
KIM U. HOFFMAN

University of Central Arkansas
Department of Political Science
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EDUCATION

Ph.D. in Political Science

University of Oklahoma, August 2003

Dissertation: *The Influence of Legislative Fiscal Analysts in the State Budget Process*

- Fields of specialization: Public Administration, Public Policy, American Politics

Master of Public Administration

University of North Texas, August 1991

Bachelor of Science in Public Administration

University of Central Arkansas, May 1989

TEACHING EXPERIENCE

Professor of Public Administration (August 2021 to present)

University of Central Arkansas, Department of Government, Public Service, and International Studies

Undergraduate courses currently taught: PADM 1110 Public Service as a Profession, PADM 2310 Introduction to Public Service and Policy, PSCI 3300 State Government and Politics, PADM 4350 Federalism and Intergovernmental Relations, PADM 4320 Government Budgeting, and PADM 4389 Specials Topics-Comparative Public Administration

Associate Professor of Public Administration (August 2009 to present)

University of Central Arkansas, Department of Political Science

Undergraduate courses taught: PSCI 2305 Introduction to Public Administration and Policy, PSCI 3300 State Government and Politics, PSCI 4375 Federalism and Intergovernmental Relations, and PSCI 4391 Government Budgeting

Assistant Professor of Public Administration (August 2003 to May 2009)

University of Central Arkansas, Department of Political Science

Undergraduate courses taught: PSCI 1330 U.S. Government, PSCI 2340 State and Local Government, PSCI 3360 Public Administration, PSCI 3361 Public Policy, PSCI 4340 Public Management, PSCI 4375 Federalism and Intergovernmental Relations, and PSCI 4391 Government Budgeting

Instructor of Public Administration (August 2001 to August 2003)

University of Central Arkansas, Joint Appointment - Department of Geography and Political Science and Graduate School for Management, Leadership and Administration

Undergraduate courses taught: PSCI 1330 U.S. Government, PSCI 2340 State and Local Government, PSCI 3360 Public Administration, PSCI 3361 Public Policy, PSCI 4375 Federalism and Intergovernmental Relations, and PSCI 4391 Government Budgeting

Graduate courses in the MS Community and Economic Development Program: Federalism and Intergovernmental Relations, Government Budgeting (August 2002- August 2003)

OTHER TEACHING ACTIVITIES

Instructor – Arkansas Public Administration Consortium (APAC) March 2019; January 2020.
Conduct annual workshop for government and non-profit professionals on the Arkansas state budget process in the public management certificate program offered by APAC.

Adjunct Professor - University of Louisiana-Monroe (October 2015 and October 2016)
Graduate course taught in Intergovernmental Management (PSCI 5002) in the on-line MPA program.

TEACHING AND RESEARCH INTERESTS

My primary teaching interests focus on the history and development of public administration as a practice and field of study, the profession of public service, the role of public administrators in the public policy process, state government and politics, state and local government budgeting, and the intergovernmental relationships among federal, state, and local governments. My primary research interests lie in government budgeting with an emphasis on the state and local budget process, key actors in the budget process, and state and local government revenue systems.

UNIVERSITY ADMINISTRATIVE EXPERIENCE**Department of Government, Public Service, and International Studies:****Director of Public Administration (2001 to present)**

University of Central Arkansas, Department of Political Science

Responsible for program recruitment and advertising, providing program information to individuals internal and external to the university, maintaining an alumni database, promoting careers in public service, advising public administration majors and minors, monitoring and revising curriculum for the major and minor, and assessing the program including internal and external program reviews.

I have led two external program reviews (2005-2006 and 2019-2020). The external review includes collecting and analyzing program data, creating and compiling responses from alumni surveys, writing the self-study document, and responding to external reviewer comments.

Internship Coordinator (2001 to present)

University of Central Arkansas, Department of Political Science

Responsible for advertising the internship program, assisting students with securing internships and completing internship applications, writing letters of recommendation for students, monitoring and evaluating student progress, visiting with students periodically throughout the internship experience, identifying new internship opportunities, assisting employers with establishing internship programs, and assessing the internship program annually.

Interim Department Chair (August 2011 to July 2012)

University of Central Arkansas, Department of Political Science

Responsible for managing a department of 10 faculty members and one administrative staff member, creating the departmental budget, hiring adjunct faculty and administrative staff, revising the departmental strategic plan, completing the departmental annual report, evaluating faculty members for faculty performance and review, creating a departmental diversity plan, and other administrative tasks.

University:**Director, Next Generation Service Corps Program (2025 – present)**

Responsible for the planning, development, and management of the Next Generation Service Corps Program on the UCA campus. The NextGen program introduces undergraduate students to public service careers and provides valuable skills and training for the next generation of leaders, policymakers, and public administrators.

Deputy Chair, Self-Study Steering Committee (2015 - 2016)

Responsible for assisting the Associate Provost for Academic Services and Student Success with the 2016 university reaccreditation from the Higher Learning Commission. Assisted the Associate Provost in collecting and organizing data, problem-solving, and writing the final report. Provided support to the various task forces created to evaluate and document the university's mission and organization, planning activities, academic resources, student learning, faculty teaching and research, and community engagement.

Member, Self-Study Steering Committee and Chair, Academic Affairs Task Force I (2008-2010)

Responsible for reviewing Higher Learning Commission criteria, developing key questions from the criteria, and constructing various forms to be used in creating task force reports and the final self-study document. Responsible for leading the Academic Affairs Task Force I in summarizing and assessing UCA's academic programs, determining primary tasks and deadlines, assigning task force members to various projects, creating surveys for data collection, and working with individual task force members when necessary.

PROFESSIONAL EXPERIENCE**Legislative Fiscal Analyst (February 1992 to August 1998)**

Arkansas Bureau of Legislative Research-Fiscal and Tax Research Services, Little Rock, Arkansas

Drafted appropriation bills and amendments, presented state agency budget requests and executive recommendations before the Joint Budget Committee, presented general fiscal and programmatic information before various committees of the Arkansas General Assembly, and staffed subcommittees of the Joint Budget Committee. Performed research and review of state agencies and programs at the request of legislative committees and/or individual legislators, conducted surveys, responded to constituent

requests, acted in a liaison capacity for legislators at state agency meetings, prepared material for legislative speeches, and assisted in state budget briefings for new legislators.

Administrative Budget Intern (April 1991 to November 1991)

City of Denton Finance Department, Denton, Texas

Assisted budget officer with the preparation of the capital projects budget and the operating budget. Organized executive council budget hearings and prepared various revenue and expenditure reports. Coordinated the formatting and printing of the operating budget with the City of Denton's data processing unit.

Governor's Administrative Intern (January 1989 - June 1989)

Office of the Governor, Little Rock, Arkansas

Supported the special assistant for intergovernmental relations with library research, answering and filing correspondence, data entry, and attending meetings and reporting actions.

REFEREED PUBLICATIONS

Kim U. Hoffman, Joseph Howard. 2024. "Meeting Local Needs with a Unique Revenue Source: A Case Study of Voluntary Property Taxes in Faulkner County, Arkansas," in *The Midsouth Political Science Review* 23: 91-116.

Kim U. Hoffman, Janine A. Parry, and Catherine C. Reese. 2019. *Readings in Arkansas Politics and Government*. The University of Arkansas Press, Fayetteville, Arkansas.

Kim U. Hoffman and Catherine C. Reese. 2019. "The Arkansas State Budget Process: A Unique and Reliable Approach," in *Readings in Arkansas Politics and Government*, editors Kim U. Hoffman, Janine A. Parry, and Catherine C. Reese, The University of Arkansas Press, Fayetteville, Arkansas.

Kim U. Hoffman and Catherine C. Reese. 2019. "A Comparative Analysis of Periodicity in the Arkansas State Budget Process." *Journal of Public Budgeting, Accounting, and Financial Management* 31: 66-84.

Kim U. Hoffman and Joseph Howard. 2017. "Raising Local Revenue: The Use of and Adequacy of Voluntary Property Taxes in Arkansas." *Journal of Public Budgeting, Accounting, and Financial Management* 29: 498-521.

Meagan M. Jordan and Kim U. Hoffman. 2009. "The Revenue Impact of State Legislative Supermajority Voting Requirements." *The Midsouth Political Science Review* 10: 1-16.

Kim U. Hoffman. 2006. "Legislative Fiscal Analysts: Roles in Legislative Budget Development and Relationships with State Budget Actors." *The Midsouth Political Science Review* 8: 95-110.

Kim U. Hoffman. 2006. "Legislative Fiscal Analysts: Influence in State Budget Development." *State and Local Government Review* 38 (1): 41-51.

James W. Douglas and Kim U. Hoffman. 2004. "Impoundment at the State Level: Executive Powers and Budget Impact." *The American Review of Public Administration* 34 (3): 252-258.

Kim U. Hoffman, Carrie Palmer, and Ronald Keith Gaddie. 2001. "Candidate Sex and Congressional Elections: Open Seats Before, During, and After the Year of the Woman." *Women and Politics* 23 (1/2): 37-58. Also appears as a book chapter In *Women and Congress: Running, Winning, and Ruling*, ed. Karen O'Connor, 37-58. New York, NY: The Haworth Press.

Ronald Keith Gaddie, Kim U. Hoffman, and Carrie Palmer. 2000. "Congressional Elections Beyond the Year of the Woman: A Research Update." *Social Science Quarterly* 81 (September): 879-884.

Kim U. Hoffman. 2000. "Policy Entrepreneurs at Work: Welfare Reform in Arkansas and Oklahoma." *Oklahoma Policy Studies Review* 1 (Spring/Summer): 13-18.

WORK IN PROGRESS

I am currently working with Dr. Joe Howard and Dr. Kisha Hardwick on a pedagogical research project. The project uses data from the Public Service as a Profession course to assess changes in student attitudes regarding public service and their likelihood to choose a career in a government agency or a non-profit organization.

CONFERENCE PAPER PRESENTATIONS AND PANELS

Kim U. Hoffman, Bill Solomon, Steve Condrey, Tom Liou, Mary Guy, and Doug Goodman. 2025. The Spirit of SECoPA Roundtable in Coral Springs, Florida, September 10-13, 2025.

Kim U. Hoffman, Meg Streams, and Matthew Howell. 2025. Getting and Keeping Your First Faculty Job: Understanding the Range of Academic Settings Roundtable, at the Southeastern Conference for Public Administration (SECoPA) in Coral Springs, Florida, September 10-13, 2025.

Kim U. Hoffman. 2024. Public Service as a Profession: Encouraging Undergraduates to Pursue Public Service Careers, at the national meeting of the American Society of Public Administration in Minneapolis, MN, April 12-16, 2024.

Kim U. Hoffman, Kisha Hardwick, and Joe Howard. 2024. Public Service as a Profession: Encouraging Undergraduates to Pursue Public Service Careers at the annual meeting of the Arkansas Political Science Association in Monticello, Arkansas, March 8-9, 2024.

Kim U. Hoffman, Meg Streams, and Matthew Howell. 2024. Getting and Keeping Your First Faculty Job: Understanding the Range of Academic Settings Roundtable, at the Southeastern Conference for Public Administration (SECoPA) in Memphis, Tennessee, September 18-21, 2024.

Kim U. Hoffman, Kisha Hardwick, and Joe Howard. 2023. "Public Service as a Profession: Encouraging Undergraduates to Pursue Public Service Careers," at the Southeastern Conference for Public Administration (SECoPA) in Atlanta, Georgia, September 27 - September 30, 2023.

Kim U. Hoffman, Shannon Vaughan, Meg Streams, and Matthew Howell. 2023. Getting and Keeping Your First Faculty Job: Understanding the Range of Academic Settings Roundtable, at the Southeastern Conference for Public Administration (SECoPA) in Atlanta, Georgia, September 27-30, 2023.

Kim U. Hoffman, Shannon Vaughan, Meg Streams, and Matthew Howell. 2022. Getting and Keeping Your First Faculty Job: Understanding the Range of Academic Settings Roundtable, at the Southeastern Conference for Public Administration (SECoPA) in Lexington, Kentucky, September 30-October 2, 2022.

Kim U. Hoffman, Karen Sebold, Nicole Foster Shoaf, Kim Maslin, and Heather E. Yates. 2020. American Politics Roundtable: The Dynamics of Race and Gender on the Campaign Trail, presented at the Arkansas Political Science Association Annual Meeting, March 6-7, 2020.

Kim U. Hoffman, Shannon Vaughan, Meg Streams, and Matthew Howell. 2019. Getting and Keeping Your First Faculty Job: Understanding the Range of Academic Settings Roundtable,” at the Southeastern Conference for Public Administration (SECoPA) in Baton Rouge, LA, September 5-7, 2019.

Kim U. Hoffman and Joe Howard. 2019. “Meeting Local Needs with a Unique Revenue Source: A Case Study of Voluntary Property Taxes in Faulkner County, Arkansas,” presented at the Southeastern Conference for Public Administration (SECoPA), in Baton Rouge, LA, September 5-7, 2019.

Kim U. Hoffman and Joe Howard. 2019. “Generating New Local Revenue: A Case Study of Voluntary Property Taxes in Faulkner County, Arkansas,” presented at the Midwest Political Science Association Annual Meeting in Chicago, IL, April 4-7, 2019.

Kim U. Hoffman, Karen Sebold, Nicole Foster Shoaf, Kim Maslin, and Heather E. Yates. 2019. American Politics Roundtable: The Dynamics of Gender in Politics and the 2018 Midterms, presented at the Arkansas Political Science Association Annual Meeting, Fayetteville, AR, March 8-9, 2019.

Kim U. Hoffman, Shannon Vaughan, Meg Streams, and Matthew Howell. 2018. Getting and Keeping Your First Faculty Job: Understanding the Range of Academic Settings Roundtable,” at the Southeastern Conference for Public Administration (SECoPA) in Birmingham, AL, September 20-23, 2018.

Kim U. Hoffman and Catherine C. Reese. 2017. “Creating the Arkansas State Budget: An Analysis of Budget Process Changes,” presented at Association for Budgeting and Financial Management Annual Conference in Washington, DC, September 28-30, 2017.

Kim U. Hoffman and Joe Howard. 2015. “Raising Local Revenue Funds: The Use and Adequacy of Voluntary Property Taxes in Arkansas,” presented at the Midwest Political Science Association Annual Meeting in Chicago, April 16-19, 2015.

Joe Howard and Kim U. Hoffman. 2014. “Raising Local Revenue Using Voluntary Property Taxes in Arkansas,” presented at the Midwest Political Science Association Annual Meeting in Chicago, April 3-6, 2014.

Kim U. Hoffman and Joe Howard. 2013. “Raising the Funds: The Use of Voluntary Taxes by Local Governments,” presented at the American Society for Public Administration Annual Meeting in New Orleans, March 15-19, 2013.

Kim U. Hoffman and Price Dooley. 2011. “Comparing Economic Development Districts in Arkansas,” presented at the Arkansas Political Science Association Annual Meeting in Little Rock, March 4-5, 2011.

Kim U. Hoffman. 2007. “Collaborative Partnerships and the Faith-Based Initiatives,” presented at the Arkansas Political Science Association Annual Meeting in Conway, Arkansas, February 16-17, 2007.

Kay Goss and Kim U. Hoffman. 2005. “Public Administration, Are you Ready? Here Comes Emergency Management.” Presented at the Southeast Conference for Public Administration (SECoPA) in Little Rock, Arkansas, October 5-8, 2005.

Kim U. Hoffman. 2005. "Roles and Relationships Among Key Budget Actors in the State Budget Process," Presented at the Southwest Political Science Association Annual Meeting held in New Orleans, Louisiana, March 23-26, 2005.

Kim U. Hoffman. 2004. "Legislative Fiscal Analysts: Roles, Relationships, and Influence in the State Budget Process." Presented at the Southwest Political Science Association Annual Meeting held in Corpus Christi, Texas, March 17-20, 2004.

Kim U. Hoffman. 2002. "The Influence of Fiscal Analysts in State Budget Policy: A Research Design and Preliminary Analysis." Presented at the Western Social Science Association Annual Meeting in Albuquerque, New Mexico, April 10-13, 2002.

James W. Douglas and Kim U. Hoffman. 2000. "Impoundment at the State Level: Executive Powers and Budget Impact." Presented at the Association for Budgeting and Financial Management Annual Meeting in Kansas City, Missouri, October 5-7, 2000.

Ronald Keith Gaddie, Kim U. Hoffman, and Carrie Palmer. 2000. "The Role of Gender in Open Seat Elections, 1982-1998." Presented at the Southwest Political Science Association Meeting in Galveston, Texas, March 15-18, 2000.

Kim U. Hoffman. 2000. "Key Actors in Welfare Reform: Policy Entrepreneurs at Work." Presented at the Arkansas Political Science Association Annual Meeting in Little Rock, Arkansas, February 18-19, 2000.

Ronald Keith Gaddie, Kim U. Hoffman, and Carrie Palmer. 1999. "The Role of Gender in Open-Seat Elections." Presented at the Oklahoma Political Science Association Annual Meeting in El Reno, Oklahoma, November 11-12, 1999.

MANUSCRIPT REVIEWER

Midsouth Political Science Review
Journal of Public Affairs Education
State and Local Government Review

PROFESSIONAL AFFILIATIONS

American Society for Public Administration (ASPA)
Association for Budgeting and Financial Management (ABFM)
Section for Women in Public Administration (SWPA)
Section on Public Administration Education (SPAEE)
Network of Schools of Public Policy, Affairs, and Administration (NASPAA)
Southeastern Conference for Public Administration (SECoPA)
Arkansas Political Science Association (ArkPSA)

PARTICIPATION IN PROFESSIONAL ORGANIZATIONS

ASPA

- 1) National Council District III Representative, 2020-2023
- 2) Co-Chair, Working Group on Fundraising and Unrestricted Revenue Stream, 2020-2021

NASPAA

- 1) Member, Undergraduate Committee, 2019-2021

SECoPA

- 1) Member, Pugliese Award Committee, 2024
- 2) Panel Chair, Studies of the Property Tax, SECoPA Annual Conference, Lexington, KY, September 29 – October 2, 2022
- 3) Member, SECoPA Board, 2019 – 2021
- 4) Conference Planning Committee, 2020
- 5) Member, Nominations Committee, 2019-2020
- 6) Member, Bylaws Committee, 2019-2020
- 7) Member, Endowment Committee, 2018-2020
- 8) Past-President, 2017-2018
- 9) President, 2016-2017
- 10) President-Elect, 2015-2016
- 11) Member, SECoPA Board, 2013-2018
- 12) Chair, Bylaws and Procedures Committee, 2014-2015
- 13) Chair, Pugliese Award Committee, 2013-2014
- 14) Chair, Nominations Committee, 2011-2012
- 15) Panel Chair, Exploring Public Education: Policy and Finance, SECoPA Annual Conference, Charlotte, North Carolina, September 25-28, 2013
- 16) Member, Endowment Committee, 2011-2012
- 17) Secretary, 2007-2011
- 18) Chair, Communications and Marketing Committee, 2010-2011.
- 19) Member, Kline Award Committee, 2009-2010
- 20) Member, Site Selection Committee, 2007-2009
- 21) Member, Distinguished Public Service Practitioner Award Committee, 2006-2007
- 22) Member, SECoPA Board, 2006-2011
- 23) Panel Chair, Natural Disasters and Their Impact, SECoPA Annual Meeting, Nashville, Tennessee, September 27-30, 2007
- 24) Chair, Roundtable on Emergency Management, SECoPA Annual Meeting, Little Rock, Arkansas, October 5-8, 2005

Arkansas Political Science Association

- 1) Chair, Student Paper Award Committee, 2024
- 2) Chair, Distinguished Scholar Award Committee, 2021
- 3) Member, Student Paper Award Committee, 2020
- 4) Past-President, 2014-2015
- 5) President, 2013-2014
- 6) Vice-President, 2012-2013
- 7) Program Chair, Arkansas Political Science Association 2012 Annual Meeting, 2011- 2012
- 8) Member, Executive Board. 2009- 2015
- 9) Panel Chair, Public Administration and Public Policy, Arkansas Political Science Association Annual Meeting, Russellville, Arkansas, February 27-28, 2009
- 10) Panel Chair, Public Administration and Public Policy Panel II, Arkansas Political Science Association Annual Meeting, Fayetteville, Arkansas, February 22-23, 2008
- 11) Section Chair, Student Research, Arkansas Political Science Association Annual Meeting, Conway, Arkansas, February 16-17, 2007

- 12) Panel Chair, Undergraduate Student Paper Panel II, Arkansas Political Science Association Annual Meeting, Conway, Arkansas, February 16-17, 2007
- 13) Section Chair, Public Administration and Public Policy, Arkansas Political Science Association Annual Meeting, Arkadelphia, Arkansas, February 17-18, 2006
- 14) Member, Best Paper Award Committee, Arkansas Political Science Association, 2005-2006
- 15) Panel Chair and Discussant, Public Administration/Public Policy Graduate Student Panel, Arkansas Political Science Association Annual Meeting, Arkadelphia, Arkansas, February 17-18, 2006

Arkansas Chapter of ASPA

- 1) Vice-President, Arkansas ASPA Chapter, 2025 - present
- 2) Member, Local Arrangement Team for 2028 SECoPA Conference, Arkansas Chapter of ASPA, 2025 - present
- 3) Member, Local Arrangement Team for 2005 SECoPA Conference, Arkansas Chapter of ASPA, 2004-2005

GRANTS

Recipient, Volcker Alliance, Planning and Development Grant for a Next Generation Service Corps Program at UCA, August 2025 (\$41,485).

Recipient with Dr. Gary Wekkin and Dr. Dawn Jakubowski, UCA Foundation Grant for project entitled, "Women, Power, and Women of Power: A Public Lecture," University of Central Arkansas, March, 2007 (\$1,500).

Recipient, University Research Council (URC), Summer Research Stipend for project entitled, "The Use of Strategic Plans in Arkansas State Government," University of Central Arkansas, 2006 (\$2,700).

DEPARTMENTAL, COLLEGE, AND UNIVERSITY SERVICE

Department of Government, Public Service, and International Studies – University of Central Arkansas

- 1) Chair, Tenure and Promotion Committee, 2025-present
- 2) Director of Public Administration, 2001 - present
- 3) Internship Coordinator, 2001 – present
- 4) Member, GPI Distinguished Alumni Committee, 2024-2025
- 5) Interim Chair, August 2011 – July 2012
- 6) Chair, Public Administration/Public Policy Job Search Committee, University of Central Arkansas, 2005-2006, 2010-2011, 2013-2014, and 2017-2018
- 7) Member, American Politics Job Search Committee, Spring 2015, Spring 2025, Fall 2025
- 8) Member, Political Theory Job Search Committee, Spring 2010
- 9) Pi Sigma Alpha Faculty Advisor, 2005 - 2007
- 10) Public Administration Club Faculty Advisor, 2005 - 2015
- 11) Member, Political Science Department Promotion and Tenure Committee, 2006 - present
- 12) Member, Political Science Department Curriculum Committee, 2003 - present
- 13) Member, International Relations/Comparative Politics Job Search Committee, Spring 2005
- 14) Member, Political Science Department Chair Job Search Committee, Spring 2005, Fall 2024

College of Liberal Arts – University of Central Arkansas

- 1) Member, Tenure and Promotion Committee. 2025 - present
- 2) Member, Job Search Committee for College of Liberal Arts Dean, 2017-2018
- 3) Chair, Research Committee, 2016-2018
- 4) Member, Research Committee, 2015
- 5) Member, Committee for the Undergraduate Research Experience (CURE), 2011
- 6) Member, Promotion and Tenure Committee, 2009 – 2011
- 7) Member, EDGE Committee, 2007 – 2011
- 8) Member, Promotion Committee, University of Central Arkansas, 2005
- 9) Member, Judge Woody Murray Pre-Law Scholarship Committee, University of Central Arkansas, 2005, 2013, 2015, 2020
- 10) Chair, Outstanding Student Selection Committee, University of Central Arkansas, 2005-2006
- 11) Member, Outstanding Student Selection Committee, University of Central Arkansas, 2004-2006
- 12) Member, Committee on Committees, University of Central Arkansas, August 2003-2004

University of Central Arkansas

- 1) Director, Next Generation Service Corps Program, 2025 - present
- 2) Member, Public Service Award Committee, 2019-2020
- 3) Member, Citizens Academy Task Force, 2018-2019
- 4) Member, Carnegie Elective Classification for Community Engagement Working Group, 2018-2019
- 5) Mentor to Dr. Riva Brown, Minority Faculty Mentoring Initiative, 2017-2018
- 6) Member, University Research Council, 2016-2018.
- 7) Deputy Chair, Self-Study Steering Committee for Higher Learning Commission reaccreditation, 2015-2016
- 8) Member, Planning Assumptions Task Force, UCA Strategic Planning, 2010-2011
- 9) Member, Self-Study Steering Committee for Higher Learning Commission reaccreditation, 2008 - 2010
- 10) Member, Honors Council, 2009
- 11) Member, Adjustments and Credentials Committee, 2008
- 12) Member, Admissions Committee, 2007 to 2010
- 13) Member, Foundations of Excellence Task Force, University of Central Arkansas, 2005-2006
- 14) Minton Residential College Instructor, University of Central Arkansas, 2005-2007
- 15) Member, Internship Advisory Team-Office of Cooperative Education, University of Central Arkansas, 2004 to 2010
- 16) Member, Budget Advisory Committee, University of Central Arkansas, August 2004-2006
- 17) Member, Scholarship Committee, University of Central Arkansas, August 2004-2006
- 18) Truman Scholarship Faculty Representative, University of Central Arkansas, 2004 to 2012

AWARDS

- 1) Recognition of Service - Member, National Council, American Society of Public Administration, 2024
- 2) Faculty Career Champion, - UCA Office of Career Services, 2023
- 3) Recognition of Service – President, Southeastern Conference for Public Administration, SECoPA, 2017
- 4) Outstanding Professor – College of Liberal Arts, University of Central Arkansas, 2014

- 5) Donato Pugliese Award for Outstanding Service to the Southeastern Conference for Public Administration (SECoPA), 2013
- 6) Recognition of Service – President, Arkansas Political Science Association, 2014
- 7) David R. Morgan Research/Professional Development Award, University of Oklahoma, 2002
- 8) Ronald M. Peters, Jr. Graduate Teaching Assistant Award, University of Oklahoma, 2001
- 9) Graduate Teaching Assistantship Stipend, University of Oklahoma, 1998 to 2001
- 10) John Halvor Leek Memorial Scholarship, University of Oklahoma, 1999, 2000, and 2001
- 11) Best Graduate Paper Award - Arkansas Political Science Association Annual Meeting, 2000
- 12) Department of Political Science Travel Grant, University of Oklahoma, Spring 2000
- 13) Graduate Student Senate Conference and Travel Grant, University of Oklahoma, 1999, 2000
- 14) E. Ray Griffin Award for Outstanding Graduate Student in Public Administration, University of North Texas, 1991
- 15) Sam McAlister Award for Outstanding Graduate Student in Political Science, University of North Texas, 1991
- 16) Pender Award for Outstanding Graduate Paper in Political Science, University of North Texas, 1991
- 17) Honorable Mention in University Writing Competition, University of North Texas, 1991
- 18) Graduate Teaching Assistantship Stipend, University of North Texas, 1990-91
- 19) Hatton Sumners Scholarship, University of North Texas, 1989

COMMUNITY SERVICE

Board Member, Arkansas Public Service Academy, 2021-present

Instructor, Arkansas Public Administration Consortium (APAC), 2019 and 2020

Member, Citizens Academy Task Force, 2018-2019

Our House Homeless Shelter, 2017-present

Stuff the Backpacks Program (assisted with stuffing backpacks for children at Our House)

Christmas Gift Program

Humane Society of Pulaski County, 2014-2019

Puppy Love Program Team Member

Reigning Cats and Dogs Fundraiser, volunteer

Brews and Barks Fundraiser, volunteer

Little Rock Zoo Docent, 2014-2017

Member, Association of Zoo and Aquarium Docents and Volunteers (AZADV)