

**Barbara Patrick**  
(Updated November 2017)

**Department of Political Science**  
**601 Pray-Harrold**  
**Eastern Michigan University**  
**Ypsilanti, MI 48197**  
**Cell (662)312-8782**  
**E-mail: bpatric1@emich.edu**

**EDUCATION**

**Mississippi State University**, Starkville, Mississippi  
Doctorate in Public Policy and Administration, August 2007  
Area of Concentration-Public Budgeting and Financial Management  
GPA 4.0

**Mississippi State University**, Starkville, Mississippi  
Master's in Public Policy and Administration, May 2003.  
Area of Concentration: Research Methodology  
GPA 3.92

**Rust College**, Holly Springs, Mississippi  
Bachelors of Art in Political Science, April 2001  
GPA 3.95

**ACADEMIC APPOINTMENTS**

Associate Professor in the Department of Political Science, Eastern Michigan University,  
August 2015-Present

Assistant Professor in the Department of Political Science, Eastern Michigan University,  
August 2012-April 2015

Assistant Professor in the Department of Political Science and Public Administration,  
Mississippi State University, August 2007-May 2012

**PUBLICATIONS**

“Gauging financial rewards and sanctions impacts on outcomes: Is the stick as effective as the carrot?” Under review *American Journal of Evaluation*.

“The Veteran’s Administration Accountability, Market Techniques, and the Implications for Public Administration and Policy,” Forthcoming the *Global Encyclopedia of Public Administration and Policy*.

“Altering Public Sector Accountability Models: The Case of the Atlanta Cheating Scandal” with Gregory Plagens, Aaron Rollins, and Elizabeth Evans. Forthcoming *Public Performance and Management Review*.

“Performance Management and Ethics: The Case of Veterans’ Affairs and Timely Services” with Gregory Plagens *Public Integrity* Vol. 20, No. 2 (2018):150-162.

"Shifting the Blame in Public Education: Are There Parallels Between Opinion and Policy, " with Aaron Rollins *Journal of Public Management and Social Policy*, Vol. 23, No. 2 (2016): 51-66.

“Performance Policies and Workforce Development: Can the Market Model Be Successfully Implemented in the Public Arena?” *Politics and Policy*, Vol. 44, No. 6 (2016): 1116-1157.

“Assessing Public Sector Performance Reforms and the Plight of Disadvantaged Citizens,” with Aaron Rollins, *Public Administration Quarterly*, Vol. 39, No. 4 (2015): 151-187.

“Performance Management and Citizen Induced Financial Sanctions and Incentives in Education: Is There Public Support?” *Journal of Public Management and Social Policy*, Vol. 20, No. 2, (2014).

“Ethics and Performance Management Assessing Critical Elements of No Child Left Behind Performance Reforms,” *Public Integrity*, Vol. 15, No. 3, (2013):221-241.

“Fiscal Federalism, Performance Policies, and Education Reforms: Are States Using Performance Policies to Improve Workforce Quality?” *Politics and Policy*, Vol. 40, No. 4 (2012): 593-628.

“Assessing New Public Management’s Focus on Performance Measurement in the Public Sector: A Look at No Child Left Behind,” with P. Edward French, *Public Performance and Management Review*, Vol. 35, No. 2, (2011):340-369.

“African American Education,” in *Jim Crow Encyclopedia* edited by Nikki Brown and Barry Stentiford, Greenwood Press, 2008.

“Separate but Equal,” in *Jim Crow Encyclopedia* edited by Nikki Brown and Barry Stentiford, Greenwood Press, 2008.

“Marcus Garvey” in *Jim Crow Encyclopedia* edited by Nikki Brown and Barry Stentiford, Greenwood Press, 2008.

“Back to Africa Movement,” in *Jim Crow Encyclopedia* edited by Nikki Brown and Barry Stentiford, Greenwood Press, 2008.

"Budgeting in the States: Innovations and Implications," with Edward Clynych and Thomas Lauth, in *Budgeting in the States: Institutions, Processes and Policies*, edited by Edward Clynych and Thomas Lauth, 2006, Greenwood Press.

"Florida," with Doug Goodman, in *The Judicial Branch of State Government: People, Process, and Politics*, edited by Sean O. Hogan, pp. 242-245. 2006. Santa Barbara, CA: ABC-CLIO.

"Mississippi: Republicans Surge Forward in a Two-Party State," with Stephen D. Shaffer and David A. Breaux. In *The American Review of Politics*, vol. 26, Spring 2005, pp. 85-107.

“Politics in the New South: Looking Ahead,” with Charles E. Menifield and Stephen D. Shaffer, in [\*Politics in the New South: Representation of African Americans in Southern State Legislatures\*](#), edited by Charles E. Menifield and Stephen D. Shaffer, 2005, State University of New York Press.

"Mass Elite Linkages and Partisan Change in the South," with Stephen D. Shaffer, Patrick Cotter, and Samuel H. Fisher III, in [\*Southern Political Party Activists: Patterns of Conflict and Change, 1991-2001\*](#), edited by John A. Clark and Charles L. Prysby, 2004, the University Press of Kentucky.

## **WORKS IN PROGRESS**

“Who Does It Better-Public Schools or Public Sector Alternatives? Assessing Citizens’ Views on Education Quality” Under review *Delta Journal of Education*.

“The Administrative Voice and Racial Tensions between Minorities and Police Forces: What Is Said Really Matters” work in progress.

“Connecting Philosophy and Administration: Utilizing Recognition Theory to Enhance the Commitment to Cultural Competency within the Public Sector,” with Aaron Rollins work in progress.

“Local Budgetary Woes, State Intervention, and the Emergency Financial Manager System: The Case of More Bureaucracy and Less Democracy in Michigan” work in progress.

## **RELEVANT RESEARCH EXPERIENCE**

ICPSR Summer Program in Quantitative Methods in Social Research, Courses included Regression Analysis III and Data Mining, July 2011, University of Michigan, Ann Arbor, MI.

ICPSR Summer Program in Quantitative Methods in Social Research, Courses included Mathematics for Social Scientist, Regression Analysis II, and Data Mining, July 2009 University of Michigan, Ann Arbor, MI.

Research Associate of the Social Science Research Center, Mississippi State University, Fall 2009 to May 2012.

“The 2008 Presidential Climate Survey,” Principal investigator of national survey that assesses attitudes and beliefs about 2008 Presidential election and services and performance issues related to public sector employment and service delivery. Research funded by Mississippi Social Science Research Center.

Completed Ronald E. Mc Nair Achievement Program, University of Mississippi, 2000

## **CONFERENCE PRESENTATIONS**

“Performance Reforms, Rewards, and Sanctions: Does Performance Policies Enhance Outcomes?” with James Newman, Midwest Public Affairs Conference Annual Meeting, University of Chicago College of Urban Planning and Public Affairs, June 6-8, 2018 Chicago, IL.

“Budgetary Woes and Fiscal Stress: Downsizing or Right Sizing the Case of the Emergency Financial Management System,” Michigan Political Science Association Annual Meeting, Eastern Michigan University, October 27, 2017.

“The Role of Political Events in Shaping Workplace Attitudes of Federal Civil Servants,” with Gregory Plagens and Barry Pyle, Michigan Political Science Association Annual Meeting, Eastern Michigan University, October 27, 2017.

“Connecting Philosophy and Administration: Utilizing Recognition Theory to Enhance the Commitment to Cultural Competency within the Public Sector,” with Aaron Rollins to be presented the Annual Meeting and Conference of Minority Public Administrators (COMPA) National Conference Atlanta, GA March 15-17, 2017.

“NASPAA Annual Conference: Adding Value to Public Service Education” Brooklyn, NY October 14-16, 2015.

“Performance Policies and Workforce Development: Can the Market Model be Successfully Implemented in the Public Arena?” with Aaron Rollins, Presented at the Annual Urban Affairs Association Conference, Miami, FL April 8-11, 2015.

“Education Performance Legislation and the Plight of Racial Minority and Economically Disadvantaged Students,” Presented at the Midwest Political Science Association, Palmer House Hilton, Chicago, IL, April 11-14, 2013.

“Assessing Education Performance Legislation and the Minority Perspective” with Aaron Rollins Presented at the Southeastern Conference for Public Administration, Fort Lauderdale Marriot, October 3-6, 2012.

“No Child Left Behind and Race to the Top Policy Reforms: What Are the Implications for Minority Performance,” with Aaron Rollins Presented at the National Conference of Black Political Scientist Las Vegas, NV March 2012.

Panelist for African American Studies Expert Panel Discussion on “President Barack Obama’s Re-election: Demography, Race Relations, and Emerging Political Issues” February 7, 2012 EMU Student Center, Eastern Michigan University.

“Examining Citizen Support for Performance Sanctions in Education,” with Aaron Rollins. Presented at SECOPA, New Orleans, LA, October, 2011.

“Teacher Certification Policies Throughout the States,” with Isla Carr. Presented at SECOPA, New Orleans, LA, October, 2011.

“New Public Management and Citizen Induced Financial Sanctions in Education: Is There Public Support,” Presented at the Southern Political Science Association’s annual meeting in Atlanta, GA, January 2010.

“African Americans and the Public Education System: Life After No Child Left Behind,” Presented at the National Conference of Black Political Scientist’s annual meeting in Atlanta, GA, March 2010.

Panel Composer and Moderator “Current Issues in Public Sector Management” Rust College Leadership Conference’s annual meeting in Holly Springs, MS January 2010. Panel composed of MSU Public Administration Minority Doctoral Students-Aaron Rollins, Stephanie Pink, and Kywaii Lawrence.

“What Does Education Policy Tell Us About State Performance Legislation?” Presented at the to the Southern Political Science Association’s annual meeting in New Orleans, Louisiana, January 2009.

“The Role of Racial and Gender Attitudes in the 2008 Presidential Election,” with Tonya Thornton Neaves. Presented as part of Faculty Research Series, Mississippi State University, Department of Political Science and Public Administration, November 5, 2008

“Exploring the Correlates of Hate: A Multivariate Explanation of Regional Differences in ‘Hate Group’ Activity” with Jeffrey Cavanaugh, Dragan Stanisevski, and Stephen Shaffer. Presented at the Citadel Symposium on Southern Politics, Charleston, South Carolina, March 6-7, 2008.

“Educational Reforms and the African American Community,” presented at the Rust College African American Leadership Conference, Holly Springs, MS, January 2008.

“The Use of Performance Measures, Funding, and Accountability Systems in the Public Sector: A Look at the No Child Left Behind Act.” Presented at 2007 Association for Budgeting and Financial Management Conference, Washington D.C., October 25-27, 2007.

"Mass-Elite Linkages in the Modern South: The Case of Mississippi and Health Care" with Stephen D. Shaffer, David A. Breaux, and Doug Goodman, presented at the 2006 Citadel Symposium on Southern Politics.

“An Examination of the Relationship between Public Opinion and State Fiscal Policy: A Look at the Mississippi Cigarette Tax Increase Vote,” with Ed Clynych. Presented at the Southern Political Science Association’s annual meeting in Atlanta, GA, January 5-7, 2006

“Public Opinion and State Health Care Spending” Presented at Mississippi State University Research Symposium/Competition. Third place winner in Social Science Research Division, Mississippi State, MS, April 8, 2005.

“Public Employee Accountability: A Public Perspective of the No Child Left Behind Act.” Presented at the annual meeting of Mississippi Political Science Conference, Jackson, Mississippi, February 2005.

“The Importance of Health Care Policy Priorities in Mississippi: Public Opinion vs. Legislators’ Opinions” with Doug Goodman, David A. Breaux, and Stephen D. Shaffer. Presented at the Southern Political Science Association’s annual meeting in New Orleans, Louisiana, January 6-8, 2005.

*"Mass Elite Linkages and Partisan Change in the South."* with Stephen D. Shaffer and Patrick Cotter. Presented at the Southern Political Science Association's annual meeting in New Orleans, Louisiana, January 7 - 10, 2004.

*“Attitudes and Values of Political Party Elites in the Contemporary South: Insights from*

*a Replicated NSF Project, Focused on a Case Study of Mississippi,”* with David A. Breaux, James Newman and Stephen D. Shaffer. Presented at the Mississippi State University Social Science Research Presentation Series, November 17, 2003.

*“Examining the Gender Gap: A Review of Inequalities in Mississippi.”* Presented at the Mississippi Political Science Association’s annual meeting in Cleveland, Mississippi, February 28 - March 1, 2003.

*“Attitudes Toward Abortion In Mississippi From 1980-2000.”* Presented at the annual meeting of Mississippi Political Science Conference, Cleveland, Mississippi from February 28-March 1, 2003.

*“Generational Differences Among Party Activists in the Contemporary South,”* with James Newman, Stephen D. Shaffer, and David A. Breaux. Presented at the annual meeting of the Southern Political Science Association in Savannah, Georgia, November 6 – 9, 2002.

*"The Hard and Soft of Governmental Health Insurance: The Mississippi CHIP Program."* Presented at the annual meeting of Ronald E. McNair Scholar, Waunakee, Wisconsin, March 21-March 24, 2001.

## **PROFESSIONAL & TEACHING EXPERIENCE**

### **Courses Taught**

#### *Graduate*

Civil Rights (Travel Course)  
African American Politics  
Seminar in Nonprofit Management  
Organization Theory and Behavior  
Public Administration Concepts  
Research Methods  
Seminar in Human Resource Management  
Modern Public Administration  
Program Evaluation  
Public Budget Administration  
Public Budget Applications  
Performance Management  
Strategic Management  
Public Administration Capstone

#### *Undergraduate*

Black Political Thought  
African American Politics

American Government  
Introduction to Public Policy  
Political Analysis  
Introduction to Public Administration  
Politics of Public Budgeting  
Principles of Public Administration  
Personnel Administration in Government  
Civil Rights (Travel Course)

**Graduate Teaching Assistant**, Mississippi State University, August 2003-July 2004  
Assisted a professor in the Fall 2003 and Spring of 2004 semesters.

**Research Assistant of the Social Science Research Center**, Mississippi State University, January 2003-July 2003  
Principal Work: Served as research supervisor of telephone survey collection unit. Responsible for data collection and supervising employees

**Research Assistant**, Mississippi State University, August 2001- December 2002.  
Principal Work: Worked with professors in the Political Science and Public Administration Department. Assisted with data collection and analysis and administrative responsibilities

**Student Government Association President**, Rust College 2001  
Principal Work: Organize student activities; work with administration, faculty, staff, and students to resolve organization conflict; organize student activities and major campus events; managed Rust College Grill.

**Intern for Former Mississippi Governor Ronnie Musgrove**, Jackson, Mississippi Summer 2001  
Department: Community and Constituency Services  
Principal Work: Interact with state agency staff and directors to address issue of importance to Mississippi residents. Attended workshops and meetings on Mississippi economic development. Wrote preliminary reports on minority involvement in the Mississippi Nissan Project

## **UNIVERSITY SERVICE**

Director of Community Outreach, Department of Political Science, Eastern Michigan University, Winter 2017-Present.

Dean Search Committee, College of Arts and Sciences, Eastern Michigan University,



Ypsilanti, MI Fall 2016-Present

Graduate Coordinator Search Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2016-Present

Public Administration Search Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2016-Present

Grade Grievance Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2016-Present.

Promotion and Finance Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2015-Present

Faculty Senate, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2016-Present

McNair Scholar's Program Mentor, Eastern Michigan University, Ypsilanti, MI 2014-Present

MPA Graduate Advisor, Department of Political Science, Eastern Michigan University, Ypsilanti, MI 2013-2015

Public Administration Search Committee, Department of Political Science Eastern Michigan University, Fall 2014

Graduate Council, Eastern Michigan University, Fall 2014

Academic Development Committee of Graduate Council, Eastern Michigan University, Fall 2014

Undergraduate Research Symposium Advisor, Eastern Michigan University Winter 2014

Public Law Search Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2013

Public Administration Scholarship Committee, Department of Political Science, Eastern Michigan University, MI Winter 2013

Ronald E. McNair Scholars Advisor, Eastern Michigan University Winter and Summer 2014

Public Administration Committee, Eastern Michigan University Fall 2012-Present

Consultant and Advisor for Ypsilanti Housing Commission Executive Director Search and Hiring Process, Ypsilanti, MI Fall 2012

University Honor Code Council, Mississippi State University, 2009-2012

Phi Alpha Alpha Faculty Advisor, Department of Political Science and Public Administration, 2011 and 2012

Doctoral Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2008-Present

Undergraduate Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2009-2011.

Administrative I Search Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2011.

Undergraduate Advisor, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2007-2011.

Department Head Search Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2009

Executive Council Committee of the African American Studies Program, Mississippi State University, Starkville, MS 2007-2009.

Haley Barbour Scholarship Committee, Mississippi State University, Starkville, MS Spring 2009

Collin's Scholarship Committee, Mississippi State University, Starkville, MS Spring 2009

Program Committee of the African American Studies Program, Mississippi State University, Starkville, MS 2007-2008.

Course Curriculum Committee of the African American Studies Program, Mississippi State University, Starkville, MS 2007-2008.

Core Faculty of the African American Studies Program, Mississippi State University, 2007-2008

Political Institution Search Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS Fall 2007.

Public Law Search Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS Fall 2007

**UNDERGRADUATE RESEARCH SYMPOSIUM SPONSOR, DEPARTMENT OF POLITICAL SCIENCE, EASTERN MICHIGAN UNIVERSITY**

James Tatum (Winter 2014)  
Nino Monea (Winter 2014)  
Andrew Felder (Winter 2014)  
Samuel Uel (Winter 2014)  
David Garcia (Winter 2015)  
Gwendolyn Dean (Winter 2017)  
Annie Somerville (Winter 2017)  
Emily Kindred (Winter 2017)

**PUBLIC ADMINISTRATION CAPSTONE COMMITTEES, DEPARTMENT OF POLITICAL SCIENCE, EASTERN MICHIGAN UNIVERSITY**

Neha Singh (Committee Member)  
Michael Demand (Committee Member)  
Kailey Henry (Committee Member)  
Valarie Berry (Committee Member)

**PUBLIC POLICY AND ADMINISTRATION PHD DISSERTATION COMMITTEES, MISSISSIPPI STATE UNIVERSITY**

Elizabeth Evans (Chair-completed Summer 2012)  
Aaron Rollins (Chair-completed Fall 2013)  
Melody Fortune (Committee Member-completed Fall 2011)  
Susan Baker (Committee Member-completed Spring 2012)  
James Orr (Committee Member-Spring 2012)  
Sumner Davis (Committee Member-ongoing)  
Kywaii Lawrence (Committee Member-Fall 2012)  
Stephanie Pink (Committee Member-completed Spring 2011)  
Natalie Lick (Committee Member-completed Spring 2012)

**OTHER GRADUATE STUDENT COMMITTEES**

Yureka Lawrence, Exam Committee, MA College of Education, Mississippi State University (completed 2011)

**PUBLIC SERVICE ACTIVITIES**

Eastern Michigan University Representative for Detroit ASPA, Chapter Program Committee, 2013-Present

American Association of University Women, Advisory Board 2012

Reviewer for *Politics and Policy*, 2011-2012, 2016-2017.

Reviewer for *Public Performance and Review*, 2016-2017.

Reviewer for *American Review of Public Administration*, 2010-11.

Reviewer for the *Social Science Journal* 2011

Panelist for Department of Africology and African American Studies Expert Panel Discussing “Assessing Barack Obama’s 2-term Presidency: How Would History Judge It? - a Black History Month Expert Panel Discussion” Presented by the EMU, February 2015.

Panelist for African American Studies Expert Panel Discussing President Obama’s 2<sup>nd</sup> Term Agenda, Successes, and Mishaps, Eastern Michigan University, February 2014

Panelist for African American Studies Expert Panel Discussion on “President Barack Obama’s Re-election: Demography, Race Relations, and Emerging Political Issues,” Eastern Michigan University, February 2013

“Gender and Voter Registration: The 2012 Presidential Election” guest speaker American Association of University Women, Mississippi University for Women Columbus, MS March 2012.

“The Life and Works of Booker T Washington,” guest lecture Department of African American Studies, Mississippi State University, Summer 2011.

“Ethics in Research,” Presented in conjunction with Holmes Cultural Diversity Center, Mississippi State University, Fall 2011.

“Booker T Washington and the Politics of Accommodations,” Guest Lecture for African American Studies, Mississippi State University, Summer 2010.

“Current Trends in Public Education: Life After No Child Left Behind.” Presented as part of the Fannie Lou Hamer Lecture Series, Jackson State University, Fall 2009.

“Assessing the Policies of President Obama: The First 180 Day.” Presented as part of the Fannie Lou Hamer Lecture Series, Jackson State University, Fall 2009.

Conducted one day workshop on survey instrument design and the use of statistical software for First Family Crisis Center Staff, Holly Springs, MS, Fall, 2009.

Served as guest lecture for Senior Research and Writing Course; worked with students on research design for Senior thesis, Rust College Holly Springs, MS, August and October 2009.

“Currents Ideas and Opinions on Race Relations in the Public Realm,” Presented as part of Mississippi State University Housing Activities Board Series, Rice Hall, November 12, 2008.

“A Review of Racial and Gender Attitudes during the 2008 Presidential Election Season,” with Tonya Thornton Neaves, Faculty Research Series, Department of Political Science and Public Administration, Mississippi State University, November 5, 2008.

Research presentation and all day workshop at First Family Center in Holly Springs, MS. Presentation addressed data collection and analysis using SPSS software, August 27, 2008.

Keynote speaker for Ronald E. McNair Awards Banquet, program aims to increase the enrollment of minority students in graduate programs. University of Mississippi, Oxford, MS, July 15, 2008.

Guest speaker at “An Evening with the Commissioner of Higher Education” sponsored by the Southern Regional Educational Board State Scholars Program. Fairview Inn Jackson, MS, May 15, 2008.

Conducted one day workshop on the use of statistical software in social science research; worked with student on entering and analyzing data using SPSS software. Rust College, Holly Springs, MS, April 14, 2008.

Guest speaker at the 2007 Rust College Social Science Day Assembly. Topic: “Importance of Minority Student Enrollment in Graduate Degree Programs in the Social Sciences”, Rust College, Holly Springs, MS November 9, 2007.

Testified at the U.S. House of Representatives on “The Importance and Success of TRIO Programs.” Washington DC, February 2005.

Testified at the U.S. Senate on “The Importance and Success of TRIO Programs.” Washington DC, April 2005.

## **HONORS, FELLOWSHIPS & AWARDS**

*Ronald Collins Distinguish Faculty Research Award* Finalist, Eastern Michigan University, Winter 2017.

Outstanding Teaching in Political Science, The American Political Science Association (APSA) and Pi Sigma Alpha, 2011

College of Arts and Science Teaching Award, Mississippi State University, 2011

Stennis Summer Research Grant, Stennis Institute of Government, Summer 2011.

Outstanding Graduate Faculty Award, Department of Political Science and Public Administration, Mississippi State University, 2010

Southern Regional Education Board [Doctoral Fellow](#), June 2003- August 2007.

Sumner's Grant of Academic Excellence August 2001-August 2008

College of Arts and Sciences Academic Excellence Travel Fund Award, January 2004.

Outstanding Graduate Student Award, Mississippi State University May 2003.

Ronald E. McNair Scholar, University of Mississippi Summer 2000.

Rust College Honor's Track Academic Scholarship August 1997-April 2001

Rust College Student of the Year 2000 and 2001