

LESLIE A. LEIP, Ph.D.
School of Public Administration
Florida Atlantic University
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Social Science Building, Office 201
Boca Raton, Florida 33431
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EDUCATION

Ph.D. in Political Science, University of Missouri - St. Louis, 1992
Specialty Areas: Quantitative Methods, Program Evaluation, Public Policy

Master of Public Policy Administration, University of Missouri - St. Louis, 1990

Bachelor of Science in Education, University of Missouri - Columbia, 1983

ACADEMIC POSITIONS

Associate Professor, Florida Atlantic University, School of Public Administration, 2001-present

Assistant Professor, Florida Atlantic University, School of Public Administration, 1995-2001

Assistant Professor, James Madison University, Political Science Program and Public Administration Graduate Program, 1992-1995

Instructor, University of Missouri - St. Louis, Department of Political Science, 1991-1992

SCHOLARLY ACTIVITIES

Publications

Leip, Leslie and Jeanne Stinchcomb. (2016). Job Satisfaction and Work-related Stress: Results from a National Survey of Prison Wardens. Under review. *Criminal Justice Review*.

Leip, Leslie and Jeanne Stinchcomb. (2013). Should I stay or should I go?: Job satisfaction and turnover intent of jail staff throughout the United States. *Criminal Justice Review* 38 (2), 226-241.
DOI: 10.1177/0734016813478822

Stinchcomb, Jeanne and Leslie Leip. (2013). Expanding the literature on job satisfaction in corrections: A national study of jail employees. *Criminal Justice and Behavior* 40 (11), 1209-1227.
DOI: 10.1177/0093854813489667

Stinchcomb, Jeanne and Leslie Leip. (2013). Retaining Desirable Workers in a Less-Than-Desirable Workplace: Perspectives of Line Staff and Jail Administrators. *Corrections Compendium* 37 (2), 1-7.

Stinchcomb, Jeanne and Leslie Leip. (2013). Turning off jail turnover: do generational differences matter? *Criminal Justice Studies: A Critical Journal of Crime, Law and Society*, 26, 67-83.

Stinchcomb, Jeanne and Leslie Leip. (2012). Recruiting the Next Generation of Jail Employees: Does Generational Relevance or Agency Size Make a Difference? *American Journal of Criminal Justice*, 37, 452-470.

Stinchcomb, Jeanne and Leslie Leip. (2010). When the Applicant Surplus Subsides: Evidence-based Recruitment Strategies to Meet Tomorrow's Workforce Needs. *Sheriff* 62, 30-33.

Leip, Leslie. (2010). Report on the 2004 and 2006 Protecting Inmates and Safeguarding Communities Program Grants: Summary of Federal and State Proposed Funding Initiatives. Grant report submitted to the U.S. Department of Justice, Bureau of Justice Assistance.

Stinchcomb, Jeanne and Leslie Leip. (2010). The National Jail Workforce Survey: Methodological Challenges. *Corrections Today* (April), 150-151.

Leip, Leslie, Jeanne Stinchcomb, and Susan McCampbell. (2009). Special Report: Employee Recruitment and Retention. Bureau of Justice Assistance Monograph, submitted to the U.S. Department of Justice.

Stinchcomb, Jeanne and Leslie Leip. 2009. The Sheriff's New Workforce Challenges: Retaining and Motivating Jail Employees, *Sheriff 61*, 58-66.

Stinchcomb, Jeanne, Susan McCampbell and Leslie Leip. March 2008. "The Future is Now: Recruiting, Retaining, and Developing the 21st Century Jail Workforce," Grant report submitted to the U.S. Department of Justice, Bureau of Justice Assistance.

Leip, Leslie and Gordon Bazemore. 2008. "Final Report on Diversion and Probation in Circuit 17," Report submitted to the Children's Services Council of Broward County.

Leip, Leslie. 2007. "Impact Evaluation of the Carole Andrews Leadership Academy," Report submitted to the Broward Sheriff's Office and the Broward County School Board.

Bazemore, Gordon and Leslie Leip. 2007. "Diversion and Probation in Post Modern Juvenile Justice: Making Sense of Community Supervision." In McShane and Williams, eds. *Youth Violence and Delinquency Interventions*. Greenwood/Praeger Publishing. Pp. 73-96.

Leip, Leslie and Cliff McCue. 2006. "City of Hallandale Beach Strategic Plan," Report submitted to the City of Hallandale Beach Commission and City Manager.

Leip, Leslie. 2006. "Broward County Water and Wastewater Services Customer and Employee Satisfaction Project," Report submitted to Broward County Commission, Office of Environmental Services.

Leip, Leslie and Gordon Bazemore. 2006. "Report on Diversion and Probation in Circuit 17," Report submitted to the Children's Services Council of Broward County.

Leip, Leslie and Gordon Bazemore. 2005. "ChildNet Third-party Evaluation," Report submitted to the Children's Services Council of Broward County.

Leip, Leslie. 2005. "Making Citizens Count," Report submitted to Martin County Government Administration and Martin County Commission.

Leip, Leslie. 2005. "Citizen Satisfaction Project," Report submitted to the Village of Royal Palm Beach Commission.

Bazemore, Gordon, Jeanne Stinchcomb, and Leslie Leip. 2004. "Scared Smart or Bored Straight? Testing Detrence Logic in an Evaluation of Police-Led Truancy Intervention." *Justice Quarterly*. Vol. 21 (2), pp. 269-299.

Leip, Leslie. 2004. "External Review of the Broward County Juvenile Assessment Center," Report submitted to the Children's Services Council and the Broward County United Way.

Bazemore, Gordon, Leslie Leip, and Jeanne Stinchcomb. 2004. "Boundary Changes and the Nexus Between Formal and Informal Social Control: Truancy Intervention as a Case Study in Criminal Justice Expansionism." *Notre Dame Journal of Law, Ethics and Public Policy*. Vol. 18 (2), pp. 521-570.

- Leip, Leslie. 2004. "Palm Beach Sheriff's Office Strategic Plan," Report submitted to the PBSO Executive Command Staff.
- Leip, Leslie. 2004. "Customer Satisfaction Project," Report submitted to the Palm Beach County Building Division.
- Leip, Leslie. 2004. "Center for Urban and Environmental Solutions Strategic Plan," Submitted to CUES Administration.
- Leip, Leslie. 2003. "Putting Citizens First," Report submitted to the Palm Beach Sheriff's Office.
- Leip, Leslie. 2003. "Making Citizens Count," Report submitted to Martin County Government Administration and Martin County Commission.
- Murphy, Celeste and Leslie Leip. 2002. "Assessing the Effectiveness of Executive Order 12898: Environment Justice for All?" *Public Administration Review*. Vol. 62 (6), pp. 679-687. (November/December)
- Leip, Leslie. 2002. "Gang-free Communities Assessment Project," Report submitted to the Broward Sheriff's Office and the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention.
- Murphy, Celeste and Leslie Leip. 2002. "Environmental Justice: A Case Study of Farm Workers in South Florida," *International Journal of Public Administration*. Vol. 25 (2/3), pp. 193-220. (Feb/March 2002)
- Senjo, Scott and Leslie Leip. 2001. "Testing Therapeutic Jurisprudence Theory: An Empirical Assessment of the Drug Court Process," *Western Criminology Review*. Vol. 3 (1). [Online] <http://wcr.sonoma.edu/v3n1/senjo.html>. (January)
- Senjo, Scott and Leslie Leip. 2001. "Testing and Developing Theory in Drug Court: A Four-Part Logit Model to Predict Program Completion," *Criminal Justice Policy Review*. Vol. 12 (1), pp. 66-87. (March)
- Leip, Leslie. 2001. "Problem-solving Partnerships Cross-site Assessment Project Evaluation," Report submitted to the Lake Worth Police Department and the Office of Community Oriented Police Services, U.S. Department of Justice.
- Leip, Leslie. 2001. "Evaluation of the Stop the Violence Against Women Grant Program," Report submitted to Broward Sheriff's Office and Florida Department of Community Affairs.
- Leip, Leslie. 2001. "Making Citizens Count," Report submitted to Martin County Government Administration and Martin County Commission.
- Leip, Leslie and Gordon Bazemore. 2001. "Final Evaluation Report of the Truancy Center at the Broward County Juvenile Intake Facility," Report submitted to Broward Sheriff's Office.
- Bazemore, Gordon and Leslie Leip. 2000. "Victim Involvement in the Juvenile Court: Judges' Perspectives on the Role of a Key Stakeholder in Restorative Justice," in Umbreit, M., editor, *Conferences, Circles, Boards and Mediations: Restorative Justice and Citizen Involvement in the*

- Response to Youth Crime*. Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice, Washington D.C. pp. 5-43.
- Leip, Leslie. 2000. "Homeless Policy: Managing or Muddling Through?" Farazmand, Ali, editor, Handbook of Crisis and Emergency Management. New York: Marcel-Decker, Inc. pp. 199-214.
- Leip, Leslie and Gordon Bazemore. 2000. "Victims' Needs, Restorative Justice and the Juvenile Court: A National Survey of U.S. Judges," *The Journal for Juvenile Justice and Detention Services*. Vol. 15 (1), pp. 47-74.
- Bazemore, Gordon and Leslie Leip. 2000. "Final Evaluation Report for the Gang Activities Prevention Program," Report submitted to the Broward Sheriff's Office and the Florida Department of Juvenile Justice.
- Leip, Leslie. 2000. "Evaluation of the Stop the Violence Against Women Grant Program," Report submitted to Broward Sheriff's Office and Florida Department of Community Affairs.
- Leip, Leslie. 2000. "Martin County Emergency Services Strategic Plan," Report submitted to the Director of Martin County Emergency Services.
- Bazemore, Gordon and Leslie Leip. 2000. "Victim Participation in the New Juvenile Court: Tracking Judicial Attitudes Toward Restorative Justice Reforms," *The Justice System Journal*, Vol. 21 (2), pp. 199-226.
- Bazemore, Gordon and Leslie Leip. 2000. "Victim Involvement in the Juvenile Court: Judges' Perspectives on the Role of a Key Stakeholder in Restorative Justice," in Umbreit, M., editor, *Conferences, Circles, Boards and Mediations: Restorative Justice and Citizen Involvement in the Response to Youth Crime*. Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice, Washington D.C. pp. 5-43.
- Leip, Leslie. 1999. "An Internet Integration Plan for the MPA Curriculum: A Case Study of Florida Atlantic University," *Journal of Public Affairs Education*, Vol. 5 (3), pp. 247-261.
- Bazemore, Gordon, Leslie Leip, and Jason Nunemaker. 1999. "A National Analysis of Judges' Perceptions about the Juvenile Justice System," *Criminologie* Vol. 32 (1), pp. 133-159.
- Leip, Leslie. 1999. "Evaluation of the Stop the Violence Against Women Grant Program," Report submitted to Broward Sheriff's Office and Florida Department of Community Affairs.
- Leip, Leslie. 1999. "The State of the County of Report," Report submitted to the Broward Domestic Violence Council, Florida State Attorney's Office, Broward County Commission, Broward Sheriff's Office, and numerous other agencies.
- Leip, Leslie. 1999. "Making Citizens Count," Report submitted to Martin County Government Administration and Martin County Commission.
- Leip, Leslie. 1999. "AmeriCorp Welfare Reform Pilot Project Evaluation," Report submitted to the Palm Beach County Division of Human Services and the Florida Commission on Community Service.

Leip, Leslie. (1999). "Building Community Participation and Partnerships Using Study Circles," PA Times Vol. 22 (2), p. 4.

Leip, Leslie. (1998). "Emergency Medical Services System Evaluation," Street News: The Association of EMS Providers of Florida, Vol. 7 (17), pp. 3-4.

Carol Kohfeld and Leslie Leip. 1991. "Bans on Concurrent Sale of Beer and Gas: A California Case Study," *Sociological Practice Review* Vol. 2 (2), pp. 58-67.

Conference Papers

Leip, Leslie and Elizabeth Wynter. 2015. Achieving Better Outcomes for Transitioning Youth. State of Florida Child Protection Summit. Orlando Florida.

Schiff, Mara and Leslie Leip. 2012. "Bad Girls: Serving the Needs of Delinquent Girls in Juvenile Detention," American Criminal Justice Society. New York, NY.

Leip, Leslie and Gordon Bazemore. 2010. "Diversion or Probation: The Consequences of Community Supervision Decisions in Juvenile Justice," The 62nd National Conference of the American Society of Criminology. San Francisco, CA.

Leip, Leslie, Maria Schneider, and Kim Gorsuch. 2007. "A Multi-system Approach to Diversion and Probation." 34th National Conference on Juvenile Justice, National Council of Juvenile and Family Court Judges and the National District Attorney's Association. San Diego, CA.

Leip, Leslie, Kim Gorsuch, Maria Schneider, Rosie White, Audrey Stang, and Gordon Bazemore. 2006. "Diversion and Probation: How One Community is Making a Conscious Decision to be Different." Child Welfare League of America Annual Conference. San Francisco, CA.

Gordon Bazemore and Leslie Leip. 2005. "Diversion or Probation? Mapping and Testing the Continuum of Sanctions in an Urban Juvenile Justice System." American Society of Criminology Annual Conference. Toronto, Canada.

Leip, Leslie. 2001. "The Impact of Internet-mediate Learning." Public Administration Teaching Conference, Phoenix, Arizona.

Leip, Leslie. 2000. "The Impact of Changing the Drug Court Adjudication Process: A Comparison of Broward County Dedicated Drug Treatment Court Cohorts." American Society of Criminology Conference, San Francisco, California.

Leip, Leslie. 2000. "Curriculum Development for the Changing Environment of Methods." Public Administration Teaching Conference, Fort Lauderdale, Florida.

Leip, Leslie. 1999. "Building Community Participation and Partnerships By Understanding Racial and Ethnic Diversity." American Society for Public Administration Conference, Orlando, Florida.

Senjo, Scott and Leslie Leip. 1999. "The Impact of Judges on Drug Court Program Completion." American Society for Public Administration Conference, Orlando, Florida.

Leip, Leslie. 1998. "Tipping the Scales to Local Government: Can Local Welfare Reform Efforts Carry the Weight?" American Society for Public Administration Conference, Seattle, Washington.

Leip, Leslie and Gordon Bazemore. 1998. "Perceptions of Juvenile Restorative Justice: A Survey of National Judges." International Conference on Restorative Justice, Fort Lauderdale, Florida.

Leip, Leslie. 1997. "The Local Government Response to the Challenge of the National Information Infrastructure." American Society for Public Administration Conference, Philadelphia, Pennsylvania.

Leip, Leslie. 1997. "Teaching Quantitative Courses: Dilemmas and Solutions." Public Administration Teaching Conference, Richmond, Virginia.

Leip, Leslie. 1997. "Using the Internet for Teaching Research Methods." Florida Political Science Association Conference, Fort Lauderdale, Florida.

Leip, Leslie. 1996. "Managing Human Services for the Homeless Population." American Society for Public Administration Conference, Atlanta Georgia.

Leip, Leslie. 1995. "Identifying the Links between Homeless Programs and the Needs of the Homeless: The Case Study of Washington D.C." Virginia Social Science Association Annual Meeting, Virginia Beach, Virginia.

Leip, Leslie. 1994. "Changes in Social Policy: Addressing the Needs of the Homeless." Midwest Political Science Association Annual Meeting, Chicago, Illinois.

Leip, Leslie. 1992. "Understanding the Relationship between Unemployment and Crime." Midwest Political Science Association Annual Meeting, Chicago, Illinois.

Leip, Leslie. 1992. "Crime and Unemployment: The Policy Consequences for Urban Areas." Western Political Science Association Annual Meeting, San Francisco, California.

Carol Kohfeld and Leslie Leip. 1989. "Bans on Concurrent Sale of Beer and Gas: A California Case Study." Missouri Political Science Association Meeting, St. Louis, Missouri.

Non-refereed Conference Papers

Leip, Leslie. 1999. Developing Responses to Reduce the Incidence of Residential Burglary. Department of Justice, Community-oriented Problem Solving Conference, Seattle, Washington.

Leip, Leslie. 1998. Baseline Data Analysis for the City of Lake Worth. Department of Justice, Community-oriented Problem Solving Conference, Washington D.C.

Leip, Leslie. 1998. Ethics in Government - An Oxymoron? Florida Leadership and Management Conference, Fort Lauderdale, Florida.

Leip, Leslie. 1997. Emergency Medical Services Evaluation and Fiscal Accountability: Meeting the Challenges of the Millennium. Florida Department of Health, Bureau of Emergency Medical Services, Boca Raton, Florida.

Conference Workshops

Refereed Conference Workshops

Leip, Leslie. 2000. Developing Ethical Decision-making Frameworks: A Means for 20/20 Vision in the 21st Century. American Society for Public Administration Conference, San Diego, California.

Leip, Leslie. 2000. Celebrating Ourselves in the 21st Century: How Public Sector Managers Can Make Important Ethical Decisions. American Academy of Certified Public Managers, St. Petersburg, Florida.

Leip, Leslie. 2000. Panel Chair. Research Methods: Meeting Practitioners' Needs. Public Administration Teaching Conference, Fort Lauderdale, Florida.

Leip, Leslie. 1999. Ethical Decision-making for the 21st Century. Certified Public Managers Association Annual State Meeting, Orlando, Florida.

Leip, Leslie. 1998. Panel Chair. Defining Public Service Professionalism. Florida Leadership and Management Conference, Fort Lauderdale, Florida.

Funded Research

Evaluator. 2015-2016. Evaluation of Children's Harbor True North Project, funded by the U.S. Department of Health and Human Services, Administration for Children and Families.

Principal Investigator. 2014-2015. City of Wilton Manors Strategic Planning Process, funded by the City of Wilton Manors.

Principal Investigator. 2013-2014. Town of Southwest Ranches Strategic Planning Process, funded by the Town of Southwest Ranches.

Expert Witness. 2013-2014. Assessment of Statistical Reporting, funded by the Florida Department of Transportation.

Research Partner. 2012-2013. National Prison Warden Study, funded by the National Institute of Corrections.

Co-principal Investigator. 2011. City of Sunrise Strategic Planning Process, funded by the City of Sunrise.

Co-principal Investigator. 2010-2012. Evaluation of The Girls' Advocacy Project, funded by the Florida Department of Juvenile Justice.

Principal Investigator. 2009-2010. Evaluation of the City of Hallandale Beach Weed and Seed Program, funded by the U.S. Department of Justice, Weed and Seed Division.

Principal Investigator. 2009-2010. Assessment of the Prison Rape Elimination Act of 2003, funded by the U.S. Department of Justice, Bureau of Justice Assistance.

Research Partner. 2007-2009. National Jail Study on Recruitment, Retention, and Succession Planning, funded by the U.S. Department of Justice, Bureau of Justice Assistance.

Principal Investigator. 2006. Broward Sheriff's Office Leadership Academy Evaluation, funded by BSO.

Co-principal Investigator. 2005. City of Hallandale Beach Strategic Planning Process, funded by the City of Hallandale Beach.

Co-principal Investigator. 2005. A Comparison of Diversion and Probation in Circuit 17, funded by the Children's Services Council.

Principal Investigator. 2005. Broward County Mental Health Services Strategic Plan, funded by the Broward Sheriff's Office.

Principal Investigator. 2005. Broward County Water and Wastewater Services Customer Satisfaction project, funded by Broward County.

Principal Investigator. 2004. Independent Third-party Evaluation of ChildNet, funded by the Broward Children's Services Council.

Co-principal Investigator. 2004. Targeted Community Action Plan, funded by the Broward Sheriff's Office and the Florida Department of Juvenile Justice.

Principal Investigator. 2004. Citizen Satisfaction Project, funded by the Village of Royal Palm Beach.

Principal Investigator. 2004. Customer Satisfaction Project, funded by Palm Beach County Building Division.

Principal Investigator. 2004. Center for Urban and Environmental Solutions Strategic Plan, funded by CUES.

Principal Investigator. 2003. External Review of the Broward County Juvenile Assessment Center, funded by the United Way and the Children Services Council.

Consultant. 2002-2003. Palm Beach Sheriff's Office Strategic Planning Process and Citizen Satisfaction Survey, funded by the Palm Beach Sheriff's Office.

Principal Investigator. 2001. Assessing the Youth Gang Problem in Broward County, funded by the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention. Broward Sheriff's Office, sponsoring agency.

Principal Investigator. 2000. Circuit 17 Juvenile Justice Board Strategic Plan, funded by the Broward County Juvenile Justice Board.

Evaluator. 2000. Florida Stop the Violence Against Women Grant, funded by the Florida Department of Community Affairs. Broward County Sheriff's Office, sponsoring agency.

Co-principal Investigator. (With Gordon Bazemore). 2000. Juvenile Intake Facility Truancy Program Evaluation, funded by the Broward County Sheriff's Office.

Principal Investigator. 2000. Martin County Emergency Services Strategic Plan, funded by Martin County Government.

Evaluator. 1999-2000. Problem-solving Partnerships Cross-Site Assessment Grant, funded by the U.S. Department of Justice, Office of Community Oriented Police Services. Lake Worth Police Department, sponsoring agency.

Evaluator. 1999. Florida Stop the Violence Against Women Grant, funded by the Florida Department of Community Affairs. Broward County Sheriff's Office, sponsoring agency.

Co-principal Investigator. (With Gordon Bazemore). 1999. Gang Activities Prevention Program Evaluation, funded by the Broward County Sheriff's Office.

Principal Investigator. 1998-2003. Making Citizens Count Project Evaluation, funded by Martin County Government Administration.

Evaluator. 1997-1999. Crime Problem-solving Grant, funded by U.S. Department of Justice, Office of Community Oriented Police Services. Lake Worth Police Department, sponsoring agency.

TEACHING

Courses Developed and Taught at Florida Atlantic University

Bachelor of Public Management

PAD 3505 Changing Environment of
Society, Business & Government
PAD 4320 Program Evaluation
PAD 4604 Administrative Processes & Ethics
PAD 4931 Public Management & Policy

Ph.D. in Public Administration

PAD 7707 Advanced Research Seminar
PAD 7910 Advanced Research & Study

Master of Public Administration

PAD 6053 Introduction to PA
PAD 6036 PA and Public Policy
PAD 6135 Decision Making in the Public Sector
PAD 6139 Capstone in PA
PAD 6327 Program Review & Analysis
PAD 6333 Strategic Planning
PAD 6436 Administrative Ethics
PAD 6701 Applied Methods I
PAD 6706 Applied Methods II
PAD 6727 Survey Research in the Public Sector
PAD 6807 Local Government Administration
PAD 6934 Critical Issues in Criminal Justice
PAD 6826 Intergovernmental Administration

SERVICE

Professional Service and Activities

Speaker, Florida City/County Management Association Training, 2016
Speaker, Certified Public Managers Association Conference, 2014
Keynote Speaker, Florida City/County Management Association Symposium, 2011
National Board Member, Pi Alpha Alpha, 2004 - 2008
Board Member, Gold Coast Chapter of the American Society for Public Administration, 2002-2004
Web Mistress, Section on Women in Public Administration, American Society for Public Administration, 2001-2007
Reviewer, American Public Administration Review, 2001 and 2002
President, Gold Coast Chapter of the American Society for Public Administration, 1999-2002
Member, American Society of Criminology, 1999-present
Member, Section on Women in Public Administration, American Society for Public Administration, 1999-present
Trainer, Florida Atlantic University, Institute of Government, 1998-present
Member, Section on Ethics, American Society for Public Administration, 1998-present
President, Pi Alpha Alpha, Public Administration Honor Society, FAU Chapter, 1997-1998
Journal Reviewer, Southeastern Political Review, 1995-1996

Community Service

Vice chairperson and Member, The Pride Center Board, 2013-present
Member, Circuit 17 Juvenile Justice Board, 2005- 2014
Facilitator, United Way Community Forums, 2011
Participant, Broward Education Communications Network Television Segment: *Future First: Focus on Broward's Children*. April 2006.
Member, Gang-free Communities Steering Committee, 2001-2004
Member, Homeless Initiative Partnership Advisory Board, Broward County, 2001-2006
Keynote Speaker, Association of Record Managers and Administrators, 2001
Trainer, Seminar on Facilitator Training for Focus Groups, Martin County Government, 1999
Member, Broward County Domestic Violence Council, January 1998-2006
Analyst, Data Committee, Broward County Domestic Violence Council, 1998-2006

Speaker, Certified Public Managers Association, Fall 1997, Spring 1998, Fall 2000, Spring 2003
Member, Broward County Human Rights Division and the Urban League, Study Circles Program
Planning Committee, 1997-1999
Facilitator, Broward County Human Rights Division and the Urban League, Study Circles:
Perceptions about Race and Ethnic Issues, 1997-1999
Speaker, Florida Department of Health, Bureau of Emergency Medical Services, 1997
Analyst, Palm Beach County, Planning and Zoning Department, Customer Satisfaction Project, 1997
Co-organizer, Palm Beach County Sheriff's Office College Fair, 1997
Volunteer, SHARE Food Program, 1997-present
Evaluator, Division of Human Services, Palm Beach County, 1996-1999
Web Developer, Town of Davie, 1996-1997
Volunteer, Broward County School District, 1995-1998

Academic Service at Florida Atlantic University

University

CDSI Representative, Community Engagement Committee, 2016-present
CDSI Representative, Team for Assurance of Student Learning, 2015-2016
CDSI Representative, Honors and Awards Committee, 2015-present
CDSI Representative, Institutional Review Board, 2005-2006
CDSI Representative, Distance Learning Committee, 2003-2007
CDSI Representative, Provost Search Committee, 2003
CDSI Representative, Honors and Awards Committee, 2002-2003
CDSI Accreditation Alumni Survey Committee, 2000 - 2002

College for Design and Social Inquiry

Community Engagement Liaison, 2016-present
Chairperson, Assessment Committee, 2012-2016
Chair, Honors and Awards Committee, 2002-2003, 2015-2016
Member, Educational Technology Committee, 1999-2005
Chair, Teaching Awards Committee, 1997-1998
Coordinator, Seminar on Learning to Use the Internet, 1997
Director, CDSI Web Site Development, 1996-1998
Member, Awards Committee, 1996-1997

School of Public Administration

Coordinator, Master of Nonprofit Management (MNM) program, 2016-present
Internship Coordinator, MNM program, 2016-present
Coordinator, Master of Public Administration (MPA) program, 2015-present
Internship Coordinator, MPA program, 2015-present
Representative, NASPAA, 2015-present
Faculty Advisor, Pi Alpha Alpha, 2004-present
Chairperson, Faculty Search Committee, 2015
Chairperson, Faculty Search Committee, 2014
Member, Master of Nonprofit Management Program, 2011-2016
Member, Bachelor of Public Safety Administration Program, 2012-2016
Member, Faculty Search Committee, 2011
Member, Master of Public Administration Program, 2010-2012
Coordinator, Master of Public Administration Program, 2001-2009
Representative, National Association of Schools of Public Administration and Affairs, 2001-2009
Member, Faculty Search Committee, 2006

Honors and Awards

Nominee, Distinguished Teacher of the Year, Florida Atlantic University, April 2016

Nominee, Faculty Member of the Year, Broward Achievement Awards, Florida Atlantic University,
March 2009

Recipient, The Excellence in Graduate Mentoring Award, Florida Atlantic University, April 2008

Recipient, Faculty Talon Award, Florida Atlantic University, October 2007

Recipient, Praxis Award, College for Design and Social Inquiry, 2004