

Cary Christian, Ph.D.

**Department of Public & Nonprofit Studies
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ACADEMIC APPOINTMENTS AND PROFESSIONAL EXPERIENCE

August 2018 – present. Associate Professor, Department of Public and Nonprofit Studies, Georgia Southern University

August 2012 – July 2018. Assistant Professor, Institute for Public and Nonprofit Studies, Georgia Southern University

May 2010 – July 2012. Adjunct Professor of Public Administration, Florida International University

July 2002 – July 2012. Southern Region Manager of Criminal Investigations (final position), Florida Department of Revenue

January 1997 – June 2002. Director, Senior Project Manager and Systems Architect, Peak Consulting, Inc.

January 1994 – December 1996. Partner in Charge of Tax and Information Technology Services, Silver and Company, P.A., Certified Public Accountants.

October 1990 – December 1993. Managing Partner, Christian, Pringle & Lecusay, P.A., Certified Public Accountants.

June 1979 – September 1990. Tax Manager (last position), Arthur Andersen & Co.

EDUCATION

Ph.D. in Public Affairs, December 2010, Florida International University
Specialization: Taxation and Public Finance; Information Technology
Dissertation: *Sales Tax Enforcement: An Empirical Analysis of Compliance Enforcement Methodologies and Pathologies*
Dissertation Committee: Dr. Howard Frank, (Chair), Dr. John Zdanowicz, Dr. Keith Revell, Dr. Sukumar Ganapati

M.P.A., April 2010, Florida International University

B.S., Business Administration, Cum Laude, 1979, Concord University

PUBLICATIONS

Peer-Reviewed

“Establishing an Agenda for Public Budgeting and Finance Research (with 200+ budgeting and finance researchers). *Public Finance Journal*, 1(1), 9-28. <https://doi.org/10.59469/pfj.2024.15>

“Child Victim Services in the Time of COVID-19: New Challenges and Innovative Solutions.” (With Chad Posick, April Schueths, Jonathan Grubb, and Suzanne Christian). *American Journal of Criminal Justice* (2020): 1-10.

“Municipal Response to the Great Recession: Evidence from Small- to Medium-Sized Cities in Georgia and Florida,” (with Jonathan Bush). *Journal of Public Budgeting, Accounting, and Financial Management*, Volume 30, Number 4, pp. 384-401.

“Enhanced Enforcement Outcomes Through a Responsive Regulation Approach to Sales Tax Enforcement,” *Journal of Public Budgeting, Accounting, and Financial Management*, Volume 29, Number 4, Winter 2017, pp. 464-497.

“A Typology of Sales Tax Noncompliance: Targeting Enforcement to Diverse Intentions,” *eJournal of Tax Research*, Volume 14, Number 1, July 2016, pp. 119-147.

“Revisiting the Information Technology Skills Gap in Masters of Public Administration Programs,” (with Trenton J. Davis) *Journal of Public Affairs Education*, Volume 22, No. 2, May 2016, pp. 161-174.

“Assessing the Potential Impact of Abnormal Pricing Violations on State Corporate Tax Receipts,” (with John S. Zdanowicz) *Journal of Public Budgeting, Accounting, and Financial Management*, Volume 28, No. 3, Summer 2016, pp. 362-391.

“Leadership Development,” (with Trenton J. Davis) in Ali Farazmand, editor, *Global Encyclopedia of Public Administration, Public Policy and Governance*. Springer International Publishing (pp. 1-7). DOI 10.1007/978-3-319-31816-5_1892-1 http://dx.doi.org/10.1007/978-3-319-31816-5_1892-1 (2016).

“When Public Information Systems Become a Crime Scene: An Overview of Forensic Considerations in Incident Response,” in Christopher Shea, editor, *Handbook of Public Information Systems*, Third Edition, New York: CRC Press, 2010, pp. 121-132.

“Generating the Public Financial Management Knowledge Base: Analyzing Method and Direction as a Sub-Discipline of Public Administration,” (with Howard Frank and Gina Scutelnicu) *Journal of Public Budgeting, Accounting, and Financial Management*, Volume 21, No. 2, Summer 2009, pp. 223-246.

Peer Evaluated and Editorially Reviewed

Christian, C., & Purcell, S. (2022). *Leveraging Big Data Analytics and AI to Combat the Sales Tax Gap* (11th ed., Vol. 106, pp. 963–965). Falls Church, VA: Tax Notes.

“Why Evasion under a National Sales Tax Would Explode the Tax Gap: Lessons Learned from the States,” *IRS Research Bulletin*, Fall 2013, pp 141-152.

Works in Progress

“State Tax System Modernization: A Guide.” (With Jaideep Srivastiva). Book proposal accepted by Routledge Media Company. In process.

“Child Maltreatment: Connecting Research and Practice.” Book proposal submitted to Rowman & Littlefield Publishing Company in September 2022. Proposal is under review.

“Terrorist Financing using Trade-Based Money Laundering.” (With John Zdanowicz)

“Evaluation of the Impact of High-Risk Targets on Homeland Security Grant Allocations to States.” (With John Zdanowicz).

“The Impact of Recession on State Fiscal Condition: A Comparison of the Great Recession to the COVID-19 Recession.” (With MPA students Brett Kohler and Lindsay Gribble).

“Report for the Georgia Municipal Association: Fiscal Condition of Small Rural Georgia Municipalities during COVID-19.” Development of an online Tableau portal for Georgia city fiscal condition analysis and comparative municipal research.

“The Impact of the Continuing Push Toward Property Tax Elimination: Lessons from the Georgia Municipal Response to Fiscal Distress During Recession.”

CONFERENCE PRESENTATIONS

“The Impact of Trade-Based Money Laundering Risk on the Allocation of Homeland Security Grant Funding,” (with John Zdanowicz and Steven Purcell). Presented at the Public Management Research Conference in Seattle, Washington, June 29, 2024.

“Comparison of the Impact on State Fiscal Condition: The Great Recession vs the COVID Recession,” (with Brett Kohler and Lindsay Gribble). Presented at the Association for Budgeting & Financial Management Annual Conference in Miami, Florida, September 22-24, 2022.

“Weathering the Great Recession: Evidence from Small to Medium Cities across 18 States.” Presented at the American Society of Public Administration Annual Conference in Washington, D.C., March 7-12, 2019

“The Impact of Under-Reliance on Property Taxes in Georgia Municipalities: Lessons Learned from the Great Recession.” Presented at the Southeastern Conference for Public Administration in Hollywood, FL, October 4-7, 2017.

“Municipal Response to the Great Recession: Evidence from Small- to Medium-Sized Cities in Georgia with Key Comparisons to Florida Cities.” Presented at the Public Management Research Association Annual Conference in Washington, D.C., June 8-10, 2017.

“Weathering the Great Recession: Evidence from Small- to Medium-Sized Georgia Municipalities.” Presented at the American Society of Public Administration Annual Conference in Atlanta, GA, March 17-21, 2017.

“Service Learning in Public Management Education.” Presented at the Study of Teaching and Learning Commons Conference in Savannah, GA, March 30 – April 1, 2016.

“Examination of the Direct and Indirect Enforcement Impact of a Responsive Regulation Approach to Sales Tax Compliance.” Presented at the Southeastern Conference for Public Administration in North Charleston, S.C., September 30 – October 1, 2015.

“The Impact of Trade-Based Money Laundering and other Transfer-Pricing Violations on State Corporate Tax Receipts,” (with John S. Zdanowicz), Presented at the Public Management Research Association Conference in Minneapolis, MN, June 10-13, 2015

“An Empirical Analysis of Sales Tax Evader Identification: An Evaluation of the Importance of Intuition in Lead Development.” Presented at the Southeastern Conference for Public Administration Annual Conference in Atlanta, GA, September 17-20, 2014.

“A Typology of Sales Tax Noncompliance: Targeting Enforcement to Diverse Intentions.” Presented at the Association for Budgeting and Financial Management Annual Conference in Washington, D.C., October 3 – 5, 2013.

“Why Evasion under a National Sales Tax Would Explode the Tax Gap: Lessons Learned from the States,” Presented at the Internal Revenue Service and Tax Policy Center Joint 2013 Research Conference in Washington, D.C. on June 20, 2013.

“An Empirical Analysis of the Impact of Business Environment on the Incidence of Tax Evasion,” (with Howard Frank), presented at the Southeastern Conference for Public Administration in Athens, Georgia, September 27 – 30, 2006.

“Generating the Public Financial Management Knowledge Base: Analyzing Method and Direction as a Sub-Discipline of Public Administration,” (with Howard Frank and Gina Scutelnicu), presented at the Southeastern Conference for Public Administration in Athens, Georgia, September 27 – 30, 2006.

“Affordability of State Debt Revisited: Alternative Strategies for Measurement and Analysis,” (with Nadine Wedderburn, Yongfeng Zhao, and Yong Zhaun), presented at the Southeastern Conference for Public Administration in Little Rock, Arkansas, October 5 – 8, 2005.

OTHER PRESENTATIONS

“Presentation and Demonstration of Dashboard for Homeland Security Investigators and System for the Evaluation of Potential New Trade Transparency Partnerships.” Presentation to Representatives of the Department of Homeland Security Investigations and the U.S. Trade Transparency Unit, Nashville, TN, June 21, 2022.

“Presentation and Demonstration of an Integrated Approach to Trade-Based Money Laundering and Terrorist Financing Identification Using Machine Learning and Network Analysis.” Presentation to Representatives of the Department of Homeland Security Investigations and the U.S. Trade Transparency Unit, Nashville, TN, January 12, 2021.

“The Use of Machine Learning in State Tax Compliance Enforcement Activities.” Presentation at Auburn University, August 9, 2021.

“Introduction to the Use of Machine Learning and Network Analysis to Identify Trade-Based Money Laundering and Terrorist Financing.” Meeting with representatives of the Department of Homeland Security Investigations, Washington, D.C., July 7, 2021.

“The Use of Machine Learning and Network Analysis to Identify Potential Terrorist Financing.” Meeting with representatives of Oak Ridge National Laboratory, via Microsoft Teams, March 19, 2021.

“Trade-Based Money Laundering: The Use of AI in the Analysis of Financing Risks.” Meeting with representatives of the U.S. Department of Treasury, via Microsoft Teams, January 28, 2021.

GRANT AND AWARD ACTIVITY

2024 Georgia Department of Audits and Accounts. Co-Principal Investigator (with Ben McKay of the Center for Business Analytics and Economic Research) on a \$150,000 contract for economic analyses related to the Georgia laws regarding Coin Operated Amusement Machines and the sales tax exemption for professional, technical, and scientific services.

2023 Georgia Department of Audits and Accounts. Co-Principal Investigator (with Ben McKay of the Center for Business Analytics and Economic Research) on a \$150,000 contract for economic analyses related to the Georgia Targeted Jobs Credit and the Georgia Music Tax Credit.

2022 Georgia Department of Audits and Accounts. Co-Principal Investigator (with Ben McKay of the Center for Business Analytics and Economic Research) on a \$150,000 contract for economic analyses related to the Qualified Interactive Entertainment Tax Credit and for the exemptions for energy, machinery, industrial material, and consumable supplies used in manufacturing. Contract is renewable for up to four additional one-year terms.

2020 Georgia Municipal Association, \$4,000. Funded to support two additional Graduate Assistants to work on the GMA Fiscal Conditions Report (for Spring 2020).

2019 Georgia Municipal Association, \$8,000. Funded to support two additional Graduate Assistants to work on the GMA Fiscal Conditions Report.

2018 Georgia Municipal Association, \$8,000. Funded to support two additional Graduate Assistants to work on the GMA Fiscal Conditions Report.

2018 Georgia Municipal Association, \$8,640. Funded to support three students to perform analysis of the impact of Georgia House Bill 329 changes to the Title Ad Valorem Tax on Georgia municipalities.

2016 IBM Center for the Business of Government Research Grant, \$20,000. Not funded.

2015 Center for Online Learning Course Development Award, Georgia Southern University, \$1,000 (Spring 2015)

2014 Georgia Southern University Faculty Research Seed Grant, “The Response of Georgia Municipalities to Fiscal Distress Caused by the Great Recession,” \$10,000. Funded.

2014 IBM Center for the Business of Government Research Grant, \$20,000. Not funded.

2013 Georgia Southern University, College of Liberal Arts and Social Sciences Faculty Research and Creativity Seed Grant, “Best Practices in the Use of Data and Data Analytics in Consumption Tax Compliance Enforcement.” \$5,000. Funded.

2013 IBM Center for the Business of Government Research Grant. \$20,000. Not funded.

2012 Center for Online Learning Course Development Award, Georgia Southern University, \$3,000, (Fall 2012)

OTHER RESEARCH, TECHNICAL REPORTS, AND PRESENTATIONS

“Georgia Music Tax Credit Economic and Fiscal Impact Analysis.” Prepared under contract for the Georgia Department of Audits and Accounts, December 8, 2023. (With Ben McKay and Wycliffe Lovelace of the Center for Business Analytics and Economic Research).

“Quality Jobs Tax Credit Economic and Fiscal Impact.” Prepared under contract for the Georgia Department of Audits and Accounts, November 30, 2023. (With Ben McKay and Wycliffe Lovelace of the Center for Business Analytics and Economic Research).

“Manufacturing Sales Tax Exemption Economic and Fiscal Analysis.” Prepared under contract for the Georgia Department of Audits and Accounts. December 22, 2022. (With Ben McKay and Chelsea Reimers of the Center for Business Analytics and Economic Research).

“An Analysis of the Interactive Entertainment Income Tax Credit.” Prepared under contract for the Georgia Department of Audits and Accounts. December 13, 2022. (With Ben McKay and Chelsea Reimers of the Center for Business Analytics and Economic Research).

“Screven Road Use Study.” Prepared for SDS Consultants, LLC and the City of Sylvania, Georgia. March 2021.

“Review of Cost Analysis of the Screven County Road Network and Correctional Institute.” Prepared for SDS Consultants, LLC and the City of Sylvania, Georgia, December 2020. (With Ben McKay of the Center for Business Analytics and Economic Research).

“Municipal Fiscal Condition Research.” Presented at City Manager’s Luncheon at the Georgia Municipal Association Annual Conference in Savannah, GA, June 23, 2019.

“Municipalities and the Great Recession.” *Death and Taxes* blog, September 18, 2017, sponsored by the UNC School of Government, Chapel Hill, NC.
<https://deathandtaxes.sog.unc.edu/author/pchristian/>

“MPA Graduates: Do They Have the IT Skills Local Government Needs?” (With Trenton Davis). Published in *Quality Cities*, November/December 2016 issue, a publication of the Florida League of Cities.

“Five Lessons.” Presented at the September 26, 2013 meeting of the MPA Student Association.

“Anatomy of Tax Fraud: A Typology of Sales Tax Noncompliance.” Presented College of Liberal Arts and Social Sciences Great Minds Lecture on September 25, 2013.

“Compliance Costs: What States Don’t Know,” presented at the joint Association for Budgeting and Financial Management and American Association for Budget and Program Analysis Webinar titled “State Tax Reform: Options, Challenges, and Creativity,” on March 13, 2013.

“Compliance Costs: What States Don’t Know,” published in the February/March 2013 special edition of the Association for Budgeting and Financial Management Line Item newsletter.

“Sales Suppression Technologies – Zappers and Phantomware,” presented at the Florida Department of Revenue Criminal Investigations Process Training Conference in Orlando, Florida, June 5 – 7, 2012

“The Potential Impact of the Use of “Zappers” and “Phantom Ware” by Restaurants and Bars to Evade Taxes,” for Department of Revenue Senior Management, 2008.

“Digital Forensic Investigations,” presented at the Department of Revenue Investigation Training Seminar in Orlando, Florida, October 23 – 25, 2006.

“Analysis of the Impact of Widespread Noncompliance with Requirement to Collect Sales Tax on Telephone Calling Cards,” as part of a presentation to Department of Revenue Senior Management, 2006.

Preparation of case studies demonstrating the need for a “general fraud statute” related to the Florida sales and use tax, prepared for General Counsel, Florida Department of Revenue, to support legislative activities of the Department, 2005.

“The Financial Feasibility of Internalizing Digital Forensics Capabilities at the Department of Revenue,” for Criminal Investigations Process leadership, 2004.

“Economic Cost of Eminent Domain Seizure of Manufacturing Properties in Aventura, Florida,” for the owners of a luxury yacht manufacturer [name withheld] facing eminent domain proceedings, 2001.

Report on the market for small business information technology in Florida, for a local investment group [name withheld], 1999.

Author of “Solomon Certified Systems Engineer” test preparation software for the forenamed certification test, Boson Software, Fall 1999.

Report regarding the appropriate valuation of a regional dry-cleaning chain for an investor group evaluating the purchase, 1995.

Valuation report to assist in the sale of the Burke County, North Carolina cable television franchise, for the owners, 1990.

“Impact of the Eli Lilly and G. D. Searle Tax Court Cases and Appellate Decisions on the Ability to Defer U. S. Income Taxes Related to the Transfer of Intangibles to Wholly-Owned Puerto Rican Subsidiaries Under IRC Section 351,” for Coulter Corporation and Subsidiaries, 1988.

“Divisional Data Reporting Requirements”, for Ryder Systems, Inc., 1988.

“New Requirements for the Measurement and Recognition of Deferred Taxes Under FASB 109,” presented to the controllers group of Coulter Corporation and Subsidiaries, 1987.

“The Impact of Conditional Repurchase Requirements on the Burden of Ownership in Medical Equipment Leases,” for Coulter Corporation and Subsidiaries, 1987. The results of this analysis can be seen in its impact on the 1990 Tax Court Case, Coulter Electronics, Inc. v. Commissioner, 59 T.C.M. 350 (1990), affirmed without opinion, 943 F.2d 1318 (11th Cir. 1991) dealing, in part, with the transfer of lease receivables to a bank as pledges or sales.

“When Deals Go Bad: The Role of the Independent Workout Specialist,” *Journal of the Institute of Certified Financial Planners*, Fall 1986.

Report and damage claim calculations related to the purchase of defective electronic equipment from [name withheld] as required under financing terms from a lender [name withheld] related to the equipment manufacturer, for the plaintiff, 1986.

“Financial Feasibility Report on Cable Television Operations of [name withheld] in North Carolina, Illinois, Minnesota, Washington, D.C., and Florida,” for lender [name withheld] and limited partners [names withheld], 1986.

“The Impact of the Alternative Minimum Tax on Investment Decisions,” presented at a Raymond James and Associates investment seminar in Miami, Florida, 1984.

Review of the capabilities and report on the ability of a third-party software platform to provide state tax compliance capabilities for Knight-Ridder Newspapers, Inc., 1982.

“Tax Normalization System Users Manual,” for Florida Power and Light Company, 1981.

Design, implementation and testing of the first automated tax normalization system in the country, for Florida Power and Light Company, 1979-1981.

PROFESSIONAL AND RESEARCH INTERESTS

Artificial Intelligence and Deep Learning as Compliance Enforcement Tools
Tax Evasion and Compliance Enforcement
Tax Policy and Implementation
Fiscal Management and Budgeting
Trade-Based Money Laundering
Homeland Security Funding
Information Technology Management

TEACHING

Georgia Southern University

Graduate

- Budgeting in Public Serving Organizations (Spring 2013; Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022, Spring 2023 (Hybrid and EMPA), Spring 2024 (Hybrid and EMPA))
- Information Technology for Public Management (Spring 2013, Fall 2016, Fall 2020, Fall 2024)
- GIS and Public Planning (Fall 2013, Spring 2018)
- Theory and Practice of Public and Nonprofit Budgeting (Online) (Fall 2013; Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018)
- Local Government Practicum (Fall 2013; Fall 2014, Summer 2015, Fall 2015, Summer 2016, Fall 2016, Summer 2017, Fall 2017, Summer 2018, Fall 2018, Summer 2019, Fall 2019, Summer 2020, Fall 2020, Summer 2021, Fall 2021, Summer 2022, Fall 2022, Summer 2023, Fall 2023, Spring 2024, Summer 2024, Fall 2024)
- Diversity Issues in Public Serving Organizations (Online) (Summer 2014)
- Intergovernmental Relations (Online) (Summer 2015)
- Foundations of Public Administration (Fall 2014, Fall 2015)

- Public and Nonprofit Financial Management (Fall 2014, Fall 2016, Fall 2018, Fall 2021, Summer 2023 (EMPA), Fall 2023)
- Capstone Seminar (Fall 2014, Spring 2015, Fall 2015, Spring 2016, Spring 2017, Fall 2017, Spring 2018, Spring 2019, Fall 2019, Spring 2020, Fall 2022)
- Advanced Management (Spring 2019, Spring 2020, Spring 2021, Spring 2023, Spring 2024)
- Internship in Public Administration (Summer 2014; Fall 2014, Spring 2015, Summer 2015, Fall 2015, Summer 2016, Fall 2016, Spring 2017, Summer 2017, Fall 2017, Spring 2018, Summer 2018, Fall 2018, Spring 2019, Summer 2019, Fall 2019, Spring 2020, Summer 2020, Fall 2020, Spring 2021, Summer 2021, Fall 2021, Spring, 2022, Summer 2022, Fall 2022, Spring 2023, Summer 2023, Fall 2023, Spring 2024, Summer 2024, Fall 2024)
- Directed Readings – Dain Reams: Topic – Politics in the Federal Budget Process (Fall 2014)
- Directed Readings – Nathan Griffin: Topic – Determinants of State and Local Homeland Security Grant Allocations (Fall 2015)
- Directed Readings – Peyton Fuller, Becky Rogers, and Justin Williams: Topic – Portfolio Budgeting (Summer 2016)

Graduate Student Advisor for from 5 to 16 students per semester, Fall 2012 – Spring 2024

Undergraduate

- Applied Management (Spring 2022)
- IT/E-Government for Public Managers (Fall 2018, Fall 2019)
- Public Budgeting and Financial Management (PBAD 3431 – Summer 2016, Summer 2017, Fall 2017, Summer 2018, Summer 2020, Fall 2020, Summer 2022)
- Internship in Public Administration (PBAD 4791, Summer 2018, Summer 2021, Fall 2021, Spring 2022, Spring 2023)
- Introduction to Public Administration (POLS 3331 – Fall 2012, PBAD 2231 – Summer 2019, Fall 2020, Spring 2021, Fall 2022, Fall 2024)
- Public Policy (POLS 4131 – Fall 2012)
- Introduction to Public and Nonprofit Financial Management (Fall 2019, Fall 2021, Fall 2024)
- Selected Topics: Public Sector Budgeting (POLS 4031 – Spring 2013)

Faculty Mentor

Jana Simmons – Honors Thesis – 2012 – 2013

Florida International University

Graduate

Information Technology and E-Government (Fall 2010; Spring 2011; Summer 2011; Spring 2012)

Policy Analysis and Program Planning (Spring 2011; Summer 2011; Spring 2012, 2 sections: Pines and Main Campus; Summer 2012)

Financial Management in Public and Nonprofit Organizations (Summer 2011)

Emergency Management and Planning (Fall 2011)

Quantitative Methods in Public Administration (Fall 2011; Spring 2012; Summer 2012)

Undergraduate

IT and E-Government for Public Administrators (Summer 2010; Fall 2010; Spring 2011; Fall 2011; Spring 2012)

SERVICE ACTIVITIES

Professional Service

Reviewer, Journal of Public Personnel Administration

Reviewer, International Journal of Adult Education and Technology

Reviewer, Journal of Public Affairs Education

Reviewer, Journal of Public Budgeting, Accounting, and Financial Management

Chair, “Finance and Budgeting” panel, Southeastern Conference for Public Administration, October 2015, Charleston, SC

Discussant, “State income Taxes and Tax Credits” panel, Association for Budgeting and Financial Management Annual Conference, October 2014

Discussant, “Fiscal Capacities” panel, Southeastern Conference for Public Administration, September 2006, Athens, GA

Departmental

Team Lead, Comprehensive Academic Program Review, Fall 2022

Team Lead, Core Program Assessment for NASPAA Self Study Report (re-accreditation), Fall 2022

Member, Search Committee, Fall 2023

Member, Search Committee, Fall 2018

Member, Search Committee, Fall 2015

Member, Search Committee Spring 2015

Member, Search Committee Fall 2014

Member, Search Committee Fall 2013

Member, Search Committee Fall 2012

Member, By-Laws Committee Fall 2012 – present

Faculty Liaison, MPA Advisory Board 2013 – Summer 2022

Chair and Convener, Comprehensive Examination Committee – Fall 2014, Spring 2015, Fall 2015, Spring 2016, Spring 2017, Spring 2018, Spring 2019, Fall 2019, Spring 2020, Fall 2022, Fall 2023, Spring 2024

Comprehensive Examination Committee – Fall 2012 – Fall 2022, Fall 2023, Spring 2024

Member, Admissions Committee, Fall 2013 to Summer 2021

Member, Assessment Committee, Spring 2013 to present

Assessment Coordinator, Fall 2013 to Summer 2020

Chair, Promotion and Tenure Committee for Dr. Candice Bodkin, September 2023

Chair, Promotion and Tenure Committee for Dr. Patsy Kraeger, September 2019

Chair, Pre-Tenure Review Committee for Dr. Candice Bodkin, January 2020

Chair, Pre-Tenure Review Committee for Dr. Kristina Patterson, January 2022

Member of Pre-Tenure Review Committee for Dr. Jayce Sudweeks, January 2022

College of Behavioral and Social Sciences

Inclusive Excellence Committee, Fall 2022 through Spring 2024
Faculty Evaluation Committee (Major Review Committee), 2018 through Spring 2024
Faculty Executive Committee, Fall 2018 - Spring 2021
Graduate Committee, Alternate, 2018-2019

College of Liberal Arts and Social Sciences

Member, Faculty Governance Committee, 2016-2018
Member, Undergraduate and Graduate Curriculum Committees 2013-2014; 2014-2015; 2015-2016
Alternate, Faculty Governance Committee, 2013-2014; 2014-2015; 2015-2016

Georgia Southern University

Co-Chair, University Strategic Planning Committee, Fall 2023 to Spring 2024
Co-Chair, University Awards of Excellence Committee, Fall 2023 to Spring 2024
Co-Chair, Employee Engagement Survey Subcommittee, Fall 2023 to Spring 2024
Member, Planning, Budget, and Facilities Committee, Fall 2022 to Spring 2024
Team Lead for Faculty Team, SACSCOC Reaffirmation, Fall 2021 to present
Member, University Strategic Planning Committee, Fall 2022 to Spring 2023
Member, Committee for University Awards of Excellence, Fall 2022 to Spring 2023
Representative to USG Faculty Council, Fall 2021 to Fall 2023
Member, Honorary Degree Committee, Fall 2021 to present
Chair, University Statute Review Committee, Fall 2021 to Spring 2022
Member, Search Committee for Assistant Vice President and Chief Diversity Officer, Summer 2022
Member, Search Committee for Administrative Assistant to Faculty Senate, Summer/Fall 2022
Faculty Senate President, 2021-2022
Faculty Senate President Elect, 2020-2021
Chair of Faculty Senate Executive Committee, 2021-2022
Member, Faculty Senate Bylaws Review Subcommittee, Fall 2020 to Spring 2022
President's Diversity Advisory Council (PDAC), 2021-2022
President's Advisory Council (PAC), 2021-2022
Faculty Senate Executive Committee, 2019 to 2021
Faculty Senate, 2019 to 2022
Alternate, Faculty Senate, 2017-2019
Faculty Senate Welfare Committee, 2019 to Spring 2021
Member, Assessment Revision Subcommittee, 2019 to Spring 2021
Member, Academic Assessment Steering Committee, 2016 to present
Graduate Faculty Designation, 2012 to present
Served as a Commencement Marshall for Graduate Spring Commencement 2017

External Service

Board Member, Child Advocacy Services, SEGA, Inc., 2015 to present
Treasurer, Child Advocacy Services SEGA, Inc., 2021 to present
Chair, Finance Committee, Child Advocacy Services, SEGA, Inc., 2019 to present
Member, Fundraising Committee, Child Advocacy Services, SEGA, Inc., 2019 to present
Chair, Strategic Planning Committee, Child Advocacy Services, SEGA, Inc., 2019 to present

Voting Member of the Mayoral Statesboro Works Commission, 2018-2019
Advisory Board Member, G2Lytics, LLC, 2016-present

PROFESSIONAL AFFILIATIONS

American Society for Public Administration
Association for Budgeting and Financial Management
ASPA Section on Environmental and Natural Resources Administration
ASPA Section on Public Administration Education
Association of Certified Fraud Examiners
Association of Certified Fraud Examiners Advisory Council

TRAINING AND CERTIFICATIONS

Leadership Development Institute, Georgia Southern University, AY 2021-2022
Diversity, Equity, and Inclusion for the Workplace (2022)
DEI: Inclusive Hiring (2022)
Teaching and Learning with Social Media, GSU (2015)
Applying the Quality Matters Rubric, GSU (2015)
Teaching Academy, Center for Teaching and Technology, GSU (2014)
Folio Training, Center for Teaching and Technology, GSU (2013)
Certified Steganography Investigator (2008 - present)
Certified Fraud Examiner (2005 - present)
Seized Computer Evidence Recovery Specialist (2004 – present)
Microsoft Certified Professional (5 certifications – 1999 - present)
Certified Financial Specialist, Solomon Software (1997 – 2002)
Certified Application Developer, Solomon Software (1997 – 2002)
Certified Systems Engineer, Solomon Software (1996 – 2002)
Certified Public Accountant (1981 – Retired from public practice 1997)