

Robert D. Eskridge PhD, Associate Professor

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EDUCATION:

Doctor of Philosophy – Mississippi State University, Public Policy and Administration

Master of Public Administration - Texas Tech University, Fiscal Track

Bachelor of Science – Oklahoma State University, Accounting

PEER REVIEWED PUBLICATIONS:

French, P.E. and Robert Eskridge. 2020. “Empowering the Female City Manager to Succeed – What Role Does Mentoring Play in the Personal Development and Preparation of Women for this Leadership Position?” *Public Administration Review*, (Forthcoming).

Farley, Kathryn Webb, Beth Rauhaus, and Robert Eskridge. 2019. “Gender Representation, Professional Experiences and Socialization: The Case of City Managers” *Public Personnel Management*, (Forthcoming)

Potter, Michael and Robert Eskridge. 2018. “Do local government executives believe they are more political or administrative? An analysis of the ethics of administrative officer’s self-perception.” *Public Integrity*, Vol. 20 (4), pp. 401-414.

Eskridge, Robert and Ellen Key. 2017. “Elements of Municipal Trust” in *Social Capital in Mexico and the United States: Reflections and Research*. Sosa-Gonzalez, Jose Luis Sergio and Carrie Blanchard Bush (Eds.). Puebla, Mexico: Benemerita Universidad Autonoma de Puebla (BUAP) Printing Press.

Bush, Carrie, Ellen Key, and Robert Eskridge. 2016. “Assessing the Impact of City Manager Ideology on Local Expenditures.” *Public Budgeting, Accounting, and Financial Management*, Vol. 28 (2), (Summer 2016).

Eskridge, Robert. 2014. “Understanding CEO Role Perception and Time Usage: Are New Municipal Typologies Useful?” *Public Administration Research*, Vol. 3(1) (May 2014): pp. 52-67.

Eskridge, Robert, P.E. French, and M. McThomas. 2012. “The International City/County Management Association Code of Ethics: An Analysis of Violations” *Public Integrity*, Vol. 14 (2), (Spring 2012): pp. 127-149.

Eskridge, Robert and P.E. French. 2011. “Using the Adapted Cities Framework to Evaluate Per Capita Expenditures in Small U.S. Cities” *Public Budgeting, Accounting, and Financial Management*, Vol. 23 (3), (Fall 2011): pp. 338-360.

OTHER PUBLICATIONS:

Eskridge, Robert, Kathy Webb Farley, and Beth Rauhaus. "Understanding Gender Differences: A close look at local government managers" *Public Management*, September 2019.

Farley, K. W. and Eskridge, R., 2017. "Donor Expectations: Lessons for Administrators", *Global Encyclopedia of Public Administration, Public Policy, Governance* (forthcoming)

Eskridge, Robert, 2015. "South African Local Government: Center Stage in Reform" *Public Management*, April 2015: pp. 20-22.

GRANTS RECIEVED:

Eskridge, Robert and Kathryn Webb Farley. 2016. Appalachian State University Research Council Grant, *Addressing the gender gap in city managers: What attracts and retains women and what difference does it make for governing?* (\$4,656).

Appalachian State University College of Arts and Sciences Summer SAFE Funding, *Addressing the gender gap in city managers*, with Kathryn Webb Farley (granted \$1,100 to work with student on research)

WORK IN PROGRESS:

"Managing Partisan and Nonpartisan local Governments "To Govern Well is to Govern for All": Analyzing Manager Behavior in Partisan and Nonpartisan Local Governments" Under Review, with Kathryn Webb Farley and Michael Potter.

CONFERENCE PRESENTATIONS:

"Exploring Gender Differences in City Management" presented at the 2018 Southern Political Science Association Conference, January 4 - 6, 2018 at New Orleans, Louisiana.

"Analyzing Manager Behavior and Attitudes in Partisan and Nonpartisan Local Governments" presented at the 2018 Southern Political Science Association Conference, January 4 - 6, 2018 at New Orleans, Louisiana.

"Assessing the Impact of City Manager Ideology on Local Expenditures" presented at the 2015 Southeastern Conference on Public Administration (SECOPA), September 30 - October 3, 2015 at Charleston, South Carolina.

"Representative Bureaucracy and PSM Among Mississippi Local Government Employees" presented at the 2015 Southeastern Conference on Public Administration (SECOPA), September 30 - October 3, 2015 at Charleston, South Carolina.

"Do Chief Administrative Officers believe they are more Political or Administrative? An analysis of survey data on administrative officer self-perception and ethical role." presented at the 2014 Southeastern Conference on Public Administration (SECOPA), September 17-20, 2014 at Atlanta, Georgia.

“Does the CAO’s role perception align with mayors or city managers: an analysis using the dichotomy/duality model” presented at the 2013 Southeastern Conference on Public Administration (SECOPA), September 25-28, 2013 at Charlotte, North Carolina.

“Manager and Council Relations: Does Municipal Form of Government Help to Alter Role Perceptions?.” presented at the 2012 American Society for Public Administration (ASPA) Conference, March 14-19, 2013 at New Orleans, Louisiana.

“Does structure make a difference in small cities expenditures?” presented at the 2011 Southeastern Conference on Public Administration (SECOPA), October 8-11, 2011 at New Orleans, Louisiana.

“The ICMA Code of Ethics; A Review of Ten Years of Reported Violations” presented at the 2010 Southeastern Conference on Public Administration (SECOPA), October 13-16, 2010 at Wilmington, North Carolina.

“The Contextual and Political Sources of Political Trust” presented at the 2009 Mississippi Political Science Association Annual Conference, November 6-7, 2009 at Jackson, Mississippi.

“Privatization: Good Governance or Misfounding?” presented at the 2009 Public Administration Theory Network (PAT-NET), May 29-31, 2009 at Frankfort, Kentucky.

“How City Managers are Created: Does it Make a Difference?” presented at the 2008 Mississippi Political Science Association Annual Conference, November 7, 2008 at Jackson, Mississippi.

UNIVERSITY TEACHING EXPERIENCE:

Associate Professor,

Appalachian State University, 2018-present

Courses Prepared: American Government, State and Local Government, Seminar in Public Administration, Public Financial Management, Public Budgeting, and Local Government Administration

Assistant Professor,

Appalachian State University, 2012-2018

Courses Prepared: American Government, State and Local Government, Seminar in Public Administration, Public Financial Management, Public Budgeting, and Local Government Administration

Full Time Lecturer,

Mississippi State University, 2011-2012

Courses: American Government, Principals of Public Administration, State and Local Government

Graduate Instructor,

Mississippi State University, 2008-2009; 2010-2011

Courses: American Government

Texas Tech University, 2002-2004

Courses: American Government (teaching assistant); Intro to Public Policy (teaching assistant); Lab for MPA quantitative methods class (instructor)

Assisted in American Government class lectures and held separate discussion sessions with students. Prepared lab assignments and instructed MPA students in Saturday lab sessions in the MPA advanced quantitative methods course.

PROFESSIONAL SERVICE:

2019-Current:

Associate Editor, *Public Integrity*; an ASPA Journal

Member of Board of Directors, Southeast Conference of Public Administration (SECoPA)

UNIVERSITY SERVICE:

2019-20:

Service on the Political Science Faculty Search Committee

Service on the Criminal Justice Faculty Search Committee

Service on the Departmental Personnel Committee

Service on the Public Administration Curriculum Committee

Serve as the faculty advisor for the ICMA student chapter.

Reviewed articles for *Public Administrative Quarterly* and *Public Personnel Management*.

Faculty advisor for six MPA capstone student projects.

2018-19:

Service on the Criminal Justice Faculty Search Committee

Service on the Departmental Personnel Committee

Service on the Public Administration Curriculum Committee

Service as co-chair on the New Faculty handbook Committee

Serve as the faculty advisor for the ICMA student chapter.

Reviewed articles for *Public Administrative Review* and *State and Local Government Review*.

Faculty advisor for five MPA capstone student projects.

2017-18

Service on the Public Administration Curriculum Committee

Serve as the faculty advisor for the ICMA student chapter.

Reviewed articles for *State and Local Government Review*.

Faculty advisor for two MPA capstone student projects.

2016-17:

Service on the Criminal Justice Faculty Search Committee.

Service as a peer collaborator and mentor for the Mandela Washington Fellowship Institute for two Fellows in the program.

Service on the Public Administration Curriculum Committee, and the MPA Admissions Committee.

Service on the Faculty Governance Committee.

Serve as the faculty advisor for the ICMA student chapter.

Reviewed articles for *State and Local Government Review*.

Faculty advisor for ten MPA capstone student projects.

2015-16:

Service on the Public Administration Faculty Search Committee.

Service on the Public Administration Curriculum Committee, and the MPA Admissions Committee.

Reviewed articles for *Public Personnel Management*.

Serve as the faculty advisor for the ICMA student chapter.

2014-15:

Service on the Public Administration Curriculum Committee, and the MPA Admissions Committee.

Reviewed articles for *Public Personnel Management*, *State and Local Government Review*, and *Local Government Studies*.

Participant in the “Scholarly Teaching Academy” two-year program.

Serve as the faculty advisor for the ICMA student chapter.

Faculty advisor for two MPA capstone student projects.

2013-14:

Service on the Departmental Chair Search Committee, the Public Administration Faculty Search Committee, the Public Administration Curriculum Committee, and the Public Administration Scholarship Committee.

Reviewed articles for *Public Personnel Management and State and Local Government Review*

Participant in the “Scholarly Teaching Academy” two-year program.

Participant in “Course Redesign” workshop May 2014.

Serve as the faculty advisor for the ICMA student chapter.

Faculty advisor for two MPA capstone student projects.

2012-13:

Service on the Public Administration Curriculum Committee and the Public Administration Scholarship Committee.

Reviewed article for the *Review of Public Personnel Administration* and three articles for a symposium in the *Journal of Public Budgeting, Accounting, & Financial Management*.

Faculty advisor for one MPA capstone student project.

PAST GRANT EXPERIENCE:

2009-2010 – Research Assistant – Appalachian Regional Commission, Delta Regional Authority, Mississippi Department of Transportation and Local Industry Grant: Revitalization of the C & G Railroad. This research project will provide the economic development and transportation system data, workforce analysis, community involvement, and preliminary engineering necessary to begin the restoration and revitalization of 93 miles of the Columbus and Greenville (C&G) rail line from West Point, MS to Greenwood, MS for economic development. Project ran March 2009 – August 2010. Funded for \$375,000 by Bethany Stich.

PROFESSIONAL EXPERIENCE:

International Advisor, South African National Treasury, Eastern Cape, South Africa (2004 – 2008)

Completed a 2-year contract (with a 2-year extension) with the South African National Treasury assisting local government in implementing improvements to budgeting, financial reporting, and planning and project management. Advised and assisted local managers in implementing reforms in all areas of financial management and implementing newly adopted legislation.

City Manager – City of Pampa, Texas (1994 – 2002)

- During my eight-year tenure with this City of 19,000 I was involved in making many improvements. Just to mention a few:
- Restructured the organization and its budgeting process to cope with a declining economy and population. Left the city in 2002 with substantial cash reserves and a balanced budget;
- Managed the completion of a multi-million dollar street project;
- Managed the development and subsequent funding of a five-year Capital Improvement Program (CIP) for equipment and infrastructure;
- Oversaw the design, funding and construction of a new regional solid waste disposal facility;
- Led the effort to renovate the city's sewage treatment plant, revamp all of the city's water wells and water storage facilities, and upgrade the city's computer system.
- Initiated and led to completion the installation of system to use water recycled from the city's wastewater treatment plant to irrigate the municipal golf course.

City Manager – City of Rosenberg, Texas (1991 – 1994)

- As only the second City Manager in the city's history, many new opportunities presented themselves. As a growing community southwest of Houston, Rosenberg was poised for new growth in both commercial and residential development. Opportunities presented themselves to work successfully with developers and find innovative solutions to problems that arose.
- Successfully oversaw the passage of a city bond election that provided the community with a new police facility, millions of dollars in street and drainage improvements, and improved recreational facilities.
- Led the city in the purchase of several hundred acres of strategically located property. This property was subsequently used as a dual storm water detention facility and recreational park development area.
- Managed the implementation of several internal improvements including the development of a fully funded vehicle fleet replacement program, installation of a new computer system, adoption of a new pay classification system, and establishment of a self-funded insurance program.

Assistant City Manager/ Finance Director – City of Rosenberg, Texas (1989 – 1991)

Finance Director – City of Jacksonville, Texas (1985 – 1989)

Finance Director – City of Vernon, Texas (1983 – 1985)

Accounting System Analyst – Getty Oil Company, Tulsa, Oklahoma (1979 – 1983)

PROFESSIONAL AND HONORARY ORGANIZATIONS:

International City/County Managers Association

American Society for Public Administration

Pi Alpha Alpha National Honor Society in Public Administration, (President, Mississippi State University Chapter 2009 - 2010)

Phi Kappa Phi National Honor Society, Mississippi State University Chapter