

# CURRICULUM VITAE

**TANSU DEMIR, Ph.D.**

University of Texas at San Antonio  
College of Public Policy  
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## RESEARCH AND TEACHING INTERESTS

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- Public administration theory
- Administrative ethics and values
- Bureaucratic politics
- Human resource management
- Public policy process (policy implementation/regulatory policymaking)
- Strategic planning and management
- Organization theory and behavior
- Research design and methods

## EDUCATION

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- Ph.D. (December, 2005), School of Public Administration, Florida Atlantic University  
Dissertation adviser: Hugh T. Miller  
Concentration: Public Administration Theory
- M.A. (January, 2001) in public administration, Hacettepe University, Ankara, Turkey  
Master's Thesis Title: *Strategic Management in Public Sector Organizations in the Age of Competition and Globalization*
- B.S. in public administration (June, 1998), Hacettepe University, Ankara, Turkey

## **EMPLOYMENT HISTORY**

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- (Fall 2014 –). Associate Professor (with tenure), University of Texas, San Antonio.
- (Fall 2008 – Fall 2014). Assistant Professor, University of Texas, San Antonio.
- (Fall 2006 – Summer 2008). Assistant Professor, University of Illinois, Springfield.
- (Spring 2006 – Summer 2006). Visiting Assistant Professor, University of Central Florida, Orlando.
- (Fall 2004 – Fall 2005). Adjunct Instructor, Florida Atlantic University
- (Fall 2001 – Summer 2004). Graduate Teaching Assistant, Florida Atlantic University
- (Spring 2000 – Summer 2001). Graduate Research Assistant, Department of Public Administration, Hacettepe University, Ankara, Turkey
- (Fall 1999 – Spring 2000). Graduate Research Assistant, Department of Business Administration, Ataturk University, Erzurum, Turkey

## **SCHOLARSHIP**

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### **Published**

- **Demir, Tansu & Reddick, Christopher G.** (Forthcoming). Political Orientation and Policy Involvement of City Managers: An Empirical Study of the Value-Activity Relationship. **Public Organization Review**. [Published on October 18, 2014 in Online First]. <http://link.springer.com/article/10.1007/s11115-014-0290-y>
- Reddick, Christopher G. & **Demir, Tansu** (2014). Professional Identification and City Managers: An Analysis of a National Survey. **International Journal of Public Administration**, 37 (3), 174-182.
- **Demir, Tansu**, Reddick, Christopher G., & Nank, Renee (2013). The Relationship between Public Service Values and Administrative Involvement in Policymaking. **Public Organization Review** [Published on November 19, 2013 in Online First].
- **Demir, Tansu & Nank, Renee** (2012). Interaction Quality in Political-Administrative Relations in the United States: Testing a Multi-Dimensional Model. **International Journal of Public Administration**, 34 (5), 329-339.
- **Demir, Tansu & Reddick, Christopher G.** (2012). Understanding Shared Roles in Policy and Administration: An Empirical Study of Council-Manager Relations. **Public Administration Review**, 72 (4), 526-536.
- **Demir, Tansu** (2011). Professionalism, Responsiveness, and Representation: What Do They Mean for City Managers? **International Journal of Public Administration**, 34 (3), 151-158.

- **Demir, Tansu** (2011). Interaction Frequency and Quality as Two Dimensions of Complementarity: An Empirical Examination of Some Contingency Variables. **Public Organization Review**, 11 (3), 265-281. [Published on June 3, 2010 in Online First]
- **Demir, Tansu** (2009). The Complementarity View: Exploring a Continuum in Political-Administrative Relations. **Public Administration Review**, 69 (5), 876-888.
- **Demir, Tansu** (2009). Politics and Administration: Three Schools, Three Approaches, and Three Suggestions. **Administrative Theory & Praxis**, 31 (4), 503-532.
- **Demir, Tansu & Nyhan, Ronald C.** (2008). The Politics-Administration Dichotomy: An Empirical Search for Correspondence between Theory and Practice. **Public Administration Review**, 68 (1), 81-96.
- **Demir, Tansu** (2008). Is Political Public Administration a Threat to Legislative Supremacy? **International Journal of Public Administration**, 31 (5), 574-591.
- **Demir, Tansu & Ben-Zadok, Efraim** (2007). Politically Driven Regulation and Enforcement: Monitoring Kurd and Fundamentalist Broadcasts in Turkey. **Administration & Society**, 39 (2), 262-293.
- Miller, Hugh T. & **Demir, Tansu** (2006). Policy Communities. In Frank Fischer, Gerald Miller, & Mara Sidney (eds.), **Handbook of Public Policy Analysis: Theory, Politics, and Methods** (pp. 137-149). London: Taylor and Francis.

### **Under Review**

- McCabe, Barbara, Reddick, Christopher, & **Demir, Tansu**. Municipal Professionalism: More Than Just a Job in Government? **American Review of Public Administration**.

### **In Progress**

- **Demir, Tansu, Reddick, Christopher, & Ponomariov, Branco** (in progress). Administrative Power, Accountability, and Performance: An Empirical Study of City Managers.
- **Demir, Tansu**. How Do City Managers Influence the Policy Process? A Survey of Managerial Strategies and Styles. Conceptualization is in progress.

## **Other**

- Online book reviews at <http://www.amazon.com> (over 40 reviews) in the fields of public administration, public policy, strategic planning and management, human resource management, organization theory, and public budgeting.

## **TEACHING**

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### **Florida Atlantic University**

- Organizational Behavior and Administrative Communication (Undergraduate – 2004 Fall)
- Strategic Management (Undergraduate – 2005 Summer)

### **University of Central Florida**

- Ethics and Values in Public Administration (Undergraduate – 2006 Spring)
- Strategic Management (Undergraduate – 2006 Spring)
- Human Resources Management (Graduate – 2006 Spring)
- Public Administration in the Policy Process (Graduate – 2006 Summer)
- Ethics and Values in Public Administration (Graduate – 2006 Summer)

### **University of Illinois at Springfield**

- Administrative Ethics and Public Service (Doctoral – Fall 2006)
- Capstone Seminar (Graduate – Fall 2006 / Spring 2007 / Fall 2007)
- Human Resources Management (Graduate – Spring 2007)
- Advanced Seminar in Public Policy Processes and Analysis (Doctoral – Spring 2007)
- Strategic Management (Graduate – Summer 2007 / Spring 2008)
- Introduction to the Profession (Graduate – Fall 2007)
- Capstone Seminar Online (Graduate – Spring 2008)
- Strategic Management Online (Graduate – Summer 2008)

### **University of Texas at San Antonio**

- Human Resource Management (Graduate – Fall 2008 / Spring 2009 / Fall 2009/ Fall 2010)
- Introduction to Public Administration (Graduate – Fall 2008 / Spring 2010 / Fall 2010 / Spring 2011 / Spring 2012 / Fall 2012 / Fall 2013 / Fall 2014)

- Strategic Planning and Management for Public and Nonprofit Organizations (Graduate – Spring 2009 / Spring 2010 / Spring 2011 / Spring 2012 / Spring 2013)
- Theories of Public Organizations (Graduate – Summer 2009 / Summer 2010 / Summer 2011 / Fall 2011 / Summer 2012 / Summer 2013 / Summer 2014)
- Applied Research (Graduate – Fall 2009 / Fall 2011 / Fall 2012 / Fall 2013 / Spring 2014 / Fall 2014)
- Public Policy Process (Graduate – Spring 2013)
- Managing Public and Nonprofit Organizations (Undergraduate – Spring 2014).

## **SERVICE**

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### **Department**

- Chair, Open Rank Faculty Search Committee, UTSA (2011 Fall)
- Member, NASPAA Reaccreditation Steering Committee, UTSA (2010 Fall – present)
- Member, NTT Lecturer Search Committee, UTSA (2010 Fall)
- Member, Associate Professor Search Committee, UTSA (2010 Fall)
- Member, Assistant Professor Search Committee, UTSA (2008 Fall)
- Member, Graduate Program Committee, UTSA (2008 Fall – present)
- Chair, PAD Scholarship Committee, UTSA (2011 Spring - present)
- Member, DPA Comprehensive Exam Committee, University of Illinois at Springfield (UIS) (2006 – 2008)
- Member, Department of Public Administration Personnel Committee, UIS (2006 – 2008)
- Member, Doctor of Public Administration Program Committee, UIS (2007– 2008)
- Member, Strategic Planning Committee, Department of Public Administration, UIS (2008 Spring)

### **College & University**

- Member, The Quantitative Literacy Program (QLP) Proposal Review Committee (2014 Spring)
- Member, University Scholarship Committee, UTSA (2011 Fall – present)
- Member, College of Public Policy Scholarship Committee (Fall 2013- present)
- Member, Faculty Grievance Committee, UTSA (2008)
- Member, College Academic Programs and Policy Committee, UTSA (2008 Fall – Fall 2011)
- Member, University Libraries Committee, UTSA (2010 Fall – 2012 Spring)
- Member, College Faculty Development and Research Committee, UTSA (2010 Spring – 2011 Fall / 2013 Fall-present)
- Member, Graduate Council Membership Committee, UTSA (2010 Fall – present)

## **Profession**

- Program Advisory Committee Member, 2007 ASPA National Annual Conference (Track: The political context of public administration)
- Ad hoc reviewer for *Public Administration Review*
- Ad hoc reviewer for *Administration & Society*
- Ad hoc reviewer for *American Review of Public Administration*
- Ad hoc reviewer for *International Journal of Organization Theory and Behavior*
- Ad hoc reviewer for *Social Science Journal*
- Ad hoc reviewer for *Routledge*
- Ad hoc reviewer for *Jossey-Bass*

## **CONFERENCE PRESENTATIONS**

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- “Politics and Administration: A Conceptual Sketch for Postmodern Times.” Public Administration Theory Network (PAT-NET) Conference, Omaha, Nebraska, June 2004.
- “At the Crossroads of Democracy and Security: Broadcast Monitoring Policy and Coercive Regulatory Enforcement over Kurd and Fundamentalist Broadcasts in Turkey.” Annual Meeting of Florida Political Science Association, Tallahassee, March 12, 2005.
- “The Politics-Administration Relationship: A Foundational Debate.” Anti-Essentialism Conference, Fort Lauderdale, Florida, March 2-3, 2007.
- “The Politics-Administration Dichotomy and Complementarity Models: An Empirical Research and Comparative Analysis.” American Society for Public Administration (ASPA) Annual Conference, Dallas, Texas, March 7-11, 2008.
- “Interaction Frequency and Quality as Two Dimensions of Complementarity: An Empirical Examination of Contingency Variables.” American Society for Public Administration (ASPA) Annual Conference, Miami, Florida, March, 2009.
- “Understanding Shared Roles in Policy and Administration: An Empirical Study of Council-Manager Relations.” Colloquium on Current Issues in Public Administration, March 2011, Florida Atlantic University, Fort Lauderdale, Florida.
- “Interaction Quality in Political-Administrative Relations in the United States: Testing A Multidimensional Model.” Southeastern Conference for Public Administration (SECoPA), September 21-24, 2011, New Orleans, LA.

## **GRANTS, AWARDS, AND SCHOLARSHIPS**

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- Research Grant, College of Public Policy, University of Texas at San Antonio, 2013, \$ 2,950 (with Christopher Reddick & Branco Ponomariov).
- Research Grant, College of Public Policy, University of Texas at San Antonio, 2013, \$ 1,957 (with Christopher Reddick).
- Research Grant, College of Public Policy, University of Texas at San Antonio, 2012, \$ 3,507 (with Branco Ponomariov & Christopher Reddick).
- Research Grant, College of Public Policy, University of Texas at San Antonio, 2010, \$ 1,898 (to be used to support a nationwide survey-based research)

- Research Grant, College of Public Policy, University of Texas at San Antonio, 2009, \$ 2,000 (used to support a nationwide survey-based research).
- Research Grant, Provost's Office, University of Illinois at Springfield, Summer 2007, \$ 1,000 (used to support a nationwide survey-based research).
- Research Grant, College of Public Affairs & Administration, University of Illinois at Springfield, Spring 2007, \$ 2,800 (used to support a nationwide survey-based research).
- Online Course Development Grant (to develop online PAD 571 Capstone Seminar), \$ 6,000, College of Public Affairs & Administration, University of Illinois at Springfield.
- Ph.D. Dissertation Nominated for NASPAA Annual Dissertation Award, 2006 (one of the 25 dissertations nominated nationwide).
- Ihsan Dogramaci Supreme Success Award, 1998, Hacettepe University, Ankara, Turkey (for graduating as the top first student in the Department of Public Administration).
- Second Position Winner Award, Creative Writing and Poetry Contest, FAU, Fort Lauderdale, FL, 2003.
- Republic of Turkey Prime Ministry Scholarship (1994-1998).

## **PROFESSIONAL AFFILIATIONS**

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- American Society for Public Administration
- Public Administration Theory Network

## **COMPUTER KNOWLEDGE**

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- Windows
- MS Office (Word, Excel, and PowerPoint)
- SPSS
- AMOS (A Structural Equation Modeling software)

## **LANGUAGES**

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- English
- Turkish

## REFERENCES

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Dr. Hugh T. Miller ([hmillier@fau.edu](mailto:hmillier@fau.edu))  
School of Public Administration  
Florida Atlantic University  
111 East Las Olas Blvd.  
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Dr. Mary Ann Feldheim ([mfeldhei@mail.ucf.edu](mailto:mfeldhei@mail.ucf.edu))  
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Dr. Meredith A. Newman ([newmanm@fiu.edu](mailto:newmanm@fiu.edu))  
College of Arts and Sciences, Senior Associate Dean  
Florida International University  
University Park  
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