

VITA

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EDUCATION

Ph.D. - Center for Public Administration and Policy, Fall, 1991

Virginia Polytechnic Institute and State University

Blacksburg, Virginia 24061

Dissertation: "Administrative Statesmanship in a Government of Shared Powers"

Coursework: Complex public organizations; organizational dynamics and behavior; management processes; personnel management; planned change and leadership; political economy; normative theory and ethics of the public sector; policy analysis and program evaluation; ontology, epistemology, methodology; and techniques of analysis and evaluation.

M.A. - University of Chicago, 1981

Social Policy Analysis

Chicago, Illinois

Coursework: Political and organizational issues in social welfare policy; economics for the analysis of policy; research and evaluation techniques; descriptive statistics and data analysis; management of human service agencies; social casework methods.

B.A. - University of Notre Dame, 1977

Anthropology and Pre-Medicine

South Bend, Indiana

ACADEMIC EXPERIENCE

ASSOCIATE PROFESSOR and MPA PLANNING DIRECTOR, DEPARTMENT OF POLITICAL SCIENCE, THE UNIVERSITY OF NORTH CAROLINA AT WILMINGTON, WILMINGTON, NC (1997 - Present)

Tenured associate professor teaching public administration and american government courses. Director of successful effort to plan a new MPA program. This effort has involved extensive surveying of community educational needs and interests, design of curricula, coordination with other disciplines, and development of program budgets. Courses designed and taught include ethics and leadership in government, introduction to public administration, and american national government.

Other responsibilities include service on the University Graduate Council and director of outreach strategy to work with government and corporate sectors to establish a Public Affairs Institute. This task has involved facilitation of community groups to raise funds and conduct campus conferences to build support for the Institute.

ASSOCIATE PROFESSOR AND ACADEMIC COORDINATOR, MASTER OF PUBLIC ADMINISTRATION (MPA) PROGRAM, DEPARTMENT OF POLITICAL SCIENCE, THE UNIVERSITY OF MEMPHIS, MEMPHIS, TN (1991-1997)

Tenured associate professor directing large graduate program and teaching public administration courses. Administrative experience includes reaccreditation from NASPAA, curriculum redesign, community outreach projects, design of faculty strategic planning retreats, regeneration of local ASPA and Pi Alpha Alpha chapters, and NASPAA Principal Representative. Courses designed and taught include public personnel management, administrative theory, administrative ethics, public management, developing public human resources, and issues in public human resources.

GOVERNMENT EXPERIENCE

CHIEF, MANAGEMENT DEVELOPMENT STAFF, U.S. ENVIRONMENTAL PROTECTION AGENCY, Washington, D.C. (1988 - 1991)

Responsible for the formulation, communication and delivery of development programs for 3,000 supervisors, mid-level managers and executives. Duties include development

of Agency strategy for a comprehensive management development program addressing the selection, training and appraisal systems; design of appropriate courses and programs for different management levels (pre-supervisory staff, first-line supervisors, mid-level managers, and executives. Position also requires extensive promotion of programs both inside and outside of the Agency and personal teaching of participants as well as new course instructors.

SENIOR BUDGET ANALYST, U.S. ENVIRONMENTAL PROTECTION AGENCY,
Washington, D.C. (1986 - 1988)

Responsible for the analysis of the \$200 million budget of the Office of Air and Radiation. Duties included the development of budget issue papers and program justifications for the Agency's request to the Office of Management and Budget, as well as special issue papers and projects analyzing special program office requests. Reviewed budget estimates for proposed standards and regulations. Represented the Comptroller on Agency task forces on radon and stratospheric ozone depletion.

SENIOR RESEARCH AND EVALUATION ANALYST, U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES, Washington, D.C. (1984-1986)

Responsible for the monitoring and evaluation of multi-state, federally funded research and evaluation initiatives designed to transition AFDC (welfare) recipients into gainful employment. As the federal project officer, served as the national expert on the design and effectiveness of the demonstrations. Position also required the analysis of project proposals and recommendations to the Associate Commissioner, covering policy significance, program design and resource impacts. Duties also included oral presentations of the Agency's initiatives at a variety of outside conferences and in-house briefings.

PRESIDENTIAL MANAGEMENT INTERN, U.S. OFFICE OF PERSONNEL MANAGEMENT, Washington, D.C. (1982-1984)

Selected from a competition between students with graduate degrees in public administration/public policy to participate in a two year program to develop career civil servants with outstanding management potential. Responsibilities included resource analysis and contracts management with the National Aeronautics and Space Administration; budget analysis in the Office of the Secretary, Department of Health and Human Services (HHS), and staff assistant to the Assistant Secretary for Management and Budget, HHS.

PROJECT MANAGER, UNIVERSITY OF CHICAGO, Illinois, 1981

Researched and drafted legislation related to alcohol and alcohol abuse; staffed Division of Alcoholism's Detoxification Center Task Force; represented the Commission at meetings and conferences.

CITY PLANNER, CITY OF CHICAGO DEPARTMENT OF PLANNING, Chicago, Illinois (1980)

Conducted survey field research and constructed a code for analyzing data for the department's Metropolitan Security Project; supervised collection and coding of crime reports in police headquarters.

MEDICAL SOCIAL WORKER, DEPARTMENT OF SOCIAL SERVICES, MICHAEL REESE HOSPITAL, Chicago, Illinois (1979-80)

Masters program first-year field internship. Practiced family therapy and managed caseload of patients in hospital; coordinated contact between families, social service agencies and other medical staff.

PUBLICATIONS

Barth, Thomas J. "Lessons from a Life of Quiet Service." *Public Voices*. Forthcoming.

Barth, Thomas J. and Robin Quinn. (2000) "Serving the Homeless: Public Administration as Science, Process and Art. *International Journal of Public Administration*. Forthcoming: November.

Barth, Thomas J. and Mark Green (1999). "Public Administration Handbooks: Why, How and Who?" (BRE) *Public Administration Review*. Vol. 59, No. 6: 535-544.

Barth, Thomas J. and Eddy Arnold (1999). "Artificial Intelligence and Administrative Discretion: Implications for Public Administration." *The American Review of Public Administration*. Vol. 29, No. 4: 332-351.

Barth, Thomas J., Kent Hill, Kenneth Mulholland, and David Mirvis (1999). "Strategic Planning in a VA Medical Center," in Kilpatrick, Anne and James Johnson (Eds.) *Handbook of Health*

- Administration and Policy*. New York: Marcel Dekker: 655-668.
- Barth, Thomas J. and Jeuli A. Bartenstein (1998). "Fostering a Learning, Innovative Government: Collaboration Between Academics and Practitioners." *The Public Manager*. Fall: 63- 68.
- Barth, Thomas J. (1996). "Administering in the Public Interest: The Facilitative Role for Public Administrators," in Wamsley, Gary and James Wolf (Eds.) *Refounding Democratic Public Administration*. Thousand Oaks: Sage: 168-197.
- Barth, Thomas J. (1995). "Autonomy Grounded in Subordination: A Framework for Responding to Competing Institutional Norms." *The American Review of Public Administration*, 25: 231-246.
- Barth, Thomas J. and Joy A. Clay. (1994). "A Picture of the Human Resource Specialty Offered by MPA Programs." *Review of Public Personnel Administration*, XIV, 4, pp. 127-137.
- Barth, Thomas J. (1993). "Career Anchor Theory: A Useful Framework for Federal Managers." *Review of Public Personnel Administration*, XIII, 4, pp. 27-42.
- Barth, Thomas J. (1993). "Constitutional Subordinate Autonomy: Serving Multiple Masters - A Normative Theory in Practice." *Administration & Society*, 25, 160-182.
- Barth, Thomas J. (1992). "The Public Interest and Administrative Discretion." *American Review of Public Administration*, 22, 289-300.
- Barth, Thomas J. (1992). "Developing Managers: Lessons from the Trenches." *The Public Manager*, 21, 39-42.
- Barth, Thomas J. (1992). Concepts of the Public Interest: Making It Real." *Proceedings of the Fifteenth National Conference on Teaching Public Administration*, Charleston, South Carolina, February 6-8, pp. 31-41.
- Barth, Thomas J. (1989). "Case Studies in Public Administration: Linking Theory to Practice." *Proceedings of the Twelfth National Conference on Teaching Public Administration*, Charlottesville, Virginia, March 14-16, pp. 35-43.
- Barth, Thomas J. (1988). "The False God of Neutral Competence", *The Bureaucrat*, 17, 6.
- Barth, Thomas J. (1987). "Should Careerists Question Public Policy?", *The Bureaucrat*, 16,

55-58.

Manuscripts in progress:

“Lessons from a Life of Quiet Service”

Submitted to *Public Voices*, July 2000.

“Regionalism: Foundation of the Smart Growth Movement”

Paper accepted for presentation at SECOPA Conference on October 4-7 in Greensboro, N.C. and will be submitted for a special issue on Growth Management in *Public Works Management and Policy*.

“Building an MPA Program: Process and Substance”

Paper proposal to be submitted for presentation at National Conference on Teaching Public Administration, Tempe, Arizona, Spring, 2001.

REPORTS

“Regional Growth Summit: Summary of Remarks” (1999). Report on conference sponsored by the Department of Political Science at UNC-Wilmington, November 17, 1999.

"A Study of Compliance with Executive Order 11246 at Methodist Hospital Systems, Inc" (1996). Prepared for Methodist Hospital Systems.

"Count of Homeless Population in Memphis" (1995). Prepared for the City of Memphis, Division of Housing and Community Development (Co-Principal Investigator on grant).

"Survey of the Homeless and Special Needs Populations in Memphis" (1995). Prepared for the City of Memphis, Division of Housing and Community Development (Co-Principal Investigator on grant).

"Survey of the Homeless and Special Needs Populations in Memphis" (1993). Prepared for the City of Memphis, Division of Housing and Community Development (Co-Principal Investigator on grant).

"Summary of Transition Team Task Force Presentations" (1991). Prepared for the City of Memphis, Office of the Mayor (requested by Mayor-elect W.W. Herenton to observe and report on "State of the City" reports presented by transition team task forces).

"First-Year Evaluation of the Work Incentive Demonstrations" (1985). U.S. Department of Health and Human Services (co-authored).

GRANTS

Odum Institute for Research in Social Science, UNC-Chapel Hill (through the Z Smith Reynolds Foundation), Research Associate for project entitled, "Tracking Welfare Reform in North Carolina," July, 2000. Amount: \$2,000.

City of Memphis, Division of Housing and Community Development, Co-Principal Investigator on Count of Homeless Population in Memphis. April, 1995. Amount: \$10,000.

City of Memphis, Division of Housing and Community Development, Co-Principal Investigator (with Dr. Robin Quinn) on Survey of Homeless and Special Needs Populations in Memphis. February, 1995. Amount: \$10,000.

Memphis Veterans Administration Medical Center, Social Work Division, Principal Investigator on Organizational Diagnosis and Planning Session. November, 1994. Amount: \$2,400.

Memphis Veterans Administration Medical Center, Co-Principal Investigator (with Dr. Joy Clay) on Strategic Planning Session . October, 1994. Amount: \$3,600.

City of Memphis, Division of Housing and Community Development, Co-Principal Investigator (with Dr. Robin Quinn) on Survey of Homeless and Special Needs Populations in Memphis. October, 1993. Amount: \$10,000.

Memphis Veterans Administration Medical Center, Principal Investigator on Strategic Planning Sessions. October-November, 1993. Amount: \$4,400.

CONSULTING

LEAD FACILITATOR FOR STRATEGIC PLANNING AND TEAMBUILDING INITIATIVE, VA MEDICAL CENTER, Memphis, TN

Designed and facilitated strategic planning retreats for executive management of the U.S. Veterans Administration Medical Center in Memphis, October 1993 and 1994. This effort produced a strategic plan for the medical center for the following five years.

**LEAD FACILITATOR FOR TEAMBUILDING INITIATIVE, SOCIAL WORK DIVISION,
VA MEDICAL CENTER, Memphis, TN**

Designed and facilitated teambuilding and planning retreat for Social Work Division which had undergone major changes in management staff, November, 1994.

**FACILITATOR FOR DIVERSITY WORKSHOP FOR PORTER-LEATH CHILDREN'S
CENTER,**

Member of team which designed and conducted workshop addressing challenges presented by a diverse workforce, July, 1994.

**LEAD FACILITATOR FOR PLANNING AND TEAMBUILDING INITIATIVE for
INFORMATION SERVICE DIRECTORS, U.S. Veterans Administration, Memphis, TN.**

Designed and facilitated management planning retreat for nationwide Information Service Center Directors, Administration, July 1992.

OTHER CONSULTING:

Designed and facilitated workshop on supervisory training for Ducks Unlimited, Inc., Memphis, TN, July, 1996.

Designed and facilitated workshop on conflict resolution for the Shelby County Planning Department, Memphis, TN, May, 1996.

Presented seminar entitled, "Trends Affecting the Public Service Environment" at the U.S. Office of Personnel Management, Management Development Center in Oakridge, TN, January 1993.

Conducted workshop using the Myers-Briggs Type Indicator for the Mid-South Compensation Association, August 1993.

NEWSPAPER ARTICLES

"Affirmative Action and Quotas: The Misunderstood Link." The Commercial Appeal, December 10, 1991.

"Keeping Perspective on Contracting Out." The Commercial Appeal, December 21, 1992.

"Key to Success in Government is Leadership." The Commercial Appeal, September 13, 1993.

CONFERENCE PRESENTATIONS

The 1999 Southern Political Science Association Annual Conference, Savannah, Georgia, November 5.

Presented paper entitled, "Welfare Reform in Southeastern North Carolina: Smoke, Substance, and Unanswered Questions."

The 1998 Annual Southeastern Conference on Public Administration, Pensacola, FL, January 21-23, 1999.

Presented paper entitled, "Welfare Reform in North Carolina: Devolution and the Politics/Administration Dichotomy."

The 1998 Annual Public Administration Teaching Conference, Colorado Springs, CO, March 15-18.

Presented paper entitled, "How Handbooks in the Field of Public Administration are Viewed by Practitioners."

The 1997 Annual Southeastern Conference on Public Administration (SECOPA), Knoxville, TN, September 25-27.

Presented report entitled "Building an Urban Management Concentration in an MPA program."

**The 1996 Annual Conference of the National Association of Public Affairs and Administration (NASPAA), Denver, Colorado
October 16 -19.**

Presented paper entitled, "The Memphis Capstone Experience."

The 1996 Annual Southeastern Conference on Public Administration (SECOPA), Miami, Florida October 3-5.

Presented paper entitled, "Serving the Homeless: Public Administration as Science, Process and Art."

The 1996 Annual Public Administration Theory Conference, Savannah, Georgia, February 21-

23.

Presented paper entitled, "Artificial Intelligence and Administrative Discretion: Questions to Ponder."

The 1995 Annual Southeastern Conference on Public Administration (SECOPA), Savannah, Georgia, October 5-7.

Convened roundtable discussion on teaching citizen participation and empowerment in MPA programs.

The 1994 Annual Southeastern Conference on Public Administration (SECOPA), Lexington, Kentucky, October 5-7.

Presented report entitled, "Anticipating Change: Strategic Planning at a VA Medical Center."

The 1994 Annual Conference of the Tennessee Political Science Association, Fall Creek Falls State Park, April 8-9.

Member of panel entitled, "Reinventing Government: Reform, Reorganization, or Ruse?"

The 1993 SECOPA (Southeastern Conference on Public Administration) Conference, Cocoa Beach, Florida, October 6-9.

Presented paper entitled, "Administering in the Public Interest: Contemporary Implications."

The 1993 National Conference on Teaching Public Administration, St. Louis, Missouri, March 25-27.

Presented paper entitled, "Collaboration Between Academics and Practitioners in Public Administration."

The 1992 National ASPA Conference, Chicago, Illinois, April 11-15.

Presented at workshop on Career Development in the Public Sector.

The 1992 SECOPA Conference, Montgomery, Alabama, October.

Presented paper entitled, "Schein Revisited: Applicability of Career Anchor Theory to the Public Sector."

The 1992 National Conference on Teaching Public Administration, Charleston, S.C., February 6-8.

Presented paper entitled, "The Public Interest: Making It Real."

The 1989 Public Sector Division Doctoral Consortium, the Academy of Management Annual Meetings, Washington, D.C., August 12-13, 1989.

Selected to participate in two days of discussions on the dissertation process and the choice of methodology and its implications.

The Twelfth National Conference on Teaching Public Administration, Charlottesville, Virginia, March 14-16, 1989.

Presented paper entitled, "Case Studies in Public Administration: Linking Theory to Practice."

Annual Conference of the Senior Executives Association, Washington, D.C., July, 1988.

As a member of a panel on innovative development programs in the federal government, presented the Environmental Protection Agency's "Framework for Achieving Managerial Excellence: (FAME) program.

National Conference on Research, Demonstration, and Evaluation in Public Social Services, the American Public Welfare Association, Washington, D.C., November 7-9, 1984.

As a member of a panel on work-related welfare programs, presented the preliminary results of the Department of Health and Human Service's evaluation of the Work Incentive Demonstration program.

HONORS

Laverne Burchfield Award for Best Book Review in Public Administration Review (with Mark Green), 1999.

Outstanding Faculty Member in Political Science Department, Academic Year 1998-99.

Named by Graduating Seniors as Faculty Member Having Significant Impact on Their Academic Careers, 1999, 2000.

Nominated by Dr. John Rohr to serve on Executive Council, Ethics Section, ASPA, April, 2000.

Outstanding Writing Course Proposal award from Memphis State University for design of Introduction to Public Administration course (with Joy A. Clay), 1996.

Sustained Superior Performance Award, U.S. Environmental Protection Agency, 1988

1987 Outstanding Graduate Student Paper: "Rick Management at EPA", awarded by the American Society for Public Administration, Southwest Virginia Chapter

Special Achievement Award, U.S. Environmental Protection Agency, 1987

Associate Commissioner's Citation, Social Security Administration, 1984
Presidential Management Intern, 1981-1983

Great Lakes Government Fellow Finalist, 1981

University of Notre Dame Scholarship, 1974

Who's Who Among American High School Students, 1972

New York State Regents Scholarship, 1972

National Merit Scholarship Letter of Commendation, 1972

PROFESSIONAL CERTIFICATIONS

Certified NASPAA Site Visit Team Member, 1999.

Certified Instructor, Myers-Briggs Type Indicator, 1989.

Certificate of Advanced Graduate Study, awarded by the Center for Public Administration and Public Policy, Virginia Polytechnic Institute and State University, May, 1989.

PROFESSIONAL MEMBERSHIPS

American Society for Public Administration (ASPA)

Executive Board, Section on Public Administration Education, ASPA

Executive Board, Section for Professional and Organizational Development, ASPA

North Carolina Political Science Association.

REFERENCES

Dr. David Cox, Professor, Graduate Program in Public Administration, The University of Memphis, Memphis, TN 38152 (901) 678-3365, coxd@cc.memphis.edu

Dr. Charles Goodsell, Professor, Center for Public Administration and Policy, 104 Draper Road, Mail Stop 0520, Virginia Polytechnic Institute and State University, Blacksburg, VA 24061 (540) 231-7034, goodsell@vt.edu

Dr. Neil Hadley, Dean, Graduate School, James Hall, The University of North Carolina at Wilmington, 601 S. College Rd., Wilmington, NC 28403 (910) 962-4117, hadleyn@uncwil.edu

Dr. John Rohr, Professor, Center for Public Administration and Policy, 104 Draper Road, Mail Stop 0520, Virginia Polytechnic Institute and State University, Blacksburg, VA, 24061 (540) 231-5133, jrohr@vt.edu

Dr. Earl Sheridan, Professor and Former Chair, Department of Political Science, The University of North Carolina at Wilmington, 601 S. College Rd., Wilmington, NC 28403 (910) 962-3222,

Dr. Larry Terry, Professor, Maxine Goodman Levin College of Urban Affairs, Cleveland State University, 1737 Euclid Avenue, Cleveland, Ohio 44115 (216) 687-9239, lterry@cua3.scoho.edu