The Public and Nonprofit Management program (PNM) at UT Dallas offers bachelors, masters and doctoral degrees as well as two graduate certificates in nonprofit management and local government management that prepare students for careers in public service. The program emphasizes an interdisciplinary approach to education and equips students with management skills, policy analysis competencies, and an understanding of the core values of the public and non-profit sector.

Program graduates typically find employment in city, county, state and federal governments, nonprofit organizations, think-tanks, and academia. As a member of NASPAA, the Program regularly reviews and updates its curricula to provide students with most relevant skills and knowledge of professional standards for public administrators.

The program also supports the wider community through in-service professional and leadership trainings, policy and management analysis services, and the production of new knowledge through academic research. The program includes eleven faculty members and is home to Review of Public Personnel Administration (ROPPA), a top-ranked peer-reviewed journal of the American Society for Public Administration that publishes research on human resource management and administration in public organizations. Starting in 2018, Dr. Paul Battaglio will be an editor-in-chief of Public Administration Review (PAR), a leading professional journal in public administration research, theory and practice.
Dr. R. Paul Battaglio, Jr. is Professor of Public and Nonprofit Management at The University of Texas at Dallas and Co-Editor-in-Chief of Public Administration Review. His research interests include public human resource management, organization theory, behavioral public administration, comparative public policy, and research methods. His research on public human resource management has appeared in Public Administration Review, Journal of Public Administration Research & Theory, American Review of Public Administration, Review of Public Personnel Administration, and Public Personnel Management.

Peer-Reviewed Journal Articles


**Book Chapters**


Ted Benavides currently serves as the MPA Director, the Internship Coordinator as a faculty member for the University of Texas at Dallas (UTD) in the School of Economic, Political and Policy Sciences’ Public and Nonprofit Management Program. He also serves as a consultant for Strategic Government Services (SGR) which supports local governments to be more successful by providing such services as executive recruitment, live training, online training, leadership development, assessments, consulting and other related services.

Ted Benavides has co-authored a textbook on human resources titled, Practical Human Resources for Public Managers, with Dr. Nick Valcik, and has co-authored a textbook on nonprofits titled, Non-Profit Organizations: Real Issues for Public Administrators, with Dr. Nick Valcik and Dr. Kimberly Scruton. He is also recently completed a textbook on an applied city planning titled, City Planning for the Public Manager.

Ted Benavides served from 1998 to 2004 as city of manager of Dallas, Texas. Mr. Benavides was responsible for administering all programs and services for the city’s 1.2 million people and overseeing an annual $1.9 billion municipal budget and directing a workforce of 12,000 employees.

From 1996 to 1998, Mr. Benavides was city manager of the City of Denton, and from 1990 to 1996, he served as one of five assistant city managers in Dallas. Previously, he held a number of other positions with the City of Dallas, including director of the Budget and Research Department, assistant director of the Health and Human Services Department, assistant director of capital budget programs, capital budget administrator and budget analyst. He joined the City of Dallas in March 1978.

Benavides earned a bachelor’s degree in education, political science, and history from Texas A&I University (now Texas A&M University-Kingsville) and a master’s degree in public administration from Southern Methodist University. He is also a graduate of both Leadership Dallas and the Executive Institute of the Texas Municipal League at the LBJ School of Public Affairs in Austin and is a fellow of the National Academy of Public Administration. Benavides serves as the President of the North Texas Chapter of the American Society for Public Administration and is on the Academic Relations Committee of the National Forum for Black Public Administrators.
**Book**


**Peer-Reviewed Journal Article**


**Book Chapters**

Galia Cohen is a senior lecturer in the non-profit and public management (NPM) program at the University of Texas at Dallas. She received her Ph.D. in Public Affairs from the University of Texas at Dallas. She is ASPA District V Representative for National Council. Her scholarly interests include public human resource management, public safety administration, public sector leadership, and conflict management.

**Peer-Reviewed Journal Articles**


Dr. Doug Goodman

Dr. Doug Goodman is a Professor of Public & Nonprofit Management in the School of Economic, Political, and Policy Sciences at The University of Texas at Dallas. He is also an inaugural John C. Stennis Fellow at the John C. Stennis Institute of Government and Community Development at Mississippi State University.

Dr. Goodman's main teaching and research area focuses on public human resource management and public administration. Dr. Goodman has been at UTD since 2010. Prior to that he worked at Mississippi State University where he received his department's Outstanding Professor award twice (2004 and 2007). He was nominated for the Alumni Graduate Teaching Award in 2003 and the Graduate Student Mentor Award in the College of Arts & Sciences in 2007. He has directed a number of Ph.D. dissertations and serves on many other dissertation committees. Dr. Goodman is the Chair for the Section on Personnel and Labor Relations at ASPA.

Dr. Goodman's current research interests include at-will employment in the public sector, human resource management reforms, local government, sustainability, and public sector retirement benefits. Dr. Goodman has a co-edited book, Contested Landscape: The Politics of Wilderness in Utah and the West. His publications appear in journals such as American Review of Public Administration, Review of Public Personnel Administration, Political Research Quarterly, Human Resource Development Quarterly, Public Personnel Management, Politics & Policy, Public Administration Review, and American Review of Politics. His and his co-authors' 2010 American Review of Public Administration article was named the journal's best article for 2010. Dr. Goodman is the Associate Editor for Practitioner Outreach with the Review of Public Personnel Administration. He also serves on the editorial board at Public Personnel Management and Journal of Public and Nonprofit Administration.
Book


Peer-Reviewed Journal Articles


Ji Won Suh*, James Harrington, and Doug Goodman. 2018. “Understanding the Link Between Innovation and Organizational Communication: An Examination of Public, Nonprofit, and For-profit Organizations in South Korea.” Public Personnel Management. (Published Online First March 13, 2018). DOI: 10.1777/0091026018760930


**Book Chapters**


Dr. Evgenia Gorina

Dr. Gorina is an Assistant Professor at the School of Economic, Political and Policy Sciences at the University of Texas at Dallas. Prior to joining UT Dallas in 2013, she completed her PhD in Public Administration and Policy at Arizona State University. Her research in applied state and local government finance seeks to inform governments of ways to manage fiscal risk and promote long-term fiscal health, which involves sustainable management of operating budgets, long-term debt, and employee retirement obligations. More broadly, she studies how fiscal institutions and governance arrangements affect government financial performance. In addition to government finance, her research also includes migration in post-Soviet economies. At UT Dallas, she teaches courses in public affairs economics, research methods, financial management for non-profit organizations, public administration theory, and fiscal and budgetary policy.

Peer-Reviewed Journal Articles


**Book Chapters**


**Grants**


2016 - Modelling Fiscal Stress in U.S. Municipalities (Co-PIs: Craig Maher and Eric Scorsone), [Government Accounting Standards Board](https://www.gasb.org/), $5,000.

2015 - Municipal Fiscal Distress: Measurement and Prediction (Co-PI: Craig Maher), [Mercatus Center at George Mason University](https://mercatus.org/), $8,000.
Dr. James R. Harrington

James R. Harrington is an assistant professor of public and nonprofit management at the University of Texas at Dallas. His research interests include accountability reform, performance management, program evaluation, policy analysis, and education governance.

Peer-Reviewed Journal Articles


Ji Won Suh*, James Harrington, and Doug Goodman. 2018. “Understanding the Link Between Innovation and Organizational Communication: An Examination of Public, Nonprofit, and For-profit Organizations in South Korea.” Public Personnel Management. (Published Online First March 13, 2018). DOI: 10.177/0091026018760930


Dr. Doug Kiel is Professor of Public Affairs and Administration at the University of Texas at Dallas. He also holds an appointment as academic director of the Leadership Center in the School of Management at UTD. Kiel’s current research interests include how cognitive biases influence organizational change efforts, mental health in the workplace and the neuroscience of leadership and management. He is a leading authority in the application of the complexity sciences to management and organizations. More than 100 different academic journals cite Dr. Kiel’s works. The fields represented by these journals range from public administration, to business management, to health care management and the law. Academic journals from fields as diverse as economics, geography, psychology, music and nuclear science also cite Dr. Kiel’s works.


Doug serves as a consultant and trainer to numerous government and business organizations.

**Peer-Reviewed Journal Articles**


**Book Chapters**

Young-joo Lee is an Associate Professor in Public and Nonprofit Management Program at UT Dallas. Her research focuses on leadership, management and accountability of nonprofit organizations. She received her Ph.D. in Public Administration and Policy from the University of Georgia and her MPA from the University of Texas.

**Peer-Reviewed Journal Articles**


Sarah Maxwell earned her Ph.D. in public policy from George Mason University. She is currently Assistant Provost, Office of Community College Relations and Associate Professor in the Public and Nonprofit Management program at the University of Texas at Dallas. She previously served as Associate Dean, Office of the Executive Vice President; Associate Dean, Office of Undergraduate Education; and Assistant Dean, School of Economic, Political and Policy Sciences. Her refereed articles and book chapters focus on nonprofit organizations, social policy, social media as a management tool, and pathways to post-secondary education. More recently, her research considers the spatiotemporal dimensions of Lyme Disease, extending recent public health scholarship using Google Trends data. Dr. Maxwell has also authored a book titled, *Success and solitude: Feminist organizations fifty years after the Feminine Mystique*. She recently served as the Principal Investigator under a U.S. Department of Justice grant to provide academic and career-focused mentoring to at-risk youth. She also manages the Texans & Ticks grant-funded educational campaign.

In addition to her academic career, Dr. Maxwell managed $10 million in federal, state, and private grants while working for a national nonprofit organization. During this time, she organized a joint task force between the U.S. Department of Labor and U.S. Department of Justice to study promising employment practices for court-involved youth. She also worked as a consultant to nonprofits and federal contractors, developing best practice and management guidelines for youth offender and youth development practitioners. When she is not writing or teaching, Dr. Maxwell can be found training service dogs for individuals with disabilities and serving as an ambassador for the Global Lyme Alliance.

**Peer-Reviewed Journal Articles**


**Book Chapters**


**Grants**


Principal Investigator (with Nadine M. Connell, Ph.D.); Title: *Home Builders Institute – C-CORE Mentoring Grant*; Funding Organization: United States Department of Justice, Office of Juvenile Justice and Delinquency Prevention; $198,873.67; (2012) Hosted Conference for USDOJ federal mentoring grantees (2011-2013)
Dr. John McCaskill

John McCaskill is currently serving as a Clinical Professor at the University of Texas at Dallas in the Department of Public and Nonprofit Management. He has previously served as a Lieutenant Colonel in the U.S. Marine Corps flying F/A – 18s and also spent several years as the Product Brand Manager of sustainable building products for a national building products company. His current research interests include sustainability and organizational behavior under stress.

Book


Peer Reviewed Journal Articles


Meghna Sabharwal is a tenured associate professor and the program head in the Public and Nonprofit Management program. Her research expertise lies in public human resource management, specifically related to workplace diversity, job satisfaction, performance, comparative human resource management, and high-skilled immigration. She won the best paper award from ROPPA in 2013 for a co-authored paper titled: "Charting Ethics in Asia-Pacific HRM: Does East Meet West, Ethically?" Meghna is also the recipient of the Julia J. Henderson International Award (2015) by the American Society for Public Administration (ASPA) Section on Women in Public Administration, which recognizes demonstrated commitment to international public administration, in particular, or to international public service. She also won the best article award for the Journal of Public Affairs Education in 2013 titled: "Advancing Underrepresented Populations in the Public Sector: Approaches and practices in the Instructional Pipeline." She won the best graduate and undergraduate professor award in 2017 and 2016 by the Public and Nonprofit Management at the University of Texas at Dallas.

Dr. Sabharwal has published over 40 peer-reviewed articles and has presented in over 80 international, national, and regional conferences, and has been invited to over two dozen presentations or talks at national and international professional meetings, seminars, or colloquia. So far she has received two National Science Foundation grants, one in 2013 ($197,189) and the other in 2016 ($217,155). She also received a $5,000 internal Economic Political and Policy Science Advisory grant.

Dr. Sabharwal was the chair of the Section of Women in Public Administration from 2017-18, the largest and most active ASPA sections. She also serves on the editorial boards of: Journal of Public Administration Research and Theory, Public Administration Review, Review of Public Personnel Administration, Public Personnel Management, Journal of Health and Human Services Administration, Asian Journal of Political Science, Indian Journal of Public Administration - leading journal of Public Administration being published regularly by the Indian Institute of Public Administration, New Delhi, since the early 1960s, and Governance and Management Review research journal by Institute of Administrative Sciences at Punjab University, Lahore, Pakistan. She regularly reviews manuscripts for several public administration, public policy, social science and higher education journals.

Dr. Sabharwal received her doctorate in public administration from Arizona State University in 2008. She worked as a postdoctoral research fellow at the City College of New York, City University of New York (CUNY) before joining the faculty at the University of Texas at Dallas in fall 2009.
**Book**


**Peer Reviewed Journal Articles**


Fazle Rabbi* and Meghna Sabharwal. Independent Regulatory Authorities: Consequence of incremental policy change or punctuated equilibrium?” *Indian Journal of Public Administration* 64(4) 664-685. Published online September 3, 2018 doi: https://doi.org/10.1177/0019556118790705

Meghna Sabharwal and Roli Varma. “International Collaboration: Experiences of Indian Academics after Returning from the United States.” to *Perspectives on Global Development and Technology* 17(5-6) 593-613.


Moghrabi, Imane-Hijal*, Meghna Sabharwal, and Evan M. Berman. 2017 “The Importance of Ethics to Organizational Performance in Employment at Will States.” *Administration and Society,* 49(9), 1346-1374.


Sabharwal, Meghna and Roli Varma. 2015. “Scientific Diaspora: Stay Plans of Indian Faculty in the United States.” *Perspectives on Global Development and Technology* 14(3) 368-387.


**Book Chapters**


Grants

National Grant

Project Title: Collaborative Grant: Maintaining Diversity in the US High-Tech Sector
Principal Investigator: Roli Varma
Co-investigator: Meghna Sabharwal
Funding Agency: National Science Foundation (NSF). Science, Technology, and Society Division
Period: March 2017 - February 2019
Amount: $217,155 ($76,969 to UTD)
Current Status: Funded

Project Title: Collaborative Research: Return Migration of Academic Scientists and Engineers from the United States to India
Principal Investigator: Meghna Sabharwal
Co-investigator: Roli Varma
Funding Agency: National Science Foundation (NSF). Science, Technology, and Society Division
Period: September 2012 - August 2015
Amount: $197,189 ($146,617 to UTD)
Current Status: Funded

Internal Funding

Project Title: The State of Wellness Programs in Local Governments Across the United States
Investigators: Meghna Sabharwal and L. Douglas Kiel
EPPS Advisory Council Grant 2012
Amount: $5,000
Current Status: Funded
Project Title: Current Trends and Emerging Issues in Asia-Pacific HRM
Principal Investigator: Meghna Sabharwal
Travel grants received from the Office of Sponsored Projects (OSRP) and The School of Economic, Political and Policy Sciences (EPPS) to conduct research on civil servants in India.
Period: Summer 2011
Amount: $3,000
Office of Sponsored Research, UTD ($2,000) and EPPS ($1,000)
Current Status: Funded