

# George William Dougherty, Jr., Ph.D.

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## **Education:**

### **Doctor of Philosophy, Political Science**

#### **The University of Georgia**

Athens, Georgia

Concentrations: Public Policy, Public Administration, International Relations

May 2000

Dissertation: *Regulatory Change and Public Safety: Highway Safety in Georgia and the Southeast*

### **Master of Arts, Political Science**

#### **The University of Georgia**

Athens, Georgia

Concentration: International Relations

December 1995

Thesis: *Polarity, System Uncertainty, and the Signing of Arms Control Agreements, 1828-1979*

### **Bachelor of Science, Management**

#### **Georgia Institute of Technology**

Atlanta, Georgia

Concentrations: Management, International Relations, Political Science, Economics

May 1992

## **Professional Experience:**

### **University of Pittsburgh, Graduate School of Public and International Affairs**

2004 – Present Pittsburgh, Pennsylvania

#### **Assistant Professor, MPPM Director & Public Service Degree Coordinator**

- Coordinate, teach, and develop courses in the Public Administration and Nonprofit Management tracks of the Public Service program.
- Direct the Master of Public Policy and Management program.
- Conduct research in public administration, public policy, and nonprofit management.

### **Georgia Institute of Technology**

2003 – 2004 Atlanta, Georgia

#### **Visiting Assistant Professor, School of Public Policy**

### **Piedmont College**

2000 – 2003 Athens, Georgia.

#### **Director, Master of Public Administration program:**

- Directed and taught courses in the Master of Public Administration program.
- Advised master's students in areas such as course selection and career objectives.
- Conducted research in public administration and public policy.

### **Evaluation Resources**

2000 – Present Pittsburgh, Pennsylvania.

#### **Owner:**

- Consulting firm providing professional planning, evaluation, data collection and training services to state and local governments and nonprofit agencies.

### **The University of Georgia**

1998 - 2000 **Carl Vinson Institute of Government, Applied Research**

Athens, Georgia.

#### **Research Coordinator:**

- Project manager on multiple studies and coordinated the efforts of work teams consisting of faculty and multiple graduate research assistants.
- Developing and managing the survey research data center.
- Providing assistance to the division in conducting basic research for state and local agencies.
- Sharing expertise in evaluation methods and administering the development, production, distribution, and collection of survey instruments.
- Analyzing data for over 20 division projects.
- Designing and delivering training programs to state and local government officials in Georgia.

### **Georgia Division of Rehabilitation Services**

1993- 1998 **Athens Regional Office**

Athens, Georgia.

#### **Job Coach:**

- Responsible for the service delivery of the Supported Employment Program in the Athens area.
- Provided on-the-job training and long-term support for disabled workers and their supervisors.
- Negotiated interviews for disabled workers with local businesses.
- Assisted disabled workers in finding gainful employment through job search training.
- Coordinated service delivery with rehabilitation counselors.

## **Teaching Experience:**

### **Teaching Interests:**

Public Administration and Management

Public Policy

Nonprofit Management

### **Awards:**

Outstanding Advisor Award, 2003. Piedmont College

Outstanding Graduate Teaching Award, 1998. The University of Georgia.

Outstanding Graduate Teaching Award, 1996. The University of Georgia.

**Courses Taught:**

Introduction to Public Administration  
Administration of Public Affairs (Graduate)  
Public Policy Analysis (Undergraduate & Graduate)  
Local and State Government (Graduate)  
Leadership Theories and Practices (Undergraduate & Graduate)  
Negotiation and Conflict Management (Graduate)  
Nonprofit Management Theory and Practice (Undergraduate & Graduate)  
American Government  
American Political Thought  
Computer and Network Basics, Georgia General Assembly Technology Training  
Program Evaluation for Practitioners, North Georgia Community Foundation

**Research:**

**Interests**

Public Administration and Policy  
Public Finance  
Court Administration  
Political Culture

**Publications**

Peer Review:

Van Gelder, Meagan and George W. Dougherty. 2012. Do Students with Experience know THAT much more? Assessing In-Service and Pre-service Differences in Public Administration Students. *Journal of Public Affairs Education*.

Dougherty, George W. Jr. and Jenni Easton. 2011. Appointed Public Volunteer Boards: Exploring the Basics of Citizen Participation through Boards and Commissions. Revised manuscript resubmitted to *American Review of Public Administration*.

Dougherty, George W. 2011. A Place for Undergraduate Public Administration. *Journal of Public Affairs Education*.

Dougherty, George W., Jr. and David Y. Miller. 2010. Municipal Managers: Regional Champions or Agents of Parochialism. *Journal of Public Affairs Education*.

Dougherty, George W. Jr., Stefanie A. Lindquist, and Mark D. Bradbury. 2007. "Evaluating Performance in the Judicial Institutions." *State and Local Government Review*.

Dougherty, George W., Jr., J. Randolph Beck, and Mark Bradbury. 2003. "Race and the Georgia Court: Implications of the Georgia Public Trust and Confidence Survey for *Batson v. Kentucky* and its Progeny." *37 Georgia Law Review* 1021.

Manuscripts Under Review:

Dougherty, George W., Jr. and Meagan Van Gelder. Experts and Novices in Urban Planning: An Exercise to Guide Early Career Development. Submitted December 6, 2011 to *Journal of Planning Education and Research*.

Other Profession Publications:

Dougherty, George W. 2012. Review of *Integrity and Accountability in government: Homeland Security and the Inspector General*, by Carmen Apaza, *Public Integrity* 14:95-98.

Dougherty, George W. 2009. Municipal Revenues Falling Behind. Analysis posted on *Pittsburghtoday.org*, <http://pittsburghtoday.typepad.com/pittsburghtoday/government/> (Accessed May 1, 2009)

Dougherty, George W. 2008. Fiscal Health of Municipalities in the Pittsburgh Region. *Pittsburgh Economic Quarterly* (March), Urban Center for Social and Urban Research: Pittsburgh, PA.

Haley, Leon and George W. Dougherty, Jr. 2008. The Wilkinsburg Planning Process: A Study of Community Mobilization. Pittsburgh Partnership for Neighborhood Development: Pittsburgh, PA.

Kearns, Kevin P., Leon L. Haley, Paul J. Nelson, Nuno Themudo, and George W. Dougherty, Jr. 2006. *From Adequate to Outstanding Performance: Some propositions on nonprofit organizational life cycles*. Pittsburgh, PA: The Forbes Funds.

Dougherty, George W., Jr. and Cody W. Lyon. 2003. "State Efforts in Voting Reform: How Georgia Got it Right." *PA Times* (March).

Lyon, Cody W. and George W. Dougherty, Jr. 2003. "Georgia Counts: Voter Education and Poll Worker Training." *PA Times*. (April).

Dougherty, George W., Jr. 2000. *Increasing the Speed Limit in Georgia: Have Rural Highways Become More Dangerous?* Athens, Georgia: Carl Vinson Institute of Government.

**Public Service Research and Project Management Experience**

**Completed Projects:**

Mid-Mon Valley Smart Government Initiative

Principal Investigator on an Innovation Clinic project to provide information, analysis, and coordination support to 39 municipalities in a three county area south of Pittsburgh. The municipalities' aim is to identify and implement regional solutions to deal with rising local government costs, shrinking tax bases, and economic stagnation in the Mid-Mon Valley.

Commonwealth of Pennsylvania, Early Intervention Program.

One of three co-principal investigators on a team contracted by the PA Department of Community and Economic Development and distressed local governments to study and

develop proposed solutions to financial and management concerns. Studies for municipalities (Ambridge, Beaver Falls, Butler, Connellsville, Erie, Meadville, Monongahela, New Castle, New Eagle, Oil City, Rochester, Titusville) and two counties (Lawrence and Venango) have been completed. A study for Zelienople and Harmony boroughs began in September 2009.

#### Southwestern Pennsylvania Indicators Project

Coordinator of the government sector for regional benchmarking that includes efforts by Carnegie Mellon University and the Local Government Academy. Indicators under development include measures of political participation, local government financial performance, and participation on volunteer appointed boards.

#### City of Johnstown, PA, Comprehensive Staffing Analysis and Report.

Conducted a comprehensive analysis of Johnstown's staffing and resource utilization in all of the city's departments as part of its Act 47 planning process.

#### Borough of Wilkesburg, Borough Council Training Series..

Conducted board development training sessions with borough council. Training focused on the role of council, rules of ethical and appropriate conduct, and legislative planning and goal setting.

#### Township of Mt. Lebanon, Real Estate and Tax Comparative Analysis.

Two stage study that identifies real estate agents' opinions of and concerns with Mt. Lebanon as a community and the effects on the townships largest revenue source, real estate taxes. The study also includes a full tax comparison analysis with benchmark or "competing" communities in the region.

#### Allegheny County Controller's Office, Row Office Reform Restructuring Plan

Faculty advisor to a team of students in GSPIA's Nonprofit Clinic hired to evaluate options to reorganize and integrate departments previously directed by independently elected officials under the administrative authority of the County Executive.

#### Healthcare Georgia Grants Subcommittee, *Management Capacity Evaluation Program*, Fall 2004.

Provide technical support and training to 6-8 health related nonprofit organizations regarding their ability to evaluate their programs. Specific support services include designing evaluation plans, instituting data collection methods, and data processing and reporting.

#### Governor's Council on Developmental Disabilities. *Organization Restructuring Assessment*, Spring 2003.

Organization analysis to assess the financial, management, and political ramifications of a proposal to separate Developmental Disability services from the Georgia Department of Human Resources' Mental Health, Developmental Disability, and Addictive Disease Division.

Supreme Court of Georgia. Staff to the Supreme Court Commission on Public Trust and Confidence in the Courts, Winter 2002.

Project to determine levels of trust and confidence Georgians have in local courts. The comprehensive study includes a telephone survey of 1000 Georgians to determine areas needing improvement, focus groups with attorneys, court personnel, and citizens to identify potential solutions, and a mail survey of judges to determine which solutions they would be willing to implement.

Oglethorpe County Board of Education, *Classroom Technology Use Assessment*, Spring 2002.

Survey of administrators, teachers, and a sample of students to identify what technologies are used in the county's classrooms, what support needs are not being met, and technologies available to students at home.

Supreme Court of Georgia. *Juvenile Mediation Project*, Summer 2001.

Evaluation of mediation proceedings in family courts Clayton, Cobb, Dekalb, Fulton, and Clarke counties. Includes assessment of participant satisfaction, stability and speed of child placements into permanent settings, and cost comparisons to judicial proceedings.

Georgia City/County Managers Association. *Mystery Shopper Program*, Fall 2000.

Assessment of the quality of customer service in Georgia's city and county offices. The Carl Vinson Institute of Government contracts with a private firm to "shop" government offices then uses the results to tailor customer service training in those governments.

Athens-Clarke County, Department of Human and Economic Development. *Citizen Services Needs Assessment*, Spring 2000.

Project designed to help the department prioritize service emphases through direct citizen involvement. Randomized telephone survey techniques were combined with paper surveys distributed among underprivileged target groups in the community.

Family Connections . . . First! of Stephens County. *High School Dropout Evaluation Program*, Spring 2000.

Designing and conducting interviews with high school dropouts to determine specific reasons for leaving school, employment history since leaving school, and awareness of further education opportunities.

Department of Technical and Adult Education. *Graduate Employment Tracking Program*, Fall 1999.

Project designed to track technical institute graduates and their salaries since completing their technical education using Georgia Department of Labor data sources.

Georgia Department of Community Affairs. *Financial Information Collection Program*, Fall 1999.

Program to collect data from local governments and local authorities concerning wages and salaries, bonded indebtedness, and financial accounts. Automated data collection procedures using new scanning and Internet technology.

Georgia Department of Technical and Adult Education. *How Georgians View Post Secondary Technical Education*, Summer 1999.

Collected information from high school and middle school educators as well as students and parents concerning their opinions of post-secondary technical education. The data were used to design a communications effort to increase awareness of technical education and its benefits among educators, students, and their parents.

Georgia Department of Technical and Adult Education. *10 Years Later: A Follow-Up Study of Technical Institute Students*, Spring 1999.

Interviewed graduates of Georgia's Technical Schools to determine how well they are progressing professionally since completing their technical educations. Interview instruments were designed to collect information about their employment experiences and their satisfaction with prior education and training.

City of Covington, Georgia. *Citizen Satisfaction Survey*, Winter 1999.

Conducted surveys of citizens and customers of the city's utilities and traditional services to determine how well those services are provided. Almost 3,500 of Covington's 10,000 citizens were polled in the study. Results were used in the city's strategic planning efforts.

Georgia Department of Industry, Trade, and Tourism. *Local Economic Development Assessment*, Fall 1998.

Surveyed city and county governments, chambers of commerce, and regional authorities about their economic development activities. Respondents reported on specific programs and how effective those programs have been in adding to local economies.

Georgia Public Broadcasting. *Peachstar Educational Services: Client Satisfaction Survey*, Fall 1998.

Research project designed to determine the use of satellite technology in Georgia's public schools. Interviewed school teachers, media specialists, and central office personnel- each of which has a unique role in the process of instructional programming in schools.

#### Manuscripts in Development:

Dougherty, George W. Jr., John Christy-Searles, Luke Lyons, and Kimberly Rusnak. "Developing Community Plans in Distressed Communities: Lessons for what worked in Wilkinsburg".

Dougherty, George W. Jr. and David Y. Miller. "Beyond Parochialism: Managers and the Development of Regional Benefits when Local Governments Lose".

Dougherty, George W. Jr. and Meagan Van Gelder. "Comparing Problem Solving among Korean and U.S. Government Managers".

Dougherty, George W. Jr. and Thomas Haase. "Judges as Administrators: Are they Lawyers or Policy Wonks?"

Dougherty, George W. Jr., Jordan Segall, and Thomas Haase. "Judicial Management Styles."

Dougherty, George W. Jr. and David Y. Miller "Testing Political Culture Theory: Comparing the Determinants of Political Culture across the U.S."

### Grants Received

Kettering Foundation, Citizen Participation in Government Boards, 2012.

Student Philanthropy Project, Innovation in Education Award, 2008 – 2009.

Graduate School of Public and International Affairs' Special Initiatives Fund, 2008 – 2010.

Graduate School of Public and International Affairs Small Grants Program. 2005. "Terrorism, Preparation, and Public Health in Rural Pennsylvania". Grant to review whether and/or how existing theories and practices regarding terror preparedness apply to rural communities with limited public health infrastructure.

University of Pittsburgh Course Development Grant. 2005. Grant to develop an online version of PUBSRV 0020, Introduction to Public Service.

### **Conference Presentations:**

Dougherty, George W. with Meagan Van Gelder. *Educating Public Administration Students with Substantial Work Experience*. Southeastern Conference on Public Administration Annual Meeting, September 22, 2011, New Orleans, LA

Dougherty, George W. with Meagan Van Gelder. *Experts and Novices in Urban Redevelopment: An Experiment to Guide Early Career Development*. Urban Affairs Association Annual Meeting, March 19, 2011, New Orleans, LA

Dougherty, George W. with Meagan Van Gelder. *Do Students with Experience know THAT much more?* National Association of Schools of Public Affairs and Administration, October 2, 2010, Las Vegas, NV

Dougherty, George W. *Citizen Participation and Municipal Financial Data Availability*. Association for Budgeting and Financial Management Annual Meeting, October 9, 2010,



Omaha, NE

*Kettering Foundation: Public Policy Week*

Invited to participate in program on Government/Citizen Alignment. Working group has submitted a funding proposal to continue my work with citizen boards in coal country (collaboration between GSPIA, WVU, Syracuse and Virginia Tech)

Dougherty, George W. *Is citizen participation an arrow in the quiver or the target? Norms, techniques, and citizens in local government administration.* Presented at the Public Administration Theory Network Annual Meeting, May 22, 2010 in Omaha, NE.

Dougherty, George W. *Citizen Boards: How Many, Who Serves, and How they are Used.* Presented at the American Society for Public Administration Annual Meeting, April 11, 2010 in San Jose, CA.

David A. Bell and George W. Dougherty. *Rebounding in the Rust Belt: the Borough of Wilkesburg as an Example of Best Practices.* Presented at the American Society for Public Administration Annual Meeting, March 23, 2009 in Miami, FL.

Dougherty, George W. *Municipal Managers: Regional Champions or Parochial Pariah?* Presented at the Southern Political Science Association Annual Meeting, January 5, 2009 in New Orleans, LA.

Dougherty, George and Jenni Easton. 2008. "Appointed Public Volunteer Boards: Exploring the Basics of Citizen Participation through Boards and Commissions". Presented at the Midwest Political Science Association Annual Conference in Chicago, Illinois.

Dougherty, George W. Jr. 2007. "Acting Like We Own It: Citizen Participation on Municipal Boards." Presentation at the conference on "*The State of Democracy in Western Pennsylvania*" at the Fall Meeting of the Graduate School of Public and International Affairs' Wherret Lecture Series.

Dougherty, George W. Jr. 2006. "Intergovernmental Cooperation and Local Tax Policy." Presentation at the conference on "*Urban and Regional Renewal in Western Pennsylvania*" at the Spring Meeting of the Graduate School of Public and International Affairs' Wherret Lecture Series.

Dougherty, George W. Jr. 2005. "The New Public Service and The Courts: A Rationale for Reform?" Presented at the Annual Meeting of the Southwestern Political Science Association, New Orleans, Louisiana.

Dougherty, George W. Jr. 2003. "Explaining the Perceptions of Georgia's Courts." Presentation at the Annual Meeting of the Georgia Political Science Association, Savannah, Georgia.

Dougherty, George W., Jr., Richard L. Milford, and Mark Bradbury. 2000. "Improving Customer

Service: The Use of Mystery Shopping Services to Evaluate Local Government Service Delivery in Georgia.” Presentation at the International City Managers Association’s (ICMA) Best Practices Conference, Savannah, Georgia.

Dougherty, George W., Jr. 1999. “Regulation and Public Safety: Highway Safety in the Southeast.” Presentation at the Annual Meeting of the American Society for Public Administration, Orlando, Florida.

Dougherty, George W., Jr. 1999. “How Local Governments are Using Mystery Shopping to Improve Customer Service.” Presentation at the Shop’n Chek, Inc. International Summit 1999.

Dougherty, George W., Jr. 1998. \_Evaluating the Public Safety Effects of Higher Speed Limits in Georgia. Presentation at the Annual Meeting of the Southern Political Science Association, Atlanta, Georgia.

Dougherty, George W., Jr. 1997. Discussant. Panel on Public Policy Analysis. Conference for the Twenty-fifth Anniversary of the Doctor of Public Administration Program at the University of Georgia. Athens, Georgia.

Craft, Cassady and George W. Dougherty, Jr. 1995. "Threat and Capability Ambiguous Defense Planning: Deterrence in the Post-Cold War Environment." Presented at the Annual Meeting of the Southwestern Political Science Association, Dallas, Texas.

Dougherty, George W., Jr. 1995. "Polarity, System Uncertainty, and the Signing of Arms Control Agreements, 1828-1979." Presented at the Annual Meeting of the Southern Political Science Association, Tampa, Florida.

## **Personal:**

### **Family**

Spouse: Alicia Bradley Dougherty

Daughter: Emma Katherine Dougherty

Son: William Bradley Dougherty

### **Affiliations:**

American Society for Public Administration

Association for Public Policy and Management

Pi Alpha Alpha

Sigma Chi Fraternity

### **Public Service:**

National Council Member, Region 1 – American Society for Public Administration

Elder, Mt. Lebanon United Presbyterian Church

Johnson Institute for Responsible Leadership Advisory Board

Winterville Library Advisory Board (2001 – 2003)

North Georgia Community Foundation, Nonprofit Network Advisory Board (2001 – 2003)