

Mark Daniel Bradbury, Ph.D.

Curriculum Vitae

Professor and Full Graduate Faculty Member
Director of Master of Public Administration Program
Department of Government and Justice Studies
Appalachian State University
Boone, NC 28608-2107
Phone: (828) 262-7913
Fax: (828) 262-2947
Email: bradburymd@appstate.edu

EDUCATION

- 2004 Ph.D. in Public Administration, The University of Georgia, Athens, GA.
 Areas of concentration: Public Administration, Public Policy, and
 Public Law.
- 1997 Master of Public Administration, The University of Georgia, Athens, GA.
- 1995 Bachelor of Arts, Rhode Island College, Providence, RI.
 Majors: Political Science and Public Administration.

ACADEMIC EMPLOYMENT

- 2016 – present Professor, Department of Government and Justice Studies,
Appalachian State University, Boone, NC.
- 2010 – present Director of the Master of Public Administration program,
Department of Government and Justice Studies, Appalachian State
University, Boone, NC (Interim, 2010-2011).
- 2011 – 2016 Associate Professor, Department of Government and Justice
Studies, Appalachian State University, Boone, NC.
- 2005 - present Full Graduate Faculty, Department of Government and Justice
Studies, Appalachian State University, Boone, NC.
- 2005 - 2011 Assistant Professor, Department of Government and Justice
Studies, Appalachian State University, Boone, NC.

Mark Daniel Bradbury, Ph.D.

Curriculum Vitae

Page 2 of 12

- 2004 - 2005 Assistant Professor, Master of Public Administration Program,
Binghamton University, Binghamton, NY.
- 2003 - 2004 Instructor, Master of Public Administration Program, Binghamton
University, Binghamton, NY.
- 2001 Instructor, Master of Public Administration Program, Piedmont
College, Demorest, GA.

PROFESSIONAL EXPERIENCE

- 2000 - 2003 Research Coordinator, Carl Vinson Institute of Government, The
University of Georgia, Athens, GA.

PUBLICATIONS

Books:

“A Guide to Graduate School Success for Criminal Justice, Public Safety,
& Administration of Justice Students.” (in press), Cognella, by Patricia
Mitchell, Catherine Marcum, and Frank Schmallegger

Peer-Reviewed Articles:

“Employee Job Satisfaction and Organizational Performance: The Role of
Conflict Management.” *International Journal of Organization Theory and
Behavior*, vol. 17, num. 4 (2014), with Jerrell Cogburn and Paul
Battaglio.

“A New Era of Protection Against Disability Discrimination? The ADA
Amendments Act of 2008 and ‘Regarded As’ Disabled.” *Review of Public
Personnel Administration*, vol. 33, num. 4 (2013), with Willow Jacobson.

“Diversity and Citizen Participation: The Effect of Race on Juror
Decision-Making.” *Administration & Society*, vol. 45, num. 5 (2013), with
Marian R. Williams.

“*Ledbetter v. Goodyear*: Circumscribing Title VII’s discrimination
protections.” *Public Personnel Management*, vol. 40, num. 3 (2011).

“Representative Bureaucracy: Assessing Current and Additional Evidence
of Active Representation.” *American Review of Public Administration*,
vol. 41, num. 2 (2011), with J. Edward Kellough.

“Continuity amid discontinuity? George W. Bush, Federal Employment Discrimination, and “Big Government’ Conservatism”.” *Review of Public Personnel Administration*, vol. 30, num. 4 (2010), with Paul Battaglio and John Crum.

“Extreme Outsourcing in Local Government: At the Top and All but the Top.” *Review of Public Personnel Administration*, vol. 29, num. 3 (2009), with G. David Waechter.

“*Parents Involved in Community Schools v. Seattle School District No. 1*: Dubious prospects for diversity as a compelling governmental interest.” *Review of Public Personnel Administration*, vol. 28, num. 4 (2008).

“Representative bureaucracy: Exploring the potential for active representation in local government.” *Journal of Public Administration Research and Theory*, vol. 18, num. 4 (2007), with J. Edward Kellough.

“Practical ethics enforcement: A structural and outcome analysis of state ethics commissions.” *Public Integrity*, vol. 9, num. 4 (2007), pp. 333-347.

“The legal and managerial challenge of obesity as a disability: Evidence from the federal courts.” *Review of Public Personnel Administration*, vol. 27, no. 1 (2007), pp. 79-90.

“Evaluating performance in state judicial institutions: Trust and confidence in the Georgia judiciary.” *State and Local Government Review*, vol. 38, no. 3 (2006), pp. 176-190, with George W. Dougherty and Stefanie A. Lindquist.

“Measuring customer service: Georgia’s local government mystery shopper program.” *State and Local Government Review*, vol. 35, num. 3 (2003), pp. 206-213, with Richard L. Milford.

“Burnout in Ghanaian hospitals: Phase model findings in Sub-Saharan Africa.” *Journal of Health and Human Services Administration*, vol. 19, num. 4 (1997), pp. 442-466, with Emanuel Fiadzo, Robert T. Golembiewski, Huaping Luo, and Tammy L. Rivera.

Law Review Articles:

“Race and the Georgia court: Implications of the Georgia public trust and confidence survey for *Batson v. Kentucky* and its progeny.” *Georgia Law Review*, vol. 37, num. 3 (2003), pp. 1021-1037, with George W. Dougherty and J. Randy Beck.

Mark Daniel Bradbury, Ph.D.

Curriculum Vitae

Page 4 of 12

Book Reviews:

“Book Review: Blind Spots: Why We Fail to Do What’s Right and What to do about it” *Public Integrity*, Fall 2012, 14(4), with S. Cory Osborne.

“Book Review: President Lincoln, the Civil War, and the Dawn of Gender Representation in the U.S. Federal Bureaucracy.” *Public Administration Review*, Jan/Feb 2013, 73(1), with Spencer P. Burns.

“Representation and Diversity in the Federal Government: A Critical Review of Government Reports.” *Review of Public Personnel Administration*, vol. 31, no. 4 (2011), pp. 424 - 431.

“The Moon is Down.” *Public Integrity*, vol. 9, num. 2 (2007), pp. 201-204.

Book Chapters:

“Employee turnover in public agencies: examining the extent and correlates.” In Burke, R. J., Noblet, A. J., and C. L. Cooper (Eds.), *Human Resource Management in the Public Sector*. Northampton, MA: Edward Elgar (2013), with J. E. Kellough and J. Sowa.

“Practical strategies for maintaining ethical behavior in the workplace.” In Condrey, S. E. (Ed.), *Handbook of Human Resource Management in Government (3rd ed.)*. San Francisco: Jossey-Bass Publishers, (2010), with Rex L. Facer.

“Practical strategies for increasing ethical behavior in the workplace.” In Condrey, S. E. (Ed.), *Handbook of Human Resource Management in Government (2nd ed.)*. San Francisco: Jossey-Bass Publishers, (2005), pp. 257-271, with Rex L. Facer.

“Employee motivation.” In *Effective Supervisory Practices (4th ed.)*. Washington, D.C.: International City/County Management Association, (2005), pp. 111-122, with Richard L. Milford.

Professional Publications:

“Economic development incentives in the aftermath of *Kelo*.” *PA Times* (April, 2006) with Patricia Mitchell.

“Obesity and public human resource management.” *PA Times* (May, 2005).

“Measuring customer service in Georgia’s local governments: The mystery shopper program.” In Finlay, J., & Debicki, M. (Eds.), *Proceedings from the Tenth Annual Conference of the Network of Institutes and Schools of Public Administration in Central and Eastern Europe*, Cracow, Poland: NISPAcee, (2002), pp. 172-185, with Richard L. Milford.

PROFESSIONAL PRESENTATIONS

“Connecting Practice and Scholarship: An Examination of Listserv Postings by Public Personnel Practitioners.” Paper presented at the Southeastern Conference for Public Administration, Charleston, SC, forthcoming: October 2015, with Ian Bumgarner.

“Constructive Conflict Management and Employee Perception of Performance in the U.S. Federal Government.” Paper presented at the American Society for Public Administration Conference, Washington, D.C., March 2014, with Jerrell Cogburn and Paul Battaglio.

“Decoupling Turnover Intent and Actual Quit behavior.” Paper presented at the Southeastern Conference for Public Administration, Charlotte, NC, September 2013, with J. Edward Kellough and Jessica Sowa.

“Navigating Towards the Horizon of Success--With Data; Successful Strategies for Data Collection and Maintenance: A Roundtable Discussion.” Convener, Annual Conference of the National Association of Schools of Public Affairs and Administration, October 2012.

“I’m not a doctor but I play one in the bureaucracy: The ADA Amendments Act of 2008 and ‘Regarded As’ Disabled” Paper presented at the American Society for Public Administration Conference, Las Vegas, March 2012, with Willow Jacobson.

“The Freedom of Information Act and the U.S. Supreme Court: The New Pro-Transparency Doctrine.” Paper presented at the Southeastern Conference for Public Administration, New Orleans, LA, September 2011.

“Juror Decision-Making and Representative Bureaucracy.” Paper presented at the American Society for Public Administration Conference, Baltimore, MD, March, 2011, with Marian Williams.

“Men as victims of sexual harassment in the workplace.” Paper presented at the meeting of the Southeastern Conference for Public Administration, Wilmington, NC, September 2010, with Sarah Towne.

“Federal Employee Attitudes in the Era of ‘Big Government’ Conservatism.” Paper presented at the American Society for Public Administration Conference, San Jose, CA, April, 2010, with R. Paul Battaglio and John Crum.

“Extreme Outsourcing in Local Government.” Paper presented at the American Society for Public Administration Conference, Miami, FL, April, 2009.

“Overcoming disciplinary myopia in PA literature: Evidence of active representation in Criminal Justice research.” Paper presented at the meeting of the American Society for Public Administration, Dallas, TX, April 2008, with J. Edward Kellough.

“Discrimination and Diversity: The U.S. Supreme Court and Public Human Resources Management.” Paper presented at the meeting of the Southeastern Conference for Public Administration, Nashville, TN, September 2007.

“The Tennessee Ethics Commission: A retrospective of Year One and a prospective assessment of ethics and accountability in Tennessee government for 2007 and beyond.” Panel Participant, “The Tennessee Ethics Commission,” at the meeting of the Southeastern Conference for Public Administration, Nashville, TN, September 2007.

“The Use of Academic Literature by the MSPB’s Office of Policy and Evaluation”. Paper presented at the meeting of the American Society for Public Administration, Washington, DC, April 2007, with Rex Facer.

“Analyzing Job Ads for Local Government Managers in Small Communities.” Panel participant, “Practical Strategies for Working with the Next Generation: Selling Smaller Communities to Future Managers,” at the meeting of the North Carolina City and County Management Association, Durham, NC, February 2007.

“Sub-national economic development policies and the U.S. Supreme Court: Implications of *DaimlerChrysler v. Cuno*.” Paper presented at the meeting of the Southeastern Conference for Public Administration, Athens, GA, September 2006, with Patricia Mitchell.

“Ethics in public administration: An institutional analysis.” Paper presented at the meeting of the American Political Science Association, Philadelphia, PA, September 2006.

“Obesity and public human resource management.” Paper presented at the meeting of the American Society for Public Administration, Denver, CO, April 2006.

“Representative Bureaucracy: Exploring the Potential for Active Representation in Local Government.” Paper presented with J. Edward Kellough at the meeting of the American Political Science Association, Washington, DC, September 2005.

“Assessing the ethical priorities of MPA students.” Paper presented at the Teaching PA Conference, Fort Walton Beach, FL, February 2005.

“Exploring the potential for representative bureaucracy in a local government.” Paper presented at the meeting of the American Society for Public Administration, Portland, OR, March 2004.

“Where science meets practice: ACC-HED’s citizen participation survey.” Paper presented at the meeting of the Southeastern Conference for Public Administration, Greensboro, NC, October 2000, with Robert W. Trevina.

“Measuring customer service in Georgia’s local governments - The mystery shopper program.” Paper presented at the meeting of the International City and County Management Association: Best Practices Symposium, Savannah, GA, March 2000, with Richard L. Milford and George W. Dougherty.

INVITED PRESENTATIONS

“The Stay Interview”, High Country Council of Governments, February 19, 2018.

“Non-Profit Succession Planning”, Leadership Catawba, February 13, 2018.

“How to Deal with Difficult Employees” and “How to Promote Good Morale among Employees”, Halifax County, NC, February 9, 2018.

“Leadership: What do Followers look for in a Leader?” Boonville, NC, September 18, 2015.

“Leadership Seminar”, Advisory Board, High Country Council of Governments, Banner Elk, NC, September 12, 2015.

“Ethical Awareness in Day-to-Day Decision Making” Caldwell County Department of Social Service, Lenoir, NC, November 1, 2012.

PROFESSIONAL SERVICE

Member, Conference Program Committee, American Society for Public Administration, 2014.

Chair, Section on Personnel Administration and Labor Relations, American Society for Public Administration, 2012 - 2014.

Member, Dissertation Committee for Sarah Towne, Doctoral program in Public Administration, American University, 2014 – present.

Member, Editorial Board, *Public Personnel Management*, 2012 – present.

Member, Founders' Forum Fellow selection committee, American Society for Public Administration, 2012 - 2014.

Editor, Book Review section, *Review of Public Personnel Administration*, 2009 – 2016.

Member, Editorial Board, *Review of Public Personnel Administration*, 2008 – present.

Reviewer, *Review of Public Personnel Administration*, 2004 – present.

Reviewer, *Public Integrity*, 2008 – present.

Reviewer, *Public Administration Review*, 2008 – present.

Reviewer, *American Journal of Political Science*, 2011 – present.

Reviewer, *American Review of Public Administration*, 2009 – present.

Reviewer, *Journal of Public Affairs Education*, 2009 – present.

Conference Reviewer, American Society for Public Administration, 2009 – 2014.

Member, Capstone Committee for Jesse Peed, Master of Public Administration Program, University of North Carolina – Chapel Hill, 2008 - 2009.

At-large Member, SECOPA By-Laws Committee, Southeastern Conference for Public Administration, 2007 - 2011.

Executive Committee, Section on Personnel Administration and Labor Relations, American Society for Public Administration, 2006 – 2014.

At-large Member, Kline Award Committee, Southeastern Conference for Public Administration, 2006 - 2009.

Track Chair for Human Resources, Southeastern Conference for Public Administration, Athens, GA, 2006.

Chair, Section on Public Administration Education, American Society for Public Administration, 2009 - 2011.

Executive Committee, Section on Public Administration Education, American Society for Public Administration, 2004 - 2007.

PROFESSIONAL ORGANIZATIONS

American Society for Public Administration
International City/County Management Association
NC-International Personnel Management Association

DEPARTMENTAL SERVICE

Director of the Master of Public Administration program, 2011 – present.

Co-coordinator, Non-profit Administration Certificate, 2016 – present.

Chair, Public Administration Search Committee, 2015 – 2016.

Member, Criminal Justice Search Committee, 2014 – 2015.

Chair, Chairperson of the Department of Government and Justice Studies Search Committee, 2013 – 2014.

Chair, Public Administration Search Committee, 2013 – 2014.

Chapter Advisor, ICMA Student Chapter, 2011 – 2013.

Chair, Public Administration (Budgeting) Search Committee, 2011 – 2012.

Member, Daniel German Endowed Professor Search Committee, 2011 – 2014.

Member, Post-Tenure Review Committee, 2011- 2014.

Member, Departmental Personnel Committee, 2011 – 2013.

Interim Director of the Master of Public Administration program, 2010 – 2011.

Chair, Public Administration (Distance Education) Search Committee, 2010- 2011 and 2011 – 2012.

Chair, Public Administration (Policy) Search Committee, 2010- 2011

Member, Criminal Justice Search Committee, 2010 – 2011.

Untenured Alternate Member, Departmental Personnel Committee, 2008 – 2009.

Member, Director of Master of Public Administration Search Committee, 2008.

Coordinator, DPC search for Public Administration Assistant Professor, Spring 2009.

Untenured Member, Strategic Planning Committee, 2007 – 2008.

Member, Criminal Justice Search Committee, 2007 – 2008.

Untenured Member, Departmental Personnel Committee, 2006 – 2007.

Member, Public Administration Search Committee, 2006 – 2007.

Member, Criminal Justice Search Committee, 2006 – 2007.

Chair, Ad Hoc Committee on student evaluations, 2006.

Attendee, North Carolina City County Management Association Conference, 2006 – present.

UNIVERSITY SERVICE

Faculty Learning Partner, international Alternative Service Experience, Belize, 2017 – 2018.

Member, Graduate Academic Policies and Procedures Committee, 2015 – present.

Deputy Chairperson, Graduate Academic Policies and Procedures Committee, 2015 – 2017.

Member, Outstanding Alumni Award Committee, College of Arts & Sciences, 2015 – present.

Member, Graduate Council, 2012 – 2015.

College of Arts & Sciences Representative, Review Committee for Under-Enrolled Graduate programs, 2010 – 2012.

Departmental Representative, Ad Hoc Committee to establish a Nonprofit Program at ASU, 2007 – 2008.

Student/Faculty Exchange Facilitator, ASU Orientation, 2007 & 2008.

COMMUNITY SERVICE

Site Leader, 19th Annual MLK Challenge, Appalachian State University, 2018.

Member, Emerging Opportunities Grant Program review committee, High Country Council of Governments, 2015 - present.

Alternate Member, Board of Adjustment, Town of Boone, 2012 – 2015.

Chairperson, Board of Trustees and Personnel Chair, Mountain Pathways School, Boone, NC, 2011- 2013.

HONORS AND AWARDS

Inductee, Academy of Outstanding Graduate Mentors, 2014-2015.

Board of Governors Excellence in Teaching Award, 2014.

Chester A. Newland Citation Award of Merit, American Society for Public Administration, 2014.

Nominee, Jimmy Smith Outstanding Service Award, College of Arts & Sciences, 2014 - 2015, 2015 - 2016.

Alumni Honor Roll, Rhode Island College, 2011.

Nominee, Richard N. Henson Outstanding Advisor Award, College of Arts and Sciences, 2006 – 2007, 2008 – 2009; 2011 - 2012.

Mark Daniel Bradbury, Ph.D.

Curriculum Vitae

Page 12 of 12

Nominee, The Academy of Outstanding Teachers, 2008.

Individual Development Award, Binghamton University, 2004-2005

Dissertation Research Grant, Carl Vinson Institute of Government, The University of Georgia, 2001.

Pi Alpha Alpha, National Honor Society for Public Affairs and Administration, 1997.

Cum Laude, Bachelor of Arts, 1995.

Common Cause grant to research Campaign Finance Law, 1994.