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Arbitration, Fact Finding, Mediation
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Academic and Educational Background

Degrees and Certificates: BA, History, Harding College; MA, Political Science, University of California, Los Angeles; PhD, Political Science, University of Southern California; Certificate, Institute for Educational Management, Harvard University; Certificate, Basic Arbitration Advocacy Training, American Arbitration Association; Certificate, Advanced Arbitration Advocacy Training, American Arbitration Association; Advanced Practitioner Arbitrator, Association for Conflict Resolution; Mediation Certificate, University of New Mexico School of Law.

Academic Experience: Regents Professor Emeritus, 2007-present; UNM Regents Professor, 2004-2007; Professor of Public Administration, University of New Mexico, 1981 to 2007; Director, School of Public Administration, 1981-1987, 1996 to 2001; Associate Professor and Chair, Department of Public Administration, California State University, Dominguez Hills, 1978-81; Chair, Department of Public Affairs, Pepperdine University, 1968-78.

Publications

Books: *Preparing an Evidence-Based Report*, Cognella Press, 2016; *Following in Solomon's Footsteps*, Gondolat Publishers, 2012; *Shoes Along the Danube*, Strategic Press, 2011; *Cases in Public Human Resource Management*, 2nd.ed, Thomson Publishers, 2006; 1st ed., Peacock Publishing, 1999; *From Budapest to Albuquerque: The American Life of Julius Rezler*, Gondolat Publishers, 2006; *Human Resources Management* (with Mike Torrez), West Publishing, 1994; *The Politics of Peace Corps and VISTA*, University of Alabama Press, 1988; *Personnel Management in the Public Sector*, (with Steven Hays) rev. ed., Wm. C. Brown, 1989; 1st ed., Allyn & Bacon, 1984; *Collective Bargaining in the Public Sector*, (with Alan Bent), Addison-Wesley, 1978; *Western European Governmental Organizations*, (with Peter Merkl), ABC-CLIO, 1974.

Articles in: *Public Administration Review*, *Review of Public Personnel Administration*, *Personnel Management*, *Corrections Today*, *Supervisory Management*, *Management Update*, *Business Outlook*, *Journal of Collective Negotiations in the Public Sector*, *PA Times*, *Employee Responsibilities and Rights Journal*, *Municipal Management*, *NSR*, *Urban Resources*, *Journal of Voluntary Action Research*, *Los Angeles Times*, *Personnel Mix*, *State and Local Government Review*, *ACResolution*, *Human Innovation Review*, *Corvinus Journal of Sociology and Social Policy*.

Chapters, Monographs, Proceedings: *Public Personnel Management: Current Concerns, Future Challenges*, 5th ed.; *Public Personnel Management: Current Concerns, Future Challenges*, 4th ed.; *Encyclopedia of Public Policy and Administration* (“drug testing” & “job evaluation”); Institute of Governmental Studies, University of California; *Public Personnel Administration: Problems and Prospects*, New Mexico State Bar, *Administrative Discretion and the Implementation of Public Policy*, *Personnel Management Guide*, *Teaching Public Administration*, *Council on Employee Rights and Responsibilities*, *Labor and Employment Law in the US*, *Personnel Mix*, as well as publications in Spanish and Magyar (Hungarian).

Dispute Resolution Expertise

Arbitration panels/rosters: National Academy of Arbitrators, American Arbitration Association (Employment/Commercial and Labor panels); Federal Mediation and Conciliation Service; Tinker Air Force Base/American Federation of Government Employees; Bernalillo County/AFSCME; US Postal Service/American Postal Workers Union; National Union of Hospital and Health Care Employees/University of New Mexico Hospital; BWXT Pantex/Pantex Guards Union; National Air Traffic Controllers/ Federal Aviation Administration, Social Security Administration/American Federation of Government Employees.

Fact Finding (Hearing Officer): *Cities:* Albuquerque 1987-2012, Lake Havasu (AZ) 1990-1998; *Counties:* Dona Ana (NM) 2002-2004; Maricopa County Merit Commission (AZ) 1989-1996; *Others:* Jicarilla Apache Nation 1987-2014; Ramah Navajo School Board 2000-2001; Los Alamos National Laboratory 1990-2003; New Mexico Public Employee Labor Relations Board (since 2010 on ad hoc basis).

Mediation: Mediation Coach, Mediation Center, UNM School of Law; Victim-Offender Program, Outcomes, Inc.; CNM; UNM School of Medicine.; Jicarilla Apache Nation; Episcopal Cathedral Church of St. John, Inc.; Sheraton Albuquerque Uptown Hotel; UNM Center on Alcoholism, Substance Abuse & Addictions; Village of Ruidoso, Parks and Recreation; Bernalillo High School; Village of Ruidoso Public Library; Sandia National Laboratories; Navajo Nation: Personnel Management, Public Safety; GenQuest.

Personnel and Labor Boards: City of Albuquerque Personnel Board (Vice Chair), Rio Rancho School District Labor Board (Chair) 2010-2014.

Consultation, Training, Presentations

Consultation in USA: Museum of Northern Arizona, Laguna Industries, Family Services of El Paso, Special Olympics Executives, Technical-Vocational Institute, Casa Esperanza, Department of Energy, Village of Ruidoso, City of Sugar Hill (GA), National Park Service, New Mexico State Bar Commission, Heights Psychiatric Hospital, American Councils for International Education/ACTR/ACCELS, Village of Ruidoso, DPI-SW.

International Consultation: Hungarian Ministry of Labor, Arbitration Training Project, Budapest; Public Finance Consortium, Astana, Kazakhstan; USAID/Omani-American Joint

Commission, Human Resources Training Needs Assessment, Muscat, Oman; USAID/National Association of Schools of Public Administration and Affairs, Somali Public Service Support Project, Mogadishu, Somalia; King Abdel Aziz University, Institute for Public Administration, Jeddah, Saudi Arabia;; Espirito Santo, Brazil, Peace Corps Volunteer in community development/public health project administered by Experiment in International Living.

Public Sector Training experience: *Federal:* Department of Energy (DOE), US Postal Service, Forest Service, 9th District Bankruptcy Court, National Judicial Center, Public Health Service, Federal Executive Center, Sandia National Labs, Los Alamos National Lab. *State:* Taxation and Revenue, Corporation Commission, Licensing and Regulation, Highway and Transportation, Finance and Administration, Children, Youth, and Family Services, Administrative Office of the Courts (NM), Corrections (AZ). *Local:* Albuquerque, Gallup, Ruidoso (NM), Arizona State University, Advanced Public Executive Program; Sierra Vista, Maricopa County Highway, Housing (AZ). *Tribal:* Navajo Nation: Human Resources, Public Safety, Vital Statistics; Jicarilla Apache Nation, Five Sandoval Pueblos, Sandia Pueblo and Casino, Laguna Rainbow. *Other:* Roswell School District.

Private Sector Training: Mirage Hotel and Casino, Golden Nugget, Digital Equipment, Teledyne, American Woodmark, H&R Block, Wackenhut-Savannah River & Rocky Flats, Day and Zimmermann, Public Service Co. of NM, National Association of Bar Executives, Judicial Enclave (NM), NM Primary Care Association, Regional Cluster Training Center, Loma Linda University, Shell Oil Corporation, Greater Albuquerque Chamber of Commerce, George Meany Center Western Semester, Coalition of Public Safety Officers

Not-for-Profit Training: UNM Management Development Center; NM Municipal League, Municipal Clerks Institute & Academy; Arizona Municipal League, Arizona Municipal Clerks Institute; International Municipal Clerks Association, American Society for Public Administration, Los Angeles County Management Council, Texas Probation Training Academy, Family Service America, Goodwill Industries, Inc.

International Presentations: Hungarian Academy of Sciences, Budapest, Hungary; ELTE University, Budapest; Julius Rezler Foundation, Budapest; Hungarian Association of Arbitrators/Mediators, Budapest; Public Finance Consortium, Astana, Kazakhstan; University of Economic Sciences, Budapest, Hungary; Boston College Graduate School of Social Work and Democritus University of Thrace, Komotini, Greece; International Industrial Relations Association, Helsinki, Finland; Boston College Graduate School of Social Work, Kracow, Poland; Mediation Technologies, Inc., Tel Aviv, Israel; Kazakhstan Bar Association, Alma-Ata, Kazakhstan; Instructor, Pepperdine University in Heidelberg, Germany.