



EXTENDED CAMPUS

COLLEGE of PROFESSIONAL
and CONTINUING STUDIES

HR 5143-221: Human Resources for the Human Relations Professional

Course Description:

This course will provide an introduction to the general area of human resource management and development in the United States. A major goal of this course is to prepare professional administrators and human relations professionals, who by virtue of their education, outlook, and commitment, will be better qualified for human resource management and general managerial positions in either the public, private, or non-profit sector.

The following factors will be addressed in either the lectures, discussions, required readings, presentations and the take-home group-based final examination: 1) appropriate knowledge areas of human resource management and development (human resource policy development--socioeconomic and political legal influences; human resource management--human capital planning and forecasting; position classification; pay administration; human resource recruitment and selection; organizational development and productivity--training, reward systems, morale, motivation, productivity measurement, performance appraisal; employee rights and obligations--legal rights and liabilities, moral and ethical components of human resource management behavior; labor management relations--unions, dispute settlement techniques, collective bargaining processes; and grievances and appeals); 2) assistance in human resource management skill building--problem solving skills and interpersonal skills (use of simulation/role playing exercises, case studies, demonstrations, diagnostic and problem-solving exercises, assessment center simulations, and visual aids); 3) examination of human resource management attitudes and trends; and 4) facilitation of professional competency development.

In addition, readings and presentations in the area of diversity in the workplace, the aging work force, gay and lesbian issues in the workplace, and the salient issues of racial, disability, gender, appearance prejudice and discrimination, downsizing, and utilization of the part-time and contingent labor force will be topics of focused group discussions. Further, the major issues of family-work interface, pay fairness, employee rights and discipline, AIDS, drug testing, violence, and the general area of flexibility (benefits, pay, work location, scheduling, etc.) will be addressed.

Note: Students must check in with instructor upon enrollment: Kenneth.meyer@drake.edu

Class Dates, and Format Information:

Dates: December 1 – 6, 2021
Format: A combination of Zoom sessions and Canvas online resources
Times: Tuesday – Friday Zoom class is held 6pm-9:30pm CET (12pm- 3:30pm prof. time)
Saturday & Sunday Zoom class is held 2pm-6pm CET (8am- 12pm prof. time)
Last day to enroll or drop without penalty: November 2, 2020

Site Director and Information for VA Benefits:

Location: Vilseck, Germany. Please contact Site Director for classroom location.
Hours: Tuesday - Friday 6:00-9:30 pm; Saturday and Sunday 8:30 a.m.-4:30 p.m.
Email: apvilseck@ou.edu. Phone: CIV 011-49-9662-83-2069; DSN 476-2069.

Professor Contact Information:

Course Professor: C. Kenneth Meyer, Ph.D.
Mailing Address: 4917 Twana Drive
Des Moines, IA 50310
Telephone Number: (515) 271-4128
E-mail Address: kenneth.meyer@drake.edu
Professor availability: The professor will be available via e-mail to students before and after the class sessions. On-site office hours are half an hour before and after each class session, by appointment.

Textbook(s) and Instructional Materials:

Student materials are available at the OU Bookstore Website at <https://ou.textbookx.com/institutional/index.php>. There is no longer a physical bookstore, the store will remain, but textbooks will not be stocked. The website has book selling, renting, buying, returning, and order tracking capabilities. If you need help with an order, or if you have any questions contact the toll-free phone at 1-(855)-790-6637, agents are available from 9a – 5p (EST) Monday – Friday. For more information or questions about textbooks, feel free to contact apsyllabi@ou.edu. Text prices are available online

1. Meyer, C.K. (2019). *Custom Packet: Selected readings in human resource management*. **This packet is only available through OU Bookstore.**
2. Meyer, C.K., Noe, L., Geerts, J., & Frank, G. (2009). *Managing people as assets*. Des Moines, IA: Millennium HRM Press. ISBN 9780977088126.

Course Objectives:

1. To analyze selected problems of human resource management by utilizing the case study methodology, simulations, and other experiential learning techniques.
2. To present a set of cases and situations which are likely to reflect some of the concerns which managers may become involved in during the course of their work experience.
3. To examine some of the pressures, conflicts, and uncertainties which confront the manager and which impact upon organizational behavior, such as the cultural, structural, political, ethical, economic, educational, and technological factors.
4. To develop a realization that organizational or bureaucratic behavior is a very complex phenomenon and that there are seldom any clearly "right" or "wrong" answers available to the administrator.
5. To prepare professional managers, who by virtue of their education, outlook, and commitment will be better qualified for human resource and general management positions in the three economic sectors.
6. To discuss the appropriate knowledge areas of human resource management, ranging from the socioeconomic and political-legal influences to issues centered on recruitment, motivation, productivity measurement, performance appraisal, employee rights, morale, training and career development, reward systems, and the moral and ethical aspects of human resource management.
7. To assist in human resource management and interpersonal skill building through the use of problem-solving exercises, simulations, and role playing situations.
8. To deal with workplace/force issues that are of concern to contemporary managers regardless of sector of employment.
9. To present a set of readings which are likely to reflect some of the real-life situations that administrators and managers may become involved in during the course of their work experience.
10. To deal with practical and implementable solutions which human resource managers can apply in their organizations with a reasonable probability of working well enough to improve the organizational environment.
11. To deal with topics not traditionally covered in traditional human resource management texts and focus on current problems and practical solutions.
12. To facilitate the development of a high performance organization that produces world-class quality products and services and utilizes highly trained people operating in self-managed teams.

13. To help develop the realization that staggering losses result in productivity, quality, and profits when poor health and mental illness among employees are not aggressively prevented.
14. To realize that in the drive for high performance and quality, American organizations are under increasing pressure to become more culturally, socially, ethnically, racially, and gender diverse.
15. To develop an appreciation that human resource management takes place within the complexity of the legal, regulatory, managerial, and organizational contexts of employee productivity and product quality, and that every organization's environment experiences continuous dynamism, cycles of change and adaptation.

Assignments, Grading and Due Dates:

Several student-related **obligations** are assumed:

1. attend all course seminar sessions, unless **specific** and **individual** approval of absence is granted by the instructor;
2. complete all required readings;
3. complete all course-related assignments;
4. participate **qualitatively** in class discussions and other course-related activities (simulations, exercises, etc.); and
5. complete the final examination requirements.

The lectures will provide a great deal of additional material and, therefore, you should be prepared to take notes and integrate this material with your required readings.

Listed below you will find the chapters that are included in the custom packet and the case study book by Meyer et.al. Based on the number of students enrolled in this course, you will be assigned with one of your colleagues to analyze and evaluate one chapter and present the major concepts and ideas to the class. **(If there is a small enrollment, only one person will be assigned to each chapter).** Email the instructor at Kenneth.meyer@drake.edu for your assigned chapter.

After you have carefully re-read the chapter that you have been assigned, be prepared to discuss the key or salient issues with the class on a designated evening. It will be your responsibility to present a synthesis of the key points in the chapter and then prepare a summary PowerPoint presentation to be presented on Zoom. This approach will provide a useful method for class participants to integrate the substantive areas of human resources management and development with their own experiences in this important professional and academic area.

Next, you will lead a discussion with the class over the significance of the material presented in relation to contemporary human resources management and administration. Time will be made available during the first day of class to begin your presentation preparation.

Therefore, it is necessary that you have read all of the readings in the custom packet prior to the first day of class. **If you have not read** all the material and noted which points are important and the like, you will not be fully prepared to participate and make the needed contribution to the class.

| Selected Readings in Human Resource Management | Assigned to: |
|---|---------------------|
| Personnel Management: An Introduction | |
| Public Versus Nonprofit Management: Some Essentials | |
| Equal Employment Opportunity | |
| Women in the Workforce | |
| Workforce: Changing Demographics | |
| Recruitment | |
| Collective Bargaining | |
| Management in a Union Shop | |
| Employee Discipline and Conflict Resolution Systems | |

Case Study:

Managing People as Assets, by Meyer, Noe, Geerts, and Frank: First, please read the Introduction and the case studies that are in **bold print with asterisk** only. Each class member will be assigned two cases to facilitate during the week-long course. A PowerPoint presentation of the case study you have been assigned should be prepared and the **Questions and Instructions** portion at the end of the case should be completed by the presenter. After the case is presented online, your PowerPoint will be distributed to our colleagues.

| Case Study Number | Managing People as Assets | Assigned to: |
|-------------------|--|--------------|
| Introduction | The World of Work in the 21st Century: Security to Ubiquitous Risk* | |
| 1 | Keep Your Stick on the Ice or Your Views to Yourself* | |
| 3 | Patronage or Cronyism at DHS* | |
| 3 | Jimmy's 53 Questions: Team Interviewing* | |
| 4 | What Questions are Lawful or Unlawful?* | |
| 5 | Making Meetings Work* | |
| 6 | Time and Time Again* | |
| 7 | The Dress Dress Code* | |
| 8 | Supervising God* | |
| 9 | Ergonomics in the Workplace* | |
| 10 | Severe Acute Respiratory Syndrome (SARS) | |
| 11 | Pictures are Worth a Million Words* | |
| 12 | Interns: An Underutilized Asset* | |
| 13 | Lingering 9/11 Concerns* | |
| 14 | A Hiring Dilemma: Recruitment from In-House Versus from Outside* | |
| 15 | Other Duties as Assigned* | |
| 16 | City Bargaining* | |
| 17 | Doing the Zoo* | |
| 18 | Printing, Politics and Personal Preference | |
| 19 | Employee Health Benefits* | |
| 20 | Was Her Privacy Violated? | |
| 21 | New Direction for the Department of Personnel | |
| 22 | Betting on Family Life | |
| 23 | AIDS in the Public Workforce | |
| 24 | The Sweet Smell of a Good Appearance Policy | |
| 25 | Leave it to Bereavement | |
| 26 | Madison County's Zero Tolerance of Harassment and Discrimination Directive* | |
| 27 | A Proud Tradition of Affirmative Action | |
| 28 | Competition from Behind Bars* | |
| 29 | Life at Quality Care House (QCH)* | |
| 30 | The Expectant Mother | |
| 31 | Managerial Succession | |
| 32 | Crossing the Ethical Divide | |
| 33 | The Downward Spiral of Founder's Hospital* | |

| Case Study Number | Managing People as Assets | Assigned to: |
|--------------------------|---|---------------------|
| 34 | Daughter Dearest: Nonprofit Nepotism* | |
| 35 | Entrepreneurialism or Exploitation* | |
| 36 | An Instance of Racial Bias | |
| 37 | What Should it Be? CEO or Executive Director | |
| 38 | The "Pink Slip" Support System* | |
| 39 | Language Has Meaning | |
| 40 | A \$5,000 Anonymous Phone Call?* | |
| 41 | A Campaigner for Equal Rights* | |
| 42 | Sick Leave or AWOL | |
| 43 | What Color is Your Coded Message?* | |
| 44 | Problems with Volunteer Workers | |
| 45 | Pressing a Harassment Suit* | |
| 46 | Many Faces of Discrimination* | |
| 47 | Many Sides of Downsizing* | |
| 48 | To Quit or Not to Quit | |
| 49 | Freda is Sick Again* | |
| 50 | Regional or Racial Bias in Diversity Training* | |
| 51 | American vs. Immigrant Labor | |
| 52 | The Good/Bad Administrator* | |
| 53 | The Far Side of Fifty* | |
| 54 | A Problem of Motivation | |
| 55 | Special Privileges for Officials? | |
| 56 | Balancing Work and Life Activity* | |
| 57 | Management Helpful or a Hindrance?* | |
| Appendix A | Case Histories Keyed to Topics | |
| Appendix B | Index of Names, Positions, and Organization Types | |
| Appendix C | Summary Guide to Application Pre-Employment Questions | |
| Appendix D | Avoiding Discrimination During the Hiring Process | |
| Appendix E | Selected Online Resources for Human Resource Management Topics & Issues | |

Grading:

This is a letter-graded course: A, B, C, D or F. Ninety (90) percent = grade of A; 80-89 percent = grade of B; 70-79 percent = grade of C. A combination of factors will be used in arriving at a final evaluation for students, such as:

| Assignment | Due Date | Percent of Grade |
|---|--------------------------------|-------------------------|
| Quality of class participation | During class sessions | 20 |
| Written summary of assigned book chapter(s) | Due Third class session | 30 |
| Case study presentation(s) on assigned case studies | Final due fourth class session | 20 |

| Assignment | Due Date | Percent of Grade |
|------------------------------|---|-------------------------|
| Final, take-home examination | Two weeks from last class session, December 20, 2020 | 30 |

Notice: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely impact Tuition Assistance and/or Financial Aid.

POLICIES AND NOTICES

Attendance/Grade Policy

Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. It is the policy of the University to excuse absences of students that result from religious observances and to provide without penalty for the rescheduling of examinations and additional required class work that may fall on religious holidays. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution's policy regarding "I" (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy. Students who receive Financial Aid must resolve/complete any "I" (Incomplete) grades by the end of the term or he/she may be placed on "financial aid probation." If the "I" grade is not resolved/completed by the end of the following term, the student's Financial Aid may be suspended making the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Integrity and Student Conduct

Academic integrity means honesty and responsibility in scholarship. Academic assignments exist to help students learn; grades exist to show how fully this goal is attained. Therefore all work and all grades should result from the student's own understanding and effort.

Academic misconduct is any act which improperly affects the evaluation of a student's academic performance or achievement. Misconduct occurs when the student either knows or reasonably should know that the act constitutes misconduct. Academic misconduct includes: cheating and using unauthorized materials on examinations and other assignments; improper collaboration, submitting the same assignment for different classes (self-plagiarism); fabrication, forgery, alteration of documents, lying, etc...in order to obtain an academic advantage; assisting others in academic misconduct; attempting to commit academic misconduct; destruction of property, hacking, etc...; intimidation and interference with integrity process; and plagiarism. All students should review the Student's Guide to Academic Integrity at http://integrity.ou.edu/students_guide.html

Students and faculty each have responsibility for maintaining an appropriate learning environment. All students should review policies regarding student conduct at <http://studentconduct.ou.edu/>

Accommodation Statement

The University of Oklahoma is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your local OU Site Director.

Adjustment for Pregnancy/Childbirth-Related Issues

Should you need modifications or adjustments to your course requirements because of documented pregnancy-related or childbirth-related issues, please contact me as soon as possible to discuss. Generally, modifications will be made where medically necessary and similar in scope to accommodations based on temporary disability. Please see <http://www.ou.edu/content/eoo/faqs/pregnancy-faqs.html>.

Title IX Resources

For any concerns regarding gender-based discrimination, sexual harassment, sexual misconduct, stalking, or intimate partner violence, the University offers a variety of resources, including advocates on-call 24/7, counseling services, mutual no-contact orders, scheduling adjustments, and disciplinary sanctions against the perpetrator. Please contact the Sexual Misconduct Office at smo@ou.edu or (405) 325-2215 (8-5), or the Sexual Assault Response Team at (405) 615 -0013 (24/7) to report an incident. To learn more about Title IX, please visit the Institutional Equity Office's website at <http://www.ou.edu/content/eoo.html>

Course Policies

Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course. Advanced Programs does not provide duplicating services or office supplies.

Any and all course materials, syllabus, lessons, lectures, etc. are the property of professor teaching the course and the Board of Regents of the University of Oklahoma and are protected under applicable copyright.

For more information about Advanced Programs, visit our website at: <http://www.goou.ou.edu/>

INSTRUCTOR VITA

C. Kenneth Meyer, Ph.D.

Education

- 1979 Ph.D. in Political Science, The University of Oklahoma
- 1970 M.P.A., Master of Public Administration, The University of Oklahoma
- 1969 M.A. in Political Science, The University of Oklahoma
- 1965 B.A. in Social Science, St. Thomas University, St. Paul, MN

Current Positions

Thomas F. Sheehan Distinguished Professor of Public Administration, Department of Public Administration, Drake University, Des Moines, Iowa

Frequently Taught Advanced Programs Courses

- HR 5023 Research in Human Relations
- PSC 5243 Managing Public Programs
- PSC 5143 Program Evaluation
- PSC 5253 Human Resource (Personnel) Administration
- PSC 5173 Bureaucracy and the Policy Process
- PSC 5913 Introduction to Analysis
- HR 5023 Research in Human Relations
- HR 5110 Human Resource Development

Major Areas of Teaching and Research Interest

- Leadership and management issues in complex organizations
- Applied decision-making in public, private and non-for profit organizations
- Research methods and quantitative and qualitative analysis
- Violence and authority
- Workplace transformation
- Urban planning and administration
- Human resource management and development
- Workplace issues in contemporary society

Representative Publications and Presentations

Recent Books:

- Co-Author, *Managing Public Service Organizations*, Millennium HRM Press, Inc., 2009
- Co-Author, *Human Relations in Action*, Millennium HRM Press, Inc., 2010
- Co-Author, *Managing People as Assets*, Millennium HRM Press, Inc., 2011.
- Co-Author, *Conducting the People's Business*, Millennium HRM Press, Inc., 2011
- Co-Author, *Nonprofit Management and Leadership*, Millennium HRM Press, Inc., 2013.
- Co-Author, *Solving Public Management Problems*, Millennium HRM Press, Inc., 2015
- Co-Author, *Understanding Nonprofit Organizations* (Steve J. Ott and Lisa Dicke), Westview Press, 2016.
- Co-Author, *The Craft of Public Administration*, 11th Edition, with John Rouse, Forthcoming, 2016
- Co-Author, *Experiencing Public Service Organizations*, Millennium HRM Press, Inc., 2020
- Co-author, *Practicing Public and Nonprofit Management*, Millennium HRM Press, Inc., (forthcoming, 2019).

Recent Articles

- Co-author, "Religiosity in the Workplace: Major Dimensions of Comparative Religions," Submitted, August, 2020.

- Co-author, “The Grand “Make-Over” of the United States: Time for Dramatic Change!” Journal of Business and Educational Leadership, Vol. 10, No. 2, 2020.
- Co-author, “The Study of Public Administration: A Brief History of the Professionalization of Public Management Coupled with Technical, Human and Conceptual Skill Development,” Journal of Education and Business Leadership, December, 2019.
- Co-author, Darn Toot’n Ridiculous Environmental Impact,” Journal of Sustainability Management, Vol. 10. No. 3, 2020.
- Co-author, “America’s Salad Bowl of Differences: Comparative U.S. Demographics and Immigration,” Journal of Business and Behavioral Sciences, December 2019.
- Co-author, Wither the New Phoenix? Immigration, Minorities and Population change, ASBBS Proceedings of the 26th Annual Conference, Las Vegas, Nevada, November 2018. Pp. 322-335.
- Co-author, “Leadership is More Than Rank,” International Journal of Business and Social Science, Vol. 9, No. 9, September, 2018.
- Co-author, “According to the Rules of the Game,” International Journal of Business and Social Science, Vol. 9, No. 8, August 2018.
- Co-author, “A Hint of Pink Among the Green,” International Journal of Business and Social Science, Vol. 9, No. 8, August, 2018.
- Co-author, “Always be Selling—Even on the Job,” International Journal of Business and Social Science, Vol. 8, No. 2, June, 2018.
- Co-author, “Small Business Strategy in India: The Case of Café India,” *Journal of Business and Educational Leadership*, Spring, 2018.
- Co-author, “Disabled Laborers and the Equal Employment Opportunity Nightmare,” *Journal of Diversity Management*, (2016).
- Co-author, “Small Business Strategy in India: The Case of Café’ Central,” *Proceedings of the American Society of Business and Behavioral Sciences*, Las Vegas, Nevada, February, 2016.
- Co-author, “The Nuts and Bolts of an Effective Internship Program,” *The Journal of Business Case Studies*, Spring, 2016.
- Co-author, “The Strategy of Sustainable Waste Management: Landfill Management, Recycling, Reduction, and Pollution Prevention,” *Journal of Business Case Studies*, (2015)
- Co-author, “Historical Stream in the Development of ‘Economic Theory’” (2016)
- Co-author, “On Violence against Authority: Management, Policy and Research Implications,” *International Journal of Management and Information Research*,_Vol. 19, No. 1, Second Quarter, 2015.
- Co-author, “Landfill Management, Recycling, and Sustainability: Waste Management, Reduction, and Pollution Prevention,” *Journal of Sustainability Research*, 2015.
- Co-author, “From Dan to Danita: LGBT Based Discrimination to Issues of Religious Freedom,” *Journal of Diversity Management*, Fall, 2014.
- Co-author, “Thin Blue Line or Thick Blue Wall?” *Journal of Business Case Studies*, Fall, Vol .11, No. 1, 2014.
- Co-author, “On Violence against Authority,” Proceedings, the Clute Institute International Business and Education Conferences, Las Vegas, Nevada, 2014.
- Co-author, “Talking Trash: Ethics, Sustainability, Recycling, and Organizational Trustworthiness,” *Journal of Sustainability Management*”, 2(2) 2014.
- Co-author, “Discrimination in the Workplace: Real or Imagined?” *Journal of Diversity Management*, 9(2) 2014.
- Co-author, “Strategic Planning at UnityTrust Hospital,” *Journal of Business and Behavioral Sciences*, February, 2015.
- Co-author, “The Senior Shuffle: Connecting Public Policy to Universal Design, Sustainability, Health Management, and Aging in Place,” *Journal of Business Case Studies*, 10(4), 2014
- Co-author, “Grass” by any other Name: Xeriscape and Sustainability,” *Journal of Sustainability Research*. Summer, 2014.
- Co-author, “Eupsychian Management: Organizational Change, Behavior, Motivation and Trust,” *Journal of Business Case Studies*, Summer, 2014.

- Co-author, “Water by Any Other Name: Xeriscape, Conservation and Water Policy,” The American Society of Business and Behavioral Sciences, February 15-18, 2014, Caesars Palace, Las Vegas, Nevada
- Co-author, “Eupsychian Management: Organizational change, Behavior, Motivation and Trust,” The 2013 Clute Institute International Conference, The Mirage Hotel and Resort, September 22-25, 2013, Las Vegas, Nevada.
- Co-author, “Trustworthiness, Justice and the Mediating Lens,” *International Journal of Management and Information Systems*, Spring 2013.
- Co-author, “Immigration and Diversity,” *Journal of Business and Behavioral Sciences*, Vol 25; No 2; Fall 2013.
- Co-author, “Trustworthiness, Justice and the Mediating Lens,” Proceedings of the ASBBS 17th International Conference http://www.asbbs.org/files/2013/ASBBS_2013_INT_PROG.pdf
- Co-author, “An Introduction to Nonprofit and Public Sector Human Resources Management,” in *Nonprofit Management: Leading 21st Century Organizations*, Millennium HRM Press, Inc., (2013).
- Co-author, “Nonprofit and Public Sector Human Resources Management: A Comparative Analysis,” *International Journal of Management & Information Systems*, Summer 2013
- Co-author, “Understanding What Differentiates Nonprofits From Other Public Sector Entities,” Clute Institute Proceedings, 2012.
- Co-author, “The Rise of Statistical Testing in Public Administration Research and Why it is a Mistake,” *Journal of Business and Behavioral Sciences*, Spring 2013:1-20
- Co-author “Nonprofit Organizations in a Human Resources Management Context: Understanding What Differentiates Nonprofits from Other Public Sector Entities,” *International Journal of Management & Information Systems*, Summer, 2013.
- Co-author, Conference Proceedings, Nonprofit organizations in a Human Resources Context: Understanding What Differentiates Nonprofits from Other Public Sector Entities, Las Vegas International Academic Conference, Las Vegas, Nevada USA 2012.

Recent presentations

- Presenter, Change Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2017.
- Presenter, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, April, 2017.
- Presenter, Managing Diversity, Certified Public Management Program, State of Iowa, Des Moines, Iowa, April, 2017.
- Keynote Address, “The Regenerative City,” International Business Research Conference, Stockholm, Sweden, June, 2017.
- Presenter, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, July, 2017.
- Presenter, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, September, 2017.
- Presenter, Diversity in the Workplace, Certified Public Management Program, State of Iowa, Des Moines, Iowa, November, 2017.
- Presenter, Change Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2017.
- Graduation Address, “...and then what?” Certified Public Management Program, State of Iowa, Des Moines, Iowa, December, 2017.
- Presenter, Change Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2016.
- Presenter, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2016.
- Presenter, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, February, 2016.
- Presenter, Human Resource Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, March, 2016.

- Presenter, Change Management, Certified Public Management Program, State of Iowa, March, 2016.
- Presenter, Workplace Diversity, Certified Public Management Program, State of Iowa, Des Moines, Iowa, May, 2016.
- Presenter, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, August, 2016.
- Presenter, Change Management, Certified Public Management Program, State of Iowa, Des Moines, Iowa, September, 2016.
- Presenter, Research Methods and Statistics for Public Managers, Certified Public Management Program, State of Iowa, Des Moines, Iowa, October/November, 2016.
- Presenter, Workplace Diversity, Certified Public Management Program, State of Iowa, Des Moines, Iowa, December, 2016.
- Keynote Address, “The Administration of Evil: The Bunkhouse in Atalissa,” ASBBS International conference, Venice, Italy, June, 2015.
- Presenter, “Historical Stream in the Development of ‘Economic Theory’” ASBBS National Conference, Caesars Hotel, Casino and Resort, February, 2014.
- Keynote Address, “Violence in American Society—Data versus Perception,” ASBBS National Conference, Caesars Hotel, Casino and Resort, February, 2015.

Representative Honors and Awards Received

- “International Green Apple Award,” for Environmental Best Management Practice, British Parliament, Fall, 2006
- Teacher of the Year, College of Health and Pharmacy, Drake University, 2005
- Nominee, Madelyn Levitt Teacher of the Year Award, Drake University, 2006
- Outstanding Teacher of the Year Award, 1996-1997, Drake University, April 8, 1997; 2002; 2008, and 2017.
- Regents’ Award for Superior Teaching, The University of Oklahoma, 1986
- American Society for Public Administration, Outstanding Contribution Award, 1983
- National Science Foundation Fellowship, The University of Oklahoma, 1969
- Pi Alpha Alpha, National Honorary Society for Students in Public Administration and Public Affairs
- Pi Sigma Alpha, National Political Science Honorary Society
- Beta Gamma Sigma, National Business Honorary Society
- The Harry I Wolk Distinguished Research Award, Spring, 2002, 2016, 2018

Major Professional Affiliations

- National Association of Schools of Public Affairs and Administration (NASPAA), Executive Council Member, 1988-1991
- American Society of Public Administration, 1965-present
- International Personnel Management Association, 1993-present
- Industrial Relations Research Association, 1997-present

Dr. C. Kenneth Meyer, BA, MA, MAPA, Ph.D., is Thomas F. Sheehan Distinguished Professor of Public Administration, Department of Public Administration, Drake University, Des Moines, Iowa. Previously, he held teaching, research, and administration positions at The University of Oklahoma, Winona State University, State University of New York, and the University of South Dakota. His research covers the areas of violence and the police, social indicator and quality of life measurement and evaluation, voting behavior, human resource management, and public and private management--areas in which he has over 300 publications. In addition, he has done extensive consulting in the areas of public policy analysis and administrative organization and development at the state and regional levels of government. He previously served on the Executive Council of the National Association of Schools of Public Affairs and Administration (NASPAA), and presently serves on a number of national committees with the American Society for Public Administration.

His most recent publications include "Violence Against Authority: An Analysis of Violence at the Street Level", "Norms of Professional Behavior in Highly Specialized Organizations," "An Organizational Perspective on Training and Development in the Public Sector," "Situational Effects in Police Officer Assaults: The Case of Patrol Unit Size," "Sports, Politics and Other Gold Rush Games: Why the Bad guys are Increasingly Winning," and "Violence at the Street Level: An Analysis of Police Officer Casualties and Fatalities," *Practicing Public Management*, and numerous cases studies that were co-authored with Professor Lance Noe, such as: "Aids in the Public Workplace;" "Creating a "New" Olin County Metroplex;" "The Loophole That Works 24-7 Without Benefit;" "The Dress Dress Code;" "Throwing the First e-stone;" "Competition from Behind Bars;" "The Healthcare Dilemma;" "New Direction for the Department of Personnel," "Security and the Street Level Bureaucrat," "Bad Rules, Bad Employees or Is that a Motel 24 I see up There." "To Separate With or Without Voice is the Question or A Collision of Bureaucratic and Professional Norms," "Between a Rock and a Bolder," "Long Distance Management," "Goats, Guns and Gas."

In addition, he co-authored these cases: "Bureaucracy and Babyfication," "Chartering New Ground," "This land is Your Land," "Contagious Neighborhoods," "When the Funding Stops," "An Ethical Dilemma or a Matter of Judgment" and, "E-Government;" "Jane's Jam," "Rules for Survival," "Paradise Lost for Some," "Saving Grace?" "Equal or Preferential Treatment?" "Leadership and Sustainability," "Is This Really Happening?" "All in the Family," "Freda is Sick Again," "Waiting for "Jim Crow," "Jimmy's 49 Questions: Team Interviewing," "Defining the Boundaries of Harassment," "When the Disease Hits Home," "Friendships on the Job," "Conflicting Values," "A Hard Pill to Swallow," "What is Right with Rights?" Long Distance Management," "When the Funding Stops," and "E-Government," "Jimmy's 49 Questions: Team Interviewing," "Jane's Jam," "Leadership and Sustainability," "What Color is Your Coded Message," "Rules for Survival," "Employee Health Benefits," "All in the Family," "Eminent Domain," "Meet Me at the Elysium," "When the Disease Hits Home," "The Many Faces of Discrimination," "What Goes on Here, Doesn't Stay Here," "Check-out for the Old Library," "When the Disease Hits Home," "Saving Grace," "No Welcome Wagon Here," "A Question of Contamination," "Retreat at lake Clearwater," "Leadership and Sustainability," Bad *Feng Shui*," "All in the Family," "Equal or Preferential Treatment," "What Color is Your Coded Message," "Rules for Survival," "Eminent Domain or *Dominium Eminens*," "Paradise Lost for Some," and "Employee Health Benefits," "Meeting the Press," "Jimmy's 54 Questions: Team Interviewing," "Employee health Benefits," "Coproduction for Marrsville?" "Going Bare," "Conflicting Values," "An Illegal Order," "Jane's Jam," "Is This Really Happening?" "Leadership and Sustainability," "When the Disease Hits Home," "Straddling Both Sides of the Fence," "Defining the Boundaries of Harassment," "A Hard Pill to Swallow," "Best Friends on the Job," "Union Negotiation: Not a Science," "It's Simply Putting 'Asses' in Seats," "Workplace Prank or Crime?" "Sustaining Ergonomics in the workplace," "How High is the Water?" "Return of the Iron Horse," "A Picture is Worth a Million Words," "Uniform Policies for All," "Managerial Succession," "The Expectant Mother," "Lingering 9-11 Concerns," "Was her Privacy Violated?" "City Collective Bargaining," "A Taxing Situation," and "Dynamic Co-Creation: Building a Competitive Economy," and many other cases written in the area of decision making, leadership style, administration discretion and health law, union contract negotiation, and cutback management. Professor Meyer has written over 280 case studies during his academic career.

Also, he co-authored a number of cases with Jeff Geerts: "*Kaizen* Goes Public," "The Political Process Gets Canned," "Balancing Life and Work," and, "Earmarked, Dedicated, and Violated." Also, he presented with Jeff Geerts and R. Parsa, "An Empirical Examination of Medical Waste Policy, Regulations and Practices: The Case of Iowa, presented at the Tenth Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 20-24, 2003, and Co-presented "Common Misinterpretations of the Outcomes of Statistical Significance Tests in Marketing and Public Administration Research, presented at the Tenth Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 20-24, 2003; and "Global Management Learning: Studying Management and Public Policy Issues Abroad," American Society of Business and Behavioral Sciences, 8th International Conference, Bankside House, London School of Economics, August 5, 2005; and "Innovations in Global Learning: Turning Dreams into Reality," American Society of Business and Behavioral Sciences,

9th International Conference, Bankside House, London School of Economics, August 11-12, 2006; and “Global Leadership, Management and Policy: Learning Enrichment,” American Society of Business and Behavioral Sciences, 13th Annual Conference, Las Vegas, Nevada, February 23-26, 2006; “Management Across Boundaries: Building the Healthy Community of Tomorrow,” American Society of Business and Behavioral Sciences, 14th International Conference, Waikiki Beach Marriott Resort, June 28-29, 2007; “The Importance of Replication Research and Its Publication Frequency in Marketing and Public Administration,” presented at the 14th Annual Conference of ASBBS, Las Vegas, Nevada, February 22-25, 2007; “The Popularity of Statistical Significance Testing,” International Business and Economics Conference, October, 2009; “The Diffusion of Statistical Significance Testing in Economics,” presented at the 16th Annual Meeting of ASBBS, February 19-22, 2009, Las Vegas, Nevada; and “Reaction Against the Almost Universal Adoption of Null Hypothesis Statistical Testing (NHST) for Certifying Knowledge Claims,” 18th Annual Meeting of The American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February, 2011; “The International Dimensions of Global Education, Management and Leadership,” ASBBS 15th International Conference, Berlin, Germany, June 21-24, 2012; “Immigration and Diversity,” Academy of Business Disciplines, Ft. Myers, Florida, November 8-10, 2012; “The World of Statistical Tests of Significance, ASBBS, Las Vegas, Nevada, February, 2012.