

Wendell C. Lawther  
Department of Public Administration  
College of Health and Public Affairs  
University of Central Florida  
Orlando, FL 32816  
(407) 823-5361 (office)  
(407) 327-9578 (home)  
lawther@mail.ucf.edu

## **I. Personal Information**

Born: December 16, 1946, Scranton, Pennsylvania  
Education: BA, University of Delaware, June 1968  
MA, University of Delaware, June 1971  
PhD, Indiana University, September 1980

## **II. Areas of Specialization**

Public Administration:  
Transportation Policy  
Privatization/Public Private Partnerships  
Public Procurement Policy  
Human Resource Management  
Program Evaluation  
Urban Policy Analysis

## **III. Academic Experience**

Director, PhD Program in Public Affairs, College of Health and Public Affairs,  
University of Central Florida, 1997-99

Interim Chair/Chair, Department of Public Administration, College of Health and  
Public Affairs, University of Central Florida, 1994-97

Associate Dean for Student Affairs, College of Health and Professional  
Studies/Public Affairs, University of Central Florida, 1990-1993

Associate Professor, Department of Public Administration,  
University of Central Florida, 1989-

Assistant Professor, Department of Public Service Administration,  
University of Central Florida, 1984-1989

## Service and Administrative Experience (University of Central Florida):

### University:

Member, Board of Editors, *UCF Undergraduate Research Journal*, 2005-  
 Judge, Showcase for Undergraduate Research Excellence Competition, 2005  
 Member, Research Initiative Awards Committee, 2003-04  
 Member, Undergraduate Research Committee, 2003-  
 Representative, Consortium on Intelligent Transportation Education, 2000-  
 Member, UCF Library Advisory Committee, 1999-00; 01-03  
 Member, UCF Bookstore Advisory Committee, 1998-00;  
 Member, Commencement, Convocations and Recognitions Comm, 1997-99  
 Chair, UCF Undergraduate Course Review Committee, 1994-96  
 Member, UCF Faculty Senate, 1994-96  
 Member, UCF Salary Compression Committee, 1994-96  
 Member, UCF Appeals Committee, 1991-93, 97  
 Member, UCF Student Affairs Review Board, 1991-93  
 Member, Subcommittee on Assessment, University Committee on Cultural  
 Diversity, 1991-93  
 College Liaison, University Undergraduate Course Review Committee, 1990-  
 93  
 College Liaison, University Undergraduate Policy Committee, 1990-93  
 Member, University Graduate Council, 1990-93  
 Member, Utilization Committee, 1990-93  
 Member, University Founders Day Committee, 1992-93  
 Member, University Instruction/Research Support Advisory Committee,  
 1990-91  
 Member, University Minority Scholarship Committee, 1991-92  
 College Liaison, Academic Affairs Committee, 1990-93  
 Chair, Grievance Committee, United Faculty of Florida, UCF Chapter,  
 1990  
 Senator and Newsletter Editor, United Faculty of Florida, UCF Chapter, 1989-90  
 Secretary and Alternate Senator, United Faculty of Florida, UCF Chapter, 1988-  
 89  
 Ex-officio Member, Advisory Council, Florida Growth Management Conflict  
 Resolution Consortium, 1989-90  
 Member, University Environmental Committee, 1989-91  
 Member, College of Health and Professional Studies Dean's Search  
 Committee, 1989-90  
 Member, University Benefits Committee, 1988-89  
 Member, University Undergraduate Admissions and Standards Committee,  
 1988  
 Member, University Activities and Service Fee Review Committee, 1985-87

**College:**

Member, Search Committee, Chair, Department of Public Administration, 2005  
 Moderator, Public Affairs Conference, October 2005  
 Chair, Three Dissertation Committees, PhD in Public Affairs, 2003-05  
 Member, Three Dissertation Committees, PhD in Public Affairs, 2003-  
 Member, PhD Program in Public Affairs Comprehensive Examination Committee  
 04-05  
 Discussant, Public Affairs Conference, October 2004  
 Member, Search Committee, Chair, Department of Public Administration, 2002-  
 03  
 Member, Teaching Incentive Program Award Committee, 2001-02  
 Member, Ph.D. in Public Affairs Admissions Committee, 2001-02, 03-  
 Alternate Member, Research Incentive Award Committee, 2001-02, 2003-04  
 Member and Chair, College Research Committee, 2001-03  
 Member, COHPA Awards Committee, 1997-98  
 Coordinator, Ph.D. in Public Affairs Planning Committee, 1996-97  
 Member, Ad Hoc Research Committee, 1996  
 Coordinator, COHPS/COHPA Academic Advising Office, 1990-93  
 Chair, Curriculum Committee, 1990-93  
 Co-Chair, College New Building Committee, 1990-92  
 Liaison, College Research Committee, 1990-93  
 Liaison, College Faculty Affairs Committee, 1991-93  
 Liaison, College Personnel Committee, 1990-93  
 Chair, College Graduate Committee, 1990-93  
 Member, Masters of Science in Nursing Task Force, 1990-91  
 Coordinator, College Building/Space Concerns, 1990-91  
 Advisor, College Personnel Concerns, 1990-93  
 Member, Cultural Diversity Committee, 1990-93  
 Member, Student Affairs Committee, 1990-93  
 Chair, Associate Dean for Administration Search Committee, 1992-93  
 Chair, Associate Dean for Academic Affairs Search Committee, 1992-93  
 Member, Chair of Social Work Search Committee, 1992-93  
 Coordinator, Promotion/Tenure Analysis and Workshop, 1991-93  
 Coordinator, Summer School Assignments and Budget Logistics, 1990-93  
 Liaison, Pre-Health Advising Office, 1990-92  
 Liaison, New Program Development, 1990-92  
 Chair, COHPS Personnel Committee, 1989-90  
 Chair, COHPS Faculty Affairs Committee, 1989-90  
 Member, College of Arts and Sciences Peer Excellence Review Committee,  
 1985-86; 1987-88

**Selected Reports Authored While Associate Dean, 1990-93**

College Low Contact Hour Study  
 College FTE Assignment Study  
 MPA Faculty-Student Ratio Study  
 Pegasus Model/Formula Funding Analysis  
 Enrollment Management Reports  
 College OCO Allocations and Computer Equipment Ordering  
 College Sex Equity Study and Faculty Salary Issues  
 Credit Hour Reduction and Low Productivity Responses  
 Academic Assignment Data and Analysis  
 ITFS Policy Analysis  
 Enrollment Analyses—various programs  
 Adjunct Faculty Handbook  
 College Policies and Administrative Manual

**Department:**

Member, Department Merit Criteria and Standards Committee, 2005-  
 Chair, Visiting Senior Professor Search Committee, 2004-05  
 Coordinator, Public Affairs Doctorate Program, 2003-  
 Chair, Curriculum Committee, 2001-03  
 Chair/Member, Personnel Committee, 1998-  
 Director, Masters of Public Administration Program, 1990, 1994  
 Coordinator, Honors in the Major Program, 1989-90  
 Member/Chair, Departmental Merit Criteria Review Committee, 1988-89  
 Coordinator, Undergraduate Public Administration Program, 1985-90  
 Coordinator, Public Administration Internship Program, 1984-89  
 Chair/Member, Public Administration Search Committees, 1985-1999, 2001-

Assistant Professor, Department of Urban Studies and Public Administration,  
 Old Dominion University, Norfolk, VA, 1981-84

Assistant Professor, Department of Political Science, State University College of New  
 York at Fredonia, Fredonia, NY, 1977-81

Assistant Professor, Department of Political Science,  
 Northeastern University, Boston, MA, 1974-77

Instructor (Part-Time), Indiana University Purdue-University at Indianapolis,  
 Indianapolis, IN, 1972-74

Research Assistant, School of Public and Environmental Affairs, Indiana University,  
 Bloomington, IN 1972-74

Associate Instructor and Research Assistant, Department of Political Science, Indiana  
 University, Bloomington, IN, 1970-72

## IV. Publications: Books/Monograph, Journal Articles, and Other Reports/Publications

### A. Books/Monograph

*Construction Services* (forthcoming 2007-2008) (with John Adler)

*Capital Acquisitions: Decisions of Lasting Value*. 2007. Herndon, VA: National Institute for Governmental Purchasing (with John Adler)

*Contracting for the 21<sup>st</sup> Century: A Partnership Model*. 2002. Arlington, VA: The Pricewaterhouse Coopers Endowment for The Business of Government. (monograph)

*Privatizing Toll Operations: A Public-Private Partnership*. 2000. Westport, CT: Praeger.

### B. Refereed Articles

**Lawther, Wendell C.** 2007. "Flexible Procurement Approaches That Facilitate Relationship Change and Negotiation: The Use of the Invitation to Negotiate". *Journal of Public Procurement* 7 (2): 173-193.

Naim Kapucu, **Wendell C. Lawther**, and Sommer Pattison. 2007. "Logistics and Staging Areas in Managing Disasters and Emergencies," *Journal of Homeland Security and Emergency Management*: Vol. 4: Issue 2, Article 3. Available at: <http://www.bepress.com/jhsem/vol4/iss2/3>

**Lawther, Wendell C.** 2006. "The Growing Use of Competitive Negotiations to Increase Managerial Capability: The Acquisition of E-Government Services" *Public Performance Management and Review* 30 (2): 204-221.

**Lawther, Wendell C.**, and Lawrence Martin. 2006. "Innovative Practices in Public Procurement Partnerships: The Case of the United States". *Journal of Purchasing and Supply Management* 11 (5-6): 212-220. (available on-line 30 January 2006).

**Lawther, Wendell C.** 2005. "Public Private Partnerships: the Case of Advanced Traveler Information Systems" *International Journal of Public Administration* 28 (13/14):1117-1135.

**Lawther, Wendell C.** 2004. "Public Outreach for Advanced Traveler Information Systems Public Private Partnerships: the Changing Role of Public Officials in Transportation" *Public Works Management and Policy* 9 (2): 120-131.

**Lawther, Wendell C.** 2004. "Ethical Challenges in Privatizing Governmental Services"

*Public Integrity*, Spring 7 (2): 53–65.

**Lawther, Wendell C.** 2003. "Invitation to Negotiate: Determining the Boundaries of Innovative Source Selection". *Journal of Public Procurement* 3 (3): 301-319.

**Lawther, Wendell C.**, Harold Worrall and Jorge Figueredo. 2002. "Systemwide Challenges for Intelligent Transportation System Deployment." *The Review of Policy Research* 19 (2): 90-108.

**Lawther, Wendell C.** 1999. "The Role of Public Employees in the Privatization Process: Personnel and Transition Issues." *Review of Public Personnel Administration* 19 (1): 28-40.

Ravitch, Frank, and **Wendell C. Lawther**.1999. "Privatization and Public Employee Pension Rights." *Review of Public Personnel Administration* 19 (1): 41-58.

**Lawther, Wendell C.** and Harold Worrall.1998. "The Dynamic Nature of Public-Private Partnerships: Privatizing Toll Operations in Central Florida." *Public Works Management and Policy* 3 (1): 40-50

**Lawther, Wendell C.**, Earle Traynham, Kenneth Jennings, and H. John Bernardin. 1989."Compensation Controls in the American States." *Public Personnel Management*, 18 (3): 325-338

**Lawther, Wendell C.**, Earle Traynham and Kenneth Jennings.1989."Implications of Salary Structure and Merit Pay in the Fifty American States," *Review of Public Personnel Administration* 9 (3): 1-14

**Lawther, Wendell C.** 1987."Indigent Health Care Issues: An Analysis Highlighting the Florida Experience", *Social Science Perspectives* 2 (2): 58-67.

**Lawther, Wendell C.** and Charles Rowe. 1987. "The Small Cities CDBG Program: An Analysis Highlighting the Florida Experience." *SIAM Occasional Paper Series*, no. 5.

**Lawther, Wendell C.** 1986."Medicaid Reimbursement Policies." *Social Science Journal* 1 (2).

**Lawther, Wendell C.** 1986."Content Validation: Methodological and Conceptual Issues." *Review of Public Personnel Administration* 6 (2): 37-43.

**Lawther, Wendell C.** 1986."Using Content Validation to Solve Personnel Problems." *The Journal of the College and University Personnel Association* 37 (2): 13-19.

**Lawther, Wendell C.** 1984."Successful Training for Police Performance Evaluation

Systems." *Journal of Police Science Administration* 12 (1): 41-46.

**Lawther, Wendell C.**, and Raymond Gromelski. 1984. "An Evaluation Model for Manpower Training Program Managers." *Evaluation Review* 8 (6): 843- 859.

Richardson, Jeremy and **Wendell C. Lawther.** 1981."Problems of Steering and Control In Decentralized Programs: U. S. Manpower Policy." *Policy and Politics* 9 (1) : 73-103

Mikesell, John, John A. Wilson, and **Wendell C. Lawther.** 1975. "Training and Program Evaluation Model" *Public Personnel Management* 4 (4):

### **C. Book Chapters**

**Lawther, Wendell C.** 2007. "Intelligent Transportation Systems: Evolution and Impact". In Jeremy Plant (ed). *Handbook of Transportation Policy and Administration*. Boca Raton, FL: CRC Press: 79-106..

**Lawther, Wendell C.** 2007. "Privatization of Transportation Systems". In Jeremy Plant (ed). *Handbook of Transportation Policy and Administration*. Boca Raton, FL: CRC Press: 369-392.

**Lawther, Wendell C.** and Lawrence L. Martin. 2004. "Public Procurement Partnerships" in K.V. Thai, A. Araujo, R.Y. Carter, G. Callendar, D. Drabkin, R. Grimm, K. Jensen, R.E. Lloyd, C. McCue and J. Telgen (eds) *Challenges in Public Procurement: An International Perspective (Volume Three)*. Boca Raton, FL: PRAcademics Press: 159-178.

**Lawther, Wendell C.** 2003. "Contracting for the 21<sup>st</sup> Century: A Partnership Model", in Mark A. Abramson and Roland S. Harris III (eds). *The Procurement Revolution*. Lanham, MD: Rowman and Littlefield: 167-216

**Lawther, Wendell C.** 2002."Privatizing Personnel: Outsourcing Public Sector Functions" in Steven W. Hays and Richard C. Kearney, editors. *Public Personnel Administration: Problems and Prospects*. Englewood Cliffs, NJ: Prentice-Hall (Fourth Edition): 196-208.

### **D. Non-Refereed Articles**

**Lawther, Wendell C.** and Lawrence Martin. 2005. "Public Private Partnerships: Innovation in Public Procurement", *International Government Contractor* 2 (3): 7-13.

**Lawther, Wendell C.** 1999. "The Role of Public Employees in the Privatization Process." *Review of Public Personnel Administration* 19 (1): 5-7.

**Lawther, Wendell C.** 1989. "Monitoring and Solving Pay Compression." *Personnel* 66 (3): 84-87.

**Lawther, Wendell C.** 1987. "The State of State Training", *Public Management* 69 (7): 16-19.

**Lawther, Wendell C.** and R. Breck Daughtrey. 1983. "Planning Norfolk's Budget: A Team Approach." *Virginia City and Town*, 18 (11): 14-16.

### **E. Other Publications: Encyclopedia Chapters, Book Reviews, Instructor's Manual**

**Lawther, Wendell C.** 2007. "Advancing Public Procurement: Practices, Innovation and Knowledge-Sharing". *Journal of Public Procurement* 7 (2): 228-234 (Book Review)

**Lawther, Wendell C.** 2005. "Introduction to Public Procurement". *Journal of Public Procurement* 5(1): 109-111. (Book Review)

**Lawther, Wendell C.** and John Adler. 2003 "Capital Purchases". In Jack Rabin, editor. *The Encyclopedia of Public Administration and Public Policy*. New York, NY: Marcel Dekker: 48-52.

**Lawther, Wendell C.** 2001. "Privatization: An International Review of Performance" *Public Integrity* 3 (2): 201-02 (Book Review).

**Lawther, Wendell C.** 1998. "Salary Equity", in Jay Shafritz. editor. *The International Encyclopedia of Public Policy and Administration-Volume Four*. Boulder, CO: Westview Press: 2019-2021.

**Lawther, Wendell C.** 1989. "Performance Evaluation: An Essential Management Tool" *Review of Public Personnel Administration* 9 (2): 86-88. (Book Review)

**Lawther, Wendell C.** 1980. Instructor's Manual for J.D. Williams, *The People's Business*. Boston: Little, Brown.

### **V. Grants Received**

Co-Principal Investigator, "The Central Florida Fair as a Forward Staging Area for Disaster Relief", Central Florida Fairgrounds, November 29, 2005 to March 30, 2006 (with Lawrence Martin and Naim Kapucu).

Principal Investigator, "Public Opinion Survey for the Orlando Orange County Expressway Authority", Orlando Orange County Expressway Authority",

November 15, 2005 to July 1, 2006

Principal Investigator, “A Comparison of Student Performance Determinants Across Course Modalities for Web-Based Instruction”, Online Teaching and Learning Research Incentive Program, UCF, July 2005 to June 2006.

Member, the UCF Team (Technical Assistance), “Volusia County Smart Growth Initiative”, the UCF Institute of Government, September 2004 to July 2005.

Co-Principal Investigator, “Innovative Practices in Public Procurement Partnerships”, IBM Business of Government Endowment, January 2004-September 2005 (with Lawrence Martin)

Co-Principal Investigator, “An Evaluation of Central Florida’s Incident Management Response Program”, UCF Division of Sponsored Research In-House Grant Program, July 2003-June 2004 (with Steven Holmes)

Co-Principal Investigator, “The Impact of Advanced Technology on Public Management: How Intelligent Transportation Systems Have Changed Management of Metropolitan Surface Transportation”, Department of Public Administration, UCF, July 2003- (with Evan Berman).

Principal Investigator, “Challenges to the Management of Large Scale Privatization Efforts” (later changed to “Contracts and Partnerships: Theories and Practice of Contract Administration”), April-October 2001, the Pricewaterhouse Coopers Endowment for the Business of Government.

Principal Investigator, “Central Florida Implementation of ITS: Development of Model Public-Public and Public-Private Partnerships”, May 2000-May 2001, Florida Department of Transportation.

Principal Investigator, “Central Florida Implementation of ITS: Development of Model Public-Public and Public-Private Partnerships”, May 2000-May 2001, Orlando Orange County Expressway Authority.

Sabbatical Grant, “Regional Implementation of Intelligent Transportation Systems: Assessment of Public-Public and Public-Private Partnerships”, Type I (75% salary, nine months) University of Central Florida, August 2000-May 2001.

Principal Investigator, “Improving Student Understanding of the Real World Applications of Human Resource Management Policies and Techniques in Producing Greater Public Sector Organizational Success”, UCF Faculty Teaching and Learning Center, May 1999,

Principal Investigator, "Application of Learning Community Concepts to the PhD Program in Public Affairs: A Framework", UCF Faculty Teaching and Learning Center, March-May, 1998.

Principal Investigator, "Florida Toll Services: An Evaluation", May-December 1998, Orlando Orange County Expressway Authority.

Principal Investigator, "Research Assistance, Orlando Orange County Expressway Authority", December 1997-May 1998, Orlando Orange County Expressway Authority.

Co-Principal Investigator, "Management Study of Emergency Medical Services, Orange County Fire and Rescue Division, Florida", August-October, 1997,(with Evan Berman).

Member, Proposal Steering Committee, Planning Grant, "Center for Research on Environmental Degradation, Infrastructure, and Transportation (CREDIT)", June 1996 to January 1997.

Principal Investigator, "Privatization of Toll Operations, Orlando Orange County Expressway Authority", July 1995-January 1997, Orlando Orange County Expressway Authority.

Principal Investigator, "Strengthening Community Through Human Resource Management: Managing Cultural Diversity in Florida's Workplace ", First Meeting of the Rubin O'D. Askew Institute on Politics and Society, November, 1995, Gainesville, Florida.

Co-Principal Investigator, "Five Year Plan for Florida's Fire/Rescue Training and Education System", Florida Department of Insurance and Treasurer, October-December, 1995 (with Peter Kincaid).

Principal Investigator, "Issues of Salary Compression in Higher Education", July 1993-December 1994, UCF Division of Sponsored Research In-House Grant Award Program.

Project Coordinator, "Privatization of Toll Operations: Feasibility Study", February 1992-January 1993, Florida Department of Transportation.

Principal Investigator, "Calculation of Labor Turnover: A Redefinition", August 1990--June 1991, College of Health and Professional Studies Internal Grant Award.

Principal Investigator, "The Evaluation of Mediated Public Policy Disputes", 1989-90, Higher Education Fund, National Institute of Dispute Resolution.

Co-Principal Investigator, "Development of a Model Concurrency Management System", July, 1989-August 1990, Service Through Applied Research Grant, Florida Institutes of Government, Florida State University (with Robert Lange)

Co-Principal Investigator, "Evaluation of the Merit Schools Program", July, 1989-June, 1990, Service Through Applied Research Grant, Florida Institutes of Government, Florida State University(with Robert Lange)

Principal Investigator, "Applicability of Formal Mediation Structures and Processes to Settle Intergovernmental Disputes in Florida", 1988, Florida Growth Management Conflict Resolution Consortium, Florida State University.

Member, State University System Classification and Compensation Study Group, Florida State Legislature, March-September, 1987.

Member, "Urban Management Training Study", September 1986-May 1987, Service Through Applied Research Grant, Florida Institutes of Government, Florida State University.

Project Director, "Content Validation of an Interview Rating Form", Clerk Typist C, Old Dominion University, January-July, 1984.

Principal Investigator, "Training Coordinator, Employment and Training Staff Development Program (CETA)", October 1982-September 1983, Commonwealth of Virginia.

## **VII. Professional Experience and Activities**

### **A. Journal Editor, Book Review Editor, Editorial Review Boards, and Manuscript Reviewer**

Member, Board of Editors, *Journal of Public Procurement*, 2007-

Book Review Editor, *Journal of Public Procurement*, 2005-

Member, Board of Editors, *UCF Undergraduate Research Journal*, 2005-

Manuscript Reviewer, *Journal of Public Procurement*, 2003-

Manuscript Reviewer, *International Journal of Public Administration*, 2003-

Manuscript Reviewer, *Public Performance and Management Review*, 2002-

Manuscript Reviewer, *Journal of Transportation Engineering*, 2001-

Manuscript Reviewer, *Public Works Management and Policy*, 1999-

Editor, *SIAM (Section on Intergovernmental Administration and Management) Occasional Paper Series*, American Society for Public Administration, 1986-90

Member, Board of Editors, *Scholar and Educator*, 1989

Member, Board of Editors, *National Social Science Journal*, 1989-90

Manuscript Reviewer, Public Sector Division, Academy of Management Annual Meeting, 1989

Member, Board of Editors, *Public Productivity Review*, 1978-82

## **B. Professional Association Service**

Executive Board Member, Section on Transportation Policy and Administration, American Society for Public Administration, 2000-03

Executive Board Member, Section on Personnel and Labor Relations, American Society for Public Administration, 1999-00

Chair, Marketing Committee, Annual National Meeting, American Society for Public Administration, 1999

Council Member, Central Florida Chapter, American Society for Public Administration, 1989-90, 1994-2000

Member, Curriculum Development and Training Committees, Florida Growth Management Conflict Resolution Consortium, 1988-89

Treasurer and Council Member, Tidewater Chapter (VA), American Society for Public Administration, 1982-84

Council Member, Indiana, Massachusetts and Niagara Frontier Chapters, American Society for Public Administration, 1972-74, 76-79

## IX. Professional Papers

“Public Private Partnerships in Transportation Policy” (Paper presented at the Second Annual Public Affairs Conference, College of Health and Public Affairs, University of Central Florida, Orlando, October 2005)

"Determinants of Public Participation: the Case of Transportation Planning" (Paper presented at the Annual Meeting of the Southeastern Region of the American Society of Public Administration, Little Rock, AR, October 2005) (with Michael Neidhart)

“The Delivery of Innovative Services in Transportation: A Public Private Partnership for 511/Advanced Traveler Information Systems in South Florida”, (Paper presented at the Annual meeting of the American Society of Public Administration, Milwaukee, WI, April 2005)

“Public Procurement Partnerships”, (Paper presented at the International Public Procurement Conference, Fort Lauderdale, FL, October 21-23, 2004) (with Lawrence Martin)

“Effective Public-Private Partnership Models in the Deployment of Metropolitan ITS” (Paper presented at the Annual Meeting of the Intelligent Transportation Society of America, Miami Beach, June 2001)

“Metropolitan Intelligent Transportation Systems Deployment: Effective Public-Public and Public-Private Partnership Models” (Paper presented at the Annual Meeting of the American Society For Public Administration, Newark, March 2001)

“Systemwide Challenges to ITS Deployment: An Analysis Highlighting the Central Florida Experience” (Paper presented at the Annual Meeting of the American Society For Public Administration, Orlando, April 1999) (co-authored)

“Evaluation of Privatization-A Shift in Focus: The Case of the Orlando Orange County Expressway Authority” (Paper presented at the Annual Meeting of Region I, American Society for Public Administration, Newport, RI, November 1998)

“The Impact of Electronic Toll Collection and Traffic Management Systems on the Management of Toll Collection” (Paper presented at the Annual Meeting of the American Society for Public Administration, Seattle, WA, May 1998)

“The Dynamic Nature of Public-Private Partnerships: Privatizing Toll Operations in Central Florida” (Paper presented at the Annual Meeting of the American Society for Public Administration, Philadelphia, PA, July 1997)

“Privatization Transfer: the Experience of the Orlando Orange County Expressway Authority” (Paper presented at the World Meeting of the International Roads Federation, Toronto, Canada, June 1997) (co-authored)

“Privatization Transfer: Theory and Practice” (Paper presented and panel chaired at the annual meeting of the American Society for Public Administration, Atlanta, GA, July 1996)

“The Decision to Privatize: The Experience of the Orlando Orange County Expressway Authority” (Paper presented at the Annual Meeting of the Transportation Record Board, Washington, DC, January 1996) (co-authored)

"The Role of the Public and Private Sectors in the Privatization of Toll Operations" (Paper presented at the "Building America's Smart Highways," ENR national Conference, McClean, VA, December 1993)

"Privatization of Toll Operations: Issues and Analysis" (Paper presented at the Annual meeting of the Southeastern Conference on Public Administration, Cocoa Beach, FL, October 1993).

"The Impact of Growth Management: Concurrency Management Systems and Potential Interlocal Agreements in Florida" (Panel Chaired and paper presented at the Annual meeting of the American Society for Public Administration, Washington, DC, March, 1991)

"The Department of Community Affairs and the State Administration of Comprehensive Planning: A View From Florida" (Presented at the annual meeting of The Southeastern Conference on Public Administration Clearwater, FL, October, 1990)

"The Florida Merit Schools Program: An Initial Assessment" (Paper presented and Panel Chaired at the annual meeting of the Florida Educational Research Association, Tallahassee, FL, November 1989) (co-authored)

“The Relationship Between Merit Pay Raises and Discretionary Pay Raises” (Paper presented at a meeting of the Senate, United Faculty of Florida, Tallahassee, FL, October 1988)

"Calculation of Labor Turnover and Its Costs: A Redefinition" (Panel chaired and paper presented at the annual meeting of the Southeastern Conference on Public Administration, Birmingham, AL, Oct 1988)

"Impact of Merit Pay and Salary Structure in the Fifty American States" (Paper presented at the annual meeting of the Academy of Management, Anaheim, CA, August, 1988)

"A Comparative Analysis of Formal Mediation Procedures in Solving Intergovernmental Disputes" (Paper presented at the annual meeting of the American Society for Public Administration, Portland, OR, April 1988)

"Considerations of Salary Structure and Merit Pay in the Fifty American States" (Paper presented and panel chaired at the Southeastern Conference on Public Administration, New Orleans, LA, October 1987)

"Indigent Health Care Issues: An Analysis Highlighting the Florida Experience" (Paper presented at the Regional conference of the National Social Science Association, Orlando, FL, October 1987)

"Management Effectiveness in the Small Cities Community Development Block Grant Program: A State and Local Perspective" (Paper presented at the annual meeting of the American Society for Public Administration, Boston, April 1987) (co-authored)

"Issues in Distributive and Redistributive Federalism" (Panel Chaired and paper presented at the annual meeting of the Southeastern Conference of Public Administration, Pensacola, FL, October 1986)

"An Evaluation of the Performance Appraisal System Implementation Process" (Paper presented at the annual meeting of the Southeastern Conference of Public Administration, Pensacola, FL, October 1986)

"Medicaid Reimbursement Policies" (Paper presented at the Southern regional conference of the National Social Science Association, Tampa, FL, October 1986)

"The Small Cities CDBG Program: An Analysis Highlighting the Florida Experience" (Panel chaired and paper presented at the annual meeting of the American Society for Public Administration, Anaheim, CA, April 1986)(co-authored)

"Conceptual and Methodological Issues in Content Validation" (Paper presented at the annual meeting of the American Society for Public Administration, Indianapolis, IN, April 1985)

"The Impact of the New CETA on Intergovernmental Management" (Panel chaired and paper presented at the annual meeting of the American Society for Public Administration, Detroit, MI, April 1981)

"Local Management and the Federal Government: The CETA Program" (Paper presented at the annual meeting of the Northeast Political Science Association, Saratoga Springs, NY, November, 1980)

"The Changing Role of the Federal Official in an Era of New Federalism: The Case of the Intergovernmental Personnel Act (Paper presented at the annual meeting of the Northeast Political Science Association, Saratoga Springs, NY, November, 1977)

"The Interpretation of Program Evaluation Data: The Use of Condition Factors" (Paper presented at the Region I Conference of the American Society for Public Administration, Hartford, CT, October 1977)

"Measuring and Predicting Differences in the Trainability of Public Administrators: The Case of Indiana State Auditors" (Paper presented at the annual meeting of the American Society for Public Administration, Syracuse, NY, April 1974) (co-authored)

"A Critique of Contemporary Organization Theory" (Paper presented at the annual meeting of the American Society for Public Administration, March 1972)