The University of Alabama at Birmingham
School of Social and Behavioral Sciences
Department of Government and Public Service

Annual Report

1999-2000

Submitted by
James D. Slack
Professor and Chair
July 5, 2000
LETTER TO THE DEAN on department letter head

Noting that this report is also going to alumni and friends of the department
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Accomplishments of the Department

There are at least three factors which make the Department of Government and Public Service unique within the School of Social and Behavioral Sciences (SBS). First, the department consists of three degree-granting programs: the undergraduate political science program, the undergraduate social work program, and the master in public administration (MPA) program. No other department in SBS has as many degree granting academic programs as this department. Second, two out of the three academic programs in this department, the MPA program and the social work program, have received national and international distinction by earning profession-based national accreditation. (There is no similar accreditation for the political science program.) The MPA program is fully accredited by the National Association of Schools of Public Affairs and Administration (NASPAA) and the social work program is fully accredited by the Council on Social Work Education (CSWE). With the singular exception of medical sociology, no other SBS department has to establish and maintain national accreditation standards of excellence for any academic program. The Department of Government and Public Service, on the other hand, has to maintain national accreditation standards of excellence for two of its three academic programs.

Third, the Department of Government and Public Service is the only department in SBS that focuses squarely on the University’s urban mission. We offer an academic minor in urban affairs and all three degree granting programs – social work, political science, and public administration – offer our students many opportunities to gain both experience and expertise in dealing with urban challenges. Our social work and MPA programs directly prepare students for rewarding careers in the urban setting. Many of our classes “adopt” urban issues, and many of our students intern with urban agencies. Furthermore, much of the research and service
conducted by our faculty focuses on improving public policy and the human condition within the context of urban America.

It is from the perspective of our unique context within the School of Social and Behavioral Sciences, quintessential to the urban mission of UAB, that we sketch our many accomplishments for the year 1999-2000. Outlined below are, first, the accomplishments of the department in general and, second, the more specific accomplishments of each program. This is followed by the individual accomplishments of the faculty.

**Departmental Accomplishments**

**Dr. Richard Arrington, Jr. Joins Faculty**

First and foremost, the department is very proud to include **Dr. Richard Arrington, Jr.** as a visiting professor of public service. Dr. Arrington joined the faculty after serving for two decades as the mayor of the City of Birmingham. During the period he was mayor, Birmingham became “turned the corner” in becoming a progressive municipality well vested in protecting the civil rights of all her citizens. As a visiting professor in the department, Dr. Arrington has assisted faculty and students in becoming networked in Birmingham as well as in state government. He is currently preparing to teach courses on the politics and administration of municipal government.

**Dr. Larry Terry Visits Department**

The department invited **Dr. Larry Terry** to visit our campus in May 2000. Dr. Terry is a professor and associate dean in the Maxine Goodman Levin College of Urban Affairs at
Cleveland State University. Dr. Terry is also the editor-in-chief of *Public Administration Review*, the journal-of-record in the field of public administration. Dr. Terry visited our campus to talk about publication with faculty, as well as to talk about careers in the public sector with students and alumni. The department thanks Dr. Louis Dale, Associate Vice Provost for Minority Affairs, for providing the funding to bring Dr. Terry to the UAB campus.

**New Decision-Making Procedures Adopted**

The department enhanced its collective decision-making process this year with the establishment of an executive council. Membership on the executive council includes all tenured faculty and the directors of each program. The department chair convenes the council. The executive council is used as a “think tank” and “sounding board” for new initiatives in their preliminary stages. (This is done prior to proposals going before the entire faculty at department meetings.) All proposals for programmatic changes (after the proposals are approved by programmatic faculty) are reviewed by the executive council in order to determine the impact and consequences of proposed changes on all programs. Given the somewhat disparate nature of a department with three distinct academic programs, the executive council provides an opportunity for enhancing communication and understanding.

The department also began the process of using the executive council to provide additional input and advice to the department chair in his deliberations over faculty performance appraisals. All full professors on the executive council have access to the quarterly teaching evaluations of each faculty, as well as the annual performance reports submitted by each faculty member. Similarly all associate professors on the executive council have access to the teaching
evaluations and annual performance reports submitted by faculty members at the junior rank.

Program directors have an added opportunity to provide input to the chair, especially on the teaching and service components of the annual performance appraisals, for faculty members who participate in the respective programs.

Faculty Standards of Excellence Adopted

The department developed and adopted its first written standard for promotion to the rank of full professor. Our standard for promotion to senior rank requires sustained excellence in research, teaching and service, and it meets or surpasses the requirements adopted at some of the finest research universities in the nation: University of Michigan, Ohio State University, University of North Carolina at Chapel Hill, and Pennsylvania State University. All of these universities are designated Carnegie I research institutions – similar to UAB. The fact that we have set our standards extremely high means that our students benefit from a faculty with national and international reputations. Such rigor not only ensures quality in the classroom; it also enhances the ability of our students and alumni in securing meaningful employment and competitive opportunities for advanced studies.

The department also refined its already existing standards for tenure and promotion to the rank of associate professor. Again, here the aim was to set the standard high so that our students and alumni benefit from a faculty striving to build national and international reputations as scholars in their respective fields.

Biennial Reviews Initiated
In compliance with UAB regulations, the department began the process of reviewing biennially its associate professors. The purpose of these reviews is to facilitate successful candidacies for senior rank. Two associate professors underwent successful biennial reviews this year: Dr. Steven Haeberle and Dr. R. Steven Daniels.

Monthly Junior Faculty Development Workshops Initiated

In an effort to ensure greater levels of success among forthcoming candidates for tenure and promotion to the rank of associate professor, the department began a program of monthly workshops for all junior faculty. Topics covered throughout the year included: grant-writing, statistical techniques in research, publication, peer reviewing manuscripts, talking with Dr. Larry Terry (discussed above), and preparing for biennial reviews and tenure candidacy.

Semester Conversion Plans Completed

Throughout the 1999-2000 academic year, the department engaged in preparations for the University’s conversion to the semester system. The department, and its three academic programs, successfully developed a curriculum schedule that would (1) maintain the current level of credit hour production and (2) permit the faculty to reduce its teaching load from an average of five courses per year to an average of four courses per year. Given the sub-standard (by national standards) salary schedule at UAB, this course reduction is a critical component in maintaining the department’s national competitiveness in attracting and keeping the “best and the brightest” faculty members.
Ties with Alabama State University Established

Throughout the year, the department has focused on developing ties with Alabama State University (ASU). Linkages of various kinds are in the preliminary stages: discussions center around offering MPA courses on the ASU campus, using ASU faculty as adjunct members of our department faculty, exploring the possibilities of joint programs focusing on urban policy issues, and recruiting its undergraduates into our MPA program. There is also the possibility of department faculty working with ASU’s Center for Leadership and Public Policy on a wide variety of public service outreach activities for the State of Alabama. The department is indebted to Dr. Richard Arrington for his leadership in making possible the success of these preliminary linkages.

Department Enrollment

The Department of Government and Public Service has the third largest number of majors of any academic unit with the School of Social and Behavioral Sciences. Table 1 provides a break-down by SBS degree-granting units for Spring 2000.

Table 1  Ranking of SBS Degree-Granting Units, Spring 2000

<table>
<thead>
<tr>
<th>Unit</th>
<th>Sociology</th>
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<tbody>
<tr>
<td>Psychology</td>
<td>Anthropology</td>
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<tr>
<td>Criminal Justice</td>
<td>International Studies</td>
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<tr>
<td>GOVERNMENT &amp; PUBLIC SERVICE</td>
<td>Economics</td>
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<tr>
<td>History</td>
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</table>
Table 2 provides a breakdown of department majors by the three academic programs: Political Science, Social Work and Public Administration. As is indicated, social work is clearly the department’s largest program.

<table>
<thead>
<tr>
<th>Term</th>
<th>Political Science</th>
<th>Social Work</th>
<th>Public Administration</th>
<th>Total</th>
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<tr>
<td>Fall Quarter</td>
<td>94</td>
<td>133</td>
<td>37</td>
<td>264</td>
</tr>
<tr>
<td>Winter Quarter</td>
<td>97</td>
<td>129</td>
<td>39</td>
<td>265</td>
</tr>
</tbody>
</table>
Table 3 provides a longitudinal perspective on department majors, broken down by the three academic programs: political science, social work and public administration. Each program has experienced a reduction in the number of majors over the past five years. This can be attributed to (1) seemingly constant transition in full-time faculty, (2) program relocation occurring five years ago, and (3) increasing reliance on adjunct faculty in critical areas.

**Table 3: Longitudinal Perspective on Department Majors, by Program, Fall Quarter**

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<tbody>
<tr>
<td>Political Science</td>
<td>94</td>
<td>93</td>
<td>81</td>
<td>101</td>
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<tr>
<td>Social Work</td>
<td>133</td>
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<td>146</td>
<td>142</td>
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<td>36</td>
<td>36</td>
<td>33</td>
<td>41</td>
<td>42</td>
</tr>
</tbody>
</table>

**Department Graduate Assistantships Maintained**

The department received four graduate assistantships from the Dean of the Graduate School in 1999-2000. These positions were used to attract top-quality students into our MPA program: Mark Feeser, Risper Mwangi, Sandra Ibe, and Hyunsook Kim. Graduate assistants
worked on a variety of research projects with faculty from each of the three academic programs.

The Elmer Harris Fellowships Established

The department is honored to announce the establishment of the Elmer Harris Fellowships. During this academic year, friends of Mr. Elmer Harris, CEO of Alabama Power, provided funding for the fellowships. The School of Social and Behavioral Sciences, along with the department, will also contribute funding to these fellowships. Hence, beginning in academic year 2000-2001, three fellowships will be offered. The fellows will consist of students in the MPA program, and one fellow will be assigned to a faculty member in each of the three academic programs in the department. Each fellow will assist the selected faculty member in a specific research project, culminating in a co-authored manuscript.

The department wishes to thank Dr. Shirley Salloway Kahn, Vice President for Development, Alumni, and External Relations, for providing leadership in receiving this very special gift.

Alumni Contributions

The alumni of the three academic programs continued to assist the department in a variety of ways during academic year 1999-2000. Some of their assistance will be discussed below in the programmatic section of this report. In this section, the department wishes to focus on the financial contributions provided by the alumni.

During the 1999-2000 academic year, our alumni contributed approximately $1,000
toward either the department gift accounts. (In addition, the MPA alumni provided once again for a scholarship which will be discussed in the programmatic section of this report.)

The department wishes to thank our alumni for contributing to the department gift accounts because, without such discretionary funds, the department simply could not strive for excellence. For instance, the gift accounts enabled the department to conduct new student orientation sessions, as well as a wide variety of student recruitment efforts – ranging from meetings with student advisors to visiting nearby campuses to talk with prospective students. Alumni contributions are also making it possible to fund in part the Elmer Harris Fellowships. Funding from alumni also assisted the department in sending MPA student Melissa Kaplan to interview successfully for the New York State internship program.

The gift accounts also enabled the department to assist faculty in their research and in the classroom – both necessary activities if the department is to continue to excel and remain nationally competitive. Alumni funding assisted several faculty members to attend national and regional conferences to present research findings. Alumni contributions also funded a variety of computer software that is used in our classes. Finally, MPA alumni contributions helped fund a much needed day-long workshop/retreat that brought faculty, students, alumni and other interested practitioners together in preparation for the upcoming NASPAA reaccreditation effort.

These activities were either funded fully or in part by alumni contributions to the department gift accounts. We are grateful for the support given by our alumni, and we promise to use their investment in us efficiently and effectively.
Staff Changes and Modifications

During the academic year, Ms. Erika Rice joined the staff as department secretary. Also during the academic year, Ms. Sonya King’s functional job title and description was modified to better reflect her many responsibilities in the department: office management, MPA student advising, curriculum and course scheduling and management, as well as many other tasks which the department depends on Ms. King. Functionally her title has changed from “MPA Advisor” to “Department Coordinator/MPA Advisor.”

The Maturing of the Department

Finally it is important to note that this department is rapidly maturing. One short year ago, this department had no full professors and only three associate professors. I am pleased to note that the department is quickly remedying this situation, and doing so (as mentioned above) while implementing the highest academic standards. Today, the department has two full professors and four associate professors. In the coming years, I suspect we will have more full professors and more associate professors.

The department is “maturing” and, as a result, the leadership is “maturing.” Within the department, it means more and better mentorship – for both junior faculty and students. Within the university, it means that the department will be better able to “make its mark” because of the stature of its cadre of senior leaders. Externally, it means the department will have an enhanced reputation that will enable it to advance the interests of our faculty and students in a wide array of fronts.
Accomplishments of the Political Science Program

Faculty Transitions

The department and its political science program welcomed Dr. Maruice Mangum to the faculty this academic year. Dr. Mangum is an assistant professor with expertise in the areas of electoral behavioral, African-American politics, and national institutions.

Dr. James D. Slack also joined the faculty and, with a Ph.D. in political science, also participates in the political science program. Dr. Slack teaches sections of the Introduction to American Government course.

We are pleased to note that Dr. Nikolaos Zahariadis received tenure and promotion to the rank of associate professor. Dr. Zahariadis has expertise in the areas of comparative politics and international relations.

The department also notes that Dr. Beverly Hawk has departed from the political science program as a result of denial of tenure.

Finally, Dr. Steven Haeberle, the political science program director, tendered his resignation as director. Having been program director for a decade, Dr. Haeberle has decided to focus more time on his research agenda. He will still be an active member of the political science faculty. By all accounts, Dr. Haeberle did a tremendous job as program director, and his leadership in that capacity will be missed.

The department has chosen Dr. Nikolaos Zahariadis to replace Dr. Haeberle in the capacity as program director.

Programmatic Activities
It has been a very active year for the political science program. Through the leadership of Dr. Wendy Gunther-Canada, the Upsilon Mu Chapter of Pi Sigma Alpha, the National Political Science Honor Society, met regularly throughout the year and conducted its sixth annual induction ceremony. At the ceremony, the guest speaker was Dr. James D. Slack, who presented research on the topic “God, Presidents and Political Science”. At this year’s ceremony, 16 political science majors (and Dr. Slack) were inducted into Pi Sigma Alpha.

Through the leadership of Dr. Nikolaos Zahariadis, the Political Science Club co-sponsored a lecture by Green Party presidential candidate Ralph Nader. The Political Science Club also conducted a “career and graduate school” night, where Dr. Zahariadis spoke about graduate school opportunities. Dr. Zahariadis conducted a “career and graduate school” night in the Winter Quarter and in the Spring Quarter. The Political Science Club sponsored a faculty-student mixer during Winter Quarter.

Dr. Steven Haeberle and Dr. Wendy Gunther-Canada were also members of the Truman Scholarship Committee, which assisted political science major Linda Patterson in becoming a semi-finalist for this prestigious national award.

Under the leadership of Dr. Nikolaos Zahariadis, the political science program organized several student field trips this year. Dr. Zahariadis took one group of students as delegates to the Model Arab League Summit at Converse College, South Carolina. Dr. Zahariadis also led UAB students to the United Nations Headquarters in New York for briefings by U.N. officials as a class project during the summer of 1999.

On behalf of the political science program, the department forwarded a proposal to the dean of SBS that called attention to the need for at least four (4) additional political science
faculty slots so that the program can maintain some competitiveness with other Carnegie I research institutions in the south, as well as with other political science programs at Conference USA schools.

Finally, the political science faculty selected Linda Patterson to receive the Outstanding Undergraduate Political Science Student Award for the 1999-2000 academic year.

Alumni Activities

Until this year, the political science alumni have never been contacted by the political science program or department. On behalf of the political science program, the department has contacted political science alumni in an effort to bring them into the program and organize an alumni advisory board. We expect to call the alumni board to be organized by the end of this summer.
Accomplishments of the Social Work Program

Faculty Transitions

The Social Work Program experienced several transitions in faculty this year. Laura Atkinson, Student Field Placement Supervisor, returned to practice this year. She was replaced by Wes Akins, who was employed by UAB’s 1917 HIV/AIDS clinic. Wes made the transition to the Department of Human Resources to provide field supervision for our social work interns. Thomas Struzick, Director of Field Instruction, returned to his home department in UAB’s School of Public Health. He was replaced by Chris H. Walker. Chris comes to the Social Work Program with many years experience with the Department of Human Resources. Her extensive links with the practice community provided a smooth transition into her serving as field instruction director.

Finally, the director of the social work program, Dr. Virginia Sweet, tendered her resignation from the faculty at UAB. She wishes to pursue other interests in her life. Dr. Sweet will be missed by everyone.

Dr. Pamela V. Valentine has been selected to replace Dr. Sweet as program director. A national search, conducted in the spring was unsuccessful in filling Dr. Sweet’s faculty position. This is primarily because Dr. Sweet plays an important role in both the Social Work and MPA programs. Another national search will be conducted in the fall.

Gloria C. King continues to serve as a “permanent” adjunct faculty member, whose dedication to our program remains greatly appreciated.

Programmatic Activities
The Social Work Program continued its accreditation status with the Council of Social Work Education (CSWE) this year. In the fall, Dr. Virginia Sweet attended the annual conference for directors of baccalaureate social work programs. Dr. Pamela V. Valentine, the director-elect, and Dr. James D. Slack, department chair, attended the CSWE’s national conference during Winter Quarter.

Through the leadership of Dr. Virginia Sweet, the social work national honorary society, Phi Alpha, had meetings throughout the year and inducted ten (10) new members. Along with Dr. Pamela V. Valentine, Dr. Sweet was the co-advisor to the Student Social Work Organization (SSWO) which raised over $7,000 for community service projects. SSWO also participated in 12 volunteer events throughout the year. These events included UAB’s “Into the Streets” program, in which SSWO cleaned and repaired an apartment unit; preparing information packages for Child Abuse Awareness Month; and participation in the Birmingham AIDS Walk.

Through the leadership of Chris H. Walker, Director of Field Instruction, the Social Work Program organized two sessions of an Agency/Academic Exchange – one in the fall and one in the spring. The purpose of the Agency/Academic Exchange is to bring together faculty, agency personnel, and students about to be placed in those agencies for a day of information and understanding. Dr. Pamela V. Valentine, Dr. Steven Becker, Wes Akins, and Dr. Virginia Sweet also participated in the day-long sessions.

Also through the leadership of Chris H. Walker, the Social Work Program conducted the First Annual Career Fair. Here more than 15 agencies attended and talked with our students about human service career opportunities in their respective agencies.

Through a Fieldwork Supervisor contract with the Alabama Department of Human
Resources, the Social Work Program was once again able to provide funding – $750 per quarter – for 15 social work students. This grant, which funds Wes Akins’ salary, remains an important element in the Social Work Program.

Finally, the social work faculty selected Loren Brown as the Outstanding Undergraduate Social Work Student for the 1999-2000 academic year. The social work faculty also awarded Sharon Cowan the Norman E. Eggleston Award. Professor Normal E. Eggleston was the founding faculty member of social work education at UAB. His wife, Priscilla Eggleston, serves both as a adjunct faculty member and as a member of the advisory board for our social work program.

Alumni Activities

Under the leadership of Dr. Virginia Sweet, the Social Work Advisory Board met during the fall quarter. The Advisory Board expressed unanimous support for the establishment of a Master in Social Work (MSW) Program within the department.
Accomplishments of the Master of Public Administration Program

Faculty Transitions

There has been substantial transition within the MPA program during this academic year. **Dr. Akhlaque Haque** joined the department as a tenure-track faculty member in the MPA program, with expertise in budgeting/financial management and geographic information systems (GIS). Contributing his expertise in the area of urban planning, **Dr. Bobby Wilson** also joined the MPA program faculty. Contributing her expertise in organization theory, **Dr. Virginia Sweet** also became a member of the MPA program core faculty. Finally, **Dr. James D. Slack** joined the core MPA faculty, with expertise in human resource management.

Two members of the MPA faculty have left the program. **Dr. Wendy Gunther-Canada**, with expertise in ethics, has decided to focus her valuable and scarce time on the political science program. We appreciate her willingness to help out in the MPA program for the past several years, and we understand the need for her to focus her attention on the political philosophy area of the political science program.

**Dr. R. Steven Daniels**, program director, has resigned from the UAB faculty to take a position of chair of the Department of Public Policy and Administration at California State University-Bakersfield. Dr. Daniels expertise lies in the areas of statistics and public policy. Dr. Daniels has done a tremendous job as program director for many years, and he certainly deserves an opportunity to serve as chair of a department. We wish him well in this new endeavor.

Programmatic Activities
Much of the activities of the MPA Program were directed toward preparing from reaccreditation by the National Association of Schools of Public Affairs and Administration (NASPAA). Reaccreditation by NASPAA is important because it places the program in the top 20 percent of MPA programs nationally. NASPAA accreditation means that the experience received by our students is identical to the experience received by students at other NASPAA accredited institutions, like the Kennedy School at Harvard University, the Woodrow Wilson School at Princeton, or the Department of Political Science at the University of North Carolina at Chapel Hill.

During the academic year, the following NASPAA activities took place:

(1) MPA Core Faculty

NASPAA requires a minimum of five full time faculty members in the core faculty. At the beginning of the year, there were only four: Dr. Daniels, Dr. Haeberle, Dr. Haque, and Dr. Slack. The MPA Program faculty added Dr. Sweet and Dr. Wilson to the core faculty. Dr. Sweet provides expertise in the area of organization theory, and Dr. Wilson provides expertise in the area of urban planning.

(2) MPA Core Curriculum

NASPAA requires the teaching of core MPA courses only by core MPA faculty members. Dr. Sweet was assigned to teach the core course MPA 661 “Administrative Theory and Behavior,” and Dr. Slack was assigned to teach the core course MPA 659 “Scope” and MPA 664 “Human Resources Management”. In order to bring Dr. Wilson’s expertise into the core faculty, as well as to underscore the urban
mission of the program, MPA 680 “Urban Development and Planning” was brought into the core curriculum. These modifications eliminated reliance on adjuncts within the core courses.

(3) Annual NASPAA Meeting

Dr. Slack attended the annual meeting of NASPAA, where he underwent retraining in (1) NASPAA site visitation and (2) NASPAA site preparation. UAB also designated Dr. Slack as its Principal Representative to NASPAA.

(4) MPA Program Planning Session

The MPA Program convened an all-day retreat during winter quarter to develop and implement our program mission statement and evaluation strategy; review core course curriculum descriptions to ensure compliance with both our mission and NASPAA standards; and review core course syllabi to ensure that they, too, are in compliance with our mission statement and NASPAA standards. Participants included: MPA faculty, MPA students, MPA alumni, and other interested practitioners. Ms. Sonya King coordinated all the arrangements.

(5) MPA Faculty Governance

The MPA faculty is in the process of completing the work started by the participants of the retreat, and to approve the modifications.

The MPA Program was also engaged in several other activities during the 1999-2000 academic year. In the fall, the MPA Program sponsored an orientation mixer for new students. This activity was coordinated by Ms. Sonya King.
In cooperation with UAB’s Center for Urban Affairs, the MPA program received funding for seven (7) U.S. Department of Housing and Urban Development (HUD) fellowships. Each HUD fellow was assigned to an urban-based agency. We appreciate the efforts of Dr. Robert Corley, Director of the Center for Urban Affairs, and the Center’s Ms. Janice Hitchcock (a graduate of our MPA Program), for their leadership in applying for and managing the grant which makes these fellowships possible.

Under the leadership of Dr. Akhlaque Haque, Pi Alpha Alpha inducted 12 new members. The induction ceremony was sponsored by our MPA Alumni Association.

We are proud to note that MPA student Melissa Kaplan was awarded a post-degree internship with the New York State PMI Program. The New York State PMI Program is one of the most prestigious post-graduate placement programs in the nation. A three-year program, Melissa Kaplan will work in Buffalo, New York.

Finally the public administration faculty selected Cheryl Stein as the Outstanding Graduate Student for the 1999-2000 academic year.

Student Recruitment Activities

Throughout the academic year, the MPA Program began an active student recruitment campaign. Activities include visiting the campuses of Samford University, Birmingham Southern College, and Alabama State University, as well as agency visitations around Birmingham. Progress is being made to visit Athens State College, Miles College and Stillman College in the near future.
MPA Alumni Activities

The MPA Program is very fortunate to have an active alumni association and board. Throughout the academic year, the board met quarterly and planned events and activities designed to enhance the program. These activities included the continuation of the annual MPA Alumni Scholarship, which was awarded to MPA student Shameika McCoy. The MPA Alumni also selected Cheryl Stein to receive the MPA Alumni Student of the Year Award.

MPA Alumni Board members participated in the new student orientation in the fall. The MPA Alumni Association also marketed the MPA program at the UAB homecoming football game this year. As mentioned earlier, the MPA Alumni Association also sponsored a dinner and induction for the new Pi Alpha Alpha members.

Members of the alumni also participated in the day-long NASPAA reaccreditation workshop in February. MPA alumni also assisted in the unsuccessful search to replace Dr. Virginia Sweet this past winter. They pledge to be of assistance in the renewed search in the fall.

As mentioned in an earlier section of this document, the MPA program (and department) is extremely grateful for the many contributions that have been made to the MPA gift account. This funding is important because it permits the program to strive for excellence.

Accomplishments of the Faculty

Overview

The Department of Government and Public Service currently has 14 faculty positions, two of which are contract positions and 12 are either tenured or tenure-track. This does not
include our visiting professorship or adjunct positions. Currently, the department has two full professors (Slack and Wilson), four associate professors (Daniels, Gunther-Canada, Haeberle, and Zahariadis), and six tenure-track assistant professors (Becker, Haque, Hawk, Mangum, Sweet, and Valentine).

We are fairly eclectic by design and by necessity. Table 4 illustrates the degree to which faculty members overlap in assisting the several academic programs offered within this department. Eight out of 14 members of the faculty – all of the MPA program faculty – have responsibilities in at least two academic programs.

Table 4. Department Faculty Members and Academic Programs

<table>
<thead>
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<th>Political Science</th>
<th>Social Work</th>
<th>MPA</th>
<th>Urban Affairs</th>
</tr>
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<tbody>
<tr>
<td>Gunther-Canada</td>
<td>Becker</td>
<td>*Daniels</td>
<td>*Haeberle</td>
</tr>
<tr>
<td>*Daniels</td>
<td>*Sweet</td>
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<td>*Haque</td>
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<td>Zahariadis</td>
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</tbody>
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* = members of more than one program faculty.

Scholarly Productivity

Faculty in the Department of Government and Public Service have national and international reputations as researchers and scholars. Specific research projects are listed in Appendix A. Table 5 provides an overview of department scholarship in the last five years.

Table 5 Scholarly Productivity: A Five-Year Comparison

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<th>Outlet</th>
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<th>98-99</th>
<th>97-98</th>
<th>96-97</th>
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</table>

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In our documents for tenure and promotion, as well as what is practiced within our respective disciplines, books and journal articles have the greatest currency. Hence, the department is pleased to see an increase in the number of books and journal articles published during academic year 1999-2000. Book chapters, although having a lesser value in our standards and expectations, are important scholarly outlets. As such, the department remains somewhat consistent in this category. The presentation of conference papers is an important step toward publication, and such activity is indicative of building a reputation among colleagues at other institutions. In this category, also, the department is fairly consistent in terms of productivity.

Explanation is needed in terms of the number of faculty members (5) who did not publish in the 1999-00 academic year. Of the five colleagues who were unpublished: one is leaving because of a negative tenure decision; one is leaving voluntarily due to a reconsideration of career options; two are assistant professors in good standing who are beginning to develop their research agendas; and the fifth is the department chair, in his first year at UAB, whose
publication pattern suffered temporarily because of the transition.

While explanations are abundant, there are simply no excuses for an absence of publication. UAB is, after all, one of the top 20 research universities in the nation and is the only Carnegie Research I institution in the state of Alabama. In many ways, scholarly productivity is the most important task of the UAB faculty, and the faculty in this department is certainly no exception to that rule. Scholarly productivity is the basis of excellence in the classroom, and it is the building block of national and international reputations that can assist our students throughout their careers.

The fact that only two tenure-earning faculty members, the two individuals who are leaving this year, are listed as not having an active research agenda, is reassurance about this department’s culture toward scholarship and, more importantly, its belief in and commitment to actual scholarly productivity. Activities, such as our monthly junior faculty professional development workshops, as well as our effort to bring to campus editors (like Dr. Larry Terry) of major scholarly journals, speak well toward our understanding of the importance of the process of scholarship. A viewing of the department’s newly developed “trophy” case of books published by its faculty (four faculty members have published a total of nine books to date), or a viewing of the department’s new display of copies of recent faculty journal articles (11 of the 12 tenure-earning faculty members are represented in the display), provide yet additional testimonies to our dedication to sustaining the highest levels of productivity in scholarship in order to maintain our national and international reputation as a community of scholars.
Grants and Contracts

The department is advancing in the area of external funding of research projects. During the 1998-99 academic year, we received four (4) new grants totaling $22,536. During the 1999-2000 academic year, the faculty wrote fourteen (14) successful grants and contracts, totaling $340,576.

Steven M. Becker received $5,000 from the Oak Ridge Associated Universities as the recipient of the Ralph E. Powe Award. Dr. Becker also was a co-principal investigator on a grant of $121,580 from UTCA. The grant explores “Environmental Health, Public Safety, and Social Impacts Associated with Transportation Accidents Involving Hazardous Substances.” He was also co-principal investigator on a grant of $144,386 from the UAB Department of Epidemiology, the Alabama Department of Public Health, and the U.S. Centers for Disease Control. This project examines “Public Health Preparedness and Response for Bioterrorism.” Dr. Becker also received a $4,000 UAB Faculty Research Grant to investigate “Psychosocial Assistance After the Tokaimura, Japan Nuclear Accident.” In addition, Dr. Becker received approximately $4,000 in outside travel funds to attend various policy-related meetings.

Dr. R. Steven Daniels received three contracts from the Jefferson County Housing Authority: $3,950 to conduct a “Fair Housing Survey;” $2,210 to conduct a “Resident Recertification Survey;” and $2,497 to conduct a “Community Survey.”

Dr. Wendy Gunther-Canada received two grants during the 1999-2000 academic year. She received a $3,000 Office of the Provost Faculty Development Grant to explore “Politics by Another Name: A History of Women’s Political Writing.” She was also co-principal investigator on a $1,800 grant from the Southern Political Science Association to conduct a “Millennium
Survey of Women in the Profession.”

**Dr. Maruice Mangum** received a $10,000 Minority Faculty Development grant from the *UAB Office of the Associate Provost for Minority Affairs*. The grant is assisting Dr. Mangum in developing his research agenda.

**Dr. Pamela V. Valentine** received two grants this past year. She received a $3,153 *UAB Graduate School Faculty Research Grant* to conduct an “Analysis of Trauma Among Adolescents in Juvenile Court.” She also received a *UAB* grant of $2,500 to evaluate the “One-Man, One-Life” project.

**Dr. Nikolaos Zahariadis** also received two grants this past year. He received a $27,500 grant from the *Alabama Department of Economic and Community Affairs* to examine “The Effects of Foreign Investment on Alabama’s Community Development.” The department wishes to thank **Dr. Richard Arrington** for assisting in introducing this project in Montgomery. **Dr. Zahariadis** also received a $5,000 *UAB Office of the Provost Faculty Development Grant* to examine “Greek Foreign Policy and the Macedonian Issue.”

**Excellence in Teaching**

The faculty in the Department of Government and Public Service are full-time instructors as well as world-class scholars. The normal teaching load in the 1999-2000 academic year was five courses per year. Program directors taught four courses per academic year. The department chair had scheduled four courses, but one class was cancelled. The chair plans to teach the same load as the program directors.

By all accounts, this is a department that strives to maintain the highest levels of excellence in the classroom as it does in the laboratory. UAB student evaluation survey item #
20, “Overall, this is a good teacher,” reflective of this. The department average for fall quarter on item # 20 was 3.5 (out of a possible 4.0). The average for winter quarter, the latest student evaluations to be evaluated before submitting this report, was 3.6 in the department. It is fairly common to have several faculty members achieving a perfect 4.0 on this item in any quarter. Our faculty are frequent nominees and winners of school and university-wide teaching awards. One of our colleagues, Dr. Wendy Gunther-Canada, was nominated for the SBS Excellence in Teaching Award during the 1999-2000 academic year.

Service to the Profession and the Community

Faculty members in the Department of Government and Public Service are also committed to providing service to the profession and to the community. Here are just two examples (out of many possible examples from each faculty member) of external service provided by each faculty member in the 1999-2000 academic year.

Wes Akins was designated “Service Provider of the Year” by the organization, AIDS ALABAMA. He also developed and implemented the Worker Support Group at the Jefferson County Department of Human Resources. Dr. Richard Arrington is the executive director of the Center for Leadership and Public Policy at Alabama State University. He also assisted the Department of Government and Public Service in creating new linkages in state government. Dr. Steven Becker was a member of the Scientific Committee on the Consequences of Nuclear Incidents of the National Council on Radiation Protection and Measurement. He was also a consultant to the Alabama Department of Public Health. Dr. R. Steven Daniels was a
consultant to the Fair Housing Center of Northern Alabama. He was also a consultant to the Jefferson County Housing Authority. Dr. Wendy Gunther-Canada was the section chair for Political Theory for the annual meeting of the Southern Political Science Association. She was also a member of the Committee on the Status of Women in the Profession, appointed by the President of the Southern Political Science Association. Dr. Steven H. Haeberle has been invited to be the inaugural editor of the Journal of Gay and Lesbian Politics. He also chaired research panels at the Western Political Science Association. Dr. Akhlaque Haque was chair of the Crime Prevention Committee of the Titusville Development Corporation. He also advised the Jefferson County Department of Health and the Environmental Protection Agency (EPA) on “Ozone Mapping on the Internet.” Dr. Maruice Mangum was a moderator for the District 8 Debates in Birmingham. He was also a panel discussant at the annual meeting of the Midwest Political Science Association. Dr. James D. Slack was a member of the editorial board of The International Journal of Public Administration. He also assisted the Alabama Department of Public Health and the Center for Leadership and Public Policy at Alabama State University in assessing the effectiveness of a program designed to reduce the rate of unwed pregnancies in the state of Alabama. Dr. Virginia Sweet was a consultant to the local social work community, and she was involved in the annual conference of social work program directors. Dr. Pamela V. Valentine was a field reviewer for the Treatment Improvement Protocol of the U.S. Center for Substance Abuse Treatment. She was also a member of the board of directors of COMPEER, an agency that links companions with mentally ill persons. Chris H. Walker facilitated the development of the Resource Development Conversion Plan for the R.C. Consent Decree for Jefferson County Department of Human Resources. She also was co-developer and presenter of
“Family to Family Tools for Rebuilding Foster Care” at the National Council of Juvenile and Family Court Judges. **Dr. Bobby M. Wilson** was a member of the editorial board of the Annals of the Association of American Geographers. He was also President of the board of directors of the Fair Housing Center of Northern Alabama. **Dr. Nikolaos Zahariadis** was invited by the Greek Ministry of Culture to Athens, Greece, to consult on the future direction of modern Greek studies programs in the United States. He was also elected as First Vice-President of International Studies Association (ISA)-South.
Challenges For the Department

There is one single challenge facing the Department of Government and Public Service, and this challenge squarely affects our abilities to be competitive nationally and internationally. The challenge is an insufficient number of full-time tenure-earning faculty positions in each of the three academic programs. This challenge can be seen from two perspectives. First, current full-time faculty are being stretched to the brink of succumbing to mediocrity. They are overworked in terms of teaching the number of courses required for to sustain each of the programs. They are so encumbered with having to teach the “necessities” of each program that they are often prevented from offering unique and exciting courses which are based on their own research interests. This tends to result in a “numbing” effect in the classroom, and demoralization in the laboratory. The end result is the tendency to have excellent scholar/teachers begin to look for opportunities elsewhere.

Second, the challenge is easily seen in terms of the number of adjuncts used in each of the three programs. Throughout the 1999-2000 academic year, the department had to rely on 32 courses being taught by non full-time faculty. Given that the department offered 123 courses last year, this means that 26 percent of our courses were taught by adjuncts. To the university, e having more than one of every four courses taught by someone without full credentials and academic experience may represent a cost savings. To our students, it means being taught by someone who, while well meaning and having practical experience, does not have academic knowledge and experience that is expected. In essence, our students are short-changed at the cost savings given to the university. This is not right.
We will be replacing three faculty positions this year: (1) someone in public administration/social work (covering organization theory in public administration and practice courses in social work); (2) someone in political science, (covering comparative politics/international relations); (3) and someone in public administration/political science (covering statistics, public policy).

But these replacements simply maintains the status quo. Hence, the department needs more faculty lines. We need the lines to free faculty to be more creative in class offerings, linking more closely original research with unique syllabi. We need the lines to cover the basics of all the programs in the department. We need the faculty lines to begin thinking about advancing the university in the areas of political science, social work and public administration. Above all, we need the faculty lines in order to produce an honest product for the consumption of our students. They deserve nothing less.

We submit that 32 sections, currently taught by adjuncts, are equivalent to 6.4 full-time faculty members teaching a five course load per year. In essence, we are short nearly seven (7) faculty positions. In addition to replacing the three positions (Sweet, Daniels and Hawk) for next year, the department specifically requests the following:
1. The creation of the **Richard Arrington Endowed Chair in Public Service**.

   The holder of this position would offer courses in urban public policy and politics that would benefit each of the three academic programs. The endowment should include sufficient funding for (1) a graduate assistant, (2) extra travel funding, and (3) a half-time secretary.

2. A position covering **judicial behavior** in the political science program.

   This position would also bridge the public administration program (*administrative law*) and the social work program (*poverty law*).

3. A position covering the areas of **research** and **policy** in the social work program.

   This position would also bridge with the political science program and the public administration program by programmatic “sharing” of the research methods expertise.

4. A position covering the areas of **nonprofit management** and **community/neighborhood development** in the public administration program.

   This position would also bridge the social work program and political science program (*politics and policies affecting neighborhoods*) and the social work program (*services providers and viable neighborhoods*).

5. A position covering **national institutions** and **federalism** relations in the political science
program.

   This position would also bridge the public administration program

   (intergovernmental management).

6. A position covering practice in the social work program.

7. A position covering urban public management in the public administration program.

   This position would also bridge the political science program (urban politics) and
   the social work program (social work administration).
Appendix A

Publications and Conference Presentations

Books

Bobby M. Wilson


Articles

Wendy Gunther-Canada

“Jean-Jacques Rousseau and Mary Wollstonecraft on the Sexual Politics of Republican Motherhood,” *Southeastern Political Review*.

R. Steven Daniels

“Police Discretion and Elder Mistreatment: A Nested Model of Observation, Reporting and Satisfaction,” (co-authored) *Journal of Criminal Justice*.

Akhlaque Haque

“Mapping Distressed Areas Using Geographic Information System (GIS),” *Journal of Urban Technology*.

Pamela V. Valentine

“Fight and Flight Instincts as They Relate to Violence,” *Encyclopedia of Violence in the United States*.

Bobby M. Wilson
“Teaching Race in Geography: The Use of Historical Analysis,” *Journal of Geography*.

**Nikolaos Zahariadis**

“The Rise and Fall of British State Ownership: Political Pressure or Economic Reality?” *Comparative Politics*.

**Book Chapters**

**Steven H. Haeberle**


**Pamela V. Valentine**


**Nikolaos Zahariadis**


**Book Reviews**

**R. Steven Daniels**


**Manuscripts accepted for Publication**

**Steven M. Becker**
“Environmental Disaster Education at the University Level: An Integrative Approach,” *Safety Sciences*.


**Wendy Gunther-Canada**


**Steven H. Haeberle**


**Akhlaque Haque**

“Sociological Distress and Health Status: The Urban-Rural Dichotomy of Services Utilization for Persons with Sickle Cell Disorder in North Carolina,” (co-authored) *Journal of Rural Health*.


**James D. Slack**


**Pamela V. Valentine**

“Traumatic Incident Reduction of Traumatize Women Inmates I: Dimensions of Research and
Practice.” *Journal of Offender Rehabilitation.*

“Traumatic Incident Reduction of Traumatized Women Inmates II: Maria’s Story,” *Journal of Offender Rehabilitation.*


“Evaluating Traumatic Incident Reduction (TIR) Therapy with Female Inmates: A Randomized Controlled Clinical Trial,” (co-authored) *Research on Social Work Practice.*


**Nikolaos Zahariadis**

“U.S. Food Aid to Sub-Saharan Africa: Politics or Philanthropy?” (co-authored) *Social Sciences Quarterly.*


**Work in Progress**

**Steven M. Becker**

“Psychosocial Effects”

“Community Impacts of the Tokaimura Nuclear Accident: A Preliminary Report”.

“Environmental Accidents and the Experience of Loss.”

**R. Steven Daniels**

“Political Conflict and the Hollywood Film” (book-length manuscript)

Akhlaque Haque


“Ethics and GIS” (under review)

“Image of the South and the Impact of Economic Development.”

“Disability and Regional Differential: A Survey” (being co-authored)

“Does Socioeconomic Differences have an Impact on Business Retention Strategy?”

James D. Slack

“God, Presidents, and Public Administration,” (under review).


“God, Morality and the Public Service” (book proposal under review)


“Where Have All the Scholars Gone? The Impact of Alabama’s Segregation Policy and Black Alabamians Seeking Ph.D. Programs.” (book proposal)

Pamela V. Valentine


Bobby M. Wilson

“Critically Understanding Race.” (Under review)

“Race and Planning in Birmingham.” (co-authored) (book-length manuscript)

Nikolaos Zahariadis
“Ambiguity and Choice in Public Policy” (book manuscript under review).

“A Framework to Resolve the Greek-Turkish Dispute” (under review).

“A Multiple Streams Model of US Foreign Aid Policy (co-authored) (under review).

“States Subsidies in Advanced Industrialized Countries”

**Conference Papers**

**Steven M. Becker**

“Addressing the Psychosocial Consequences of Nuclear Accidents: Program and Policy Issues.” (National Hospital Tokyo Disaster Medical Center).

“Human Service Responses to Toxic Disaster: The Policy Dimension” (University of Utrecht, The Netherlands).

**R. Steven Daniels**

“Sustainable Development or Political Theater? Explaining U.S. Disaster Policy” (co-authored) (Southeastern Conference on Public Administration).

“Managing the Crisis in Crisis Management: Sustainability or Political Theater?” (co-authored) (American Political Science Association).

**Wendy Gunther-Canada**


**Steven H. Haeberle**


**Akhalque Haque**

“The Rise of Geographic Information Systems and Its Implications for Public Administration” (Public Administration Theory Conference).

“Socioeconomic Distress and Health Status: The Urban-Rural Dichotomy of Services Utilization for Persons with Sickle Cell Disorder in North Carolina” (co-authored) (Annual Sickle
Cell Disease Research Center Meeting).

**Maruice Mangum**

“Understanding Black Voter Turnout in Presidential Elections.” (Midwest Political Science Association).

**Bobby M. Wilson**

“Implications of Postmodernity for the Black Consumer.” (Association of American Geographers.)

**Nikolaos Zahariadis**

“A Multiple Streams Explanation of US Foreign AID Policy (ISA-South).