative), Institutional Animal Care and Use Committee, Summer 2016 – present.
- Graduate Programs Coordinator, Fall 2014 – present. TSU Department of Public Administration.
- College of Public Service Research Brown Bag organizer/host, 2014 – present. TSU College of Public Service. As of May 2021, a total of 41 talks by TSU faculty, students and external speakers have been delivered in this series since its initiation in 2014. Joined by co-host Dr. Ali Winters (Social Work) in 2020-2021.
- Assessment Co-Coordinator. Fall 2010 – present. TSU Department of Public Administration.
- Advisor, MPA program and certain graduate certificates – Fall 2010 – present. TSU Department of Public Administration.
- Member, TSU College of Public Service Black History Month Event Committee. Spring 2021.
- Chair, College Tenure and Promotion Committee, TSU College of Public Service. Fall 2020.
- Member, TSU Faculty Senate Library Committee, Fall 2020 – Spring 2021, Fall 2017 – Spring 2019, Fall 2015 – Spring 2016.
- President-elect, Southeastern Conference for Public Administration, 9/2019 - 10/2020.
- Nominations and Elections Committee Chair, Southeastern Conference for Public Administration, 1/2020 – 10/2020.

- By-laws Committee Chair, Southeastern Conference for Public Administration, 10/2017 – 10/2020.
- Board Member, Southeastern Conference for Public Administration (representing TN), 10/2016 – 10/2019 [became President-elect].
- Chair, TSU Graduate Faculty Credentials Review Committee, Fall 2014 – Summer 2017.
- Member, TSU Graduate Council. Fall 2012 – Summer 2017.
- Chair, Faculty Search Committee, Spring 2015. TSU Department of Public Administration.
- Member, TSU Graduate Faculty Credentials Review Committee. Fall 2012 – Summer 2014.
- Member, TSU SACSOC 5-year Review Distance Education Subcommittee. 2014.
- Member, TSU Faculty Senate Information Technology Committee. Spring 2014.
- Member, Faculty Search Committee. Spring 2013. TSU Department of Public Administration.
- President-elect/President/Immediate Past President/Past President, TN-ASPA (Tennessee chapter of the American Society for Public Administration). 2010-2014. Elected by chapter membership. (four-year term, serves on TN-ASPA council)
- Member, Faculty Search Committee. Summer 2011. TSU Department of Public Administration.
- Member, TSU Educational Technology Council. 2009-2010. University-level committee.
- Executive Council member, TN-ASPA (Tennessee chapter of the American Society for Public Administration). 2009-2010. Elected by chapter membership.
- Clicker Instruction Pilot Test Group. Fall 2010. Faculty Support Center/Center for Teaching, Learning and Technology, TSU.
- Desire2Learn Training Sequence for online and hybrid teaching with eLearn (TSU Center for Teaching, Learning and Technology) – completed in 2008-2009.
- Student member, Search committee. 2002 - 2003. Search for Director of the Martin School of Public Policy and Administration, University of Kentucky.
- Student member, Graduate Council. 2002 - 2003. The Graduate School, University of Kentucky.

DISSERTATION ADVISOR AND COMMITTEE SERVICE

Dissertation Chair: Ph.D. in public administration (pre-2019) /Ph.D. in public policy and administration (after 2019)

- **Robert Marioni** (2021) “Employment misclassification: variations in policy and the diffusion of penalty laws across U.S. states”
LTSS Director of Data Management at TennCare; State of Tennessee
- **Julie Roberts** (2019) “Interjurisdictional collaboration: what motivates jurisdictions to collaborate?”
Associate Chief Academic Officer; Tennessee Higher Education Commission
- **Marie Martin** (2016) “An empirical investigation of funding trends and organizational composition in global health”

Research Assistant Professor, Department of Health Policy; Vanderbilt University. Assistant Director, Education and Training; Vanderbilt Institute for Global Health. Director, Global Health Track, Master of Public Health Program, Vanderbilt University School of Medicine.

- **Kenyatta (Ken) Lovett** (2014) “The diffusion of governance in state economic development”
Managing Director, Higher Education; Educate Texas
- **Laurie Gavilo-Lane** (2013) “State Earned Income Tax Credit outreach: capturing federal credits”
Adjunct Faculty, Tennessee State University, Department of Public Administration
- **Chipo Maringá** (2013) “Investigation of school-level relationships in school capital infrastructure investment needs in Tennessee”
Senior Research Scientist and Workforce Sensing Strategist, Intel Corporation, Portland OR
- **Cliff Lippard** (2012) (co-chair with R. Stanley) "Intergovernance: intergovernmental relations in an era of post-traditional governance"
Executive Director, Tennessee Advisory Commission on Intergovernmental Relations

Committee Member: Ph.D. in public administration

- **Tonia Hardyway** (2020) “Impact of the implementation of the Patient Protection and Affordable Care Act on Veterans Health Administration: study of utilization, access, and patient satisfaction by veterans 64 years or younger”
- **Regina G. Russell** (2019) “Exploring knowledge-practice networks in U.S. academic health centers”
- **Clayton Harris** (2018) “Tennessee’s Hazardous Waste Reduction Act: an analysis of Tennessee’s hazardous waste reduction policy”
- **Candace Warner.** (2016) “Preparing Tennessee municipalities to equitably serve changing communities”
- **Amy Woron.** (2010) “Inter-organizational learning: A comparative study of the Food and Drug Administration’s (HHS) reaction to the Food Safety and Inspection Service’s (USDA) E. coli O157:H7 experience”

RECOGNITION OF ADVISEE RESEARCH

- 2021: First place, Graduate Interdisciplinary Studies category: Robert Marioni [PhD student]. Graduate Research Presentations, Tennessee State University Annual Research Symposium.
- 2015: First place, Graduate Social and Health Sciences category: Timothy Walker [MPA student]. “The market for schooling in Tennessee.” Graduate Poster Competition, Tennessee State University Annual Research Symposium
- 2014: First place, Graduate Social Science category: Kenyatta Lovett [PhD student]. “The diffusion of governance in state economic development.” Graduate Poster Competition, Tennessee State University Annual Research Symposium

SELECTED ADDITIONAL EXPERIENCE

- Office Manager and Technical Writer. 1999 - 2000. Hall-Harmon Engineers, Inc., Lexington, KY

PROFESSIONAL ASSOCIATIONS

- American Society for Public Administration (TN chapter, Southeastern Conference and national)
- Government Finance Officers Association – faculty member
- National Federation of Municipal Analysts – faculty member
- Association for Budgeting and Financial Management (ABFM, ASPA national section)
- Section on Intergovernmental Administration and Management (SIAM, ASPA national section)