

JAMES GERARD CAILLIER
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Tuscaloosa, AL 35406
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EDUCATION:

Ph.D. in Public Policy, 2003

Nelson Mandela School of Public Policy and Urban Affairs
Southern University – Baton Rouge, LA
Concentration: Public Finance

Master of Public Administration, 1994

Nelson Mandela School of Public Policy and Urban Affairs
Southern University - Baton Rouge, LA

B.G.S., 1992

University of Louisiana – Lafayette, LA
Major: General Studies
Concentration: Business

ACADEMIC APPOINTMENTS:

MPA Director, Summer 2015 – Present

Associate Professor, 2017 - Present

Assistant Professor, 2014 - 2017

University of Alabama, Department of Political Science

Associate Professor, 2011 - 2014

Assistant Professor, 2008 - 2011

The College at Brockport, State University of New York, Department of Public Administration

Assistant Professor 2005 – 2008

MPA Coordinator, 2005 – 2008

Bowie State University, Department of Management, Marketing, and Public Administration

COURSES TAUGHT:

Public Budgeting, Foundations of Public Administration (taught online and in-class), Qualitative Research, Research and Program Evaluation (taught in-class and as a hybrid), Public Policy Analysis, Public Policy, Financial Management, Manager in Technological Society (taught online and in-class), Organizational Behavior, Intergovernmental Relations, Organizational Theory, Local Government Administration, Strategic Management, and Health Care in America (taught online and in-class)

TEACHING PHILOSOPHY:

To facilitate learning by engaging students in class discussions, projects, and creative thinking questions so that they are able to attain higher order skills at the synthesis and evaluation stage of Bloom’s Taxonomy.

PROFESSIONAL EXPERIENCE:

2002 – 2005

Research Analyst, Louisiana Department of Education, Baton Rouge, La. Responsibilities included oversight of publishing subgroup state-wide-reports and School Report Cards. Additional functions include assisting department staff in other state-wide reports, which includes the District Composite Report, School Performance Scores, the Annual Financial Statistical Report, and the District Accountability report as well as writing and running analyses to determine trends and occurrences of data.

1997 – 2002

Management Intern, and subsequently Management Analyst, Earl K. Long Hospital, Baton Rouge, La. Assisted the director of Planning and Management Resources in the areas of strategic planning and JCAHO requirements and policies.

1995 – 1997

Management Intern, Medical Center of Louisiana, New Orleans, La. Primary responsibilities included tracking expenditures of a \$20 million Emergency Room Department budget, preparation of monthly statements, tracking patients, preparation of budget and patient statistics, scheduling appointments, and purchasing and ordering.

1993 – 1995

Human Resources Development Specialist, Louisiana Department of Transportation and Development, Baton Rouge, La. Assisted departments in strategic planning.

1993

Eligibility Determiner, Louisiana Department of Health and Human Resources, Baton Rouge, La. Performed interviews with applicants and determined their eligibility for Medicaid. Additionally, gathered bills and tracked applicants through eligibility process.

1992 – 1993

Louisiana Department of Insurance, Baton Rouge, La. Assisted the Commissioner of Insurance, Assistant Attorney General, and presiding Insurance Judge by filling out court orders and paying claims to law firms that represented defaulted clients.

PUBLICATIONS:

Peer-Reviewed Publications

Caillier, J. G. (Forthcoming). The impact of high-quality workplace relationships in public organizations. *Public Administration*.

Caillier, J. G. (Forthcoming). Can changes in transformational-oriented and transactional-oriented leadership impact turnover over time? *International Journal of Public Administration*.

Caillier, J. G. (Forthcoming). Public service motivation and decisions to report wrongdoing in U.S. federal agencies: Is this relationship mediated by the seriousness of wrongdoing? *American Review of Public Administration*.

Caillier, J. G. (2017). Do work-life benefits enhance the work attitudes of employees? Findings from a panel study. *Public Organization Review*, 17(3), 393-408.

Caillier, J. G. (2017). An examination of the role of whistle-blowing education plays in the whistle-blowing process. *The Social Science Journal* 54(1), 4-12. (**Lead Article**)

Caillier, J. G., & Sa, Y. (2017). Do transformation-oriented leadership and transactional-oriented leadership have an impact on whistle-blowing attitudes? A longitudinal examination conducted in U.S. federal agencies. *Public Management Review*, 19(4), 406-422.

Sa, Y., & Caillier, J. G. (2016). Bureaucratic managers and diversity programs: An examination of representative bureaucracy. *Korean Public Administration Quarterly*, 28(2), 329-344.

Caillier, J. G. (2016). Do teleworkers possess higher levels of public service motivation? *Public Organization Review*, 16(4), 461-476.

Caillier, J. G. (2016). Does satisfaction with family-friendly programs reduce turnover? A panel study conducted in U.S. federal agencies. *Public Personnel Management*, 45(3), 284-307.

- Caillier, J. G. (2016). Linking transformational leadership to self-efficacy, extra-role behaviors, and turnover intentions in public agencies: The mediating role of goal clarity. *Administration & Society*, 48(7), 883-906.
- Caillier, J. G. (2016). Do transformational leaders impact turnover intentions and extra-role behaviors through mission valence? *American Review of Public Administration*, 46(2), 226-242.
- Caillier, J. G. (2016). Does public service motivation mediate the relationship between goal clarity and both organizational commitment and extra-role behaviors? *Public Management Review*, 18(2), 300-318.
- Caillier, J. G. (2015). Toward a better understanding of public service motivation and mission valence in public agencies. *Public Management Review*, 17(9), 1217-1236. **(Lead Article)**
- Caillier J. G. (2015). Transformational leadership and whistle-blowing attitudes: Is this relationship mediated by affective commitment and public service motivation. *American Review of Public Administration*, 45(4), 458-475.
- Caillier, J. G. (2014). Towards a better understanding of the relationship between transformational leadership, public service motivation, mission valence, and employee performance: A preliminary study. *Public Personnel Management*, 43(2), 218-239.
- Caillier, J. G. (2014). Do role clarity and job satisfaction mediate the relationship between telework and work effort? *International Journal of Public Administration*, 37(4), 193-201. **(Lead Article)**
- Caillier, J. G. (2013). Does teleworking affect managing for results and constructive feedback? A research note. *Canadian Public Administration*, 56(5), 638-654.
- Caillier, J. G. (2013). Do employees feel comfortable blowing the whistle when their supervisors practice transformational leadership? *International Journal of Public Administration*, 36(14), 1020-1028.
- Caillier, J. G. (2013). Satisfaction with work-life benefits and organizational commitment/job involvement: Is there a connection? *Review of Public Personnel Administration*, 33(4), 340-364.
- Caillier, J. G. (2013). Are teleworkers less likely to report leave intentions in the United States federal government than non-teleworkers are? *American Review of Public Administration*, 43(1), 72-88.
- Caillier, J. G. (Winter 2012/2013). Agency retaliation against whistle-blowers: Factors affecting employee perceptions. *Public Integrity*, 15(1), 29-49.

- Caillier, J. G. (2012). The impact of teleworking on work motivation in a U.S. Federal government Agency. *American Review of Public Administration*, 42(4), 461-480.
- Caillier, J. G. (2011). I want to quit: A closer look at factors that contribute to the turnover intentions of state government employees. *State and Local Government Review*, 43(2), 110-122.
- Caillier, J. G. (2011). Funding, management, and individual level factors: What factors matter in predicting perceived organizational effectiveness? *International Journal of Public Administration*, 34(7), 413-423. **(Lead Article)**
- Caillier, J. G. (2011). Are state government workers satisfied with their jobs when organizations are effective? *Public Administration Quarterly*, 35(1), 93-127.
- Caillier, J. G. (2010). Factors affecting job performance in public agencies. *Public Performance & Management Review*, 34(2), 139-165. **(Lead Article)**
- Caillier, J. G. (2010). Citizen trust, political corruption, voting behavior: Connecting the dots. *Politics & Policy*, 38(5), 1015-1035.
- Caillier, J. G. (2010). Paying teachers according to student achievement: Questions regarding pay-for-performance models in public education. *The Clearing House: A Journal of Educational Strategies, Issues, and Ideas for Middle & High School Teachers*, 83(2), 58-61.
- Caillier, J. G. (2009). Centralized customer service: What local government characteristics influence its acceptance and usage of information? *Public Administration & Management*, 14(2), 292-322.
- Caillier, J. G., Brown, S. C. Parsons, S., Ardoin, P. J. & Cruise, P. (2008). Patient preferences: Do they contribute to healthcare racial disparities? *Ethnicity & Disease*, 18(1), 89-92.
- Caillier, J. G. (2007). The No Child Left Behind Act: Are states on target to make their goals? *The Journal of Negro Education*, 76(4), 582-596.
- Caillier, J. G., Brown, S. C. Parsons, S., Ardoin, P. J. & Cruise, P. (2007). Physician bias: Does it occur at teaching hospitals that serve a majority of African American patients? *Ethnicity & Disease*, 17(3), 461-466.
- Caillier, J. G. (2006). Race, gender, and cardiovascular disease: Do disparities exist at hospitals that serve majority black populations when patients present with ischemic heart disease and myocardial infarction? *Journal of Cultural Diversity*, 13(4), 202-207.

Caillier, J. G., Brown, S. C. Parsons, S., Ardoin, P. J. & Cruise, P. (2004). The effect of race and gender on invasive treatment for cardiovascular disease. *Journal of Cultural Diversity, 11*, 80 – 87. **(Lead Article)**

Articles

Caillier, J.G. (2009). A tale of two performance management systems. *The Public Manager, 37*(4), 28-30.

Caillier, J.G., S.C. Brown, S. Parsons, P.J. Ardoin, and P. Cruise. (2008). For the patient: Do black and white patients accept and reject doctor recommendations for heart treatments at the same rate? *Ethnicity & Disease, 18*(1), 109.

Caillier, J.G. (2007). Performance management in elementary and secondary public school systems. *PA Times, 30*(10), 4.

Caillier, J.G., S.C. Brown, S. Parsons, P.J. Ardoin, and P. Cruise. (2007). For the patient: Does race play a role in doctors' treatment decisions. *Ethnicity & Disease, 17*(3), 587.

Book Review

Caillier, J.G. (2008). Managerial discretion: Just how much discretion should public managers have? *The American Review of Public Administration, 38*(3), 382-384.

PAPER PRESENTATIONS:

Does Public Service Motivation Moderate the Effect of Transformational Leadership on Leave Intentions and Sick Leave Usage? Presented October 6, 2012 at the Southeastern Conference for Public Administration entitled "Promoting a Positive Transition for the Public Service: Hope for the Future."

Agency Retaliation Against Whistleblowers: Factors that affect Perceptions. Presented March 5, 2012 at the American Society for Public Administration conference entitled "Redefining Public Service Through Civic Engagement."

Does School Funding Reduce The Student Achievement Gap Between Subgroups? Presented September 27, 2007 at the Southeastern Conference for Public Administration's "Sound Innovations in Public Administration: Setting the Tone for the Future."

The role of an academic department in improving retention, leadership, student, engagement, and faculty commitment. Presented March 10, 2007 at the 10th Annual Regional HBCU Summit on Retention.

The No Child Left Behind Act: Are states on target to make their goals? Presented September 29th 2006 at the Southeastern Conference for Public Administration's Conference entitled "Bridging Theory, Policy, and Practice."

Racial and gender disparities in public hospitals: Do they really exist? Presented October 13th 2003 at the Southeastern Conference for Public Administration's Conference entitled "Rediscovering the Administrative State: New Appreciation for the Role of Government."

The effect of race and gender in cardiovascular disease treatment. Presented January 24th 2003 at Southern University and A&M College, School of Nursing's Dr. Lucille Davis 3rd Annual Symposium.

CONFERENCE PANELS:

Discussant: "Education," September 28th 2006 at the Southeastern Conference for Public Administration's Conference entitled "Bridging Theory, Policy, and Practice."

Chair: "Regulation," September 29th 2006 at the Southeastern Conference for Public Administration's Conference entitled "Bridging Theory, Policy, and Practice."

INVITED PRESENTATION:

Spoke on "Government Leadership and Trust" at a conference sponsored by the USAID – Funded Center for Governance and Public Management at Lahore University Management Sciences (LUMS) in Lahore, Pakistan on May 28, 2015. The conference was entitled "Ethical Leadership: Implementation in the Public Sector."

INTERVIEWS:

Interviewed by Brian Resnick of Vox. The article entitled "A management lesson for President Trump: government works better when morale is high" appeared February 16, 2017 (<http://www.vox.com/policy-and-politics/2017/2/16/14624328/morale-trump-government>).

Interviewed by WVUA 23 News on 9-9-2015 concerning the refusal of Kim Davis (county clerk of Rowan County, Kentucky) to issue marriage licenses.

Interviewed by Kelsey Stein for AL.com. The article entitled "Senator calls Birmingham City Council raise 'abuse of authority' that legislature needs to address" appeared in AL.com on August 13, 2015 (http://www.al.com/news/birmingham/index.ssf/2015/08/senator_calls_birmingham_city.html).

Interviewed by Mary Sell for Decatur Daily and Times Daily. The article entitled “Lawmaker: ‘Our job is not done’” appeared in the Decatur Daily on Sunday, June 07, 2015, and “State Budget: Nothing changes without concessions” on Sunday, June 07, 2015 appeared in Times Daily (http://www.timesdaily.com/news/state-capital/state-budget-nothing-changes-without-concessions/article_7dde1073-0c47-5821-9a48-8621d4349b67.html).

Interviewed by a reporter for the Bowie Star, which subsequently appeared in an article entitled “Cade family lobbying Congress on domestic violence,” in the *Bowie Star*, Thursday May 25, 2006, A-16.

EDITORIAL BOARD:

Public Personnel Management

AD HOC REVIEWER:

Administration & Society, Comparative Political Studies, Ethnicity & Disease, International Journal of Public Administration, International Journal of Management Reviews, International Journal of Public Sector Management, International Public Management Journal, International Review of Administrative Sciences, Jones & Bartlett Publishers, Journal of African Studies and Development, Journal of Public Administration Research & Theory, Journal of the American Planning Association, Political Behavior, Public Administration, Public Administration Quarterly, Public Administration Review, Public Management Review, Public Personnel Management, Public Policy and Administration, Review of Public Personnel Administration, Sage Open, State and Local Government Review, Southeast Asian Interdisciplinary Research Journal, Studies in Sociology of Science, The American Journal of Managed Care

AWARDS AND HONORS:

Golden Key National Honor Society, 1996
National Centers for Education Statistics Cooperative Fellows Program, 2003
1 of 15 professors selected to appear in The College at Brockport’s *2012 Focus on Faculty*

CONSULTING:

Served as a Public Member on the 2008 United States Department of State Foreign Service Selection Board

PAST AND PRESENT PROFESSIONAL ASSOCIATIONS:

The American Society for Public Administration
Maryland Chapter of the American Society for Public Administration: Council Member
(2006-2008)

ACADEMIC SERVICE:

University of Alabama

Undergraduate Committee
Colloquium Committee
MPA Director 2015-now
2015-2016 Faculty Search Committee
2017-2018 Chair Faculty Search Committee

The College at Brockport, SUNY

Chair of Faculty Search, 2011
Chair of Faculty Search, 2012
Co-Chair of Faculty Search, 2013
Committee member for the Leadership Development Program, 2011 – present
Member of Associate Dean Search, 2009
Member of Associate Dean Search, 2012
Member of College-Wide Committee on Assessment, 2012 – 2013
Member of PAD NASPAA Reaccreditation Committee, 2010 – 2012
Member of Provost Search Committee, 2013
Member of the College Senate, 2011 – 2012
Member of Educational Administration APT Committee, 2011
Member of Educational Administration APT Committee, 2012
Member of the Department APT Committee, 2008 – present
Summer Chair, 2011
Summer Chair, 2012

Bowie State University

Advisor to graduate Delta Mu Delta National Honor Society in Business, 2006 – 2007
Chair of the Department Faculty Search Committee, 2007
Chair of the Department Faculty Search Committee, 2008
Member of Center for Education Technology and Learning Advisory Board, 2006 – 2008
Member of the Dean Search Committee, 2006 – 2007
Member of the Graduate Council, 2005 – 2008
Member of the University Curriculum Committee, 2005 – 2008
MPA Program Coordinator, 2005 – 2008