

Curriculum Vitae

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Educational Background

Doctorate in Public Administration received from NOVA Southeastern University (June 2013).

Dissertation: A COMPARATIVE ANALYSIS OF THE MORAL DEVELOPMENT OF EMERGENCY PERSONNEL BASED ON THE DEFINING ISSUES TEST

Master's Degree (M.S.) in Homeland Security Naval Postgraduate School/U.S. Department of Homeland Security (March 2015)

Thesis: WINNING THE HEARTS AND MINDS: IMPROVING U.S. COUNTER-RADICALIZATION EFFORTS THROUGH A STUDY OF THE UNITED KINGDOM'S PREVENT STRATEGY

Masters of Arts in Public Administration, City University of New York (CUNY) – Baruch College, New York (1997).

Masters of Arts in Urban & Regional Planning, University of Florida, Gainesville, FL (1989)

Bachelors of Arts in Political Science, University of Florida, Gainesville, FL (1987).
Certificate in Business & Economic History

Certificate in Strategic Performance Management, Rutgers University School of Public Affairs and Administration and the National Center for Public Performance, August 2016.

Awards, Certifications and Fellowships

Invited to present City of Miramar Resiliency Annex at FEMA's Hazard Mitigation Workshop, April 1-5, 2019.

Graduate of FEMA's Executive Leadership Academy, Emergency Management Institute (EMI) (April 2019).

Completed Texas A & M University's Infrastructure Protection Certificate

Selected/completed the Heritage Emergency and Response Training (HEART) Training Programs sponsored by FEMA, the Smithsonian Institute and the Heritage Emergency National Task Force (December 2018)

Graduate of National Emergency Management Advanced Academy, Emergency Management Institute (EMI), August 2018.

Public Entity Risk Institute (PERI) Scholarship Recipient (2005)

Miramar/Pembroke Pines Chamber of Commerce Leadership Class XVII (2004)

National Urban/Rural Fellow (1997)

Fannie Mae Scholarship (1995) awarded by the American Planning Association

Five Year Employee Award (1996) awarded by Brevard County, Florida County Commission

Epsilon Pi Phi (Emergency Management Honor Society)

Pi Alpha Alpha Fraternity (Public Administration Honor Society)

Eta Sigma Phi (Classics Honor Society)

Research Experience

Extensive traveling to interview private U.S. companies that led to the publication of *Serving the American Public: Best Practices in Performance Measurement (July 1997)*. Sponsored by the Vice-President Al Gore's National Performance Review.

Book Review

Reviewed *National Security and Human Health Implications of Climate Change* by Fernando, Klaic, and McCulley on request by the Natural Hazards Center, University of Colorado (April 15, 2015).

Reviewed textbook on behalf of FEMA, *Introduction to Emergency Management* by the Federal Emergency Management Agency (January 2005).

Professional Meetings

Paper selected for the 2014 American Society for Public Administration 75th Anniversary Conference (Washington DC), *The Ethical and Moral Development of Emergency Managers Based on the Defining Issues Test*.

Paper selected to present at 2011 Southeastern Conference on Public Administration (SECOPA) in New Orleans, LA

Paper presented at the 2011 American Society for Public Administration (Baltimore, MD), *The Ethical and Moral Development of Emergency Managers Based on the Defining Issues Test*.

Selected to attend International Community on Information Systems on Crisis Response and Management (ISRAM) Doctoral Colloquium, May 2, 2010, Seattle, Washington

Presented paper at Academy of Business Disciplines Annual Conference in Ft. Myers, FL, November 6, 2009, *A Study of Ethics and the Cognitive Moral Development Theory in Emergency Management Based on the Defining Issues Test*.

Moderator Session 12:

Using Strategic Management Principle, SHRM Theory and Organizational Theories to Make Practical, Legal, Ethical and Strategic Employment Law Related to HR Decisions
(Carbo, Pellegrino, Pellegrino)

- *Unraveling Downsizing – 30 Years of a Strategic Phenomenon* (Gandolfi)
- *A Cross Cultural Analysis: The Mediating Role of Purpose of Life on the Relationship Between Satisfaction and Organization Citizenship Behavior*
(Smith, Duncanson, Mosley)
- *Enhancing Organizational Level Stress Interventions and Countervailing Techniques* (Harvey, Teed)

Attended the American Society for Public Administration (ASPA) National Conference in Miami, FL (2009)

Attended the American Society for Public Administration (ASPA) National Conference in Denver, CO (2005)

Paper selected to present at the 2003 American Society for Public Administration (Washington, D.C.), *Symbolic Leadership via Disaster Management*

Paper presentation at 2002 Florida Atlantic University Doctoral Student Symposium (Fort Lauderdale, FL), *Symbolic Leadership via Disaster Management*

Paper selected for presentation at 2002 Southeastern Conference on Public Administration (Columbia, SC, Oct. 2002), *Symbolic Leadership*

Paper presentation at 2000 American Society for Public Administration (San Diego, CA), *So, You've Decided to Contract Out...Contracting Out for Dummies.*

Paper presentation at 1999 American Society for Public Administration (Orlando), *Symbolic Leadership*

Paper presentation at 1999 NASPAA Annual Conference and PAA Mini-Conference (Oct. 13-16, 1999), *To What Extent is Administrative Discretion Influenced by Compassion?*

Paper presentation at 1999 Southeastern Conference on Public Administration (St. Petersburg, FL, Oct. 7-9, 1999), *Symbolic Leadership*

Assisted in the organization of the Public Administration Teaching & Public Administration Theory Conference in Fort Lauderdale, FL 1999.

Papers and Publications

Authored chapter, *The Recovery Process: The Standard Used to Measure EM Effectiveness in the Eyes of the Public* in *Emerging Voices in Natural Hazards Research*, Fernando Rivera, editor.

Authored chapter, *Local Governments and Crisis Management*, in *Global Encyclopedia of Public Administration, Public Policy and Governance*, Ali Farazmand (editor), 2016.

Co-authored *Florida-Doing More with Volunteers*, DomPrep Journal, May 11, 2016

Authored *Role of Local Government in Counter Radicalization*, DomPrep Journal, Volume 11, Issue 9, September 2015, pp. 18-21.

Authored *Winning the Hearts and Minds: Improving U.S. Counter-Radicalization Efforts Through a Study of the United Kingdom's PREVENT program*, Homeland Security Affairs: The Journal of the NPS Center for Homeland Defense and Security, June 2015.

Co-authored *Serving the American Public: Best Practices in Performance Measurement (July 1997)*.

Authored Chapter III ("*How Nonprofits Influence Public Policy*") for FAU undergraduate course on Nonprofit Management

Teaching Experience

Barry University, Miami Shores, FL (2011 -- Currently Adjunct Teaching)

Professional and Adult Continuing Education (PACE)

Graduate Courses Taught: Research Methodology, Introduction to Public Administration, Public Planning and Growth Management, Theories, Principles, and Practices in Public Administration, Seminar in Public Human Resources, Public/Private Enterprise, Values and Ethics in Public Administration, Concepts and Issues in Public Planning, Public Finance, Leadership in Public Purpose Organizations, Policy Evaluation and Applied Research Methodologies.

Emergency & Disaster Management (on-line), undergraduate course, (Fall 2011), Florida Atlantic University, Fort Lauderdale

Principles of Management undergraduate course (Fall 2003, Spring 2003, and Spring 2003B), DeVry University, Miami Campus

Administrative Law Undergraduate Course (Fall 2001), Florida Atlantic University (FAU), Boca Raton Campus

Professional Organizations

American Society for Public Administration (1997-present)

- Section on Crisis and Disaster Management, (2002-present)

Florida Emergency Preparedness Association (2002-present)

- Higher Ed Subcommittee member (2016)

Broward County Local Mitigation Study Work Group

- Co-Chair of Planning Subcommittee (2016)

Miramar/Pembroke Pines Chamber of Commerce Board of Directors (2012-2014)

American Planning Association (2012-2014)

Professional Certifications

Florida Professional Emergency Manager (FPEM) designation (since 2007)

FEMA Master Exercise Practitioner Program –Cohort 48: Currently enrolled.

Related Experiences

Special Assistant to the Office of the Chief Financial Officer of the U.S. Department of Housing & Urban Development (1997-1998).

- HUD representative to the National Performance Review (1996-1997)

Other Skills

Emergency Manager, City of Miramar, FL (February 2016-present)

Public Works Operations Administrator, City of Miramar, FL (July 2014- January 2016)

Public Information Officer, City of Miramar (July 2007- July 2014)

Emergency Management Coordinator/Grantwriter/Public Information Officer for the City of Miramar, Florida's Fire-Rescue Department (October 2002- July 2007)

Extensive experience (10+ years) as a professional urban planner for Brevard County, Florida, the City of Fort Lauderdale, Florida, and the City of Orlando, Florida.

Professional References

Robert E. Palmer, Fire-Rescue Chief
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