

# CHARLES W. GOSSETT

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## ***Administrative Experience***

### **Dean, College of Social Sciences & Interdisciplinary Studies California State University, Sacramento, Sacramento, CA**

August 2009-

Serve as dean of a college with 10 academic departments, three additional academic programs and several independent research centers with about 150 faculty and staff and an \$12 million annual budget.

### **Chair, Department of Political Science**

**California State Polytechnic University, Pomona, Pomona, CA**

September 2002 – July 2009

Served as chair of department with 7-10 full-time faculty members and several temporary instructors offering an undergraduate degree in political science and a master's degree in public administration.

### **Fulbright Scholar, Centre for the Study of HIV and AIDS**

**University of Botswana, Gaborone Botswana**

July 2008-January 2009

Aided in the establishment of the Centre, including establishing a web presence, building a network of university researchers, outreach to community organizations, and developing grant proposals. (Sabbatical project)

### **Faculty Associate for Academic Programs, Office of the Dean College of Letters, Arts, and Social Sciences**

**California State Polytechnic University, Pomona, Pomona, CA**

September 2005-June 2006

Assisted the Dean with matters concerning academic programming in the college, including curriculum matters, teaching and technology issues, assessment of learning outcomes, and development of an international studies minor.

### **Acting Chair, Department of Political Science**

**Georgia Southern University, Statesboro, GA**

October 2001-May 2002

Served as acting chair of a department with 18 full-time faculty members and several temporary instructors and adjuncts which offers degrees in political science, criminal justice, and public administration. Includes oversight of the Bureau of Public Affairs and the Center for Latino Outreach and Research Services.

### **Director, Master of Public Administration Program**

**Georgia Southern University, Statesboro, GA**

1997-2002

Directed the NASPAA-accredited Master's degree program in public administration which included developing curriculum, recruiting and advising students, identifying new sites for expansion (through distance learning technology), faculty development, internship and job placement, and community relations.

**Administrative  
Experience  
(cont'd)**

**Director, Bureau of Public Affairs  
Georgia Southern University, Statesboro, GA**  
1994-1997

Directed a university bureau responsible for providing opportunities for university faculty and graduate students to provide consulting services on various issues to area local governments and nonprofit organizations; secured grant funding of over \$100,000 to support graduate students in the MPA program

**Chief, Benefits Administration Division  
Office of Personnel, District of Columbia Government, Washington, D.C.**  
1988-92

Primary official responsible for designing, implementing and managing employee benefits programs (health benefits, life insurance, retirement, deferred compensation, employee assistance program) serving 45,000 employees and costing over \$200 million annually; drafted legislation; delivered testimony before City Council; negotiated with contractors

**Special Assistant, Office of the Mayor  
District of Columbia Government, Washington, D.C.**  
1985-88

Served as Secretary to the Mayor's Cabinet; established office procedures; recorded key decisions made at Mayoral meetings and ensured follow-up action by appropriate department heads; handled citizen complaints; represented Mayor at official functions

**Policy Analyst, Office of Policy and Program Evaluation  
District of Columbia Government, Washington, D.C.**  
1983-85

Developed policy recommendations in the areas of personnel, procurement, public safety, public works, and human services

**Program Analyst, Evaluation Management Division  
U.S. Office of Personnel Management, Washington, D.C.**  
1981-83

Evaluated impact of Civil Service Reform Act of 1978 on the federal civil service; designed evaluation survey instruments

**Teaching  
Experience**

**Professor of Government  
Professor of Public Policy & Administration  
California State University, Sacramento, Sacramento, CA**  
2009-

Joint appointment as tenured professor (currently serving as Dean). Occasionally teach African politics (Spring 11) and public management (Fall 11).

**Professor of Political Science  
California State Polytechnic University, Pomona, Pomona, CA**  
2002-2009

Taught American Government, public administration, public personnel management, intergovernmental relations, political campaigning, international studies, and African politics to undergraduates and in the Master of Public Administration program

**Associate Professor of Political Science  
Georgia Southern University, Statesboro, GA**  
1998-2002

*(Assistant Professor, 1992-98)*

Taught American government, state & local government, public administration, intergovernmental relations, urban politics, diversity management, public personnel management, organizational behavior, and community development

**Fulbright Lecturer in Administration**

**University of Swaziland**, Kwaluseni, Swaziland

1982

Taught courses in public policy, administration of public enterprises, comparative public administration, and regional cooperation in Southern Africa

**Visiting Instructor in Political Science**

**Hope College**, Holland, MI

1978-79

Taught courses in American government, African politics, welfare policy, and political campaigning

**Lecturer in Administration**

**University of Botswana**, Gaborone, Botswana

1976

Taught classes in development administration, financial administration, and comparative public administration

***Publications***

“Career Choice in Canadian Public Service: An Exploration of Fit with the Millennial Generation,” *Public Personnel Management*, (forthcoming 2012) (with Eddy S.W. Ng)

[“Why Did Californians Pass Proposition 8? Stability and Change in Support for Same-Sex Marriage.”](#) 2011. *California Journal of Public Policy*, 3(1): online (with Gregory B. Lewis).

“Lesbians and Gay Men in the Public Sector Workforce,” in Norma M. Riccucci, ed., *Public Personnel Management: Current Concerns -- Future Challenges*, 5th ed.; New York: Longman, 2011. (also in 2<sup>nd</sup>, 3<sup>rd</sup>, & 4<sup>th</sup> editions)

“The Changing Roles of the Human Resource Office,” in Stephen E. Condrey, ed., *Handbook of Human Resource Management in Government*, 3<sup>rd</sup> ed., San Francisco, CA: Jossey-Bass, 2010, pp. 5-26. (with Carolyn Ban)

“The Impact of AIDS on the Botswana Civil Service,” *International Journal of Public Administration*, 33(5):240-250, 2010.

“Report on the General Election 1965 and the Local Government Election 1966,” *Botswana Notes & Records*, 41:47-63, 2009. (with Kebapetse Lotshwao)

“Pushing the Envelope: Dillon’s Rule and Local Domestic Partnership Ordinances” in Scott Barclay, Mary Bernstein, and Anna-Maria Marshall, eds., *Queer Mobilizations: LGBT Activists Confront the Law*, New York: New York University Press, 2009, pp. 158-186.

“Domestic Partnership Benefits” in Christopher G. Reddick and Jerrell D. Cogburn, eds., *Handbook of Employee Benefits and Administration*, Boca Raton, FL: Auerbach Publications, 2008, pp. 379-397. (with Eddy S. W. Ng)

“Changing Public Opinion on Same-Sex Marriage: The Case of California.” *Politics & Policy*, 36 (1):4-30, February 2008. (with Gregory B. Lewis)

“Survey of Textbooks for Teaching Introduction to U.S. Politics: (How) Do They See Us?” *PS: Political Science & Politics*, 40(2): 393-398, April 2007. (with Julie Novkov)

**Publications  
(cont'd)**

"Introduction to American Government: What College Students Are Reading about Same Sex Marriage," in Martin Dupuis and William Thompson, eds., *Defending Same-Sex Marriage*, Vol. III, Westport, CT: Praeger Perspectives, Greenwood Publishing Group, 2007. (with Elizabeth Bergman)

"The Expansion of 'Charitable Choice' and 'Faith-Based Initiatives' – HRM Implications for Nonprofit Organizations," *Review of Public Personnel Administration*, 22(2):154-168, June 2003. (with Joan E. Pynes)

"The Changing Face of Georgia's Merit System," *Public Personnel Management*, 32(2):267-278, Summer 2003.

"Civil Service Reform in Georgia," *Review of Public Personnel Administration*, 22(2):94-113, Summer 2002.

"Dillon's Rule and Gay Rights: State Control over Local Efforts to Protect the Rights of Lesbians and Gay Men," in Ellen Riggle and Barry Tadlock, eds., *Gays and Lesbians in the Democratic Process: Public Policy, Public Opinion and Political Representation* (New York: Columbia University Press, 1999), chap. 4.

"Employment Discrimination in State and Local Government: The Lesbian and Gay Male Experience," *American Review of Public Administration*, 24(2):175-200, June 1996. (with Norma M. Riccucci)

"Domestic Partnership Benefits: Public Sector Patterns," *Review of Public Personnel Administration*, 14:64-84, Winter 1994.

"Politics in Tanzania," in Gabriel Almond and G. Bingham Powell, eds., *Comparative Politics Today*, 2nd ed.; Boston: Little Brown, 1980.

**Encyclopedia  
Entries**

"Dillon's Rule" in Donald Haider-Markel, ed., *Political Encyclopedia of the U.S. States and Regions*, Washington, D.C.: CQ Press, 2008.

"Berkeley Extends Benefits to Domestic Partners of City Employees," in Lillian Faderman, et al., eds., *Great Events from History: Gay, Lesbian, Bisexual, Transgender Events*, Pasadena, CA: Salem Press, 2007.

"Municipal Governments Install Antidiscrimination Policies," in Lillian Faderman, et al., eds., *Great Events from History: Gay, Lesbian, Bisexual, Transgender Events*, Pasadena, CA: Salem Press, 2007.

"Abzug and Koch Attempt to Add Gays to Civil Rights Act," in Lillian Faderman, et al., eds., *Great Events from History: Gay, Lesbian, Bisexual, Transgender Events*, Pasadena, CA: Salem Press, 2007.

"O'Hare Truck Service, Inc. v. City of Northlake, 518 U.S. 712 (1996)," in David Schultz, ed., *Encyclopedia of the Supreme Court*, NY: Facts on File, Inc, 2005.

"Board of County Commissioners, Wabaunsee County, Kansas v. Keen A. Umbehr, 518 U.S. 668 (1996)," in David Schultz, ed., *Encyclopedia of the Supreme Court*, NY: Facts on File, Inc, 2005.

"Domestic Partnership Benefits," in Jay M. Shafritz, ed., *The International Encyclopedia of Public Policy and Administration*, Boulder, CO: Westview Press, 1997.

"Discrimination, Sexual Orientation," in Jay M. Shafritz, ed., *The International Encyclopedia of Public Policy and Administration*, Boulder, CO: Westview Press, 1997.

## **Book Reviews**

*Dynamics of Leadership in Public Service: Theory and Practice* by Montgomery Van Wart in *Review of Public Personnel Administration*, 27(1):91-94, Mar. 2007.

*Same Sex Marriage and the Constitution* by Evan Gerstmann in *Perspectives on Politics*, 2(3):593, Sept. 2004.

*The Politics of Gay Rights* by Craig Rimmerman, Kenneth Wald, and Clyde Wilcox, eds. in *American Political Science Review*, 95(4):1006-7, Dec. 2001.

*Politics and Practices of Intergovernmental Evaluation* by Olaf Rieper & Jacques Toulemonde, eds. in *American Journal of Evaluation*, 20(1):137-139, Winter 1999.

*Politics in Constitutional Law: Cases and Questions* by Christopher E. Smith in *Evaluation Practice*, 14:289-291, Oct. 1993

## **Conference Papers**

"Tlhopa Sentle: By-Elections in Botswana," paper presented at the African Studies Association meeting, November 19, 2010, San Francisco, CA (with Kebapetse Lotshwao)

"Why Did Californians Pass Proposition 8?" paper presented at the annual meeting of the American Political Science Association, September 6, 2009, Toronto, Canada (with Gregory B. Lewis)

"Standing on Guard for Canada: Millennials and Public Service Motivation," paper presented at the annual meeting of the American Political Science Association, September 5, 2009, Toronto, Canada (with Eddy S.W. Ng)

"The Impact of AIDS on the Botswana Civil Service," paper presented at the Isaac Schapera Conference, University of Botswana, October 31, 2008, Gaborone, Botswana.

"Explaining Rising Support for Same-Sex Marriage in California," paper presented at the annual meeting of the Western Political Science Association, March 8, 2007, Las Vegas, NV (with Gregory B. Lewis) *Winner of the Charles Redd Award for Best Paper on the Politics of the American West at the 2007 WPSA meeting.*

"Changing Minds: Policy and Political Implications of Changing One's Mind on Gay Rights," paper presented at 29<sup>th</sup> Annual Field Poll Workshop, October 13, 2006, San Francisco, CA.

"Pushing the Envelope: Dillon's Rule and Local Domestic Partnership Ordinances," paper presented at the Southern Political Science Association Conference, January 6, 2005, New Orleans, LA.

"The Changing Face of Georgia's Merit System," paper presented at the Southeastern Conference on Public Administration (SECOPA), October 5, 2000, Greensboro, NC (also presented by invitation at the Southern Political Science Conference, November 9, 2000, Atlanta, GA)

**Conference  
Papers (cont'd)**

"Dillon Goes to Court: Legal Challenges to Local Ordinances Providing Domestic Partnership Benefits," paper presented at the annual meeting of the American Political Science Association, September 4, 1999, Atlanta, GA

"All our Hopes and Fears....': Thirty Years of Personnel Management Issues as Reflected in the Employment Non-Discrimination Act of 1997," paper presented at the American Political Science Association, September 3, 1998, Boston, MA

"Civil Service Reform in Georgia," paper presented at the annual meeting of the Southern Political Science Association, November 1997, Norfolk, VA

"Dillon's Rule and Gay Rights: State Control over Local Efforts to Protect the Rights of Lesbians and Gay Men," paper presented at the annual meeting of the American Political Science Association, August 1996, San Francisco, CA.

"Lesbians and Gay Men in the Public Sector Workforce," paper presented at the American Society for Public Administration Conference, July 1996, Atlanta, GA.

"Distance Learning and the Use of Interactive Television in Teaching Public Administration," paper presented at the 18th Annual Conference on Teaching Public Administration, March 1995, Seattle, WA

"Employment Discrimination in State and Local Government: The Lesbian and Gay Male Experience," paper presented at the annual meeting of the American Political Science Association, September 1994, New York City, NY

"Integrating Lesbian and Gay Issues into the Public Administration Curriculum," paper presented at the 17th Annual Conference on Teaching Public Administration, March 1994, Akron, OH

"Domestic Partnership Benefits: Public Sector Patterns," paper presented at the American Society for Public Administration Conference, July 1993, San Francisco, CA

"The Dynamics of Civil Service Reform: The Case of Labor Management Relations," (co-author), paper presented at the Association for Public Policy Analysis and Management meeting, October 1981, Washington, D.C.

**Grants &  
Consulting**

Fulbright Scholar, Centre for the Study of HIV and AIDS, University of Botswana, July 2008-January 2009

Field Faculty Fellow, Field Institute and Social Science Research and Instructional Council of the California State University System (to develop and place survey questions on a Field Poll, \$1,000; 2005)

California State Polytechnic University, Pomona, Faculty Professional Development Mini-Grant (registration for students to participate in U of Maryland's ICONS African negotiations simulation, \$300; 2005)

New Bulgarian University and California State Polytechnic University (evaluator of public administration pedagogy development project; \$3,000; 2004)

California State Polytechnic University, Pomona, College of Agriculture (focus group for fundraising for veterinary building; \$500; 2003)

California State Polytechnic University, Pomona, Faculty Development Grant (CIEE study program in Senegal, Summer 2003; \$4,400; 2003)

Georgia Southern University, Faculty Service Grant (participation in the Model City Charter Revision Commission meetings; \$800; 2002)

Georgia Southern University, Faculty Research Grant (civil service reform in Georgia; \$1,100; 2000)

Department of Housing and Urban Development, Community Development  
Work Study Grant, 1998-2000 (\$90,000 for student scholarships)  
Department of Housing and Urban Development, Community Development  
Work Study Grant, 1995-1997 (\$112,800 for student scholarships)

## **Service**

World Affairs Council of Sacramento, Board of Directors, 2011-  
Cal Poly Pomona Foundation, Board of Directors (Faculty Member), 2007- 2009  
Cal Poly Pomona Downtown Center, Advisory Board, 2003-2009  
National Civic League, Model City/County Charter Review Commission,  
Advisory Panel, 2001-2002  
National Coalition Building Institute (Georgia Southern Team), 1996-1998  
Resource Committee, Governor's Commission on Georgia's Future  
Communities, 1995-1996  
Georgia Southern University Faculty Senate, 1995-1997  
Georgia Equality Project, Board of Directors, 1995-2001  
Commission on Domestic Partnership Benefits for D.C. Government Employees  
- Secretary, 1989-90  
Mayor's Advisory Committee on Paternity & Child Support Enforcement, 1988  
Mayor's Advisory Committee on Asian and Pacific Islander Affairs, 1986-87

## **Professional Organizations**

American Political Science Association [*Section on Public Administration*: Chair  
(2009-2010), Program Chair (2007-08), Member, Executive Committee,  
(2006-2009); *Leonard White Dissertation Award Committee*: Member  
(2006); *Committee on the Status of Gays, Lesbians, Bisexuals & the  
Transgendered in the Profession*, Chair (2001- 2004)]  
American Society for Public Administration [*Section on Personnel and Labor  
Relations*: Executive Committee (1994-1996); Newsletter Editor (1997-  
2004); *East Georgia Chapter*. Chair (1999-2000); *National Conference  
Program Committee*: 1996; *National Capital Area Board of Directors*:  
Member (1986-88);]  
National Association of Schools of Public Affairs and Administration, 1995-2009  
[Executive Council (2004- 2007); ICMA/NASPAA Internship Committee  
(1999-2006)]  
National Academic Advising Association (NACADA), 2006-2008  
Review of Public Personnel Administration [Editorial Board (2001-2010)]  
American Association of University Professors, Georgia Southern University  
[Chapter President (1993-1995)]  
National Conference on Teaching Public Administration [Executive Committee  
(1994-1997); Conference Host and Organizer (1996)]

## **Education**

**Ph.D.** Political Science, Stanford University, 1986  
**M.A.** Political Science, Stanford University, 1975  
**B.A.** Political Science, Hope College, 1973 (*magna cum laude*, Phi Beta  
Kappa)