

# **Dr. Paul L. Hathaway**

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## **Jacksonville State University**

Department of Emergency Management and Public Administration  
700 Pelham Rd. North  
Jacksonville, AL 36265-1602  
(256)782-5652  
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## **Education**

Doctor of Arts in Political Science,

Idaho State University, Pocatello, ID (May, 2008)

- Dissertation: Groupthink Phenomenon and Self-Esteem in Bureaucracies:  
A Comparison between Private and Public Sector Organizations

Master of Public Administration,

Idaho State University, Pocatello, ID (May, 2007)

- Concentration- Public Policy & Organizational Theory

Bachelor of Arts in Political Science

Idaho State University, Pocatello, ID (May, 1992)

- Concentration- International Affairs- Middle East

## **Teaching Positions**

Associate Professor- Jacksonville State University (Fall 2014- Present)

Assistant Professor- Jacksonville State University (Fall 2008 – Fall 2014)

Graduate Student- Idaho State University (Spring 2006- Spring 2008)

## **Administrative Positions and Experience**

Director of Master of Public Administration (NASPAA accredited) Program (Spring 2015- Spring 2020)

## **Teaching Experience**

\*= Taught course online

\*\*= Taught course online AND classroom

### **Graduate level:**

Organizational Theory and Bureaucratic Structure  
Political Psychology  
Advanced Data Analysis \*  
Statistics and Statistical Analysis  
Analysis of Policy \*\*  
Foundations of Public Administration \*\*  
Grant Writing\*\*  
Administrative Leadership and Ethics  
Public Finance and Budgeting \*\*

### **Undergraduate level:**

Introduction to American Government \*\*  
Introduction to State and Local Government  
Political Psychology  
American Political Thought  
Grant Writing\*\*  
Learning Skills (Freshman Orientation Course)  
Introduction to Comparative Politics, Teaching Assistant

## **Research Publications and Presentations**

### **Publications (Peer-Reviewed)**

Elizabeth A. Shanahan, Mark K. McBeth, **Paul L. Hathaway** (2011) "Narrative Policy Framework: The Influence of Media Policy Narratives on Public Opinion" *Politics & Policy* Vol. 39 (3) 2011: 373-400

McBeth, M., L. Shanahan, **P. Hathaway**, L. Tigert, Lynnette Sampson (2010) "Buffalo tales: interest group policy stories in Greater Yellowstone" *Policy Sciences* Vol 43 (4), 2010 Pgs. 391-409

Shanahan, E, M. McBeth, L. Tigert, **P. Hathaway** (2010) "From protests to litigation to *YouTube*: A longitudinal case study of strategic lobby tactic choice for the Buffalo Field Campaign" *The Social Science Journal* Vol. 47 2010:137-150

Shanahan, L., M. McBeth, R. Arnell, **P. Hathaway** (2008) "Conduit or Contributor? The Role of Media in Policy Change Theory" *Policy Sciences* Vol. 41 (2) 2008: 115-138

McBeth, M., L. Shanahan, R. Arnell, **P. Hathaway** (2007) "Intersection of Narrative Policy Analysis and Policy Change Theory" *Policy Studies Journal* Vol. 35 (1): 87-108

### **Publications (In Prep)**

**P. Hathaway** "The Affect of Public Consumption Images on People's Public Policy Attitude"

**P. Hathaway** "Understanding Agentic Shift in the Bureaucratic Environment"

### **Presentations**

*The Black Political Machine and the Puzzle of Linked Fate: Artur Davis' Gubernatorial Bid* Emma L. Tolbert and **Paul L. Hathaway**, Southern Political Science Association (New Orleans, LA January 2011)

*Charter School Legislation Reaches the Policy Arena: Agenda Setting, Policy Change Theory and the Polis* **Paul L. Hathaway**, Southwestern Social Science Association (Las Vegas, Nevada- March 2008)

*Self-Esteem and Decision making: Is there a difference between public and private bureaucracies?* **Paul Hathaway** and Tera Letzring, Southeast Conference of Public Administrators (Nashville, Tennessee- September 2007)

*The Bureaucracy Made Me Do It: Understanding Agentic Shift in Bureaucrats* International Society of Political Psychology (Portland, Oregon- July 2007)

*Agenda Setting, Priming, and Issue Framing in the Greater Yellowstone Area: A Narrative Policy Analysis of Local and National Media Coverage.* Elizabeth Shanahan, Mark McBeth, Ruth Arnell, **Paul Hathaway**- Western Political Science Association (Las Vegas, Nevada- March 2007)

*Attitude Importance, Proximity to the Issue and Available Heuristics: The Influence of Local Policy Stories versus National Stories* **Paul Hathaway** and Mark McBeth Pacific Northwest Political Science Association (Bend, Oregon - October 2006)

*The Importance of Self-esteem in a Bureaucracy*, National Social Science Association (Las Vegas, Nevada- April 2006)

## **Work in Progress**

*Affect of Images on Public Policy Opinions.* Currently gathering data and finishing literature review. Expect to submit to peer-reviewed journal in 2014.

*Attitude Importance, Proximity to the Issue and Available Heuristics* Finalizing previously presented paper for publication.

Stress factors in decision making public v. private sectors. In preparation for submission to academic journal. Currently gathering literature and designing a methodology for testing.

## **Higher Education Assessment Experience**

Committee member of Jacksonville State University IDEA task force. This task force was implemented to help gain greater participation with the IDEA assessment at JSU.

University Assessment Pilot Project- Dr. Rick Foster and Dr. Steve Adkison (May, 2005- Present) In response to the Northwest Commission on Colleges and Universities accreditation evaluation ISU began evaluating assessment and planning programs to be implemented university wide. I attended training conferences and provided feedback for assessment of software programs. I also assisted in teaching students how to use software for the pilot program.

## **Honors and Awards**

JSU Student Government Association- Golden Apple Award (2010-2011) Presented for unconditional support and assistance to students.

Doctoral Fellowship Political Science Department, Idaho State University (January, 2005-Present)

Writing Center Fellow, Idaho State University (August, 2005-Present)

Dr. MJ Burns Pacific Northwest Conference Debutante Scholarship (October, 2006)

## **Other Professional Training**

Gamecock Orientation Advisor Training: Jacksonville State University- Learned university requirements for all majors and advising techniques for incoming freshmen.

Completion of Distance Education Training: Jacksonville State University

Extended New Faculty Orientation: Jacksonville State University

Virtual Summer Institute in Political Psychology (VSIPP), Stanford University, Palo Alto California 2006. Summer session for the study of political psychology.

Responsible Conduct of Research: Essentials for Research Success and Integrity. Workshop sponsored by the U.S. Department of Health and Human Services and the Office of Research Integrity, Idaho State University, October 20-21, 2005

## **Software Knowledge**

Blackboard

Microsoft Office Suite

Adobe Acrobat

Adobe GoLive (Website creation software)

Chalk & Wire Professional Development programs- Rubricmarker, and ePortfolio (Chalk & Wire is a Student assessment software package)

SPSS

WebCT

Quark Express (Desktop publishing software)

## **University Service**

Faculty Senate VP \_President-Elect (2020-2021)

Faculty Senate (2019- Present)

Newman Civic Fellowship Mentor (20190)

Chairman Civics Subcommittee Carnegie Foundation Elective Engagement Classification (January 2018-Present)

Phi Kappa Phi- Jacksonville State University Chapter Public Relations Chair (Fall 2012-Present)

Faculty Research Grant Committee- Jacksonville State University (Spring 2010-Present, Chair 2012-13) Review and fund faculty research grant proposals

Pi Sigma Alpha faculty advisor- Jacksonville State University (2010-Present)

Red Balloon Initiative Committee- Member Jacksonville State University (2010-2011) Facilitate ideas to help create a Learning Centered University.

Gamecock Orientation Advisor- Jacksonville State University (2009-2011) This position is an advisor for incoming freshmen during summer orientation and their freshman year at Jacksonville State University.

IDEA Task Force- Jacksonville State University (2009-Present)

Sigma Nu Fraternity Faculty Advisor- Jacksonville State University (2009-Present)

Website administrator for Political Science & Public Administration Department- Jacksonville State University (2009- Present)

Graduate School ineligibility committee- Jacksonville State University (2008-Present)

Graduate Student Research and Scholarship Committee, Idaho State University (2005-2007, Chair 2006-2007) This committee is responsible for administering and funding \$25,000 in graduate student grant proposals.

Research Coordinating Council, Idaho State University (Spring 2007) Graduate student representative.

Graduate Faculty Council of Idaho State University (2006-2007) Graduate student representative.

Political Science Department faculty committee, Idaho State University (2006-2007) Graduate Student Representative.

Distinguished Teacher Committee for ISU 2005-2006 school year. Graduate student representative.

## **Community Service**

Industrial Development Board Member, City of Jacksonville, AL (September 2018-Present)

Focus Group Facilitator, City of Anniston, AL (July 2018)

Alabama Education Association- Grant writing workshop at Minority Leadership Conference (2012)

PowerSouth Energy Cooperative- Grant writing and Resource Guide (2009)

Alabama Community Development Institute- Grant writing seminar (2009)

The Academy at Roosevelt Center Charter School, Pocatello, ID  
Founding member (June 2005) Board of Trustees Vice-Chair (2005-2007)

Reader of Advanced Placement American Government Exams, Educational Testing Service. Graded AP American Government essay questions for the Educational Testing Service for one week. (2007, 2008, 2009, 2010, 2011, 2012, 2013)

## **Affiliations**

Southern Political Science Association (Member since 2011)

JSU Ethics Club (Member since 2011)

Phi Kappa Phi Honor Society (Member since 2007)

Gamma Beta Phi Society (Member since 2006)

Western Political Science Association (Member since 2006)

International Society of Political Psychology (Member since 2005)

American Society for Public Administrators (Member since 2005)

American Political Science Association (Member since 2005)

Pacific Northwest Political Science Association (Member since 2005)

Sigma Nu Fraternity (Member since 1988)

## **References**

Available upon request

## **Curriculum Vitae**

**William Lester**  
**wlester@jsu.edu**

### **Education**

Ph.D., Texas Tech University, political science (2000)

M.P.A., Texas Tech University (1996)

B.A., University of Texas (1990)

Lifetime Texas Public School Teaching Certificate (1990)

### **Academic Experience**

Professor, Jacksonville State University, Department of Political Science and Public Administration (2014-present)

Associate Professor, Jacksonville State University, Department of Political Science and Public Administration (2008-2014)

Assistant Professor, Jacksonville State University, Department of Political Science and Public Administration (2005-2008)

Visiting Assistant Professor, University of North Florida, Department of Political Science and Public Administration (2004-2005)

Assistant Professor, Howard Payne University (2000-2004)

Lecturer, Howard Payne University (1999-2000)

M.P.A. Program Advisor, Texas Tech University (1997-1999)

### **Publications**

2019. *Transforming Disaster Response: Federalism and Leadership*. ASPA Series, New York: Routledge.

2012. Disaster response 2020: A look into the future. In *Networked governance: The future of intergovernmental management*. Washington, DC: CQ Press.

2010. Mary Parker Follett and transforming disaster response. *Public Voices*, Volume XI, Number 2, 70-76.

2008. Candidate filing fees, County of Allegheny v. ACLU, Hatch Act, Santa Fe v. Dole, and Shay's rebellion. In *Encyclopedia of the United States Constitution*. New York: CQ Press/Facts On File, Inc.

2008. Student religious Expression within Public Schools. In *Church and State Issues in America Today*. Westport, CT: Praeger Publishers.

2007. Transformational leadership and NIMS. *The Public Manager*. 36 (3), 11-16.

2007. The National Incident Management System (NIMS), federalism, and leadership. *Public Administration Review*, Supplement 67, 84-93. (Dan Krejci, co-author)

2007. Diversity and inequality: Theories and applications. *PS: Political Science & Politics*. 40 (3), 587-588. (Jacki Fitzpatrick, Dan Krejci, Kendra Stewart and Christopher Whitt, co-authors)

2006. Incorporating ethnic and cross-cultural diversity in university teaching. *Reaching Through Teaching*. 18 (1), 5-19. (Dan Krejci, co-author)

2003. *Everson v. Board of Education* ( Julie Smith, co-author), Anthony Campolo (Sarah Gossman, co-author), Religious Coalition for Reproductive Choice. *The Encyclopedia of American Religion and Politics*. CQ Press/Facts On File, Inc.

### **Conference Papers and Participation**

“Transformation and Leadership in Disaster Response: Collaboration and Hurricanes,” Lightning Talk: Public Policy and the Politics of Crisis, Midwest Political Science Association Annual Meeting, Chicago, Illinois (April 2018, submitted and available for panel without personal attendance)

“Transformational Leadership and Disaster Response,” Northwestern University, Distance Learning Symposia, Chicago, Illinois (October 2017)

Chair, Symposia: Exploring Collaboration and Coproduction, Midwest Political Science Association Annual Meeting, Chicago, Illinois (April 2016)

“Transformation, Collaboration, and Systemic Processes in Public Organizations,” Symposia: Exploring Collaboration and Coproduction, Midwest Political Science Association Annual Meeting, Chicago, Illinois (April 2016)

Chair, Panel: Leadership and Ownership in Public Service Organizations, Midwest Political Science Association Annual Meeting, Chicago, Illinois (April 2014)

“Russian Public Policy and Administration: Leadership, Students, and the Future,” Panel: Comparative Bureaucracy, Midwest Political Science Association Annual Meeting, Chicago, Illinois (April 2014)

Panel: Turning Outward with the Fulbright Program, NASPAA 2013 Annual Conference, Washington, D.C. (October 2013)

“Russian Students and Collaboration,” Fulbright Program in Russia, English-taught programs at higher education institutions and schools of Saratov region, Stolypin Volga Region Institute of Administration Russian Presidential Academy of National Economy and Public Administration, Saratov, Russia, (May 2013)

“Collaboration and Challenges: Overcoming Together,” Fulbright Program in Russia: 40<sup>th</sup> Anniversary of Successful Academic Exchanges, Hotel Marriot Courtyard, Moscow, Russia and Moscow Institute of Steel and Alloys (MISiS), Moscow, Russia (April 2013)

Chair, Panel: Challenges of Disaster and Emergency Management and Lessons Learned, Northeast Conference on Public Administration, Boston, Massachusetts, (November 2012)

“Leadership, Collaboration, and Systems: Setting the Stage for Overcoming Large and Wicked Problems,” Panel: Challenges of Disaster and Emergency Management and Lessons Learned, Northeast Conference on Public Administration, Boston, Massachusetts, (November 2012)

Chair, Panel: The Success and Failure of Public Leadership, Midwest Political Science Association, Chicago, Illinois, (April 2012)

“Collaborative Public Leadership: Transformation, Government, and NGOs,” Panel: Influencing the Outcomes of Networks and Collaboration, Midwest Political Science Association, Chicago, Illinois, (April 2012)

“Transformational Leadership and Collaborative Systems: Disaster Response and Wicked Problems,” Panel: Leadership, APPAM International Academic Conference, Improving the Effectiveness of Public Services, Moscow, Russia (June 2011)

“The Role of Transformative Leadership in Addressing Issues of Social Justice,” Panel: Social Justice through Ethical Leadership in Disasters, ASPA Annual Conference 2011: Public Administration Without Borders, Baltimore, Maryland (March 2011)

“Disaster Response 2020: A Look into the Future,” Special ASPA Symposium on Intergovernmental Relations in 2020: Theory and Practice, ASPA Annual Conference 2010: Invigorating Public Service for Change, San Jose, California (April 2010)

“The National Incident Management System (NIMS) and Religious Nonprofit Organizations: Training and Decentralization” at the Symposium: Accountability and Performance Measurement in the Hollow State: A Reflective Dialogue on the Evolving Role of Nonprofits in Public Service Delivery, ASPA/ARNOVA, Cleveland, Ohio (October 2008)

“Cooperation versus Collaboration: The Need to Transform Disaster Response” Paper presented at Minnowbrook III: The Future of Public Administration, Public Management, and Public Service Around the World, Lake Placid, New York (September 2008)

“Mary Parker Follett and Transforming Disaster Response” Paper presented at the Annual meeting of the Southeastern Conference for Public Administration, Nashville, Tennessee (September 2007)

Discussant, “Challenges to Effective Policy Making in the Global Environment” panel at the Annual Meeting of the Alabama Political Science Association, Montgomery, Alabama (March 2007)

“Incorporating Ethnic and Cross-Cultural Diversity in the Political Science Curriculum,” (co-presenter, Dan Krejci) Paper presented at the American Political Science Association Conference on Teaching and Learning, Charlotte, North Carolina (February 2007)

Discussant, “The Politics and Policies of Disaster and Emergency Relief” panel at the Annual Meeting of the Southern Political Science Association, New Orleans, Louisiana (January 2007).

“The National Incident Management System (NIMS) and Federalism,” (co-presenter, Dan Krejci) Paper presented at the Annual Meeting of the Southern Political Science Association, New Orleans, Louisiana (January 2007)

Co-chair (Tim Barnett), “First Amendment Jurisprudence” panel at the Annual Meeting of the Alabama Political Science Association, University of Alabama, Tuscaloosa, Alabama (April 2006)

“Ethnic and Cross-Cultural Diversity in University Teaching: The Theory of Confrontation,” (co-presenter, Dan Krejci) Paper presented at the 13th Annual Georgia Conference on College & University Teaching, Kennesaw State University (March 2006)

“Federalism and Disaster Response: How Transformative Leadership Can Help to Bridge the Gap,” (co-presenter, Dan Krejci) Paper presented at the Annual Meeting of the Southern Political Science Association, Atlanta, Georgia (January 2006)

“The American Taliban?” Paper presented at Religion and Politics in the Modern World, 2002 Civitas Alumni Conference, Bolger Center, Potomac, Maryland, (June 2002)

### **Editorial and Review Work**

Editorial Board, *Public Voices*, (May 2008-present)

Manuscript review, *Publius*, (March 2008)

Manuscript review, *The Challenge of Democracy, 10<sup>th</sup> Edition*, (August 2007)

Manuscript review, *Public Administration Review*, (April 2007)

Manuscript reviewer, *International Journal of Organizational Theory and Behavior Special Symposium: Workplace Aggression*, (April 2006)

Editor, *The Texas Journal of Public Policy and Free Enterprise*, (2000-2004)

## Projects

*Louisiana Community Development Initiative: Emergency Management*, teaching module developed for the Louisiana Department of Economic Development (Lawson Veasey and Dan Krejci, co-authors) (2008)

National Association of Schools of Public Affairs and Administration (NASPAA), site visitor training, 2007 NASPAA Annual Conference, October 11-13, Seattle, Washington

National Association of Schools of Public Affairs and Administration (NASPAA), site visitor training, 2006 NASPAA Annual Conference, October 19-21, Minneapolis, Minnesota

Planned and executed the Howard Payne University Brand Chair conference entitled “Education: Choice In America?” (April 2003). with Tim Lambert (President of the Texas Home School Coalition), Charles Glenn (Boston University--considered one of the nation’s leading proponents of educational vouchers), Mike Feinberg (KIPP Foundation--a leading expert on the charter school movement), and John P. O’Sullivan (Coalition for Public Schools--a leader in the movement against charter schools and education vouchers)

Planned and executed the Howard Payne University Brand Chair conference entitled “Terrorism: The State of the Conflict” (April 2002) with Vice Admiral Mike Ratliff (former head of naval intelligence), Lt. General Terry Scott (former commander of U.S. Army Special Forces), Will Inboden (a *Civitas* Scholar specializing in American politics at Yale University), Colonel Keith Pavlischek (an expert on “Just War Theory” and Director of the *Civitas* Program at The Center for Public Justice), James Turner Johnson (Rutgers University—an expert on Islam and the concept of Jihad), and Hillel Fradkin (President of the Ethics and Public Policy Center, Washington, D.C.)

Planned and executed the Howard Payne University Brand Chair conference entitled “Government and Faith Communities: Allies to Serve the Needy?” with Stanley Carlson-Thies (White House Office of Community and Faith-based Initiatives), Marvin Olasky (University of Texas and editor of *World*), Weston Ware (Baptist General Convention of Texas), Ken Isaacs (Samaritan’s Purse), Sharon Zambricki (Texas Department of Human Services) (February 2001)

**Honors**

Fulbright Core Scholar, 2013, Lecturing and Research, National Research University-Higher School of Economics, Moscow, Russia

Minnowbrook III, 2008, Lake Placid, New York (every 20 year gathering by invitation of leading public administration scholars)

*Civitas* Fellow in conjunction with The Pew Charitable Trusts, The Center for Public Justice, The American Enterprise Institute, and The Brookings Institution (Summer 1999)

**Professional Memberships**

American Society for Public Administration  
Association for Public Policy Analysis and Management  
Alabama Political Science Association  
American Political Science Association  
Midwest Political Science Association  
Southern Political Science Association

**Academic and Research Interests**

Public Policy and Administration  
American Politics  
Religion and Politics