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### **Dissertation**

*Effects of Governance & Investment Strategies on Public Pension Outcomes*

### **Education**

Ph.D., Public Policy, Fall 2001. Southern University and A&M College Nelson Mandela School of Public Policy & Urban Affairs, Baton Rouge, Louisiana. Concentration: Public Finance.

M.B.A., Business Administration, Summer 1992. Western Carolina University College of Business, Cullowhee, North Carolina. Concentration: Management.

B.S.B.A., Business Administration, Spring 1990. Ferrum College, Ferrum, Virginia. Major: Marketing. Minor: English.

### **Academic Experience**

Associate Professor, Public Administration, The University of North Carolina at Pembroke: Department of Public Administration, Fall 2009.

Associate Professor, Political Science & Public Administration, The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Fall 2008-Spring 2009.

Assistant Professor, Political Science & Public Administration, The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Fall 2002-Fall 2008.

Graduate Student Academic Advisor, The University of North Carolina at Pembroke: Master of Public Administration Program, Fall 2006-Present.

Graduate Faculty Member, The University of North Carolina at Pembroke: Master of Public Administration Program, Fall 2004-Present.

Undergraduate Student Internship Coordinator, The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Fall 2003-Present.

Undergraduate Student Academic Advisor, The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Fall 2002-Present.

Adjunct Professor, Economics, Southern University and A&M College School of Business: Department of Economics, Spring 2002-Summer 2002.

Lecturer, Public Policy, Southern University and A&M College Nelson Mandela School of Public Policy & Urban Affairs, Fall 2000 and Spring 2001.

Graduate Research and Teaching Assistant, Southern University and A&M College Nelson Mandela School of Public Policy & Urban Affairs, Fall 2000-Spring 2001.

Graduate Research Assistant, Southern University and A&M College Nelson Mandela School of Public Policy & Urban Affairs: Urban Recreation Research Center, Fall 1998-Spring 2000.

### **Undergraduate Teaching Experience**

Directed Research in Political Science & Public Administration. The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Spring 2008-Present.

Independent Study in Political Science & Public Administration. The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Spring 2008-Present.

Public Finance. The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Spring 2005-Present.

Municipal Government Administration. The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Fall 2003.

Public Policy & Analysis. The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Fall 2002-Present.

Introduction to American Government. The University of North Carolina at Pembroke: Department of Political Science & Public Administration, Fall 2002-Present.

Introduction to American Government. The University of North Carolina at Pembroke Honors College: Department of Political Science & Public Administration, Fall 2003 and Fall 2004.

Principles of Economics. Southern University and A&M College School of Business: Department of Economics, Spring 2002-Summer 2002.

### **Graduate Teaching Experience**

Economics for Public Managers. The University of North Carolina at Pembroke: Master of Public Administration Program, Spring 2004-Present.

Public Budgeting & Finance. The University of North Carolina at Pembroke: Master of Public Administration Program, Fall 2003-Present.

Microeconomics for Public Policy Analysis. Southern University and A&M College Nelson Mandela School of Public Policy & Urban Affairs, Fall 2000.

Microeconomics for Health Policy. Southern University and A&M College Nelson Mandela School of Public Policy & Urban Affairs, Spring 2001.

### **Online Teaching Experience**

Public Budgeting & Finance. The University of North Carolina at Pembroke: Master of Public Administration Program, Spring 2005-Present.

Economics for Public Managers. The University of North Carolina at Pembroke: Master of Public Administration Program, Spring 2006-Present.

### **International Teaching Experience**

Economics for Public Managers. China University of Mining and Technology: Master of Public Administration Program through The University of North Carolina at Pembroke, Spring 2004.

## **Professional Experience**

Computer Lab Manager, New Orleans Criminal Sheriff's Department, Summer 1996-Fall 1997.

PALS Lab Mathematics Teacher, New Orleans Criminal Sheriff's Department, Summer 1996-Fall 1997.

Financial Project Planner, Giraffe Enterprises, Summer 1993-Summer 1995.

## **Peer Reviewed Publications**

### *Manuscript Submitted for Review*

"The Challenges of Diversity Management: A Local Government Perspective with Reference to South Africa," Submitted to *Business and Management*. co-authored with Kishore Raga and Derek Taylor.

### *Journal Articles Appearing In Print*

"A Value at Risk Analysis of State and Local Government Pension Funds," (2008). In the *National Social Science Journal*, Vol. 32 No. 2, pp. 1-11. co-authored with Hanarong Shamsub & Kishore Raga.

"Determining an Ethical Basis for Public Sector Procurement Management: The South African Local Sphere of Government," (2008). In the *Journal of Public Administration*, Vol. 43 No. 4.1, pp. 781-797. co-authored with Kishore Raga.

"Public Pension Fund Governance Practices and Financial Performance," (2007). In the *Journal of Public Budgeting, Accounting, and Financial Management*, Vol. 19 No. 2, pp. 245 – 267. co-authored with Hanarong Shamsub and Nicholas A. Giannatasio.

"The Relationship Between Cruise-Ship Tourism and Stay-Over Tourism: A Case Study of the Shift in the Cayman Islands' Tourism Strategy," (2006). In *Tourism Analysis*, Vol. 11 No. 2, pp. 95 – 104. co-authored with Hanarong Shamsub and Russell Dawkins.

"Effects of Governance and Investment Strategies on State and Local Government Pension Fund Financial Performance," (2004). In the *International Journal of Public Administration*, Vol. 27 Nos. 8 & 9, pp. 673-700. co-authored with Vineeta Hingorani.

### *Book Chapters Appearing In Print*

- “Cost Effectiveness Analysis,” Forthcoming in *The Encyclopedia of Public Administration and Public Policy*. Jack Rabin (editor). co-authored with Michael Hawthorne & Kevin Freeman.
- “Internal Rate of Return,” (2009). In *The Encyclopedia of Public Administration and Public Policy*. Jack Rabin (editor).
- “An Econometric Assessment of State and Local Government Retirement System Governance Practices, Investment Strategies, & Financial Performance,” (2006). In *The Handbook of Public Financial Management*. Howard Frank (editor). co-authored with Thomas D. Lynch.
- “Public Funds Investment Strategies,” (2005). In *The Encyclopedia of Public Administration and Public Policy*. Jack Rabin (editor).
- “Assessing the Likely Acceptance of Financial Management Techniques in the Public Sector: Using a Characteristic Approach,” (2004). In *Financial Management Theory in the Public Sector*. Aman Khan and W. Bartley Hildreth (editors). co-authored with Thomas D. Lynch.

### *Other Publications Appearing In Print*

- “Social Science Needs Assessment: A Survey of NPS Urban Park Managers,” (1999). *Urban Recreation Research Center*. co-authored with Ronald Harris, Alfredo Lorenzo, Christie Onwujuba, Patricia Melson, Reginal Vance, & Leigh Blackburn.

### **Research in Progress**

- “Capital Assets-Inventory,” for submission to *The Encyclopedia of Public Administration and Public Policy*. Jack Rabin (editor). Co-authoring with Caroline Goins.
- “Community Development Block Grants,” for submission to *The Encyclopedia of Public Administration and Public Policy*. Jack Rabin (editor). co-authoring with Michael Hawthorne.
- “Sustainable Tourism in Asia.” co-authoring with Hanarong Shamsub.
- “Budgets as Portfolios: Does the Possibility of Improving Efficiency Exist?”

- “The Significance, Success, and Failure of Rationalism in Financial Management Theory.
- “State and Local Government Pension Funds: The meaning of Mediation and Measures of Performance.”
- “Utilizing the URRC Social Science Needs Assessment: A Logic Model for Developing Goals for Historic Parks in the Southeast Region.”

### **Conference Presentations and Guest Lectures**

- “The Challenges of Diversity Management: A Local Government Perspective with Reference to South Africa,” Paper accepted for presentation at the Business and Management’s 2009 Conference in Durban, South Africa. co-authored with Kishore Raga and Derek Taylor.
- “Public Budgeting and Mean-Variance Criteria: A Concept Paper,” Paper presented at the North Carolina Political Science Association’s 2009 Conference in Greensboro, North Carolina.
- “Public Budgeting, MPT, & Downside Risk,” Paper presented at the National Social Science Association’s 2008 Conference in Las Vegas, Nevada.
- “Public Sector Procurement: A South African Ethical Perspective,” Paper presented with Kishore Raga at the National Social Science Association’s 2008 Conference in Las Vegas, Nevada.
- “Public Pension Funds & Value at Risk,” Paper presented at the North Carolina Political Science Association’s 2008 Conference in Wilmington, North Carolina.
- “Khan’s Theory of Budgeting,” Paper presented at the National Social Science Association’s 2007 Conference in Las Vegas, Nevada.
- “Budgets As Portfolios: Incorporating Shortfall Constraints,” Paper presented at the Western Social Science Association’s 2006 Conference in Phoenix, Arizona.
- “An Econometric Assessment of Public Retirement Systems,” Paper presented at the Southeastern Conference of Public Administration’s 2005 Conference in Little Rock, Arkansas.

- “Budgets As Portfolios: Does the Possibility for Improving Efficiency Exist?” Paper presented with Deborah Carroll at the Western Social Science Association’s 2005 Conference in Albuquerque, New Mexico.
- “Public Budgeting Theory & Collective Action,” Paper presented at the North Carolina Political Science Association’s 2005 Conference in Pembroke, North Carolina.
- “Assessing the Likely Acceptance of Financial Management Techniques in the Public Sector: Using a Characteristic Approach,” Paper presented at the Western Social Science Association’s 2004 Conference in Salt Lake City, Utah.
- “Americans’ Role in the World: Building Support for Civic Engagement,” Paper presented with Carolyn R. Thompson at the National Collegiate Honors Council’s 2004 Conference in New Orleans, Louisiana.
- “Some Thoughts on Globalization,” Presented at China University of Mining & Technology School of Business, Spring of 2004.
- “American Political Culture,” Presented at China University of Mining & Technology School of Continuing Adult Education, Spring of 2004.
- “State and Local Government Pension Funds: A Value at Risk Analysis,” Paper presented at Southeastern Conference of Public Administration’s 2003 Conference in Savannah, Georgia.
- “A Panel Data Analysis of State and Local Government Pension Fund Financial Performance,” Paper presented at the 2003 national ASPA conference in Washington D.C.
- “A Value at Risk Analysis of State and Local Government Pension Funds,” Paper presented at the Western Social Science Association’s 2003 Conference in Las Vegas, Nevada.
- “Effects of Governance and Investment Strategies on State and Local Government Pension Fund Financial Performance,” Paper presented at the Western Social Science Association’s 2002 Conference in Albuquerque, New Mexico.
- “Effects of Governance and Investment Strategies on State and Local Government Pension Fund Financial Performance,” Paper presented at Southeastern Conference of Public Administration’s 2001 Conference in Baton Rouge, Louisiana.

"Effects of Governance, Investment Policies, and Strategies on Pension Outcomes", Paper presented at the Nelson Mandela School of Public Policy & Urban Affairs 2000 Seminar Series.

"Public Pensions, Economic Power, and Investment Policy", Presented at the Southern University and Louisiana State University 1999 Joint Student Conference On Public Administration.

### **University and Departmental Service**

The University of North Carolina at Pembroke: Chair of Search Committee for the Department of Political Science & Public Administration Department Chair, Spring 2009.

The University of North Carolina at Pembroke: Facilitator for Pandemic Influenza Tabletop Exercise Program, September 20, 2007.

The University of North Carolina at Pembroke: MPA Program NASPAA Accreditation Application Leader, Spring 2007 Spring 2007.

The University of North Carolina at Pembroke: Fort Bragg & Sandhills Community College Faculty Search Committee Member, Fall 2006-Spring 2007.

The University of North Carolina at Pembroke: Political Science & Public Administration Department Assessment Liaison Fall 2004-2007.

The University of North Carolina at Pembroke: The University of North Carolina in Washington D.C. Internship Program Committee Member, Fall 2003-Current.

The University of North Carolina at Pembroke: Department Representative for The University of North Carolina in Washington D.C. Internship Program, Fall 2003-Current.

The University of North Carolina at Pembroke: The University of North Carolina in Washington Internship Planning Committee Member, Fall 2003.

The University of North Carolina at Pembroke: Continuing Education Units Policies & Procedures Ad Hoc Committee Member, Fall 2003.

The University of North Carolina at Pembroke: Political Science & Public Administration Department Library Liaison, Fall 2002-Present.

### **Professional & Editorial Service**

Reviewer for the *Journal of Public Affairs Education*, Spring 2008.

Reviewer for *Public Budgeting, Accounting, and Financial Management* journal symposium titled "State Public Pension Management Over the Business Cycle," Summer 2005-Fall 2005.

Conference Liaison for The North Carolina Political Science Association Conference in Pembroke, North Carolina, Spring 2005.

### **Student Academic Committee**

Jamie McCall. Ad Hoc Member of Honors College Senior Project Committee. Thesis: "The Changing Two-Part Political System: The Evolution of the Libertarian Party in the Context of Philosophy, History, & Politics," 2006.

Katuska Laureano. Supervisor of Honors College Senior Project. Thesis: "An Examination of the Comprehensive Immigration Reform Act," 2009.

### **Professional Activities**

Member of ASPA Section on Intergovernmental Administration and Management, 2001-Present.

Member of the Western Social Science Association, 2001-2007.

Member of the National Social Science Association, 2006-Present.

Member of the North Carolina Political Science Association, 2005-Present.

Member of the Association for Budgeting and Financial Management, 1999-Present.

Member of the American Society for Public Administration, 1998-Present.

### **Honors and Awards**

Nominated for Bellsouth Excellence in Academic Advising Award, 2004-2005.

Honorary Member of Pi Alpha Alpha, 2003-Present.

Graduate Assistantship Award Based On Academic Merit, 1998-2001.

Dean's List, Ferrum College, 1986-1990.

Awarded All American Scholar, Ferrum College, 1986-1990.

Alpha Chi National Honor Society, 1989.