

CULLEN C. MERRITT, PH.D.

Paul H. O'Neill School of Public and Environmental Affairs
Indiana University-Purdue University Indianapolis
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Websites: [Personal](#) | [Faculty Research Lab](#)

EDUCATION

2009-2014	Ph.D., Public Administration University of Kansas, Lawrence, KS <i>Dissertation advisor/chair: Rosemary O'Leary</i>
2009-2012	Master of Public Administration University of Kansas, Lawrence, KS
2006-2009	B.A., Political Science Texas A&M University, College Station, TX

ACADEMIC APPOINTMENTS

Indiana University-Purdue University Indianapolis (IUPUI)

O'Neill School of Public and Environmental Affairs

2020-present	Associate Professor (with tenure)
2023 (beg.)	Director, Master of Public Affairs Program
2020-2022	Director, Undergraduate Honors Program
2014-2020	Assistant Professor

Institute for Engaged Learning

2021-present	Faculty Fellow
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EDITORIAL POSITIONS

2021-present	Associate Editor <i>Public Administration Review</i>
2020-present	Editorial Board <i>Public Personnel Management</i>

AFFILIATIONS

2020-present	Africana Studies Program Indiana University-Purdue University Indianapolis
2014-present	Center for Organization Research and Design Arizona State University

PEER-REVIEWED JOURNAL ARTICLES

* = entry features a student

Merritt, Cullen C., Deanna Malatesta, Julia Carboni, James E. Wright II, Sheila Sues Kennedy. (2021). What is Public? Big Questions Emerging from the Clash of Legal and Policy Paradigms. *Perspectives on Public Management and Governance*, 4(2), 130-145.

* **Merritt, Cullen C.**, Morgan D. Farnworth, Sheila Sues Kennedy, Gordon Abner, James E. Wright II, Breanca Merritt. (2020). Representation through Lived Experience: Expanding Representative Bureaucracy Theory. *Human Service Organizations: Management, Leadership, & Governance*, 44(5), 434-451.

Wright, James E. and **Cullen C. Merritt**. (2020). Social Equity and COVID-19: The Case of African Americans. *Public Administration Review*, 80(5), 820-826.

**Recognized as one of the most downloaded papers among articles published in Public Administration Review from January 2019-December 2020*

* **Merritt, Cullen C.**, Sheila Sues Kennedy, Morgan D. Farnworth. (2020). The Civic Dimension of School Voucher Programs. *Public Integrity*, 22(2), 154-169.

Merritt, Cullen C. (2019). Do Personnel with Lived Experience Cultivate Public Values? Insights and Lessons from Mental Healthcare Managers. *Healthcare Management Forum*, 32(3), 153-157.

Merritt, Cullen C. (2019). What Makes an Organization Public? Managers' Perceptions in the Mental Health and Substance Abuse Treatment System. *The American Review of Public Administration*, 49(4), 411-424.

* Sundt, Jody, Kathryn Schwaeble, **Cullen C. Merritt**. (2019). Good Governance, Political Experiences, and Public Support for Mandatory Sentencing: Evidence from a Progressive US State. *Punishment & Society*, 21(2), 141-161.

* **Merritt, Cullen C.**, Sheila Suess Kennedy, Matt R. Kienapple. (2019). The Cost of Saving Money: Public Service Motivation, Private Security Contracting, and the Salience of Employment Status. *Public Performance & Management Review*, 42(4), 920-946.

Berry, Erin L., Leisha Dehart-Davis, Wesley Kaufmann, **Cullen C. Merritt**, Zachary T. Mohr, Lars Tummers. (2018). Formalization and Consistency Heighten Organizational Rule Following: Experimental and Survey Evidence. *Public Administration*, 96(2), 368-385.

**Recognized as a top cited paper among articles published in Public Administration from January 2018-December 2019*

* **Merritt, Cullen C.**, Morgan D. Farnworth, Matt R. Kienapple. (2018). Developing Organizational Leaders to Manage Publicness: A Conceptual Framework. *Journal of Public Affairs Education*, 24(2), 216-233

* **Merritt, Cullen C.**, Kathleen Cordell, Morgan D. Farnworth. (2018). Less is More? Publicness, Management Strategy, and Organizational Performance in Mental Health Treatment Facilities. *Public Administration Quarterly*, 42(1), 3-31.

* **Merritt, Cullen C.** and Deirdre C. Kelley. (2018). What Individual and Organizational Competencies Facilitate Effective Collaboration? Findings from a Collaborative Governance Simulation. *Journal of Public Affairs Education*, 24(1), 97-121.

Getha-Taylor, Heather, Jacob Fowles, Chris Silvia, **Cullen C. Merritt**. (2015). Considering the Effects of Time on Leadership Development: A Local Government Training Evaluation. *Public Personnel Management*, 44(3), 295-316.

BOOK CHAPTERS, ESSAYS, AND RESEARCH REPORTS

* = entry features a student, † = invited contribution

† **Merritt, Cullen C.** (2020). A Call for Scholarly Inclusivity. *Management Matters*, 18(2), 4.

Merritt, Cullen C. and Amanda Rutherford. (2020). Indianapolis-Marion County City-County Council: A Study of Council Effectiveness. Indiana University Public Policy Institute Research Report.

* † **Merritt, Cullen C.** and Morgan D. Farnworth. (2018). Antecedents to Managing Publicness: A Study of Professional and Cultural Socialization. pp. 244-258. In *The Handbook of American Public Administration*, edited by Edmund C. Stazyk and H. George Frederickson. London: Edward Elgar.

Merritt, Cullen C. (2013). Universities & Public Service Leadership. *PA TIMES* 36(2):15.

MANUSCRIPTS UNDER REVIEW AND NEARING SUBMISSION

Rutherford, Amanda and **Cullen C. Merritt**. The Limits of Framing Effects: Citizen Perceptions of Councilor Compensation. (Revised and resubmitted at *Local Government Studies*)

Paarlberg, Laurie, Marlene Walk, and **Cullen C. Merritt**. Six Blind Men and One Elephant: Proposing an Integrative Framework to Advance Research and Practice in Justice Philanthropy. (Revised and resubmitted at *Journal of Public and Nonprofit Affairs*)

Abner, Gordon and **Cullen C. Merritt**. Do Private Programs Create Public Value? A Look at Police Accreditation. (Under review at *Public Administration Review*)

Merritt, Cullen C. Service Shaming in Academia: Causes, Public Value Consequences, and Management. (Target journal: *Administrative Theory & Praxis*)

GRANTS AND CONTRACTS

2021-2023	Role: Co-Principal Investigator Title: Fostering Inclusion through Intersectionality: Supporting BIPOC Women Faculty Granting agency: Indiana University-Purdue University Indianapolis Total amount: \$19,995
2020-2022	Role: Co-Collaborator Title: Diversity, Equity, and Inclusion in Community Philanthropic Organizations' Response to COVID-19 Granting agency: Indiana University Total amount: \$14,423
2019-2020	Role: Co-Principal Investigator Title: Measures for City-County Council Effectiveness Contracting agency: City-County Council of Indianapolis and Marion County Total amount: \$75,000
2019	Role: Principal Investigator Title: Designing Organizations to Integrate Lived Experience Granting agency: Indiana University-Purdue University Indianapolis Total amount: \$10,000
2016-2017	Role: Principal Investigator Title: What Makes an Organization Public? An Analysis of Managerial Perceptions Granting agency: Indiana University-Purdue University Indianapolis

Total amount: \$15,000

2015-2016 Role: Principal Investigator
Title: What Makes an Organization Public? A Study of Managerial Perceptions
Granting agency: Indiana University-Purdue University Indianapolis
Total Amount: \$5,000

2013 Role: Principal Investigator
Title: Specifying and Testing a Multi-Dimensional Model of Publicness
Granting agency: University of Kansas
Total amount: \$5,000

AWARDS AND HONORS

2022 Service Star Award
Public Personal Management
** I was recognized for exceptional reviewer investments in Public Personnel Management.*

2022, 2021 Faculty of the Year
O'Neill School of Public and Environmental Affairs Office of Diversity, Equity, and Inclusion, Indiana University
**I was student-nominated and selected for my significant in- and out-of-class initiatives advancing diversity, equity, and inclusion.*

2021 Article of the Year Award
Democracy and Social Justice Section, American Society of Public Administration
**My co-authored Public Administration Review (PAR) article, "Social Equity and COVID-19: The Case of African Americans," was selected for addressing a significant issue related to democracy and social equity/justice and making a significant contribution to advancing public administration research.*

2020, 2019, 2015 IUPUI Athletics Favorite Professor
Department of Athletics, Indiana University-Purdue University Indianapolis
** I was selected by student-athletes for my outstanding work in the classroom and positive impact on their academic endeavors.*

2020, 2018 Favorite Professor of Undergraduate Programs
O'Neill School of Public and Environmental Affairs, Indiana University-Purdue University Indianapolis

** I was selected by O’Neill School undergraduate students for my outstanding work in the classroom.*

2020 Honoree, Celebration of Teaching and Learning
Center for Teaching and Learning, Indiana University-Purdue University Indianapolis
** I was recognized for participating in sustained professional development that resulted in a change to a course or experience that increased student engagement, learning, and success.*

2019 Honoree, City-County Special Resolution No. 40 2019
The City-County Council of Indianapolis and Marion County
** I was recognized for leading a study to help the Indianapolis-Marion County City-County Council understand the council’s effectiveness.*

2019 Advocate of the Dream Award
Black Student Union, Indiana University-Purdue University Indianapolis
** I was recognized for using my professional role on and off campus to impact the lives of students, being consistently involved in supporting the members of the Black Student Union, and exemplifying the values of Dr. Martin Luther King in my daily work and living.*

2018 Trustees’ Teaching Award
O’Neill School of Public and Environmental Affairs, Indiana University-Purdue University Indianapolis
** I was selected by O’Neill faculty members for having a sustained and positive impact on learning through the direct teaching of students, especially undergraduates.*

2014 Paul A. Volcker Junior Scholar Research Grant Award
Public Administration Section, American Political Science Association
** I was awarded based on the alignment of my publicness research with the goals of the Volcker Award, specifically its potential to shed light on important public administration questions, scholarly and methodological rigor, and promise for advancing practice and theory development.*

2011 First Place, Doctoral Research Competition
Public Management Research Association
** I was awarded based on the quality and presentation of my sole-authored study, “Predicting Executive Turnover in Public Organizations”.*

CONFERENCE PRESENTATIONS AND INVITED TALKS

* = invited talk

- 2022
- * “Service Shaming in Academia: Sources, Consequences, and Management”. Early Career Research Network External Mentoring Program campus visit. University of Missouri-St. Louis Department of Political Science. Virtual presentation. May 2022.
 - * “Service Shaming in Academia: Sources, Consequences, and Management”. Glenn College Colloquium. Ohio State University John Glenn College of Public Affairs. Columbus, OH. April 2022.
 - “Does Private Accountability Create Public Value? A Look at Police Accreditation”. Fall Conference. Association for Public Policy Analysis and Management. Austin, TX. March 2022.
- 2021
- “Police Accreditation: What Difference Does it Make for Issues that Matter?” Annual conference. Public Management Research Association. Virtual presentation. April 2021.
 - “What is Public? Big Questions Emerging from the Clash of Legal and Policy Paradigms”. Annual conference. International Research Society for Public Management. Virtual presentation. April 2021.
 - “Police Accreditation: What Difference Does it Make for Issues that Matter?” Annual conference. American Society of Public Administration. Virtual presentation. April 2021.
 - * “Leadership: Power over Position”. Emerging Leaders Workshop. Indiana University-Purdue University Indianapolis Honors College. Virtual presentation. April 2021.
 - * “Leadership Principles in the Quest for Change”. April meeting. Indiana University-Purdue University Indianapolis Alpha Lambda Delta and Phi Eta Sigma (ALD/PES) Honor Society. Virtual Presentation. April 2021.
- 2020
- * “Representation through Lived Experience”. November meeting. Hamilton County Young Democrats. Virtual presentation. November 2020.
 - * “How Do Elections Impact Public Administration?”. 2020 Election Night Watch Party. The Ohio State University Politics, Society, and Law Scholars Program and the John Glenn Civic Leadership Council. Virtual presentation. November 2020.

* “Creating and Leading and Subculture in Your Organization”. LGFCU Fellows Alumni Leadership Conference. University of North Carolina School of Government. Virtual presentation. November 2020.

“Applied Research Experiences: Structure, Challenges, and Opportunities”. Annual conference. Network of Schools of Public Policy, Affairs, and Administration. Virtual presentation. October 2020.

“A Nickel Ain’t Worth a Dime Anymore: Citizen Perceptions of Councilor Salary”. Annual conference. American Political Science Association. Virtual presentation. September 2020.

* “Leadership Principles for Change Agents”. February meeting. Indiana University-Purdue University Indianapolis Alpha Lambda Delta and Phi Eta Sigma (ALD/PES) Honor Society. Indianapolis, IN. February 2020.

“The Project for Research on Organizations, Management, and Publicness Theory (PROMPT): A Primer”. O’Neill Faculty Research Collaboration Showcase. Indiana University-Purdue University Indianapolis O’Neill School of Public and Environmental Affairs. Indianapolis, IN. February 2020.

2019 * “Leadership Principles for Change Agents”. University Tower Speaker Series. Indiana University-Purdue University Indianapolis Honors College. Indianapolis, IN. February 2019.

2018 “Is Lived Experience Relevant to Creating a Representative Bureaucracy? An Inquiry into Managers’ Perceptions”. Dean’s Research Workshop. Indiana University O’Neill School of Public and Environmental Affairs. Indianapolis, IN. November 2018.

* “What Lived Experience Adds to Representative Bureaucracy: Mental Health System Managers’ Perceptions of Benefits and Challenges”. Professional Seminar in Applied Social and Organizational Psychology. Indiana University-Purdue University Indianapolis Department of Psychology. Indianapolis, IN. November 2018.

“Is Lived Experience Relevant to a Representative Bureaucracy?” Annual conference. American Political Science Association. Boston, MA. August 2018.

“Exploring Public Service Motivations of Part-Time and Full-Time Private Police”. Annual conference. Law and Society Association. Toronto, Canada. June 2018.

“Revisiting Representation in Mental Health Treatment Facilities: The Case of Lived Experience”. Dean’s Alumni Council. Indiana University O’Neill School of Public and Environmental Affairs. Indianapolis, IN. April 2018.

“Representation through Lived Experience in Mental Health Treatment Facilities”. Annual conference. Midwest Political Science Association. Chicago, IL. April 2018.

* “Representative Bureaucracy and Lived Experience”. Honors Tower Council Speaker Series. Indiana University-Purdue University Indianapolis Honors College. Indianapolis, IN. March 2018.

* “Navigating the Leadership Terrain: 10 Principles”. Emerging Leaders Workshop. Indiana University-Purdue University Indianapolis Honors College. Indianapolis, IN. February 2018.

“Public Service Motivations of Part-Time and Full-Time Private Police”. Dean’s Workshop Seminar for Doctoral Students. Indiana University O’Neill School of Public and Environmental Affairs. Bloomington, IN. January 2018.

2017

“Individual versus Organizational Perceptions of Success in Government Policing Services”. Research in Progress Workshop. Indiana University-Purdue University Indianapolis O’Neill School of Public and Environmental Affairs. Indianapolis, IN. December 2017.

“The Effects of Legal Identity in Policing Services”. Annual conference. American Political Science Association. San Francisco, CA. August 2017.

“Managing for Public Outcomes: Do Public Value Institutions Matter?” Annual conference. Public Management Research Association. Washington, D.C. June 2017.

“Do Nonprofit Managers Institutionalize Public Values? An Exploratory Study”. Symposium on Public Administration, Public Policy and Nonprofit Studies: Are We All Touching the Same Camel? George Washington University Trachtenberg School of Public Policy & Administration. Washington, D.C. June 2017.

“What Individual and Organizational Competencies Facilitate Effective Collaboration? Findings from a Collaborative Governance Simulation”. Honors College Showcase. Indiana University-Purdue University Indianapolis Honors College. Indianapolis, IN. April 2017.

“The Effects of Legal Identity in Law Enforcement”. Annual conference. Midwest Political Science Association. Chicago, IL. April 2017.

- 2016 “Good Governance, Political Participation, and Public Support for Mandatory Sentencing”. Annual conference. American Society of Criminology. New Orleans, LA November 2016.
- * “Managerial Perceptions of Publicness: A Preliminary Theoretical Framework”. Conference on Empirical Studies of Organizations and Public Management. Texas A&M University Department of Political Science. College Station, TX. May 2016.
- “The Organizational Pursuit of Public Outcomes: A Study of Managing Publicness”. Annual conference. American Society of Public Administration. Seattle, WA. March 2016.
- 2015 “Is Publicness Multi-Dimensional? A Study of Managerial Perceptions”. Annual conference. Public Management Research Association. Minneapolis, MN. June 2015.
- “Managerial Perceptions of Publicness: A Study of Behavioral Health Organizations”. Annual conference. American Society of Public Administration. Chicago, IL. March 2015.
- “Publicness is Multi-Dimensional: Identifying Salient Institutions in the Organizational Pursuit of Public Outcomes”. Dean’s Research Workshop. Indiana University O’Neill School of Public and Environmental Affairs. Bloomington, IN. January 2015
- 2014 * “Ethics across Disciplines”. University in the Art Museum. University of Kansas Spencer Museum of Art. Lawrence, KS. February 2014.
- 2013 “Specifying a Multi-Dimensional Model of Publicness”. Biennial conference. Public Management Research Association. Madison, WI. June 2013.
- 2011 “Predicting Executive Turnover in Public Organizations”. Biennial conference. Public Management Research Association. Syracuse, NY. June 2011.
- 2010 “Does Public Organizational Performance Predict Executive Turnover?” Doctoral Research Symposium. University of Kansas Department of Public Administration. Lawrence, KS. December 2010.
- 2009 “Can America Depend on You? The Impact of Energy Dependence of the United States’ Foreign Policy and International Relations”. Annual conference. International Studies Association. New York, NY. February 2009.

CONFERENCE AND INVITED PANELS

* = invited panelist

- 2021 * “Post-COVID and New Directions in Public Policy and Administration Research”. Fall conference. Association for Public Policy Analysis & Management. Virtual panel. November 2021.
- * “Policing and Health Care”. Culture & Conversation Series. Indiana University School of Medicine. Virtual panel. May 2021.
- * “Social Equity, Inclusion, and Social Justice in Public Administration”. Annual conference. Midwest Political Science Association. Virtual panel. April 2021.
- 2020 * “Promoting and Sustaining Race and Gender Scholarship”. Public Administration Review (PAR) Symposium. George Washington University Trachtenberg School of Public Policy and Public Administration. Virtual panel. September 2020.
- * “Dismantling White Supremacy in the Public Administration Academy”. Dismantling White Supremacy in Public Service Institutions and Society series. American Society of Public Administration Section on Democracy and Social Justice. Virtual panel. July 2020.
- 2018 * “Creating Pathways as a Mentor”. Preparing Future Faculty and Professionals Conference. Indiana University-Purdue University Indianapolis. Indianapolis, IN. November 2018.
- “How to Mentor Graduate Students”. Annual conference. Midwest Political Science Association. Chicago, IL. April 2018.
- 2017 “How to Survive Graduate School”. Annual conference. Midwest Political Science Association. Chicago, IL. April 2018.
- 2016 * “Political Engagement as Community Service”. Community Day Assembly. University High School. Carmel, IN. October 2016.

COURSE INSTRUCTION

Indiana University-Purdue University Indianapolis

Governing and Leading in a Global Society (MPA)
Introduction to Public Affairs (undergraduate)
Public Management (undergraduate, MPA)

University of Kansas

Introduction to Public Administration (undergraduate)

Hard Choices in Public Administration (undergraduate)

STUDENT ADVISING AND MENTORING

*IUPUI student unless noted otherwise

Doctoral

Dissertation committee member

- Matthew Grabowski – Applied Social and Organizational Psychology (defended, 2022)
- Sydney Rucker – Higher Education and Student Affairs (defended in 2021)
- Ose Agho – Public Affairs (in progress at University of Colorado-Denver)
- Dana Doan – Philanthropy (in progress)
- Julie Walsh – Social Work (in progress)

Minor advisor

- Rebecca Burchette – Fall 2021-present
- Tevin Byers – Fall 2021-to present
- Jordan Gusich – Spring 2018-present
- Catherine Luce – Fall 2020-present
- Angel McAllister – Summer 2022-present
- Linda Muller – Summer 2021-present
- Clifton Snorten – Spring 2020-present

Master

Thesis committee member

- Ciana Sorrentino (defended, 2022)

Graduate research assistant advisor

- Amber Greaney – Fall 2019-Spring 2020
- Meghann Bowman – Fall 2018-Spring 2019
- Morgan Farnworth – Fall 2016-Spring 2018
- Kathleen Cordell – Fall 2014-Spring 2016

Graduate practicum advisor (n=7)

Undergraduate

Honors research project advisor

- Brittany Crabtree – Fall 2022
- Kavin Thakkar – Spring 2022
- Emily Crump – Spring 2021, Fall 2019
- Olivia Ellenwood – Spring 2021
- Ava Thomas – Spring 2021
- Bri Youn – Spring 2021
- Halee Griffey – Spring 2020
- Alexander Clausius – Spring 2019
- Lauren Graves – Spring 2019
- Sophia Gunther – Spring 2019
- Myra Hussain – Spring 2019
- Mykaela King – Spring 2019
- Jonathon Lewis – Spring 2019
- Alicia Nygra – Spring 2019
- Amber Greaney – Spring 2019, Fall 2018
- Tanjimul Alam – Spring 2018
- Cassidy Caudill – Spring 2018
- Deirdre Kelley – Spring 2018
- Rebekkah Andros – Fall 2017
- Jenna Jones – Spring 2017
- Hannah Bocik – Fall 2016
- Alexis Chabes – Fall 2015
- Alexis Brown – Spring 2015

Undergraduate research assistant advisor

- Autumn Abbatiello – Spring 2022-present
- Joseph Chheng – Summer 2019-Spring 2020
- Ashabul Alam – Spring 2019-Spring 2020
- Jared McDonald – Spring 2019-Spring 2020
- Hampton Shields – Fall 2019-Spring 2020
- Deirdre Kelley – Spring 2018-Summer 2019
- Matt Kienapple – Spring 2017-Summer 2017

Center for Research and Learning RISE Scholarship mentor

- Jamil Hudson – Fall 2019-Spring 2020

Student-athlete faculty sponsor/mentor

- Tylin Broaders – Spring 2021-Fall 2021
- Elyjah Goss – Fall 2016

Internship advisor (n=142)

SERVICE TO THE DISCIPLINE

Conference and Organizational Roles

2020-present	Member, Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Undergraduate Education Committee
2022	Member, American Political Science Association Leonard D. White Dissertation Award Committee
2022	Member, Public Management Research Association H. George Frederickson Lifetime Achievement Award Committee
2022	Member, American Political Science Association Herbert Simon Book Award Committee
2022	Member, <i>Public Administration Review</i> William E. Mosher and Frederick C. Mosher Award Committee
2021-2022	Mentor, University of Missouri-St Louis Early Career Research Network External Mentoring Program
2019	Member, Public Management Research Association Conference Review Committee
2019	Member, American Political Science Association Paul Volcker Junior Scholar Research Grant Award Committee
2019, 2018	Proposal reviewer, Academy of Management Conference
2019, 2017, 2015	Panel chair, Public Management Research Association Conference
2018	Roundtable co-organizer, Midwest Political Science Association Conference
2018, 2017	Panel discussant, Midwest Political Science Association Conference
2015	Proposal reviewer, Public Management Research Association Conference
2011-2013	Editor, <i>Management Matters</i> (Public Management Research Association newsletter)
2011-2013	Listserv manager, Public Management Research Association

Journal Referee

Administration & Society

International Journal of Public Sector Management

Journal of Public Administration Research and Theory

Journal of Public Affairs Education

Local Government Studies

Natural Hazards Review

Perspectives on Public Management and Governance
Policy Design and Practice
Public Administration Quarterly
Public Administration
Public Administration Review
Public Integrity
Public Management Review
Public Performance & Management Review
Public Personnel Management
Public Policy and Administration
Review of Public Personnel Administration
The Social Science Journal

INSTITUTIONAL SERVICE

Indiana University

2021-present Member, IUPUI Chancellor and Indiana University Executive Vice President Search Committee
 2020-2021 Review committee member, Racial Justice Research Fund

Indiana University-Purdue University Indianapolis

2019-present Athletic Affairs Committee
 Member (2021-present, 2019-2020)
 Vice Chair (2020-2021)

2019-present Advisory board member, Center for Research and Learning

2020-present Member, Athletics Diversity and Inclusion Committee

2021-present Faculty mentor, IUPUI Men's Basketball Team

2018-2022 Honors College Advisory Council
 Member (2020-2022)
 President (2019-2020)
 President-elect (2018-2019)

2019-2022 Invited presenter, Next Gen 2.0 Leadership Development Program

2022 Review panelist, Center for Teaching and Learning Curriculum Enhancement Grant

2020, 2019 Poster judge, IUPUI Student Research and Engagement Day

2020 Invited panelist, Office of Academic Affairs Faculty Workshop ("Navigating Promotion and Tenure: The Case for Underrepresented Faculty")

2020 Invited panelist, Office of Academic Affairs Faculty Workshop ("Promotion or Tenure on Balanced Case for Tenure Track")

2020 Invited panelist, Institute for Engaged Learning Bridge for Families session ("Student Life as a Jaguar")

2017-2019 Member, Campus Planning Committee
 2019, 2018, 2017 Invited panelist, Enhanced Mentoring Program with Opportunities for Ways to Excel in Research (EMPOWER) Participant Orientation
 2018-2019 Honors College representative, Faculty Council
 2019, 2018 Judge, Top 100 Outstanding Students
 2019 Interviewer, Honors College Scholarship Interview Team
 2018 Participant, Center for Teaching and Learning Classroom Analysis Focus Group
 2018 Reviewer, Themed Learning Community Student Reflections

O'Neill School of Public and Environmental Affairs

2015-present Coordinator, Public Affairs Gateway Course
 2019-present Coordinator, Applied Research Experience (ARE) Course
 2020-present Member, Promotion and Tenure Committee
 2020-present Founding member, O'Neill Black Faculty and Staff Council
 2019-2022 Annual Review Committee
 Chair (2021-2022)
 Member (2019-2021)
 2022 Member, Strategic Plan Implementation Committee
 2019-2021 Policy Committee
 Co-chair (2020-2021)
 Elected member (2019-2020)
 2021 Chair, Assistant Director of Diversity, Equity, and Inclusion Search Committee
 2019-2020 Member, Public Affairs Undergraduate Curriculum Committee
 2018-2020 Faculty advisor, O'Neill Honors Program
 2020, 2015 Member, Campus Campaign Committee
 2018-2019 Member, Awards Committee
 2018-2019 Member, Faculty Governance Committee
 2019 Co-chair, Criminal Justice Tenure-Track Faculty Search Committee
 2019 Member, Favorite Professor Award Selection Committee
 2015-2018 Member, Undergraduate Affairs Committee
 2018 Member, Faculty Secretary Search Committee
 2016-2017 Member, Undergraduate Scholarship Selection Committee
 2016-2017 Member, Graduate Affairs Committee
 2017 Member, Truman Scholarship Nomination Committee
 2016 Member, Search Committee for Assistant Director of Advising and Student Engagement

Promotion and Tenure External Reviewer

Indiana University-Kokomo

MEDIA APPEARANCES AND MENTIONS

- 2022 [Indianapolis councilors to consider more than doubling their base salaries](#) (*The Indianapolis Star*)
- 2020 [Study Shows Room for Improvement at Indy Council](#) (*Inside Indiana Business*)
- [New Study Examines City-County Council](#) (*WFYI Indianapolis*)
- 2019 [New Study Looks at 'Effectiveness' of City-County Council: What Does that Mean?](#) (*WFYI Indianapolis*)
- [Be True to Yourself with Dr. Cullen Merritt](#) (*Circle City Success*)

LEADERSHIP DEVELOPMENT

- 2022-2023 Invited participant (inaugural class)
Future Leaders of Schools of Public Service Program
The Volcker Alliance
- 2019 Invited participant
NASPAA NEXT: A Leadership Development Institute for Public Affairs Education
Network of Schools of Public Policy, Affairs, and Administration
- 2012 Participant
Doctoral Student Professional Development Consortium
Academy of Management Public and Nonprofit Division

LEADERSHIP TRAINING SERVICES AND CONSULTING

Environmental Protection Agency
Indiana Association of Resources and Child Advocacy
Indiana University Executive Education

ADVISORY BOARDS

- 2021-present Inaugural member, University of Kansas School of Public Affairs and Administration

RECENT PROFESSIONAL MEMBERSHIPS

American Political Science Association

American Society for Public Administration

Midwest Political Science Association

Network of Schools of Public Policy, Affairs, and Administration

Public Management Research Association