

John L. Daly, PhD
(Abbreviated CV – February 16, 2017)

Associate Professor: Date of Appointment – August 9, 1993 – present
Founding Director, School of Public Affairs: January 1, 2013 – February 14, 2014
Director in Transition (School of Public Affairs): August 7, 2012- December 31, 2012
Director, Public Administration Program: May 7, 2007 – August 7, 2014
Director, Public Administration Program: May 1993 – April 1995
Assistant Professor: Date of Appointment – August 8, 1986

Academic Degrees

Ph.D., Indiana University 1987, Public Policy
Dissertation: *Interorganizational Networks and the Design and Delivery of Job Training Programs: Strategic Management in the Midwest's Rustbelt*

Master of Public Affairs, Indiana University, 1982. Public Management, Budgeting and Program Evaluation

Bachelor of Arts, Indiana University, 1974, Political Science, American Political Systems

Primary Teaching

University of South Florida, Tampa, FL - August 1986 to present

Teaching Areas

Executive/Organizational Leadership
Human Resource Management
Organizational Theory & Behavior
Performance Management
Public Personnel Policy
Public Policy & Program Evaluation
Public Sector Labor Relations & Collective Bargaining
Public Administration Strategic Management

Other teaching experiences

Fulbright Senior Scholar: University of Swaziland, Department of Administrative and Political Studies, Kwaluseni, Swaziland. September 1, 2005 – June 30, 2006

Fulbright Senior Scholar, Swaziland Institute on Management and Public Administration, Mbabane, Swaziland. September 1, 1998 – June 30, 1999

Indiana University-Purdue University at Indianapolis, Indianapolis, IN, School of Public and Environmental Affairs, May – August 1991 (Summer Instruction) Adjunct Assistant

Professor, Indiana University, Bloomington, IN, School of Public and Environmental Affairs, May - August 1987 (Summer Instruction).

Adjunct Professor of Management and Business Administration, Saint Leo University, Saint Leo, FL, Center for Distance Learning ("Weekend College" program), September, 1987 - August 21, 1998.

Publications

- J.L. Daly, R.E. Hartley and B.E. Neubauer, "Toward a Shared Services Model for the Delivery of Public Affairs Education" Journal of Public Affairs Education , Volume 22, Issue 4 (Fall 2016), pps. 449-466.
- J.L. Daly, *Human Resource Management in the Public Sector: Policies and Practices* (2012). Armonk, NY.: Routledge/Taylor & Francis..
- J.L. Daly (2009). "Government and the Utilization of Employee Assistance Programs" in William G. Emener, William S. Hutchison, Jr., and Michael Richard, Eds *Governmental Utilization of Employee Assistance and Employee Wellness Programs* – 4th Edition, Springfield, IL: Charles C. Thomas Publishers, Ltd.
- J.L. Daly (2009). "Public Administration in America", in Michael A. Richard and William G. Emener, Eds. I'M A PEOPLE PERSON: A Guide To Human Service Professions, 2nd edition (2009), Springfield, IL: Charles C. Thomas Publishers, Ltd
- J.L. Daly, ed. (2005). *Training in Developing Nations –A Handbook for Expatriates* (2005), Armonk, NY, Routledge/Taylor & Francis.
- J.L. Daly (2005). "Introduction," in J.L. Daly, editor, *Training in Developing: Handbook for Expatriates*, pps. XI – XVI, Armonk, NY: Routledge/Taylor & Francis.
- J.L. Daly (2005). "Strategic Suggestions for Survival When Providing Public Administration Training in Underdeveloped Settings: The Case of Swaziland," in J.L. Daly, editor, *Training in Developing: A Handbook for Expatriates*, Chapter 2, 23-33, Armonk, NY: Routledge/Taylor & Francis.
- J.L. Daly (2005). "Strategic Marketing of Training Initiatives in Underdeveloped Countries: The Case of Swaziland," in J.L. Daly, editor, *Training in Developing: A Handbook for Expatriates*, Chapter 4, pps. 49-62, Armonk, NY: Routledge/Taylor & Francis.
- J.L. Daly (2005), "Synopsis of Ideas, Trends, and Challenges," in J.L. Daly, editor, *Training in Developing: A Handbook for Expatriates*, Chapter 11, pps. 189-198, Armonk, NY, Routledge/Taylor & Francis.

- A. Price-Smith and J.L. Daly (2004). *Downward Spiral: HIV/AIDS, State Capacity, and Political Conflict in Zimbabwe*, Peaceworks 53, Commissioned by: United States Institute of Peace.
- J.L. Daly and M.A. Buehner (2003). "P-card Utilization in Municipal Government: Advantages and Concerns," Journal of Public Procurement, Volume 3, No. 1, pp. 75 – 94.
- J.L. Daly (2002). "Implications of Organizational Climate and Ethical Leadership On Reengineering Initiatives In Municipal Government," in Public Administration Quarterly, Volume 26, No 2, pps. 198 – 217.
- J.L. Daly (2002) "Strategic Marketing of Training Initiatives in Underdeveloped Countries: The Case of Swaziland," Public Personnel Management, Volume 31, No. 3 (Fall), 309 – 316.
- J.L. Daly and W. Holleweg Dit Wegman (2002), "Public Administration", Chapter 14 in Michael A. Richard and William G. Emener, Eds. I'M A PEOPLE PERSON: A Guide to Human Service Professions (2002), Springfield, IL: Charles C. Thomas Publishers, Ltd.
- J.L. Daly (2001) "AIDS in Swaziland: The Battle from Within," *African Studies Review*, Vol. 44, Number 1 (April): 21 - 35.
- J.L. Daly (2001) "Gender Equality Rights versus Traditional Practices: Struggles for Control and Change in Swaziland," *Development Southern Africa*, Volume 18, Number 1 (March 2001): 45 - 56.
- J.L. Daly (2001). "Strategic Suggestions for Survival When Providing Public Administration Training in Under-Developed Settings: The Case of Swaziland," Public Personnel Management, Volume 30, No. 1 (Spring), 45 - 53.
- J.L. Daly (1999). "USF Fulbright in Africa," International Affairs Bulletin Vol. 4, No. 8 (October), 1.
- J.L. Daly (1998). "Employee Perceptions Of Smoking At Work: Implications For The Implementation Of Workplace Smoking Policies," Employee Assistance Quarterly, Vol. 13, No. 3, 47-58.
- J.L. Daly, G.B. Schobel and T. Evans (1997). "Community Policing: A Viable Approach to Reduce Crime or an Expensive Crime Displacement Mechanism?" The Police Chief, Volume LXIV, Number 8 (August), 64-71.
- J.E. Benton and J.L. Daly (1996). "County Impact Fee Adoptions As Policy Innovation: A Search For Theory," International Journal of Public Administration, Vol. 19, No. 7 (1996), 1037 – 1065.
- P. O'Meara, N.B. Winchester and J.L. Daly (1993). "J. Gus Liebenow," Political Science & Politics, Volume XXVI, Number 4, 818 – 819.

- J.L. Daly (1993). "Substance Abuse Policy Adaptation in Florida Municipal Government," Public Personnel Management, Vol. 22, No. 2 (1993), 201 - 214.
- J.L. Daly (1993). "Perception of Substance Abuse Program Effectiveness and Communication Practices in Florida Municipal Governments," Employee Assistance Quarterly, Volume 8, No.4 , 73 - 88.
- J.E. Benton and J.L. Daly (1993). "Providing Services in an Era of Declining Fiscal Fortunes: The Dilemma Confronting Local Governments During the 1990s," Political Chronicles, Volume 5, Number 1, 10 - 16.
- J.E. Benton and J.L. Daly (1993). "Measuring Citizen Evaluations: The Question of Question-Order Effects," Public Administration Quarterly, Volume 16, No. 4 (Winter1993), 492 - 508.
- J.L. Daly and G.B. Schobel (1993). "Random Drug Testing For Public Safety Personnel: A Conceptual Model For Policy Design," NarcOfficer, Volume XI, Number IV (July/August), 53 - 58.
- J.E. Benton and J.L. Daly (1992). "The Paradox of Citizen Service Evaluations and Tax/Fee Preferences: The Case of Two Small Cities," American Review of Public Administration, Volume 22, Number 4 (December), 271 - 288.
- J.E. Benton and J.L. Daly (1991). "A Question Order Effect in a Local Government Survey," Public Opinion Quarterly, 55 (Winter), 688 - 690.
- E.B. McGregor and J.L. Daly (1989). "The Strategic Implications of Automation in Public Sector Human Resource Management," Review of Public Personnel Administration, 10 (Fall), 29 - 47.
- J.L. Daly (1988). "Substance Abuse Testing in Florida Cities," Public Affairs Reporter, Vol. 2 Number 2 (Fall), 3 - 5.
- J.L. Daly (1983). "Developing Quality Circles in Mental Health Facilities: North Indiana State Hospital Institutes a Quality Circle Project," Newsline Vol. 5 Number 4 (Summer), 1 - 5.
- J.L. Daly (1981). "DET Survey's Indiana Labor Market for 1982," Indiana Occupational Information Coordinating Committee Newsletter, Vol. 1 Number 4 (Summer), n.p.

Grants Awarded

Fulbright Specialist Grantee – Award #7144, Swaziland: University of Swaziland – Grant consultant, UNISWA Department of Political and Administrative Studies (Political Science & Public Administration). Consultant designer for curriculum development of the department’s proposal, with logical course sequencings and course descriptions, for a authorization for a new BA concentration in Public Policy and Governance. Grant duration: June – July 2016. Award: \$8,600.00

Co-Principal Investigator, Tampa Bay Water, RFP-058-0-2015/TLC “Job Analysis, Pay Plan Review, and Compensation Survey Services” Contract # 2015-058, Institute of Government, November 30, 2015 to October 30, 2016. Award - \$56,000.00

Training Grant, USF Institute of Government, Seminar Training for City of Sarasota, \$5000.00, January-March 2009 (Developed Grant, Co-trained city employees with Dr. Joan Pynes).

Fulbright Senior Scholar Grant program, Kingdom of Swaziland, University of Swaziland, 2005-2006 recipient, \$51,000.

Fulbright Senior Scholar grant: 1998-1999. Research addressed the social, economic, political and cultural impacts of AIDS on southern African countries with specific emphasis on Swaziland, (Grant Award - \$51,000).

Significant Practitioner Experiences

Fulbright Senior Scholar, Swaziland Institute of Management and Public Administration, September 1, 1998 – June 30, 1999. Served as a technical consultant to the Swaziland government.

City of Indianapolis, Research Analyst, May 1981 – August 1981. Served as a graduate intern for Indianapolis’ Department of Employment & Training. Conducted labor demand analysis to help determine future job training initiatives.

Private Sector: Seven years progressive management experience in electronic distribution prior to returning to graduate studies in 1980.

Academic - Professional Service Activities and Honors

American Society for Public Administration – Suncoast Chapter Board of Advisors, September 2016 to present.

American Society for Public Administration (ASPA) – “Hall of Fame” Award. Award granted for lifelong service to ASPA and its Suncoast ASPA Chapter. Honor received on May 20, 2015 in Tampa, FL

International City County Management Association (ICMA) 2014 recipient - *Academic Award in Memory of Stephen B. Sweeney*. Presented at the 100th Anniversary of the ICMA Conference on September 17, 2014, Charlotte, North Carolina.

Florida City County Management Association (FCCMA) – *2014 President’s Award Recipient*. Presented at the 2014 FCCMA Annual Conference on May 30, 2014, Orlando, Florida.

Section Chairperson – NASPAA Small Programs Section – October 2011 – October 2013.

Fulbright Traditional Grant Southern Africa Peer Review Selection Committee. Committee serve in 2006, 2007 and 2009. One of five academics (all fields) who evaluate all Fulbright Traditional grant submissions for southern African nations. .

President, 2005-06, American Society for Public Administration, Suncoast Chapter. Chapter serves as the chief association for public servants in a 15-county region (Southwestern section for the State of Florida). Also served on Board of Advisors from 2003-05.

Fulbright Senior Specialist Advisory Board member, January 2001 – January 2004, serving as an advisor for grant nominations and selections in the fields of political science and public administration.

Editorial Advisory Board, *Annual Edition: Human Resource*- 1996 to present. Editorial Board, *International Journal of Public Administration* – 2005 to present.

President, 1995-96, American Society for Public Administration, Suncoast Chapter. Chapter serves as the chief association for public servants in a 15-county region (Southwestern section for the State of Florida).

Search Committee, Florida Gulf Coast University, Selection of the founding Director of Public and Social Services, Fort Myers, Florida. January – May 1996. Elected, Board of Directors, American Society for Public Administration, Suncoast Chapter, and June 1993 - June 1994.

Public Service Activities

Personnel Committee Director, Saint Andrew Presbyterian Church, Tampa, FL., January 2010 – December 2014.

Frequent guest speaker on the subject of AIDS in Africa for social and professional organizations.

Consulting Activities

President, Creative Insights Corporation (Incorporate in June 1996) – actively consulting in the

areas of human resource development. Consultation and technical assistance primarily conducted in field of public management and organizational compensation. Have conducted more than 50 compensation studies for West Central Florida local governments.

Professional Memberships

American Society for Public Administration