

Adam M. Butz, Ph.D.

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EDUCATION

University of Kentucky, Ph.D., Political Science, 2012

- ◆ *Major Field:* Policy Studies
- ◆ *Dissertation Title:* “Privatization and Performance in the Implementation of Temporary Assistance to Needy Families”

University of Kentucky, M.A., Political Science, 2007

Southeast Missouri State University, B.A., Political Science, *cum laude*, 2004

Southeast Missouri State University, B.S., Business Administration, *cum laude*, 2004

ACADEMIC APPOINTMENTS

- ◆ *Professor*, California State University, Long Beach, Fall 2025 – present
- ◆ *Associate Professor*, California State University, Long Beach, Fall 2020 – Spring 2025
- ◆ *Assistant Professor*, California State University, Long Beach, Fall 2014 – Spring 2020
- ◆ *Assistant Professor*, Marshall University, Fall 2012 – Spring 2014
- ◆ *Visiting Professor*, Marshall University, Fall 2011 – Spring 2012
- ◆ *Instructor*, Maryville University, Fall 2010 – Spring 2011
- ◆ *Instructor*, Saint Louis University, Spring 2009 – Spring 2010
- ◆ *Instructor*, University of Kentucky, Fall 2005 – Spring 2008
- ◆ *Teaching Assistant*, University of Kentucky, Fall 2004 – Spring 2005

ADMINISTRATIVE APPOINTMENTS

- ◆ *Department Chair*, Graduate Center for Public Policy and Administration, California State University, Long Beach, Fall 2021 – present. (Interim 2021-2022 AY)
- ◆ *Graduate Advisor*, Graduate Center for Public Policy and Administration, California State University, Long Beach, Fall 2016 – Spring 2021.

TEACHING AND RESEARCH INTERESTS

Research Methods

Policy Analysis

State & Local Governance

Representative Bureaucracy

Organizational Theory & Behavior

New Public Service

U.S. Social Policy

Quantitative Methodology

Public Policy Process

Cross-Sector Collaboration

Program Evaluation

Policy Implementation

Urban Affairs/Metropolitics

Policy Innovation/Diffusion

Race & Social Equity

RESEARCH AND APPLIED PROFESSIONAL EXPERIENCE

- ◆ *Research Advisor*, City of Long Beach Public Service Corps, Office of Equity Workplace Survey, Spring 2024.
- ◆ *Board Member*, Long Beach Center for Urban Politics and Policy, Spring 2022 – Present.
- ◆ *Policy Advisor*, League of California Cities, Housing, Community, and Economic Development Policy Committee, Assembly Constitutional Amendment 7, Spring 2022.
- ◆ *Research Advisor*, American Water Works Association (California-Nevada Section) Inclusion and Diversity Committee: Connecting Underrepresented Populations with Water Industry Employment Opportunities, Spring 2021 – Spring 2022.
- ◆ *Policy Advisor*, City of Long Beach, District 7, Councilmember Roberto Uranga, Public Relations and Communication Regarding Outreach Efforts of City Departments in Response to the Homelessness Crisis, Spring 2021.
- ◆ *Chief of Research*, Reaching Future Opportunities Academy, Spring 2018 – Fall 2022.
- ◆ *Policy Advisor*, Nutrition Education and Student Wellness Program Funding in L.A. County. Presented to Los Angeles County Office of Education, Spring 2018.
- ◆ *Evaluation Advisor*, City of Long Beach Office of Equity, My Brother's Keeper (MBK) Evaluation Plan, Fall 2017 – Spring 2018.
- ◆ *Evaluation Advisor*, City of Long Beach Water Department, CivicSpark Landscape Survey, Fall 2017.
- ◆ *Policy Advisor*, City of Long Beach, Department of Health and Human Services, Strategies for Enhancing CalFresh Implementation among Urban Immigrant Populations: The Role of Community-Based Outreach, Spring 2017.
- ◆ *Evaluation Advisor*, WomenShelter of Long Beach Survey and Evaluation, Spring 2015.
- ◆ *Research Analyst*, NETWORK Lobby for Catholic Social Justice, Fall 2009 – Fall 2010.
- ◆ *Research Analyst*, Incarnate Word Foundation, Fall 2008 – Fall 2009.
- ◆ *Research Assistant*, Florida TANF Administration Project (Annie E. Casey Foundation Grant No. 205.0059), Primary Investigators: Joe Soss (University of Minnesota) and Richard C. Fording (University of Alabama), Fall 2005 – Spring 2008.

PUBLICATIONS

Books:

- ◆ B. A. Kennedy, **Adam M. Butz**, Nazita Lajevardi; and Matthew J. Nanes. (2017). *Race and Representative Bureaucracy in American Policing*. Palgrave Macmillan. Black Lives Matter Collection.

Refereed Journal Articles:

- ◆ Burks, C. T., **Adam M. Butz**, and M. R. Goodman. (in press). “From Segregated Communities to Regional Justice: Confronting Residential Exclusion in the New Public Service”. Forthcoming at *Journal of Social Equity and Public Administration*.
- ◆ **Butz, Adam M.** and J. E. Kehrberg. (2023). “Systemic Racism and COVID-19: Vulnerabilities with the U.S. Social Safety Net for Immigrants and People of Color”. *Journal of Public Management & Social Policy*, Vol. 30 (1), 26-45.
- ◆ An, B., **Adam M. Butz**, M. K. Cha, J. L. Mitchell. (2023). “Following Neighbors or Regional Leaders? Unpacking the Effect of Geographic Proximity in Local Climate Policy Diffusion”. *Policy Sciences*, Vol. 56, 825-868.
- ◆ Negron, D. P., P. J. Vinzant, **Adam M. Butz**, and S. M. Zavattaro. (2022). “Changing the Social Equity Language Game in Public Administration: An Ethical Perspective”. *Journal of Public Management & Social Policy*, Vol. 29 (1), 67-88.
- ◆ **Butz, Adam M.** and T. S. Gaynor. (2022). “Intersectionality and Social Welfare: Avoidance and Unequal Treatment among Transgender Women of Color”. *Public Administration Review*, Special Issue, Vol. 82 (3), 433-445.
- ◆ An, B., **Adam M. Butz**, and J. L. Mitchell. (2022). “A Contingent Diffusion Model of Local Climate Policy Adoption: Evidence from Southern California Cities”. *Cities: The International Journal of Urban Policy & Planning*, Vol. 120, January 2022.
- ◆ **Butz, Adam M.** and R. C. Fording. (2022). “The Color of Corrections: Racial Politics and Prison Privatization”. *Social Policy & Administration*, Vol. 56 (1), 180-194.
- ◆ Mitchell, J. L. and **Adam M. Butz**. (2019). “Social Control Meets New Public Management: Examining the Diffusion of State Prison Privatization, 1978-2010”. *Politics & Policy*, Vol. 47(3), 506-544.
- ◆ **Butz, Adam M.** and J. E. Kehrberg. (2019). “Anti-Immigrant Sentiment and the Adoption of State Immigration Policy.” *Policy Studies Journal*. Special Issue, Vol 47(3), 605-623.
- ◆ **Butz, Adam M.** (2016). “Theorizing About Poverty and Paternalism in Suburban America: The Case of Welfare Sanctions”. *Poverty & Public Policy*, Vol. 8(2), 129-140.

- ◆ **Butz, Adam M.** and J. E. Kehrberg. (2016). "Estimating Anti-Immigrant Sentiment for the American States Using Multi-Level Modelling and Post-Stratification 2004-2008". *Research & Politics*, Vol. 3(2), 1-7.
- ◆ **Butz, Adam M.** (2015). "Administrative Privatization and Employment Outcomes in the Implementation of Temporary Assistance to Needy Families". *Evaluation Review*, Vol. 39(4), 363-394.
- ◆ **Butz, Adam M.**, M. P. Fix, and J. L. Mitchell. (2015). "Policy Learning and the Diffusion of Stand-Your-Ground Laws". *Politics & Policy*, Vol. 43(3), 347-377.
- ◆ **Butz, Adam M.** and J. E. Kehrberg. (2015). "Social Distrust and Immigrant Access to Social Welfare Programs". *Politics & Policy*, Vol. 43(2), 256-286.
- ◆ **Butz, Adam M.** (2014). "Privatization and the Poor: Exploring Patterns in Welfare Contracting". *Journal of Policy Practice*, Vol. 13(3), 156-176.

Manuscripts Under Review:

- ◆ Kennedy, B. A., A. L. Molina, and **Adam M. Butz**. "Representative Bureaucracy Meets Pitkin's Concept of Representation". Revise and Resubmit at *Perspectives on Public Management and Governance*.

Refereed Book Chapters:

- ◆ **Butz, Adam M.**, M.R. Goodman, and J.E. Kehrberg. (2026). "Representative Bureaucracy and Urban Planning: A Thematic Framework for Scholarship and Practice". in R. Silverman (Eds.), *De Gruyter Handbook of Urban Planning and Social Justice*. De Gruyter Brill Publishing.
- ◆ Kehrberg, J. E., **Adam M. Butz**, and M. L. West. (2022). "From Exclusion to More Exclusion: Immigration and Social Welfare Access in the United States". In E. Koning (Eds.), *Exclusion of Immigrants from Welfare Programs*. University of Toronto Press.
- ◆ D. Steven Voss, Jason E. Kehrberg, and **Adam M. Butz**. (2013). "The Structure of Self-Interest: Applying Comparative Theory to American Immigration Attitudes" in Gary P. Freeman, Randall Hansen, and David L. Leal, eds. *Immigration and Public Opinion in Liberal Democracies*. New York, NY: Routledge Publishing.

Other Publications (Case Studies, Book Reviews, and Professional Reports):

- ◆ **Butz, Adam M.** and C.T. Burks. (2025). Review of "Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership" by Keeanga-Yamahtta Taylor. *Journal of Social Equity and Public Administration*, Vol. 3 (2), 328–332.
- ◆ **Butz, Adam M.** and T. S. Gaynor. (2022). "Transgender Women of Color are More Likely to Avoid Social Welfare Services and Experience Discrimination." London School of Economics: *LSE American Politics & Policy Blog*, October 28, 2022.

- ◆ **Butz, Adam M.** and D.C. Powell. (2020). “Privatization and Performance in Northern California’s Battle with the Opioid Epidemic”. *Electronic Hallway: Public Policy and Management Case Study Database*. University of Washington, Evans School of Public Policy and Governance.
- ◆ **Butz, Adam M.**, B.A. Kennedy, N. Lajevardi; and M. Nanes. (2018). “Race and Representative Bureaucracy in American Policing: New Data, New Opportunities”. *Comparative Politics Newsletter*, Vol. 28 no. 1, Spring 2018.
- ◆ **Butz, Adam M.** and J.W. Ostrowski. (2017). “Bicycling and Coast City”. *Electronic Hallway: Public Policy and Management Case Study Database*. University of Washington, Evans School of Public Policy and Governance.
- ◆ **Butz, Adam M.** (2017). “Does Racial Representation Impact American Policing?”. *Research at the Beach Newsletter*, Spring 2017. California State University, Long Beach, Office of Research and Sponsored Programs.
- ◆ **Butz, Adam M.** (2011). “Privatization and Employment in the Implementation of Temporary Assistance to Needy Families: A Multi-Level Analysis”. *United States Department of Labor, ETA Publication Series*, No. ETAOP 2011-08.

GRANTS AND AWARDS

Extramural Funding:

- ◆ United States Department of Labor, Employment and Training Administration, [Contract Number: DOLJ061A20380]. “Administrative Privatization and Employment Outcomes in the Implementation of Temporary Assistance to Needy Families”, July 2009: \$7,500

Other Awards:

- ◆ Harry Scoville Award for Academic Excellence, American Society for Public Administration (Southern California Chapter), Spring 2026
- ◆ CSULB College of Health and Human Services RSCA Small Faculty Grant: “Harnessing the Promise of Public-Private Partnerships: Examining Contracting Oversight Measures in the U.S. States”, Spring 2018: \$2,250
- ◆ Quinlan Endowment Travel Grant, Marshall University, Spring 2013; Spring 2014: \$500
- ◆ Malcolm E. Jewell Award for Most Outstanding Graduate Student, University of Kentucky, Spring 2006: \$500

TEACHING EXPERIENCE (Primary Instructor)

California State University, Long Beach (Fall 2014 – present):

Graduate-Level Courses

- ◆ (PPA 585) Internship in Public Policy & Administration
- ◆ (PPA 590) Selected Topics in Public Policy & Administration: U.S. Social Welfare
- ◆ (PPA 610) Seminar in Urban Affairs
- ◆ (PPA 670) Policy Issue Analysis (MPA Core)
- ◆ (PPA 696) Research Methods in Public Administration (MPA Core)
- ◆ (PPA 696) Research Methods in Public Administration (Distance Learning MPA)
- ◆ (PPA 697) Directed Research in Public Administration (MPA Core)

Marshall University (Fall 2011 – Spring 2014):

Graduate-Level Courses

- ◆ (PSC 533) Public Administration and Policy Development (MPA Core)
- ◆ (PSC 542) American Social Welfare Policy
- ◆ (PSC 554) Administrative Organization and Behavior (MPA Core)
- ◆ (PSC 580) Special Topics: Principles of Nonprofit Management
- ◆ (PSC 604) Seminar in Data Analysis (MPA Core)
- ◆ (PSC 660) Seminar in Public Policy Analysis (MPA Core)

Undergraduate-Level Courses

- ◆ (PSC 104) American National Government and Politics
- ◆ (PSC 202) State and Municipal Government and Politics
- ◆ (PSC 233) Introduction to Public Policy
- ◆ (PSC 311) Special Topics in Public Policy: Poverty & U.S. Social Welfare Policy
- ◆ (PSC 333) Introduction to Public Administration

Maryville University (Fall 2010 – Spring 2011):

- ◆ (PS 380) Civil Liberties & Civil Rights in America

Saint Louis University (Spring 2009 – Spring 2010):

- ◆ (PSC 101) American Political System
- ◆ (PSC 300) Research Methods in Political Science

University of Kentucky (Fall 2004 – Spring 2008):

- ◆ (PSC 101) American Government
- ◆ (PSC 322) Introduction to U.S. Public Policy
- ◆ (PSC 372) Research Methods in Political Science

PROFESSIONAL PRESENTATIONS

Conference Presentations:

- ◆ “From Commitment to Capacity: How Cities Are Putting Equity Tools to Work” (w/ Christopher Tyler Burks and Marshall R. Goodman). Proposal submitted for the 2027 Annual Meeting of the American Society for Public Administration. New Orleans, LA. April 2027.
- ◆ “Tools of the Just City: Examining Equity Toolkits in American Municipalities” (w/ Christopher Tyler Burks and Marshall R. Goodman). Presented at the 2026 Annual Meeting of the American Society for Public Administration. Los Angeles, CA. March 2026.
- ◆ “Shifting Dynamics: A Trend Analysis Examining Passive Representation of Students Over Time” (w/ Brandy A. Kennedy). Presented at the 2025 Annual Meeting of the Midwest Political Science Association. Chicago, IL. April 2025.
- ◆ “Representative Bureaucracy and Employee Turnover in a Public Service Organization”. (w/ Brandy A. Kennedy and Angel Luis Molina). Presented at the 2024 Annual Meeting of the American Society for Public Administration. Minneapolis, MN, April, 2024.
- ◆ “Exploring Representative Bureaucracy: A Theoretical Inquiry”. (w/ Brandy A. Kennedy and Angel Luis Molina). Presented at the 2023 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2023.
- ◆ “City Council Professionalism: Examining California Municipalities”. (w/ Joshua L. Mitchell). Presented at the 2023 Annual Meeting of the American Society for Public Administration. March 2023.
- ◆ “Exploring Representative Bureaucracy: A Theoretical Inquiry”. (w/ Brandy A. Kennedy and Angel Luis Molina). Presented at the 2022 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2022.
- ◆ "Defund the Police or Comprehensive Compassion: Trends to Create Safety in the Civic Square." (w/ Linda-Marie Sundstrom and Mark Kling). Presented at the 2021 Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Annual Meeting. October 2021.
- ◆ “Representative Bureaucracy and Organizational Behavior: Examining Employee Turnover in a Public Service Organization”. (w/ Brandy A. Kennedy and Angel Luis Molina). Presented at the 2021 Annual Meeting of the American Society for Public Administration. March 2021.
- ◆ “Intersectionality and Social Welfare: Avoidance and Unequal Treatment among Transgender Women of Color”. (w/ Tia S. Gaynor). Presented at the 2020 Public Administration Review Symposium on Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance. September 2020.

- ◆ “Representative Dimensions of Employee Turnover in Public and Nonprofit Agencies” (w/ Brandy A. Kennedy and Angel Luis Molina). Proposal accepted for the 2020 Annual Meeting of the American Society for Public Administration in Anaheim, CA. [*Cancelled due to COVID-19]
- ◆ “Intersectionality and Welfare Reform: Examining Transgender Experiences with Human Support Services” (w/ Tia S. Gaynor). Proposal accepted for the 2020 Annual Meeting of the American Society for Public Administration in Anaheim, CA. [*Cancelled due to COVID-19]
- ◆ “Representative Bureaucracy Theory: Gaps and Areas for Development” (w/ Brandy A. Kennedy and Angel Luis Molina). Proposal accepted for the 2020 Annual Meeting of the Midwest Political Science Association annual conference in Chicago, IL. [*Cancelled due to COVID-19]
- ◆ “Understanding the Links Between Social Welfare Policy and Political Participation” (w/ Brandon Davis). Proposal accepted for the 2020 Annual Meeting of the Midwest Political Science Association annual conference in Chicago, IL. [*Cancelled due to COVID-19]
- ◆ “Representative Bureaucracy and Organizational Behavior: Understanding Employee Motivation and Satisfaction” (w/ Brandy A. Kennedy). Presented at the 2019 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2019.
- ◆ “Intra-Regional Policy Diffusion: Evidence from Spatial Analysis in Southern California”. (w/ Brian An and Joshua L. Mitchell). Presented at the 2019 Annual Meeting of the Western Political Science Association in San Diego, CA. April 2019.
- ◆ “Intra-Regional Policy Diffusion: Examining the Municipal Spread of Climate Action Policies within Southern California”. (w/ Brian An and Joshua L. Mitchell). Presented at the 2018 Annual Meeting of the Association for Public Policy Analysis and Management in Washington, D.C. November 2018.
- ◆ “Examining Contracting Oversight Measures in the U.S. States: Survey Results and Lessons for Reform” (w/ Joshua L. Mitchell). Presented at the 2018 Annual Meeting of the American Society for Public Administration in Denver, CO. March 2018.
- ◆ “Representative Dimensions of Organizational Behavior: Understanding Employee Motivation and Satisfaction in Human Service Organizations” (w/ Brandy A. Kennedy). Presented at the 2018 Annual Meeting of the American Society for Public Administration in Denver, CO. March 2018.
- ◆ “The New Geography of Food Assistance: Examining SNAP Utilization across U.S. Counties, 2004-2014” (w/ Joshua L. Mitchell). Presented at the 2017 Annual Meeting of the American Society of Public Administration in Atlanta, GA. March 2017.

- ◆ “Representative Bureaucracy on the Street: Do Police Demographics Influence Arrest-Related Deaths and Excessive Force Claims?” (w/Brandy A. Kennedy; Matthew J. Nanes, and Nazita Lajevardi). Presented at the 2017 Representative Bureaucracy Workshop, Annual Meeting of the Midwest Political Science Association, Chicago, IL. April 2017.
- ◆ “Open Eyes, Open Minds: Discovery and Mobility Interventions for At-Risk Urban Adolescent Populations”. Presented at the 2017 Annual Meeting of the Urban Affairs Association in Minneapolis, MN. April 2017.
- ◆ “Passive Representation and Policing Arrangements in America” (with Brandy A. Kennedy). Presented at the 2016 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2016.
- ◆ “Race and Policing Outcomes: Insights from Representative Bureaucracy Theory” (with Brandy A. Kennedy). Presented at the 2016 Annual Meeting of the Western Political Science Association in San Diego, CA. April 2016.
- ◆ “Harnessing the Promise of Public-Private Administrative Partnerships: Examining Contracting Oversight Measures in the U.S. States”. Presented at the 2016 Annual Meeting of the American Society for Public Administration in Seattle, WA. March 2016.
- ◆ “Representative Bureaucracy and American Policing: Understanding the Use of Excessive Force in Ferguson and Beyond” (with Brandy A. Kennedy). Presented at the 2015 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2015.
- ◆ “Poverty Governance in Suburban America: Social Equity and TANF Administration in the 21st Century”. Presented at the 2015 Annual Meeting of the American Society for Public Administration in Chicago, IL. March 2015.
- ◆ “Understanding the Spatial Dimensions of Welfare Racialization”. Presented at the 2015 Annual Meeting of the Southern Political Science Association in New Orleans, LA. January 2015.
- ◆ “Poverty and Paternalism in Suburban America: Examining TANF Sanctions among Sprawling Needs and Networks”. Presented at the 2014 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2014.
- ◆ “Innovation and Diffusion of Stand-Your-Ground Policies” (with Michael P. Fix). Presented at the 2014 Annual Meeting of the Southern Political Science Association in New Orleans, LA. January 2014.
- ◆ “Examining Self-Defense Permissiveness in the U.S. States” (with Michael P. Fix). Presented at the 2013 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2013.

- ◆ “The Color of Corrections: Racial Politics and Prison Privatization” (with Richard C. Fording). Presented at the 2012 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2012.
- ◆ “Immigration and Social Distrust in the Construction of Social Welfare Boundaries” (with Jason E. Kehrberg). Presented at the 2011 Annual Meeting of the American Political Science Association in Seattle, WA. September 2011.
- ◆ “Privatization and the Poor: Exploring the Determinants of Welfare Contracting”. Presented at the 2010 Annual Meeting of the Midwest Political Science Association National Conference in Chicago, IL. April 2010.
- ◆ “Administrative Privatization and Employment Outcomes in the Implementation of Temporary Assistance to Needy Families”. Presented at the 2010 Recovery and Reemployment Research Conference in Washington, D.C. September 2010.
- ◆ “Analyzing Administrative Privatization and Client Outcomes in an Era of Welfare Reform: A Hierarchical Approach”. Presented at the 2009 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2009.
- ◆ “Privatization and Performance in the Implementation of Temporary Assistance to Needy Families: A Multi-Level Analysis”. Presented at the 2009 Annual Meeting of the Southern Political Science Association in New Orleans, LA. January 2009.
- ◆ “TANF Privatization and Performance: Evidence from the American States”. Presented at the 2008 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2008.
- ◆ “In the Shadow of the Skyline: Urbanization and Welfare Racialization”. Presented at the 2007 Annual Meeting of the Midwest Political Science Association in Chicago, IL. April 2007.

Invited and Additional Academic Presentations:

- ◆ “Understanding U.S. Tax Structure and Tax Capacity”. Lecture to public officials from Kazakhstan. International Training Programs, CSULB. July 2026.
- ◆ “Intersectionality and Social Welfare: Avoidance and Unequal Treatment among Transgender Women of Color”. (w/ Tia S. Gaynor). President's Commission on the Status of Women (PCSW) Annual Women's Research Colloquium. March 2022.
- ◆ “Connecting Underrepresented Populations with Water Industry Employment Opportunities”. (w/ Andrea Antony-Morr, Anna Fontus, and Yarely Lopez). American Water Works Association Annual Conference. April 2022.

- ◆ “Intersectionality and Social Welfare: Avoidance and Unequal Treatment among Transgender Women of Color”. (w/ Tia S. Gaynor). Week of Research, CSULB College of Health and Human Services. April 2021.
- ◆ “Understanding the Challenges of Policy Development and Implementation for Marginalized Populations in the U.S.”. Guest Lecturer for Dr. Brandi Blessett’s MPA course, POL 7106: Political and Legal Processes, University of Cincinnati, Department of Political Science. March 2021.
- ◆ “The Color of Corrections: Racial Politics and Prison Privatization”. Invited virtual presentation to the University of Kentucky, Department of Political Science, Graduate Student Colloquium, September 2020.
- ◆ “Immigrant Exclusion and Social Welfare in America”. Invited presentation prepared for The Exclusion of Immigrants from Welfare Programs Workshop. Virtual Workshop, University of Toronto Press. August 2020.
- ◆ “Big Data and the Impact on Government Operations”. Lecture to public officials from the Anhui Province, China. International Training Programs, CSULB. December 2019.
- ◆ “U.S. Policy Think Tanks: Understanding Their Role in the Policy Process and Management Approaches”. Lecture to public officials from the Zhejiang Province, China. International Training Programs, CSULB. June 2019.
- ◆ “Big Data and the Impact on Government Operations”. Lecture to public officials from the Inner Mongolia Big Data Training Delegation. International Training Programs, CSULB, March 2019.
- ◆ “Understanding Data Collection in Federal Government Agencies: Census Bureau and Beyond”. Lecture to public officials from the Jiangsu Provincial Statistics Bureau. International Training Programs, CSULB. February 2019.
- ◆ “American Social Welfare Policy: Elderly and At-Risk Populations”. Lecture to public officials from the Zhejiang Province Civil Affairs Administration and Services Training Delegation. International Training Programs, CSULB. January 2019.
- ◆ “Understanding American Social Welfare Policy”. Lecture to public officials from the Guizhou Province, China. International Training Programs, CSULB. November 2018.
- ◆ “Understanding Racial and Gender Discrimination in America”. Lecture to public officials from the Guizhou Province, China. International Training Programs, CSULB. November 2018

- ◆ “U.S. Public Policy Analysis”. Lecture to public officials from the Guizhou Province, China. International Training Programs, CSULB. October 2018.
- ◆ “Fundamentals of the U.S. Policy Process and Policy Analysis”. Lecture to public officials from the Sichuan Province, China. International Training Programs, CSULB. August 2018.
- ◆ “U.S. Policy Think Tanks: An Overview”. Lecture to public officials from the Sichuan Province, China. International Training Programs, CSULB. August 2018.
- ◆ “U.S. Social Welfare Policy: An Overview”. Lecture to public officials from the Jiangsu Province, China. International Training Programs, CSULB. January 2018.
- ◆ “Understanding U.S. Social Welfare Policy”. Lecture to the Shandong Provincial Social Security Council, International Training Programs, CSULB. December 2017.

PROFESSIONAL DEVELOPMENT ACTIVITIES

- ◆ Fall 2026: “Advancing Social Equity as a Wicked Problem”. National Academy of Public Administration. September 2026.
- ◆ Summer 2025: “Crafting Effective AI Policies for Your Courses”. CSULB, Academic Technology Services. August 2025.
- ◆ Summer 2025: CSU-Workplace Violence Prevention Training. July 2025. (annual)
- ◆ Summer 2025: CSU-Emergency Procedures Training. June 2025. (annual)
- ◆ Summer 2025: Data Security Introduction and FERPA Training. June 2025. (annual)
- ◆ Fall 2024: “Fostering Diversity, Equity and Inclusion in Online Classes”. CSULB, Academic Technology Services. November 2024.
- ◆ Fall 2024: Gender Equity and Title IX Training. August 2024. (annual)
- ◆ Summer 2024: “AI Detection Tools & Strategies”. CSULB, Academic Technology Services. August 2024.
- ◆ Summer 2024: “PRIDE in Public Service: Addressing Contemporary Challenges and Opportunities”. American Society for Public Administration. June 2024.
- ◆ Summer 2024: “Student Engagement in Canvas”. CSULB, Academic Technology Services. June 2024.
- ◆ Spring 2024: “Tools for Equity-Infused Rapid Learning”. Association for Public Policy Analysis and Management. April 2024.

- ◆ Spring 2024: “Understanding Workplace Inclusion, Strategies for Achievement, and the Path Forward”. Consortium of Race and Gender Scholars (CORGES). April 2024.
- ◆ Spring 2024: “Fostering Diversity, Equity, and Inclusion (DEI)”, CSULB Academic Technology Services. April 2024.
- ◆ Spring 2024: “Using Performance Data to Improve Customer Experience”. American Society for Public Administration. February 2024.
- ◆ Spring 2024: “Nutrition Security: Meaning, Measures, and Public Policy Relevance”. Association for Public Policy Analysis and Management. February 2024.
- ◆ Fall 2023: “Invisible Disabilities”. American Society for Public Administration. Section on Democracy and Social Justice/Conference of Minority Public Administrators. October 2023.
- ◆ Fall 2023: “Integrating Racial Topics in Courses Across the Curriculum”. University of Southern California Race and Equity Center. October 2023.
- ◆ Fall 2023: “Mental Health in Academia”. American Society for Public Administration. Section on Democracy and Social Justice. September 2023.
- ◆ Fall 2023: CSU Discrimination Harassment Prevention Program for Supervisors. September 2023. (annual)
- ◆ Fall 2023: “QR Codes 101: What, Why, & How?”. CSULB, Academic Technology Services. September 2023.
- ◆ Fall 2023: Social and Behavioral Science Lab Orientation (SSPA-007). September 2023.
- ◆ Fall 2023: “Using the Housing Supply Accelerator”. National League of Cities. August 2023.
- ◆ Spring 2023: “Project OCEAN's Question, Persuade, Refer (QPR) Suicide Prevention Training”. CSULB Counseling and Psychology Services, Project Ocean - On-Campus Emergency Assistance Network. April 2023.
- ◆ Spring 2023: “Reimagining Race and Gender in Public Administration and Public Policy”. Consortium of Race and Gender Scholars (CORGES). March 2023.
- ◆ Fall 2022: “Addressing Housing Crises and Homelessness Through Community Partnerships”. American Society for Public Administration, December 2022.
- ◆ Fall 2022: “Beachboard to Canvas Comparisons”. CSULB Academic Technology Services. October 2022.

- ◆ Fall 2022: “Centering Ableism in our Commitment to Advance Social Equity”. American Society for Public Administration, October 2022.
- ◆ Fall 2022: “Accreditation Institute”, Network of Schools of Public Policy, Affairs, and Administration, October 2022.
- ◆ Fall 2022: “Innovative Ways to Research Social Equity”. Consortium of Race and Gender Scholars (CORGES), September 2022.
- ◆ Fall 2022: “Canvas Navigation Basics”. CSULB Academic Technology Services. September 2022.
- ◆ Summer 2022: “Promoting Equity in State and Local Government”. Association for Public Policy Analysis and Management, July 2022.
- ◆ Summer 2022: Social Equity Leadership Conference, National Academy of Public Administration, June 2022.
- ◆ Fall 2021-Spring 2022: New Chairs Learning Community. CSULB, Faculty Affairs.
- ◆ Fall 2021: “New Era and New Concepts in the Study of Race in Public Administration and Policy”. Public Administration Review and the Consortium of Race and Gender Scholars (CORGES), December 2021.
- ◆ Fall 2021: "Equity-Mindedness in Overall Course Design". CSULB ATS Diversity, Equity, and Inclusion, September 2021.
- ◆ Spring 2021: “Nonprofits in Policy Advocacy: Strategies and Stories”. American Society for Public Administration, February 2021.
- ◆ Fall 2020: “Social Equity, Diversity, and Inclusion as Ethical Priorities”. American Society for Public Administration, October 2020.
- ◆ Summer 2020: “Working with Vulnerable Student Populations in Remote Learning Environment”. Faculty Center, CSULB, July 2020.
- ◆ Summer 2020: “Addressing White Supremacy in the Academy”. American Society for Public Administration, July 2020.
- ◆ Summer 2020: “Addressing White Supremacy in Public and Nonprofit Organizations”. American Society for Public Administration, June 2020.
- ◆ Fall 2019: UndocuALLY Training. CSULB Dream Success Center. October 2019.
- ◆ Spring 2019: “Graduate Students and the Growing Mental Health Crisis”, CSULB Graduate Studies, May 2019.

- ◆ Spring 2018: (Dis)Ability ALLY Training. CSULB, Bob Murphy Access Center. April 2018
- ◆ Spring 2016: CHHS New Faculty Mentoring: Teaching Workshop. CSULB, Faculty Affairs. February 2016.
- ◆ Fall 2015: CHHS New Faculty Mentoring: RTP Workshop, CSULB, Faculty Affairs. November 2015.
- ◆ Fall 2015: Safe Zone ALLY Training, October 2015.
- ◆ Fall 2014: Teaching & Learning in a Diverse Campus Community, CSULB Faculty Center for Professional Development, November 2014.

PROFESSIONAL SERVICE

University Service – California State University, Long Beach:

Department-Level Service:

- ◆ *Department Chair*, Fall 2021 – present
- ◆ *Graduate Advisor*, Fall 2016 – Spring 2021
- ◆ *NASPAA Accreditation Representative*, Fall 2021 – present
- ◆ *Member*, Grade Appeals Committee, Fall 2014 – Spring 2021 (Chair, 2018-2021)
- ◆ *Member*, Department Chair Nominating Committee (Chair), Spring 2021
- ◆ *Member*, RTP Committee, Spring 2022 – present
- ◆ *Member*, Graduate Admissions Committee, Fall 2016 – present
- ◆ *Member*, Curriculum Committee, Fall 2018 – present
- ◆ *Member*, Pi Alpha Alpha Scholarship Committee, Spring 2020 – present
- ◆ *Member*, HEERF Graduate Assistant Decision Committee, Fall 2021
- ◆ *Member*, Bureau of Govt. Research & Service Committee, Fall 2021
- ◆ *Member*, Tenure-Track Search Committee, Nonprofit Management, Spring 2016, 2017
- ◆ *Member*, Tenure-Track Search Committee, Policy Analysis & Finance, Fall 2019
- ◆ *Member*, Full-Time Lecturer Search Committee (Chair), Fall 2023
- ◆ *Member*, Staff Hiring Committee (Chair), Fall 2022
- ◆ *Member*, MPA Alumni Engagement Group, Spring 2023 – present
- ◆ *Member*, Local Government Placement Program Representative, Fall 2023 - present
- ◆ *Faculty Advisor*, Masters of Public Administration Association, Fall 2017 – present
- ◆ *Faculty Advisor*, Pi Alpha Alpha Honors Society, Spring 2018 – present

College-Level Service:

- ◆ *Beach 2030 Strategic Planning Representative*, Spring 2022 – present
- ◆ *Member*, College Professional Leave Committee, Fall 2022 – Spring 2024
- ◆ *Chair*, President Awards for Outstanding Faculty Achievement Committee, Spring 2023
- ◆ *Member*, Lee Tussing Scholarship Committee, Spring 2023 – present
- ◆ *Vice-Chair*, Graduate Advisors Council, Elected Spring 2021
- ◆ *Member*, Graduate Advisors Council, Fall 2016 – Spring 2021
- ◆ *Member*, CHHS Grade Appeals Committee, Fall 2020 – Spring 2022

- ◆ *Member*, Faculty Council, Fall 2014 – Spring 2017
- ◆ *Member*, CHHS Interprofessional Education Task Force, Spring 2016 – Spring 2021
- ◆ *CHHS Commencement Marshal*, Spring Ceremony: 2015, 2016, 2018, 2019
- ◆ *College Representative*, Social & Behavioral Sciences Lab, Summer/Fall 2023
- ◆ *Reviewer*, CHHS Co-Director Positions (DEIA & Student Success/Access), Spring 2024
- ◆ *Member*, Awards and Scholarship Committee, Fall 2024 – Spring 2026
- ◆ *Member*, CHHS Internship, Clinical, & Field Experience Group, Fall 2024 – Spring 2026
- ◆ *Member*, Queen Mary/Alumni Partnership Committee, Fall 2024 – present
- ◆ *Member*, CHHS Inclusive Excellence Collective, Fall 2024 – Spring 2026
- ◆ *Member*, Lauda Lecture Committee, Fall 2025 – present
- ◆ *Member*, Graduate Studies Advisory Committee (alternate), Fall 2025 – present

University-Level Service:

- ◆ *Member*, Committee on Athletics, Fall 2018 – Spring 2020 (Chair, 2019-2020 AY)
- ◆ *Board Member*, Long Beach Center for Urban Politics & Policy (Spring 2022 – present)
- ◆ *Member*, Basic Needs Task Force, Fall 2023 – Spring 2024
- ◆ *Member* (alternate), University Resources Council, Fall 2024 – present
- ◆ *Juror*, CSULB Student Research Competition, Spring 2018, Spring 2024
- ◆ *Juror*, CSULB Grad Slam Competition, Spring 2023, Spring 2024
- ◆ *Mentor*, PREPP Program, Fall 2024

Academic Conference Service:

- ◆ Panel Moderator: “Retention and Resilience: Balancing Competing HR Tensions”. American Society for Public Administration Annual Meeting, April 14, 2024.
- ◆ Panel Moderator: “Sustaining Good Governance”. American Society for Public Administration Annual Meeting, March 24, 2023.
- ◆ Panel Moderator: “Seeking to Improve Organizations”. American Society for Public Administration Annual Meeting, March 19, 2021.
- ◆ Paper Discussant: “Applying an Intersectional Understanding of Extra Work Behavior and Emotional Burnout in Local Public Service”. Public Administration Review (PAR) Symposium on Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance. September 2020.
- ◆ Paper Discussant: “Immigrant Exclusion from Social Welfare Programs in Portugal”. The Exclusion of Immigrants from Welfare Programs Workshop. University of Toronto Press, Virtual Workshop. August 2020.
- ◆ Panel Discussant: “Junior Scholar Symposium - Social and Health Policy in the U.S.”, Scheduled for the Midwest Political Science Association Annual Meeting in Chicago, IL, April 17th, 2020. [*Cancelled due to COVID-19]
- ◆ Panel Chair: “Performance, Evaluation, and Issues in New Public Management”, Western Political Science Association Annual Meeting in San Diego, April 20, 2019.

- ◆ Panel Discussant: “Performance, Evaluation, and Issues in New Public Management”, Western Political Science Association Annual Meeting in San Diego, April 20, 2019.
- ◆ Panel Moderator: “Transforming Public Administration”. American Society for Public Administration Annual Meeting in Denver, CO. March 2018
- ◆ Panel Moderator: “Job Satisfaction and Perspectives on Personnel Management”. American Society for Public Administration Annual Meeting in Denver, CO. March 2018
- ◆ Panel Moderator: “The New Geography of Vulnerability: Social Service Access in the 21st Century”. American Society for Public Administration Annual Meeting in Atlanta, GA. March 2017
- ◆ Panel Moderator: “Harnessing Public-Private Partnerships in the 21st Century: Domestic and International Applications”. American Society for Public Administration Annual Meeting in Seattle, WA, March 2016
- ◆ Panel Chair: “Bureaucratic Capacity and Administrative Performance”, Midwest Political Science Association Annual Meeting in Chicago, IL, April 16, 2015
- ◆ Panel Discussant: “Bureaucratic Capacity and Administrative Performance”, Midwest Political Science Association Annual Meeting in Chicago, IL, April 16, 2015
- ◆ Panel Discussant: Bureaucratic Politics subsection, “Influences on Public Management: Inside and Out”, Midwest Political Science Association Annual Meeting in Chicago, IL, April 4, 2014
- ◆ Panel Chair: Public Policy subsection, “Explaining Public Policy Variation”, Southern Political Science Association Annual Meeting in New Orleans, LA, January 11, 2014

Professional Service (other):

- ◆ External Thesis Committee Member, California State University, Long Beach, Haley Elledge, “The SEL-PE Alignment Initiative: Integrating Social-Emotional Learning into Elementary Physical Education”. Summer 2026 Defense.
- ◆ Moderator, GCPPA Professional Development Event, Black History Month Event, How Jim Crow Shaped Public Administration, February 27, 2026.
- ◆ Master of Ceremonies, MPA Alumni Networking & Mentoring Event, Earl Burns Miller Japanese Garden, October 24, 2025.
- ◆ Moderator, GCPPA Hispanic Heritage Month Event, Profiles of Latine Public Service Professionals, October 11, 2024.

- ◆ Moderator, GCPPA Professional Development Event, Building a Career in Public Service, April 17, 2024.
- ◆ Voice Narrator, Behavioral and Social Science Lab, College of Health and Human Services, February 2, 2024.
- ◆ Moderator, GCPPA Professional Development Event, OC Equity Maps, December 8, 2023.
- ◆ Moderator, GCPPA Hispanic Heritage Month Event, Long Beach Forward: Effective Organizing for Immigrant Rights, November 3, 2023.
- ◆ Master of Ceremonies, Graduate Center for Public Policy & Administration, 50th Anniversary Alumni Networking Event, Anna W. Ngai Alumni Center, October 26, 2023
- ◆ External Dissertation Committee Member, University of Alabama – Tuscaloosa, Kunpeng Wang, “The Dynamic Interweaving of Support and Opposition Embedded in SNAP Expansion and Retrenchment”. Spring 2023 Dissertation Defense.
- ◆ Moderator, GCPPA Professional Development Event, Race Consciousness and Social Equity in Public Administration, February 24, 2023.
- ◆ Moderator, GCPPA Professional Development Event, Finding and Flourishing in Local Government Positions, December 5, 2022.

Anonymous Manuscript Referee:

- ◆ Public Administration Review
- ◆ The American Review of Public Administration
- ◆ Administration & Society
- ◆ Policy Studies Journal
- ◆ Urban Affairs Review
- ◆ Perspectives on Public Management & Governance
- ◆ Public Policy & Administration
- ◆ State and Local Government Review
- ◆ Journal of Social Equity & Public Administration
- ◆ Evaluation Review
- ◆ Public Management Review
- ◆ Social Policy & Administration
- ◆ Poverty & Public Policy
- ◆ Regulation & Governance
- ◆ Social Forces
- ◆ Journal of Public Management and Social Policy
- ◆ Review of Policy Research
- ◆ Cities: The International Journal of Urban Policy & Planning
- ◆ Public Integrity
- ◆ State Politics & Policy Quarterly

- ◆ Governance: An International Journal of Policy, Administration, & Institutions
- ◆ Publius: The Journal of Federalism
- ◆ Social Science Quarterly
- ◆ Race and Social Problems
- ◆ International Public Management Journal
- ◆ Policy & Politics
- ◆ Politics & Policy
- ◆ American Politics Research
- ◆ Political Research Quarterly
- ◆ Political Studies
- ◆ Territory, Politics, Governance
- ◆ Psychology Research and Behavior Management
- ◆ International Journal of Economic Development
- ◆ International Journal of Public Opinion Research
- ◆ The Sociological Quarterly
- ◆ Harm Reduction Journal
- ◆ Palgrave Communications
- ◆ Routledge Publishing
- ◆ CQ Press
- ◆ W.W. Norton & Company

COMMUNITY INVOLVEMENT

- ◆ Long Beach Rescue Mission Homeless Services (Fall 2015 – present)
- ◆ City of Long Beach Homeless Count (Spring 2022 – present)
- ◆ City of Long Beach Bike and Pedestrian Count (Fall 2023)
- ◆ Everybody’s Long Beach-Abundant Housing L.A. (Spring 2024 – present)
- ◆ Car-Lite Long Beach (Spring 2026 – present)
- ◆ Belmont Heights Community Association (Summer 2025 – present)
- ◆ Clean LB: Long Beach Clean-Up (Fall 2015 – Summer 2024)
- ◆ Reaching Future Opportunities (RFO) Academy (Fall 2017 – Fall 2022)
- ◆ CSULB Grow Beach University Garden (Fall 2016 – Spring 2019)
- ◆ Long Beach Polytechnic High School: C-SPAN Competition (Fall 2018; Fall 2025)
- ◆ City of Long Beach Community Budget Meetings (Summer/Fall 2023)

MEDIA & PUBLIC ENGAGEMENT

- ◆ *Interviewee*, “The City Manager Won’t Answer our Questions About Measure P, so We’re Publishing Them Here”, The Munro Review. March 16, 2026
- ◆ *Guest*, The PublicCEO Report, March 4, 2026
- ◆ *Interviewee*, “CSULB Emerges as a Top Training Ground for California’s City Managers”, CSULB News. November 13, 2025

PROFESSIONAL MEMBERSHIPS

- ◆ American Society for Public Administration
- ◆ American Association for Public Policy Analysis & Management
- ◆ Urban Affairs Association
- ◆ Western Political Science Association
- ◆ Midwest Political Science Association

REFERENCES

- ◆ Available upon request