

# WALDEN UNIVERSITY

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*A higher degree. A higher purpose.*

## School of Public Policy and Administration

## Select Faculty Biographies

At Walden University, the faculty is composed of highly esteemed scholars, researchers, and distinguished professionals from broad geographical, experiential, and cultural backgrounds. Faculty guide the classroom experience to ensure all learning objectives are achieved. Adult learners' needs are at the center of Walden's challenging curricula, collaborative learning environment, and student support services. This focus enables students to gain knowledge and understanding from a wide variety of geographic, cultural, and professional perspectives.

Walden faculty members are experts in creating and delivering degree programs that produce graduates whose abilities and skills are in high demand by employers worldwide. Most faculty have Ph.D.s or a terminal degree; all are credible experts with vast experience and a profound commitment to adult learners.

### ***Ross Alexander***

Ross Alexander earned his Ph.D. in political science, with specializations in public administration and American politics, from Northern Illinois University. Alexander began his career as a professor at Dominican University in 1999 and is currently an associate professor at Northern Georgia College and State University, where he has been recognized for teaching and advising. Alexander's research interests include the effects of legalized casino gambling on states and municipalities as well as citizen involvement in local government.

### ***Wendy Andberg***

Wendy Andberg received her Ph.D. in educational policy and administration, with a focus on higher education law, from the University of Minnesota. Through her firm, Andberg and Associates, she offers leadership and management consultation to private, public and nonprofit organizations. Previously, Andberg was a director of development for Minnesota public radio, an advisor and instructor in the College of Veterinary Medicine at the University of Minnesota, and assistant to the director and extension specialist for program development in the Minnesota Extension Service. She has also taught in the public health program at Capella University. Andberg's research interests include multiculturalism and cultural competence, nongovernmental organizations (NGOs) in developing nations, and virtual cohort groups for Ph.D. learner support.

### ***Hoss Banna***

Hoss Banna received his Ph.D. from Nova Southeastern University. As the senior civil engineer with Los Angeles County, Banna leads the county's Environmental Programs Development Section team in creating systems and implementing policies and programs related to waste management. His research interests include emergency and disaster planning, organization effectiveness, quality management, and environmental law and policy.

### ***Suzette Barta***

Suzette Barta received her Ph.D. in economics from Oklahoma State University. She serves as the extension educator of community and economic development for Payne County/Oklahoma State University Cooperative Extension Service. She has conducted retail trade analyses for Oklahoma communities and most recently completed a study on the economic impact of the Cherokee Nation on the State of Oklahoma. Her research interests include economic and community development, leadership development, entrepreneurship and entrepreneurial communities.

### ***Gloria Billingsley***

Gloria Billingsley earned her Ph.D. in public administration from Jackson State University. She is vice president for evaluation services at Professional Associates Incorporated, a research, evaluation and training firm. Previously Billingsley taught at Troy State University and Jackson State University. She also worked for the Mississippi Department of Human Services, where she coordinated efforts among three state agencies in the implementation of Mississippi Health Benefits and the State Children's Health Insurance Program. Her research interests include health disparities, substance abuse, policy and advocacy and early childhood education programming and policy.

### ***Nailah Brock***

Nailah Brock earned her Ph.D. in political science, with a concentration in public administration policy and American government, from Howard University. Brock has more than a decade of experience in senior-level positions with the District of Columbia government in planning, health and human services and property management. She has also served as an assistant professor of political science and public administration at Savannah State University. Brock's research interests include social welfare policy analysis, health care policy analysis and intergovernmental cooperation and coordination.

### ***Mary Brown***

Mary Brown earned her Ed.D. from Nova Southeastern University. She has 17 years of experience teaching in the K-12 realm, with the bulk of her concentration in middle school English and has five years experience with higher education in online education. Brown received an award for "Best Paper" in an International Conference in online administration and frequently presents and have penned numerous papers in online education. Her research interests include online policy and administration, asynchronous learning, and brain-based research.

### ***Lisa Bruno***

Lisa Bruno earned her J.D. degree from the Massachusetts School of Law. Bruno's legal career began more than 15 years ago when she worked as a caseworker advocating for inmates and later as a probation officer for the Massachusetts Trial Court supervising adult criminal offenders. Bruno subsequently became a private defense attorney with a concentration in both criminal and immigration law. For the past seven years, she has taught criminal justice and law courses at various private colleges.

### ***Jeffrey Bumgarner***

Jeffrey Bumgarner received his Ph.D. in organization development from the University of Minnesota. Bumgarner is an associate professor of political science and law enforcement at Minnesota State University, Mankato and is police chief for the city of Bird Island, Minnesota. He has published several texts, including *Emergency Management: A Reference Handbook* (2008), *Federal Agents: The Growth of Federal Law Enforcement in America* (2006), and *Profiling and Criminal Justice in America* (2004). His research interests include federal law enforcement, criminal justice public policy, homeland security, emergency management and police professionalization and training.

### ***Shereen Askalani Clemens***

Shereen Askalani Clemes received her J.D. degree from Hamline University School of Law. She is currently an assistant county attorney in Minnesota, where she has been a prosecutor for 10 years. Previously she worked in a public defender's office as a law clerk. Her research interests include juvenile law, career criminals and state sentencing guidelines.

### ***Matthew Collins***

Matthew Collins received his Ph.D. in public administration and management from the Center for Public Administration and Policy at Virginia Polytechnic Institute and State University. Collins has worked in corrections, law enforcement, nonprofit organization management and county management. He has also participated in campaign management and facilitating communication between and among elected officials and public administrators. His research interests include local government management, strategic planning, budgeting and fiscal analysis.

### ***Lori Demeter***

Lori Demeter earned her Ph.D. from the University of Maryland. For the past 13 years, she has served with the Maryland state government, most recently as a director and senior policy advisor. She currently is a research associate at Johns Hopkins University Bloomberg School of Public Health Department of Epidemiology. Demeter has also worked as a program manager and researcher in state- and community-based research settings in areas such as heart disease, injury prevention and public health. Her research interests range from government budgeting and finance to organizational behavior, health policy and technology in government.

### ***Mark DeVirgilio***

Mark DeVirgilio received his Ph.D. from George Mason University. A retired U.S. Air Force officer, he was an acquisition corps member with experience in space operations, laboratory research, modeling and simulation and technology policy. At Air University, he taught national security studies, leadership and command, information warfare, and joint planning and operations. His research interests include information assurance policy, equitable digital access policy, decision-making processes and renewable energy policy.

### ***Kirk Elliott***

Kirk Elliott earned his Ph.D. in public policy and administration from Walden University. Previously, he taught courses in economics and international business at both Fort Lewis College and Liberty University. Currently, Elliott works as an investment advisor and wealth manager, presenting frequently at geopolitical and economic conferences on economic policy. His research interests include inflation targeting monetary policy, inflationary depressions, Federal Reserve monetary policy and coordination between public and charitable organizations.

### ***Kevin Fandl***

Kevin Fandl received his J. D. from the Washington College of Law at American University. Currently, he is pursuing a Ph.D. in public policy from George Mason University and serves as associate legal advisor with U.S. Immigration and Customs Enforcement. He has held legal and international positions in the federal government and has taught at University of Maryland and American University. Fandl has published articles in varied law journals, and his research

interests include international trade, law, economic development, public policy and Latin America.

### ***John Gilbert***

John Gilbert earned his Ph.D. in clinical psychology from the Pacific Graduate School of Psychology. Currently, he is an outpatient psychologist for St. Luke's Rehabilitation Center in Spokane, Washington, where he frequently works in coordination with the Washington State workers' compensation system. His research interests include provision of healthcare, workers' compensation systems, cross-cultural mental health, and Eastern and Western approaches to mental health.

### ***Fran Goldman***

Fran Goldman earned a Ph.D. in political science from the State University of New York (SUNY) at Binghamton. She has taught at both Binghamton and Broome Community College. Currently, Goldman is an assistant to the chair of the Asian and Asian-American Studies Department as well as associate director for the Institute of Asia and Asian Diasporas at SUNY Binghamton. Her research interests include public administration, human resource management, organizational behavior and leadership, and gender-based salary bias.

### ***Mark Gordon***

Mark Gordon earned a Ph.D. in applied management and decisions sciences, with an emphasis on nonprofit administration, from Walden University. He serves as program director for the doctoral program in Walden's School of Public Policy and Administration. Gordon has more than 16 years of experience in philanthropy working with such organizations as the American Cancer Society, the Arthritis Foundation and the Stop AIDS project in San Francisco. He consults for a number of private and nonprofit organizations in corporate social responsibility and leadership development. His research interests include international nongovernmental organizations and corporate citizenship.

### ***Anne J. Hacker***

Anne J. Hacker received her Ph.D. from Western Michigan University. A licensed social worker, she has worked in nonprofit and governmental child welfare organizations for three decades. Currently, her consulting firm specializes in organizational assessment and strategic planning for nonprofit organizations. Hacker has taught at Western Michigan University and has served on nonprofit governance boards. Her research interests include issues impacting foster children and families in foster care and adoption systems, policy analysis, systems change and leadership and followership.

### ***Bethe Hagens***

Bethe Hagens received her Ph.D. from the University of Chicago. A cultural anthropologist and artist, she has been a full professor at Governors State University, Union Institute and Goddard College. She has also worked as a professional violinist, performing in cross-cultural venues. She holds a Public Service Community Science Residency on renewable energy and housing in low-income ethnic communities from the National Science Foundation. She has published research in identity and organizational culture, mythology and environmental design.

### ***Joyce Haines***

Joyce Haines earned her Ph.D. from the University of Kansas. She has 30 years of experience teaching the social sciences and humanities and has developed numerous corporate and federally funded grant proposals for university research and administration. Haines has received two National Endowment for the Humanities fellowships to research Japanese history and culture and Eisenhower Fellowship to develop a culturally sensitive math and science curriculum for Native Americans. Her research interests include cultural diversity and multicultural communication, nongovernmental organizations, world religions and ethics.

### ***Sara Hart***

Sara Hart received her Ph.D. from the University of Maryland. A registered nurse, Hart has worked in the legislative and executive branches of government and in nonprofit advocacy organizations. She conducted legislative research for a U.S. senator and participated in liaison activities between the U.S. surgeon general's office and professional provider organizations. Her research interests include healthcare workforce shortages, healthcare work environments and healthcare quality indicator development.

### ***Gema G Hernandez***

Gema G Hernandez earned her D.P.A. from Nova Southeastern University. She has 15 years of experience teaching public administration and public policy. Hernandez has received several federally funded grants and foundation grants to develop culturally competent policies and programs across the nation. Hernandez is the former Secretary of the Florida Department of Elder Affairs and the recipient of the Council of State Government Innovation Award for her Elder Ready Communities: Communities for a Lifetime. She is also the recipient of numerous cities and counties proclamations and a Humanitarian Award. Hernandez has a number of published articles, training manuals and national and international presentations on topics dealing with elder, social security, care givers and not profit organizations. Her research interests include aging issues, cultural competence, not for profit organizations and the role of public administrators.

### ***Ron Hirschbein***

Ron Hirschbein earned his Ph.D. from Syracuse University. He has served as a visiting professor at the University of California, Berkeley and San Diego and at the United Nations University in Austria. Hirschbein has written four books that offer interpretive approaches to a variety of domestic and international issues.

### ***Richard Johnson***

Richard Johnson earned his master's degree from South Dakota State University. Johnson is the county administrator for Hennepin County, Minnesota. He previously was associate regional administrator for the Metropolitan Council of the Twin Cities region, finance director of Dakota County, Minnesota, and city manager of Blaine, Minnesota. His research interests include public budgeting, finance, policy analysis and applied economics.

### ***Gary Kelsey***

Gary Kelsey received his Ed.D. in leadership from Saint Mary's University of Minnesota. As the principal consultant of Gary Kelsey and Associates, he has provided nonprofit board development, program development, strategic planning, fundraising and other organizational training to more than 250 nonprofit, philanthropic and government organizations. Previously he held positions as a community organizer, program director, grants manager, administrator, senior planner and executive director for both nonprofit and government organizations. His research interests include governance, program and board development, and strategic planning for nonprofit organizations.

### ***David Kilmnick***

David Kilmnick earned his Ph.D. from the City University of New York. He currently teaches at Stony Brook University, Nassau Community College and the University of Maryland University College. Kilmnick is the founder and chief executive officer of the Long Island Gay, Lesbian, Bisexual and Transgender Services Network (The Network). He has presented at numerous conferences on service delivery and nonprofit management issues and in 2005 he received the New York Civil Liberties Union Equality Award. His research interests include human sexuality, community health disparities among oppressed populations, nonprofit management, and social justice and equity.

### ***George Larkin***

George Larkin currently resides in Georgia where he has held positions such as Assistant Dean in the College of Arts and Sciences at the University of West Georgia, Director of the Master of Public Administration Program at the State University of Georgia and most recently, Associate Professor and Director of the Master of Rural and Small Town Planning Program at the University of West Georgia. Dr. Larkin has a wealth of experience in teaching and grantmanship. Dr. Larkin has taught a variety of courses in his tenure in the areas of public administration, policy, grantmanship, state and local government, economic development, and urban and economic development. He is an experienced and accomplished grant writer. Dr Larkin earned his Baccalaureate in Political Science from Concord College, his Masters in Urban and Regional Planning from Virginia Polytechnic Institute and State University and his Ph.D. in Public Administration and Public Affairs from Virginia Polytechnic Institute and State University.

### ***Anthony Leisner***

Anthony Leisner received his Ph.D. from Walden University. He has worked in the corporate and nonprofit sectors for three decades and currently serves on the boards of a Florida regional workforce agency and a statewide organization operating alternative education for teenage girls. Leisner has taught at Northwestern University, and his research interests include poverty, developing country governance, and social justice and equity.

### ***Robert Levasseur***

Robert Levasseur received his Ph.D. in applied management and decision sciences from Walden University. He has taught numerous qualitative and quantitative management courses at Boston University, University of Maryland University College and the University of the Virgin Islands, and has authored five books. Levasseur previously held professional and leadership positions in major U.S. corporations during a nearly 30-year business career. His research interests include

leadership, organizational change, high-performance team development, collaborative meeting management and organization development.

### ***Jason Lum***

Jason Lum earned his J.D. from the University of California, Berkeley. He was formerly an assistant to a member of Congress, an administrator in a large urban public housing authority and a law clerk at the U.S. Department of Justice. He has worked at a large multinational law firm as well as for a civil rights attorney in St. Paul, Minnesota. Lum's research interests include state and federal law, civil rights, international law and diplomacy, public policy, globalization and the global economy.

### ***Rebecca Martin***

Rebecca Martin received her master's degree from the University of Minnesota. She has more than 25 years of experience managing, designing, delivering and evaluating quality communication and training projects worldwide. She has worked with international organizations, federal agencies, private foundations, academic institutions, corporations and many nongovernmental and nonprofit organizations. Her research interests include intercultural communications and organizational behavior.

### ***Donald McLellan***

Donald McLellan received his Ph.D. from Walden University. Currently he is a police officer for a small department, teaches for the Federal Emergency Management Agency and the International Association of Chiefs of Police, and serves as an expert witness. McLellan retired after a 30-year career as the captain and division commander of the Emergency Response, Training and Communications Division for the Oakland County Sheriff's Office in Pontiac, Michigan.

### ***David Milen***

David Milen earned his Ph.D. from Walden University. He is a vice president of a nonprofit organization in Northwest Indiana with a focus on disaster preparedness and bioterrorism issues. Milen has served as a fire fighter and medic, emergency planner and bioterrorism/disaster preparedness coordinator for two hospitals. His articles have been published internationally, and he has presented globally on fire fighting, emergency medical systems, bioterrorism and disaster preparedness.

### ***Stephen Morreale***

Stephen Morreale earned his D.P.A. from Nova Southeastern University. He is currently an assistant professor at Worcester State College and a principal of Compliance and Risk Dynamics, LLC and Aiming for Excellence, LLC. Morreale served in law enforcement for three decades, recently retiring as assistant special agent in charge for the U.S. Department of Health and Human Services, Office of Investigations, Office of Inspector General. He previously worked with the Drug Enforcement Administration, the Dover, New Hampshire Police Department and the U.S. Army Military Corps. His research interests include management and leadership, organizational ethics, strategic planning, organizational behavior and fraud.

### ***Thomas Payne***

Thomas Payne received his J.D. from the University of South Carolina. He currently serves as the program manager for the South Carolina Attorney General's Office, managing the Internet Crimes Against Children Task Force and working on other criminal justice and information technology projects. He has worked in the criminal justice system at both the state and federal government level. His research interests include information management, criminal justice, law, management and leadership.

### ***Janet Pershing***

Janet Pershing received her Ph.D. from Walden University. She is a project manager for a Washington-based consulting firm that serves federal and local government agencies. In that position, she provides training design and delivery, research, analysis and group facilitation to help organizations improve policies and enhance program effectiveness. Her research interests include program evaluation and social policy issues, including housing policy and income support policy.

### ***David Powell***

David Powell received his Ph.D. from the University of Miami. During the past 13 years, Powell has taught at Eastern Illinois University, Florida Gulf Coast University and California State University. His articles have appeared in numerous publications including *The Journal of Federalism*, *California Politics and Policy*, *The Justice Professional*, *State Tax Notes*, and *Journal of Online Learning and Teaching*.

### ***Irmak Renda-Tanali, Ph.D.***

Dr. Irmak Renda-Tanali holds dual faculty appointments with Walden University's School of Management's Ph.D Programs in Public Policy and Administration; and Applied Management and Decision Sciences. Her work and academic interests involve engineering economy; risk management; homeland security; decision analyses; technology management; and organizational behavior. Dr. Tanali is currently a Collegiate Assistant Professor and Program Director at the University of Maryland University College. She formerly held a position as a Senior Research Scientist at the George Washington University. Dr. Irmak Renda-Tanali frequently consults and researches for the government, profit, and non-for-profit organizations. Dr. Irmak Renda-Tanali obtained her Doctor of Science Degree from the Department of Engineering Management and Systems Engineering of the George Washington University. Dr. Tanali is also the assistant editor of the *Journal of Homeland Security and Emergency Management*.

### ***Patricia Rippoll***

Patricia Rippoll earned her Ph.D. in public administration from Penn State University. Currently, she is a federal consultant for children and family services in Philadelphia's Children's Bureau and is an administrator of policy and planning in the Philadelphia Department of Human Services. Previously, she managed the department's quality assurance unit and directed its regional training center. Her research interests include child welfare, social policy making, immigration, policy analysis, performance measurement and intergovernmental affairs.

### ***Kristie Roberts***

Kristie Roberts earned her Ph.D. from Jackson State University. She is an assistant professor and internship coordinator in the Master of Public Administration Department at Clark Atlanta University. Roberts received a 2009 Carnegie Mellon Foundation post-doctoral fellowship to continue her research on welfare reform and its impact on women and children of color. She previously was a Fulbright Hays Scholar and conducted research in West Africa on food insecurity. Her research interests include housing and urban management issues and policy analysis of issues affecting women and minorities.

### ***Hilda Shepard***

Hilda Shepard received her Ph.D. from Walden University. She has worked for nearly three decades in human resource development and management, strategic planning, policy, program evaluation, marketing, communication and public health in the federal government. Currently, she is the chief of the Health Promotion and Community Involvement Branch for the Centers for Disease Control and National Center for Environmental Health/Agency for Toxic Substances and Disease. Previously, she worked in health communications, marketing, total quality management and strategic planning for various units of the Centers for Disease Control. Her research interests include nonprofit leadership, cultural competence, health disparities and stigma.

### ***Mark Stallo***

Mark Stallo earned his Ph.D. in public administration from the University of Texas at Dallas. Stallo has worked for the Dallas Police Department for nearly three decades in data analysis, investigations, patrol and training. He has been involved with a number of professional organizations, including the National Law Enforcement and Corrections Technology Center, the National Institute of Justice and the Police Executive Research Forum. His research interests include the nature and analysis of crime, white collar crime, computer crime, fraud against the elderly and identity theft.

### ***Bill Steeves***

Bill Steeves received his Ph.D. from George Washington University. A retired U.S. Marine Corps captain, he participated in a number of overseas tours to Vietnam and Jordan, where he served in embassy security with the U.S. Department of State. He also completed assignments in air and ground operations and in intelligence at the national and tactical levels. His research has focused on providing U.S. public safety assistance as part of U.S. foreign policy and the transfer of technology to developing countries.

### ***Dale Swoboda***

Dale Swoboda received his D.P.A. from Arizona State University. Swoboda has been a consultant and business owner, state government manager and executive, business and public administration professor, contracts administration manager and regional planner. He has published articles on numerous topics including Medicaid cost savings, contracting, taxation, management ethics, higher education affordability and media coverage of finance issues. His research interests include government and nonprofit finance and budgeting and knowledge dissemination.

### ***Georgalu Swoboda***

Georgalu Swoboda earned her master's degree from the University of Phoenix. Currently, she is executive director of Big Brothers Big Sisters of Central Missouri. Previously she was an equal opportunity specialist, directing operations of the Phoenix Women's Commission and the Human Relations Commission for the City of Phoenix. Additionally, she was program and management consultant for seven Midwest states for the national board of the Young Women's Christian Association (YWCA) and was executive director of the San Antonio YWCA. She has co-authored a text entitled *Managing Non-Profit Fiscal and Financial Operations*. Her research interests are in nonprofit leadership and administration.

### ***Yvonne Thompson***

Yvonne Thompson earned her Ph.D. in business management, with a specialization in financial management, from Southern California University. Thompson is currently president of Executive Business Services, LLC, Chesapeake, and vice president of House of Hope Foundation, Inc., which she founded to expand financial education programs and services to needy communities. She has also been a financial analyst at the General Services Administration in Washington, DC, and a finance officer with the U.S. Army Reserve Forces. Her research interests include all aspects of nonprofit organizations including governance, board development, strategic planning, management and leadership, and social change.

### ***Karin Treiber***

Karin Treiber received her Ph.D. from the University of Minnesota. She has worked as a higher education administrator, most recently with the Minnesota State Colleges and Universities (MnSCU). Within the MnSCU system, she has worked in a variety of organizations, including a technical program, a technical college, a university center in Japan and a community college foundation. She has also held student affairs positions and was an academic dean for a small, for-profit technical college.

### ***Marc Weiss***

Marc Weiss received his master's degree in criminal justice administration from Mountain State University. Weiss has worked as a police officer and served in the military prior to his academic career. He has taught courses in criminal justice, criminology, sociology and research design at a number of colleges and universities.

### ***Jay Wilkerson***

Jay Wilkerson received his M.L.S. from Indiana University. He has worked in an academic library for 20 years, including 12 years at the Walden Library primarily in reference work. He has made presentations at numerous Walden academic residencies on the KAM process, the dissertation process, literature review, library databases and research in the social sciences.

### ***Karl Wolfe***

Karl Wolfe earned his Ed.D. from Pepperdine University. He currently directs the Rochester Campus for Augsburg College. Throughout his career, he has led churches and directed distance learning programs and branch campuses. He has taught courses at Pepperdine University, Azusa Pacific University and Augsburg College, and has helped found nongovernmental organizations

in Ethiopia and Myanmar, including educational and medical clinics. His research interests include ethics, philosophy and theology.

**Richard Worch, D.P.A.**

Richard earned his Doctorate in Public Administration from Nova Southeastern University, Fort Lauderdale, Florida. He has spent the last 36 years in the profession of law enforcement and was the elected Sheriff of Charlotte County, Florida from 1988 to 2000. Richard also enjoys international travel and has given lectures to Russian Federation Law Enforcement Personnel on policing in America and America's perspective on International Terrorism. In addition he possesses an interest in International Management, International Governmental Relations, and International Comparative Government.