

Updated: April 2026

James R. Harrington

The University of Texas at Dallas
School of Economic, Political and Policy Sciences
Public and Nonprofit Management Program
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Employment History - Principal Positions

- 2019 - Present Associate Professor of Public and Nonprofit Management w/Tenure
School of Economic, Political and Policy Sciences (EPPS)
The University of Texas at Dallas
- 2013 – 2019 Assistant Professor of Public and Nonprofit Management
School of Economic, Political and Policy Sciences
The University of Texas at Dallas

Employment History – Concurrent

- 2025 – Present Associate Dean of Undergraduate Education (EPPS)
- 2023 – Present Affiliate Faculty
Program in Political Science, Public Policy and Political Economy
The University of Texas at Dallas
- 2022 – 2025 Program Head
Public and Nonprofit Management (EPPS)
The University of Texas at Dallas
- 2019 - 2022 Director of Graduate Studies
Public and Nonprofit Management (EPPS)
The University of Texas at Dallas

Education

Ph.D., University of Missouri, Truman School of Public Affairs, Public Affairs, 2013
Dissertation Title: Managing in an Era of Accountability
Committee Members: Sean Nicholson-Crotty (Chair), Lael Keiser, Guy Adams,
and Michael Podgursky

M.P.A., University of Missouri, Truman School of Public Affairs, Public Policy, 2009
**Stanley L. Botner Award*
**Graduate School Fellow Recipient*

Graduate Certificate, University of Missouri, Public Management, 2009

B.A., Truman State University, Psychology, 2005
**Ronald E. McNair Scholar*

Peer-Reviewed Journal Articles

Total Cites: 1,200 (Google Scholar)

* Publication with Graduate Student

1. "Implications of the Social Security Opt-in: A Case Study from Public School Districts in Texas" *The B.E. Journal of Economic Analysis and Policy (BEJEAP)*. With Kim, D., Koedel, C., Gorina, E. (accepted, February, 2026)
2. Kim, D., Koedel, C., Gorina, E., & Harrington, J. (2025). Rule-of-X and the retirement timing of public school teachers. *Economics Letters*, 238, <https://doi.org/10.1016/j.econlet.2025.112636>
3. Harrington, James, Lauren Loyless*, and Katie Robinson*. "Facebook and Texas School Bond Elections: Localizing Facebook's Influence on Bond Passage" *Journal of Election Administration Research & Practice*, vol. 4(1), (2025): 60-80.
4. Kim, Dongwoo, Cory Koedel, Eugenia Gorina, and James Harrington. "The incidence of Social Security taxes on teacher wages and employment." *Journal of Pension Economics & Finance* (2024): 1-20.
5. McCaskill, John, Teodoro Benavides, and James Harrington. "Texas Public Pensions: A Common Pool Resource Perspective." *The American Review of Public Administration* (2024): 02750740241273976.
6. Hoang, Trang*, and James R. Harrington. "Tax incentive and household saving strategy: A regression discontinuity approach to catch-up contributions." *The Social Science Journal* 60, no. 4 (2023): 755-770.
7. McCaskill, John, Euel Elliott, James Harrington, and L. Douglas Kiel. "Antitrust Policy and Blockchain Technology: An Exploration from the Complex Systems Perspective." *Stanford Computational Antitrust* 2 (2022): 117.
8. Harrington, James, and John McCaskill. "Does goal setting matter? The impact of employee-level and organizational-level goal properties on public employees' perception of performance appraisal fairness." *International Journal of Public Sector Management* 35, no. 2 (2021): 133-149.

Chosen by the Editorial Team and the Editorial Advisory Board as the best paper in *International Journal of Public Sector Management* in 2022.

9. McCaskill, John, James Harrington, and Euel Elliott. "A Willingness to Learn." *SAE International Journal of Transportation Safety* 9, no. 2 (2021): 173-186.

10. McCaskill, John, Julie Haworth, and James Harrington. "A Case Study of Public Trust, Collective Action, and Water." *Journal of Public Administration and Governance* 9, no. 1 (2019): 30-40.
11. Suh, Jiwon*, James Harrington, and Doug Goodman. "Understanding the Link Between Organizational Communication and Innovation: An Examination of Public, Nonprofit, and For-Profit Organizations in South Korea." *Public Personnel Management* 47, no. 2 (2018): 217-244.
12. McCaskill, John, L. Douglas Kiel, Euel Elliott, and James Harrington. "Successful Resource Seeking Strategies: An Agent Based Model of Budgetary Competition." *International Journal of Social Sciences, Humanities and Education* 2, no. 2 (2018): 66-86.
13. McCaskill, John R., and James R. Harrington. "Revenue Sources and Social Media Engagement among Environmentally Focused Nonprofits." *Journal of Public and Nonprofit Affairs* 3, no. 3 (2017): 309-319.
14. Harrington, James R. "Retaining Science Teachers in Rural School Districts: Examining the Unintended Consequences of the No Child Left Behind Act." *Global Journal of Educational Studies* 3, no. 1 (2017): 43.
15. Harrington, James R., José Muñoz, Bradley R. Curs, and Mark Ehlert. "Examining the Impact of a Highly Targeted State Administered Merit Aid Program on Brain Drain: Evidence from a Regression Discontinuity Analysis of Missouri's Bright Flight Program." *Research in Higher Education* 57, no. 4 (2016): 423-447.

Winner of The Association of Education Finance and Policy's (AEFP)
Ewing Marion Kauffman Foundation Prize for Best Academic Paper on the
Intersection of Education and Labor Market Outcomes. \$5,000 award.
16. Muñoz, José, James R. Harrington, Bradley R. Curs, and Mark Ehlert. "Democratization and Diversion: The Effect of Missouri's A+ Schools Program on Postsecondary Enrollment." *The Journal of Higher Education* 87, no. 6 (2016): 801-830.
17. Harrington, James R., and Ji Han Lee*. "What Drives Perceived Fairness of Performance Appraisal? Exploring the Effects of Psychological Contract Fulfillment on Employees' Perceived Fairness of Performance Appraisal in US Federal Agencies." *Public Personnel Management* 44, no. 2 (2015): 214-238.
18. Grissom, Jason A., Sean Nicholson-Crotty, and James R. Harrington. "Estimating the Effects of No Child Left Behind on Teachers' Work Environments and Job Attitudes." *Educational Evaluation and Policy Analysis* 36, no. 4 (2014): 417-436.

Received Media Attention from the Atlantic, Huffington Post, etc.

19. Grissom, Jason A., and James R. Harrington. "Local Legislative Professionalism." *American Politics Research* 41, no. 1 (2013): 76-98.
20. Grissom, Jason A., and James R. Harrington. "Investing in Administrator Efficacy: An Examination of Professional Development as a Tool for Enhancing Principal Effectiveness." *American Journal of Education* 116, no. 4 (2010): 583-612.
21. Harrington, James R. "Evaluating Cooperative Behaviour Through a Web-based Interface: A Social Dilemma Game." *McNair Scholarly Review of Truman State University*, Vol 11 (2005): 91-98.

Book

1. Foote, Paul, James R. Harrington, and John R. McCaskill. (2019). *The Perils of Posting: Court Cases on Off-Duty Social Media Conduct of Public Employees*. Lexington Books: An imprint of the Rowman and Littlefield Publishing Group.

Funded Grant Activity

1. Social Security Coverage and Texas Teacher Labor Market Outcomes
*Status of Support: Completed
Co-PI: Eugenia Gorina, UT Dallas, James Harrington, UT Dallas, Dongwoo Kim, Texas Christian University, Cory Koedel, University of Missouri
***Source of Support: UT Dallas Office of Research Seed Grant**
Project/Proposal Start and End Date: 6/1/21 to 5/31/22
Total Award Amount: \$8,000.
2. NSF Advance
*Status of Support: Active
Project Number: LO2614969, NSF 20-554
Name of PD/PI: Stephanie G. Adams and Inga Musselman
Role: Evaluation Lead (Key)
***Source of Support: NSF**
Project/Proposal Start and End Date: 9/1/21 to 8/31/25
Total Award Amount (including Indirect Costs): \$1,000,000
2. The Joint Medical District UTSW-D FIRST Program
*Status of Support: Active
Project Number: 1 U54 CA27200-01
Name of PD/PI: Francesca Filbey and Helen Yin
Role: Co-I, Evaluation
***Source of Support: NIH**
Project/Proposal Start and End Date: 6/1/23 to 4/8/2025

*** Total Award Amount (including Indirect Costs): \$16,000,000 (total) \$6,602,920 (UTD)**

4. Strada Phase 2 - UT System Grant Award - \$30,000 (Funded)

*Status of Support: Active

PI: James Harrington

Grant Title: Strada Phase 2 - Development and Expansion of Nonprofit

***Source of Support: Strada / UT System**

Project/Proposal Start and End Date: 9-1-23 to 12-31-25

Total Award Amount: \$30,000

Purpose of the Grant: To improve and expand the Nonprofit

Undergraduate Certificate program through professional development, community engagement, comprehensive marketing, and student financial assistance.

Book Review

1. Harrington, James R. "William R. Penuel and Daniel J. Gallagher, Creating Research-Practice Partnerships in Education (Cambridge, MA: Harvard Education Press, 2017). 241 pp. \$31, ISBN-13: 978-1682530474." *Public Administration Review* 79, no. 2 (2019): 289-291.

Policy Briefs, Technical Reports, and Non-Refereed Publications

1. Harrington, James R., Ted Benavides, John McCaskill, and Jeff Moshier. (2023). Residential and Commercial Building Permit Fee Study. *Public and Nonprofit Management Program at the University of Texas at Dallas*.
2. Benavides, Ted, James R. Harrington, John McCaskill, and Jeff Moshier. (2019) "Residential Building Permit Fee Study" *Public and Nonprofit Management Program at the University of Texas at Dallas*.
3. Kiel, Doug, Ted Benavides, James R. Harrington, John McCaskill, and Tim Bray. (2019) "McKinney Thrives Progress Report" *Public and Nonprofit Management Program at the University of Texas at Dallas*.
4. Benavides, Ted, James R. Harrington, John McCaskill, Doug Goodman, and Jeff Moshier. (2018) "Evaluation of Royse City's Development Services Department and Processes" *Public and Nonprofit Management Program at the University of Texas at Dallas*.
5. Harrington, James R. and Jason A. Grissom. (2010). "Teacher Turnover in Missouri: Evidence from Administrative Data" *Institute of Public Policy*.
6. Konisky, David M. and James R. Harrington (2009). "What Missouri Thinks: An Examination of Public Attitudes" *Institute of Public Policy*.

Works in Progress

1. Social Security Coverage and the Retirement Timing of Public Workers: Evidence from Public School Teachers – Target Journal: *Economic Inquiry* (with Dongwoo Kim, Cory Koedel, and Eugenia Gorina)
2. Implications of the Social Security Opt-in: A Case Study from Public School Districts in Texas – Target Journal: *National Tax Journal* (with Dongwoo Kim, and Eugenia Gorina)
3. The Effect of Earlier Pension Benefit Eligibility on Teacher Retirement Timing (with Dongwoo Kim, Cory Koedel, and Eugenia Gorina)
4. Pension Reform and Labor Supply: Retention and Productivity under a Pension Cut (with Andrew Johnston and Jonah Rockoff)
5. Powering Tech Policy: How Energy Costs shape State Laws on Blockchain and Crypto (with John McCaskill, Euel Elliott, and Nabila Parijat)
6. Blockchain Politics: Political Dynamics in U.S. Blockchain and Crypto Laws (with John McCaskill, Euel Elliott, and Salman Bin Habib)

Invited Talks

1. Harrington, J.R., McCaskill, J.R., and Haworth, J. (2018, March). Educational Outreach on Public Wetlands: Examining the Effectiveness of an Environmental Educational Program. Earth Day at University of Texas at Dallas.
2. Harrington, J.R., Goodman, D., and Jackson, L. (2017, May). Under the Bright Friday Night Lights: Examining the Relationship between Accountability Ratings and School Bonds for Stadiums in Texas. Guest lecture at Sungkyunkwan University: Seoul, South Korea.
3. Harrington, J.R., and McCaskill, J.R. (2017, January). Elderly Attitudes on Autonomous Vehicles. Highland Springs Retirement Community. Dallas, Texas.

Workshops Provided:

1. Ph.D. Roundtable: Academic Job Search
Organized by Jos Raadschelders
March 2017
American Society for Public Administration Conference
Atlanta, Georgia
2. Doctoral Summit: Steps to Academic Success and Finding an Academic Job
Organized by Jos Raadschelders
March 2016
American Society for Public Administration Conference

Seattle, Washington

3. Doctoral Summit: Getting Published Before Going on the Job Market
Organized by Jos Raadschelders
March 2015
American Society for Public Administration Conference
Chicago, IL.
4. Doctoral Summit: Getting Published Before Going on the Job Market
Organized by Jos Raadschelders
March 2014
American Society for Public Administration Conference
Washington, D.C.

Conference Presentations

** Presentation with Graduate Student*

Harrington, J.R., Elliott, E., McCaskill, J., and Habib*, S. (2026, January). Blockchain Politics and Energy Prices. SPSA Annual Conference, New Orleans, Louisiana.

Harrington, J. (2025, November). Reconstructing Governance Boundaries – Local–Global Policy Coordination. International Conference on Public Governance and Practice Forum - Presented at National Chung Hsing University.

Harrington, J., & Loyless*, L. (2025, September). *Before the flood: What actually drives risk awareness in flood-exposed communities.* Paper presented at the 19th International Conference on Crisis & Emergency Management, *Social Crises and Multi-disciplinary Approach: Value, Leadership, and Collaboration.*

Harrington, J.R., Elliott, E., McCaskill, J., and Habib*, S. (2025, January). Blockchain Politics: Political Dynamics in U.S. Blockchain and Crypto Laws. SPSA Annual Conference, San Juan, Puerto Rico.

Harrington, J.R. (2024, October). Urban Serving Universities and Global Education as Panacea for Complex Public Problems. Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Annual Conference, Washington D.C.

Kim, D., Koedel, C., Gorina, E., and Harrington J.R. (2024, March). The Effect of Social Security on Retirement. Association for Education Finance and Policy (AEFP), Baltimore, Maryland.

Harrington, J.R. (2023, October). Urban & Rural Serving? Opportunities and Challenges for Urban Serving MPA Programs with a Rural Reach. Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Annual Conference, Pittsburgh, PA.

Harrington, J.R. (2023, October). The Merits, Challenges and Opportunities of PA Internationalization. Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Annual Conference, Pittsburgh, PA.

Harrington, J.R. (2023, September). Roundtable discussion: Addressing Recent Laws and Their Impact on Public Administration Programs. Southeastern Conference for Public Administration (SECoPA) Annual Conference, Atlanta, Georgia.

Kim, D., Koedel, C., Gorina, E., and Harrington J.R. (2023, March). The Incidence of Social Security Taxes in the United States: Evidence from Texas Public Schools. Association for Education Finance and Policy (AEFP), Denver, Colorado.

Loyless*, L., Robinson*, K., and Harrington, J.R. (March 2022). Under the Bright Friday Night Lights: Examining the Relationship between Accountability Ratings and School Bonds for Stadiums. Annual American Society for Public Administration, Jacksonville, Florida.

**Presentation with Graduate Student*

Harrington, J.R., McCaskill, J., and Benavides, T. (2022, January). *Texas Public Pensions*. Southern Political Science Association, San Antonio, Texas.

Harrington, J.R., and Wales, M. (2021, April) How Measures Matter: The Impact of Performance Measures on the Budget Cycle in Texas. Midwest Political Science Association, Virtual Conference.

2020 – No Conferences due to COVID-19.

Harrington, J.R., and McCaskill, J. (2019, January). The Social Media Dilemma: Free Speech Versus Order and Discipline. Southern Political Science Association, Austin, Texas.

Harrington, J.R., McCaskill, J., and Foote, P. (2019, January). To Post or Not to Post: An Empirical Analysis of Off-Duty Social Media Conduct. Southern Political Science Association, Austin, Texas.

Park*, Y., and Harrington, J.R. (2019, January). The Impact of the Difference of the Military Service Systems on Organizational Performance: An Examination of the Voluntary and Conscripted Military Service System in the Republic of Korea Army. Southern Political Science Association, Austin, Texas.

McCaskill, J., Benavides, T., and Harrington, J.R. (2018, March). Pensions in Crisis: Examining the Challenges Facing Texas Public Pensions in Dallas and Houston. Annual American Society for Public Administration, Denver, Colorado.

Harrington, J.R., McCaskill, J., and Haworth, J. (2018, March). Educational Outreach

Harrington, J.R. p.8

- on Public Wetlands: Examining the Effectiveness of an Environmental Educational Program. Annual American Society for Public Administration, Denver, Colorado.
- Noor*, M.Z., and Harrington J.R. (2018, March). Do Social Media Activities Differ Among Faith-Based and Non-Faith-Based Nonprofits in the United States? Annual American Society for Public Administration, Denver, Colorado.
- Foote, P., Harrington, J.R., and McCaskill J. (2017, October). Social Media Usage and Off Duty Behaviors of Public Employees. Southeastern Conference for Public Administration (SECOPA). Miami, Fl.
- Harrington, J.R., Agyapong, E., Zvobgo*, V., and Abraham*, R. (2017, March). The Impact of Goal Setting and Perceived Supervisory Support on Public Employees' Turnover Intentions in U.S. Federal Agencies. Annual American Society for Public Administration, Atlanta, Georgia.
- Harrington, J.R., Goodman, D., and Jackson*, L. (2017, March). Under the Bright Friday Night Lights: Examining the Relationship between Accountability Ratings and School Bonds for Stadiums in Texas. Annual American Society for Public Administration, Atlanta, Georgia.
- McCaskill, J., and Harrington, J.R. (2017, January). Revenue Sources and Social Media Engagement Among Environmentally Focused Nonprofits. Annual Southern Political Science Conference, New Orleans, Louisiana.
- Suh*, J.W., Harrington, J.R., and Goodman, D. (2016, June). Understanding the Link Between Innovation and Organizational Communication: An Examination of Public, Nonprofit, and For-profit Organizations in South Korea. Annual International Association for Public Policy Analysis and Management (APPAM) Research Conference, London, United Kingdom.
- Bae*, K.B., Harrington, J.R., and Goodman, D. (2016, March). The Effect of Pay for Performance on Organizational Commitment and Job Satisfaction in the Public, Private, and Nonprofit sectors: Evidence from South Korea. 77th Annual American Society for Public Administration, Seattle, Washington.
- Jackson*, L. and Harrington, J.R. (2016, January). Consequences of Electoral Structures in Local Elections: Examining the Impact of Electoral Structures on School Bond Proposal and Passage, Annual Southern Political Science Conference, San Juan, Puerto Rico.
- Harrington, J.R. and Jackson*, L. (2015, April). School Districts Under Pressure: Examining the Impact of Accountability Ratings on School Bond Passage Rates. Presentation at the Midwestern Political Science Association Conference (MPSA), Chicago, Illinois

- Lee*, J.H., Harrington, J.R., and Goodman, D. (2015, March). The Impact of Talent Management Practices on Public Employees' Work Engagement and Perceived Quality of Work: Evidence from U.S. Federal Agencies. 76th Annual American Society for Public Administration, Chicago, IL.
- Harrington, J.R., Munoz, J., Curs, B., and Ehlert, M. (2015, February). Examining the Impact of a Highly Targeted State Administered Merit Aid Program on Brain Drain: Evidence from a Regression Discontinuity Analysis of Missouri's Bright Flight Program. Presentation at the Association for Education Finance and Policy (AEFP), Washington DC.
- Harrington J.R. and Lee*, J.H. (2014, November). Does Goal Setting Matter? The Impact of Employee-Level and Managerial-Level Goal Properties on Public Employees' Perception of Performance Appraisal Fairness in U.S. Federal Agencies. Thirty-sixth Annual Association for Public Policy Analysis and Management (APPAM) Research Conference, Albuquerque, NM.
- Harrington J.R. and Lee*, J.H. (2014, June). "What Drives Perceived Fairness of Performance Appraisal? Exploring the Effects of Psychological Contract Fulfillment on Employees' Perceived Fairness of Performance Appraisal in U.S. Federal Agencies" Public Management Research Conference (PMRC), Seoul National University, Seoul, South Korea.
- Harrington, J.R. (2014, March). Estimating the Impact of Accountability Pressure on Intra-organizational Resource Allocation. 75th Annual American Society for Public Administration, Washington, D.C.
- Harrington, J.R. (2014, January). Estimating the Impact of Accountability Pressure on Intra-organizational Resource Allocation. 85th Annual Southern Political Science Conference, New Orleans, LA.
- Harrington, J.R. (2014, January). Managers Under Pressure – Examining the Impact of Performance Information and Accountability Pressures on the Attrition of Public Executives. 85th Annual Southern Political Science Conference, New Orleans, LA.
- Nicholson-Crotty, S., Harrington, J.R., and Nicholson-Crotty, J. (2013, November). Relevance and Resources: Performance Information Use in the Public Sector. Thirty-fifth Annual Association for Public Policy Analysis and Management (APPAM) Research Conference, Washington, D.C.
- Harrington, J.R. (2013, June). Using Performance Data under Pressure. 12th Biennial Public Management Research Conference (PMRC), La Follette School at the University of Wisconsin - Madison, Madison, WI.

- Harrington, J.R. and Nicholson-Crotty, S. (2013, June). Relevance and Resources: Performance Information Use in the Public Sector. 12th Biennial Public Management Research Conference (PMRC), La Follette School at the University of Wisconsin - Madison, Madison, WI.
- Harrington, J.R. (2012, November) Using Performance Data in an Era of Accountability. Thirty-four Annual Association for Public Policy Analysis and Management (APPAM) Research Conference, Baltimore, MD.
- Harrington, J.R. (2012, November) Are Public Executives Held Accountable? The Effects of Accountability Pressures on Public Executive Attrition. Thirty-four Annual Association for Public Policy Analysis and Management (APPAM) Research Conference, Baltimore, MD.
- Munoz, J., Harrington, J.R., Curs, B., and Ehlert, M. (2012, November) Democratization and Diversion: The Effects of Missouri's A+ Program on Postsecondary Enrollment. The Association for the Study of Higher Education (ASHE), Las Vegas, NV.
- Harrington, J.R., Munoz, J., and Ehlert, M. (2012, April) Beyond College Enrollment: An Examination of the Effects of State Merit-aid on Labor Force Outcomes. American Educational Research Association (AERA), Vancouver, Canada.
- Grissom, J.A., Nicholson, S., and Harrington, J.R. (2011, November). Federal Priorities, Local Implementation: The Impact of No Child Left Behind on Public School Administrators. Thirty-third Annual Association for Public Policy Analysis and Management (APPAM) Research Conference, Washington D.C.
- Grissom, J.A., Nicholson, S., and Harrington, J.R. (2011, June). Understanding the Impact of Accountability Reform on Public Employee Attitudes: The Case of No Child Left Behind 11th Biennial Public Management Research Conference (PMRC), Maxwell School of Syracuse University, Syracuse, NY.
- Grissom, J.A. and Harrington, J.R. (2011, April). Local Legislative Professionalism. Presentation at the Midwestern Political Science Association Conference (MPSA), Chicago, Illinois
- Grissom, J.A., and Harrington, J.R. (2010, November) Identifying and Hiring Effective School Principals. Thirty-second Annual Association for Public Policy Analysis and Management (APPAM) Research Conference, Boston MA.
- Harrington, J.R. (2008, April). *Computer-Based Training: The Role of Individual Differences on Motivation to Learn and Training Outcomes*. Poster presented at the Student Research Symposium. Truman State University, Kirksville, Missouri.

- Hatala, M., Hoxha, E., Walker, J., & Harrington, J.R. (2007, May). *An American/Albanian Cross-Cultural Study of Romantic Attitudes*. Oral Presentation presented at the Midwestern Psychological Association: Seventy-Ninth Annual Meeting, Chicago, Illinois.
- Hatala, M., Walker, J., Rich, L., and Harrington, J.R. (2006, May). *Age-Negative: Portrayals of Seniors in Greeting Cards*. Poster Presentation presented at the Midwestern Psychological Association: Seventy-Eighth Annual Meeting, Chicago, Illinois.
- Hatala, M., Walker, J., Harrington, J.R., Rich, L., & Hoxha, E. (2006, May). *Dating While Divorced: A Content Analysis of Personal Advertisements*. Oral Presentation presented at the Midwestern Psychological Association: Seventy-Eighth Annual Meeting, Chicago, Illinois.
- Harrington, J.R., Lee, A.N., and Heckert, T. (2006, May). *Hostile Personality and Coping Strategies for Managing Stress in Organizations*. Presentation at the Midwestern Psychological Association: Seventy-Eighth Annual Meeting, Chicago, Illinois.
- Gullekson, N., Morse, B., Morris, S., Harrington, J.R., Smart, M., & Popovich, P. (2005, November). *Developing the Attitudes Toward the Internet Scale (ATIS)*. Poster presented at the 1st Annual River Cities I-O (RCIO) Conference, Newport, KY.
- Harrington, J.R., & Lee, A.N. (2005, April). *An Analysis of Coping, Perceived Stress, and Anger in a College Student Sample*. Oral Presentation presented at the Undergraduate Research Symposium. Truman State University, Kirksville, Missouri.
- Harrington, J.R. (2005, April). *Evaluating Cooperative Behavior Through a Web-based Interface: A Social Dilemma Game*. Poster presented at the Undergraduate Research Symposium. Truman State University, Kirksville, Missouri.
- Harrington, J.R. (2004, November). *The Role of Prisoner's Dilemma in Evaluating Cooperation and Non-cooperation Through a Web-based Environment Versus Conventional Pencil and Paper Methods*. Oral Presentation presented 12th Annual Delavan Research Conference, Delavan, Wisconsin.
- Hullinger, A., Hatala, M.N., & Harrington, J.R. (2004, April). *Openness Internet Dating*. Paper presented at the Midwestern Psychological Association: Seventy-Sixth Annual Meeting, Chicago, Illinois.
- Harrington, J.R. (2004, September). *The Role of Prisoner's Dilemma in Evaluating Cooperation and Non-cooperation Through a Web-based Environment Versus*

Conventional Pencil and Paper Methods. Paper presented at 12th Annual McNair Research Presentation, Kirksville, Missouri.

Hatala, M.N., Wesley, T.A., Siegele, H., Mayson, A.F., Keune, A., LaShell, P., Henderson, B., & Harrington, J.R. (2001, May). *A Content Analysis of Personal Advertisement Placed by People Seeking to Date Cross-racially.* Poster presented at the Midwestern Psychological Association: Seventy-Third Annual Meeting, Chicago, Illinois.

Teaching Experience

University of Texas at Dallas
Economics, Political, and Policy Sciences

1. EPPS 6316 Applied Regression
2. PA 2325 Introduction to Public Service
3. PA 3306 Advanced Writing and Research
4. PA 6300 Quality and Productivity Improvement in Government
5. PA 6314 Policy Analysis
6. PA 6315 Program Evaluation
7. PA 6399 Capstone in Public Affairs
8. PA 7330 Research Design in Public Affairs
9. PA 7381 Education Policy
10. HONS 3199 Collegium V Honors Readings - Social Media in the Workplace
11. ECS 3361 - Social Issues and Ethics in Computer Science and Engineering

University of Missouri - Truman School of Public Affairs
Math Review for MPA Students (graduate), Fall 2009 and Fall 2010
PA 8190 Economic Analysis for Public Affairs (served as TA), Spring 2013

Teaching Awards

1. 2018- Public and Nonprofit Management – Graduate Teaching Award
2. 2016- Economics, Political, and Policy Sciences (EPPS) Comet Teaching Award
*Glass Apple Award
3. 2014-2015- EPPS Outstanding Teaching Comet Award

Doctoral Advisement/Direction

1. Dr. Eliza Alvarado (May 2014)
“Getting out the youth vote: Findings from a natural experiment in the Rio Grande

- Valley”
 Role: Committee Member
2. Dr. Huzeyfe Citer (August 2014)
 “Employment at will or civil service system? Human resource practices in local governments in Dallas/Fort Worth Metropolitan area”
 Role: Committee Member
 3. Dr. Salih Gelgec (August 2014)
 “Servant leadership and public service motivation: Antecedents of PSM in the instance of Turkish district directors of social assistance and solidarity foundations and civil registry offices”
 Role: Committee Member
 4. Dr. M. Samil Horasanli (August 2014)
 “Do EU policies matter for Turkish civil society? The case of EU funded associations in Batman Province”
 Role: Committee Member
 5. Dr. Isiktas Sezer (August 2014)
 “Burnout among public administrators: Case of deputy governors and district governors in Turkey”
 Role: Committee Member
 6. Dr. Soner Senel (December 2014)
 Evaluation of a leadership training program by applying Kirkpatrick's four-level model: the case of Turkish prefect interns training and development program
 Role: Committee Member
 7. Dr. Roxanne Baker Burluson (May 2015)
 “District variations in student outcomes: A case study of Texas schools”
 Role: Committee Member
 8. Dr. Julie Haworth (August 2015)
 “The impact of social networks on residential water conservation drip irrigation workshops in the Plano, Texas area”
 Role: Committee Member
 9. Dr. James (Jay) Scott (December 2015)
 "US Telehealth State Policies: A Texas Telehealth Medicaid Prediction Model"
 (committee member)
 10. Dr. Anna Roome (May 2016)
 “An examination of the characteristics and determinants of at-risk and non-at-risk students in a Texas independent school district”
 Role: Committee Member
 11. Dr. Aikaterini Anestaki (December 2016)
 “Organizational Conflict in Public Service: Conflict Management, Contextual Factors and Employee Outcomes”
 Role: Committee Member
 12. **Dr. Laura Jackson (May 2017)**
 “Toward a Theory of Local Elections: Building a Theoretical Framework by Analyzing School Bond Elections”
 *Best EPPS Dissertation Award in 2017
 Role: Committee Member/Co-Chair

13. Dr. Jeffrey Moshier (August 2017)
 “Sticky Policy: The Effectiveness of Policy Diffusion for a Federal Block Grant in Texas”
 Role: Committee Member
14. Dr. Ji Won Suh (August 2018)
 “Organizational Communication and Performance in the Public and Nonprofit Sector”
 Role: Committee Member
15. Dr. Jeremy Vickers (August 2018)
 “Entrepreneurial Leadership: A Case Study of U.S. Accelerator Executives”
 Role: Committee Member
16. Dr. Gregory Phelan (May 2019) (committee member)
 “Three Essays on Education Policy”
 Role: Committee Member
17. Dr. John C. Thompson (August 2019)
 Three Essays on Postsecondary Education
 Role: Committee Member
18. Dr. Serenity Rose King (August 2019)
 “Succession Planning and Leadership Development in Texas Public Universities”
 Role: Committee Member
19. Dr. Charles (Chad) D. Thomas (August 2019)
 “University Presidents and Performance: Testing the Theory of Publicness Fit”
 Role: Co-Chair
20. **Dr. Jessica Watts (December 2019)**
 “Navigating the Partner Landscape - Understanding the Impact of External Resources and Partners on Universities in the Modern Economy”
 Role: Chair
21. Dr. Jacob Byrd (December 2019)
 “Public Pension Governance: Effects of Reforms, Investment, and Governor's Power on Pension Plan Outcomes”
 Role: Committee Member
22. Dr. Tracy L. Nicholson (December 2019)
 “Deserving and Discretion: A View from the Front Lines of Nonprofit Organizations”
 Role: Committee Member
23. Dr. Varaidzo Zvobgo (May 2020)
 “Investigating the Impact of Organizational Resilience and Turnover in U.S. Local Governments: The Mediating Effect of Strategic Human Resources Management Practices”
 Role: Committee Member
24. Dr. Romeo Abraham (May 2020)
 “Fiscal Effects of Natural Disasters”
 Role: Committee Member
25. Dr. Diana Al-Fayez (May 2020)
 “The Impact of Work-Life Balance Policies on Organizational Performance in U.S. Federal Agencies: Exploring the Moderating Effect of Leadership Support”
 Role: Committee Member

26. Dr. Rolanda Randle (August 2020)
 “The Impact of Early College High School Models on Minority Student Higher Education Outcomes: The Case of Four Texas Schools”
 Role: Committee Member
27. Dr. Sebastian Montenegro (December 2020)
 “Three Essays on the Economics of Financial Aid”
 Role: Committee Member
28. Dr. Jeanine Alpert (December 2020)
 “Continued Education for Adults with Intellectual and Developmental Disabilities: A Phenomenological Study of Post High School Programming”
 Role: Committee Member
29. **Dr. Dhriti Stocks (May 2021)**
 “Beyond Tiebout: Towards a Theory of Philanthropic Engagement in Education in Local Communities”
 Role: Chair
30. Dr. Shahrin Upoma (May 2021)
 Through a Gender Lens: Leadership and Charitable Giving in Faithbased Nonprofit Organizations
 Role: Committee Member
31. Dr. Zeeshan Noor (May 2021)
 “Digital Media Use by Nonprofit Organizations: Relationships, Causations, and Comparisons”
 Role: Committee Member
32. **Deborah G. Hernandez (June 2021)**
 Dimensions of Assimilation and Their Indicators
 Role: Chair
33. Dr. Yongjun (Tony) Park (August 2021)
 “Conscripts or Volunteers? Assessing the Impact of Organizational Behaviors and Attitudes on Korean Military Sector Performance”
 Role: Committee Member
34. Dr. Zekai Erdem (August 2021)
 Drivers of Organizational Change at USAID After 9/11: A Qualitative Inquiry Using the Burke-Litwin Model
 Role: Committee Member
35. Dr. Md. Fazle Rabbi (December 2021)
 "Accountability Overload: Its Consequence and Remedy"
 Role: Committee Member
36. **Dr. K Royal (December 2021)**
 “Privacy Compliance in U.S. Universities”
 Role: Chair
37. Dr. Scott L. Vetterick (May 2022)
 "Personal Protective Equipment and Safety Policy Compliance: A Phenomenological Study of North Texas Fire and EMS Personnel"
 Role: Committee Member
38. **Dr. Christopher Dishman (May 2022)**
 Outsourcing the Government’s Most Important Functions: the Impact of

Outsourcing Critical Duties on U.S. Federal Government Behavior

Role: Chair

39. Dr. Nora Hernandez (August 2022)

"Academic Advising Effects on First-Generation Student Outcomes: An Evaluation Based on Bourdieu's Theory of Cultural Capital"

Role: Chair

40. Dr. Thanh Hoang (May 2023)

"Keep the Ball Bouncing Higher: Human Service Nonprofits and Social Media Engagement in the COVID-19 Pandemic"

Role: Committee Member

41. Dr. Lauren Loyless (December 2023) (Committee Member)

"Measuring Flood Risk Awareness in Socially Vulnerable Populations: A Mixed-Methods Assessment"

Role: Committee Member

42. Dr. Victoria Morales (July 2024)

"Bridging the Gap: A Mixed-Methods Analysis of Support Programs and First-Generation Student Outcomes"

Role: Co-Chair

43. Dr. Jose Cando Naranjo (August 2024)

"The Impact of Leadership Styles of Public Managers on Effectiveness, Job Satisfaction, and Employee Reward Systems"

Role: Committee Member

44. Dr. Travis Green (July 2024)

"Exploring the Impact of the Agile Mindset on High-Performance Organizations in Local Government Operations: A Qualitative Case Study"

Role: Committee Member

45. Dr. Oghenekome Egukawhore (October, 2024)

"The Critical Roles of Leadership and Diversity, Equity, and Tribal Inclusion in Nigeria"

Role: Committee Member

46. Dr. Jeremy Ritchey (February 2025)

"To Serve and Learn and Serve Again: The Relationship Between Public Service Motivation and Service-Learning Experiences"

Role: Chair

47. Jinju Suk (March 2025)

"Determinants of Job Satisfaction in Public Administration: Trends, Motivations, and Workplace Dynamics"

Role: Committee Member

48. Youngrok Kim (April 2025)

"Three Essays on Immigration and Local Government Finance"

Role: Committee Member

49. Arslan Khalid (July, 2025)

"Teacher Turnover in Texas: Examining Turnover During the COVID-19 Pandemic and the Impact of Four-Day School Week"

Role: Committee Member

50. Loreen Henry (November, 2025)

“The Trouble with Libraries: Public Libraries in the Twenty-First Century:
Recruitment, Retention, and Public Service Motivation
Role: Committee Member

51. **Jamie Mills (January, 2026)**

“Performance-Based Funding Models At Community Colleges: A Study Of The Texas
Economy-Driven Approach”

Role: Chair

52. Grisenia Matos (March, 2026)

“Is “RAD-Icalizing” Public Housing with Low-Income Housing Tax Credits And
Moving-To-Work Program Financially and Programmatically Sustainable?”

Role: Committee Member

53. Penny Jiang (March, 2026)

“Leadership Across Structural Boundaries in Public Higher Education: Enabling
Team Effectiveness in Micro-Credential Implementation”

Role: Committee Member

54. Gregory Argueta (March 2026)

College Dual Concentrations: Measurement, Time To Degree, And Labor Market
Outcomes

Role: Committee Member

55. **Moise Dzogolo (April 2026)**

Infrastructure Corridors as Arenas of Governance: Collaboration, Public
Administration, And Development Outcomes in Africa

Role: Chair

56. Moonsoo Lee (April 2026)

Governing Elites, Corruption, And Policy Outcomes: Fiscal, Social, And Health
Consequences in Korean Local Governments

Role: Committee Member

57. Hoda Elsafadi (April 2026)

Unlock Change: A Mixed Method Examination Of Jail-Based Reentry Interventions
In Collin County, Texas

Role: Committee Member

Currently Chairing:

1) Alice Presti (Summer 2026)

2) Katie Robinson (2027)

Undergraduate Supervision

1. Ali Mahmoud

***Finalist in Undergraduate Research Poster Contest (2015)

General Awards

1. Winner of The Association of Education Finance and Policy’s (AEFP) Ewing Marion
Kauffman Foundation Prize for Best Academic Paper on the Intersection of
Education and Labor Market Outcomes. \$5,000 award.

- Stanley L. Botner Award, Truman School of Public Affairs (2009 Outstanding Graduate)

Media

- KRLD 1080AM**
Radio Interview
How did Universal pick Frisco for its new theme park?
Published Apr 6, 2023 at 5:00 AM
<https://omny.fm/shows/north-texas-wants-to-know/how-did-universal-pick-frisco-for-its-new-theme-pa>
- KRLD 1080AM**
Radio Interview
What's behind the tech boom in Sherman?
Published Aug 11, 2022 at 12:01 PM
<https://omny.fm/shows/north-texas-wants-to-know/whats-behind-the-tech-boom-in-sherman>

Contracts/Consulting

- Benavides, Ted, James R. Harrington, John McCaskill, and Jeff Moshier. (2023) “Residential and Commercial Building Permit Fee Study” *Public and Nonprofit Management Program at the University of Texas at Dallas*. \$39,750
- Benavides, Ted, James R. Harrington, John McCaskill, and Jeff Moshier. (2019) “Residential Building Permit Fee Study” *Public and Nonprofit Management Program at the University of Texas at Dallas*.
- Kiel, Doug, Ted Benavides, James R. Harrington, John McCaskill, and Tim Bray. (2019) “McKinney Thrives Progress Report” *Public and Nonprofit Management Program at the University of Texas at Dallas*
- Benavides, Ted, James R. Harrington, Doug Goodman, John McCaskill, and Jeff Moshier. (2018) “Evaluation of Royse City’s Development Services Department and Processes” *Public and Nonprofit Management Program at the University of Texas at Dallas*. \$24,000

Capstone Projects:

2019	1. City of Anna 2. A Family Place
2023	1. City of Duncanville
2024	1. City of Dallas's Brownfields Redevelopment Program (BRP) 2. North Central Texas Council of Governments and the North Texas Innovation Alliance (NTXIA) 3. Kuluntu Bakery
2025	1. Sci-Tech Discovery Center

University Service

Academic Senate Committees

1. Faculty Standing and Conduct, Member *2020*
2. Student Scholarships *2023*

University-wide Appointments

1. Intercollegiate Athletic Council (IAC), Member, *2024-2025*
2. International Oversight Committee, Member *2022-2023*
3. Campus Facilities Committee, Vice Chair: *2017-2018 academic year*
Chair: *2018-2020 academic year*

Active Involvement in:

1. McDermott Scholar Program
2. Hobson Wildenthal Honors College
3. Archer Fellowship Program

Search Committee Member:

1. Dean of Undergraduate Education Search: *Summer 2017*
2. Public and Nonprofit Faculty Search: *Fall 2017, Fall 2022*
3. Director of Academic Programs – Archer Program, *Spring 2025*

Advisory Board Member:

1. UTD Student Media Operating Board: *2018-2020 academic year*
2. Seagoville P-Tech Advisory Board at Eastfield College: *2017-2018 academic year*
3. Public and Nonprofit Management Marketing Committee: *Spring 2015*
4. EPPS-wide proposal for a Master's degree in Research Methodology: *2014-15 academic year*

Faculty Advisor:

1. Yo-Yo Club: *2013-2015*
2. Roosevelt Institute: *2018-2022*
3. Crissa's Community Outreach: *2023*

Misc.:

- Invited Talk for Earth Day Week: *Spring 2018*
McDermott Scholar Trip to Austin, EPPS Faculty: *Spring 2017*

Educational Outreach:

1. Statistics and Science Lesson for Girls Inc: *Summer 2016*
2. The Mathematics of Statistics for Earth Day at the Dallas Arboretum: *Spring 2016*

Other Professional Experience

2009-2013 Graduate Research Assistant
Economic Policy Analysis and Research Center
University of Missouri - Columbia

2007-2013 Graduate Research Assistant
Truman School of Public Affairs
University of Missouri – Columbia

Research Assistant, Institute of Public Policy, Truman School of Public Affairs,
Supervisor: David Valentine - 2007-2009

Finance and Management Intern, City of Maryland Heights Missouri, 2008
Supervisor: Mark M Levin and Ben Marchant

Professional Affiliations

The American Society for Public Administration (ASPA)
American Education Finance Association (AEFA)
Southeastern Conference for Public Administration (SECoPA)
Southern Political Science Association (SPSA)
Public Management Research Association (PMRA)
Association for Public Policy Analysis and Management (APPAM)
Midwest Political Science Association (MPSA)
American Educational Research Association (AERA)

Professional Service and Activities

Ronald E. McNair Post-Baccalaureate Achievement Scholar, Truman State University.
Treasurer, Association of Master of Public Affairs Students (AMPAS), 2008

Journal Reviewer

Journal of School Choice: International Research and Reform
Administration & Society
American Educational Research Journal
Educational Researcher
International Public Management Journal
International Review of Administrative Sciences
Journal of Educational Change
Public Management Review
Public Personnel Management
Review of Public Personnel Administration

References

1. Doug Goodman
University of Central Florida
2. Sarah Maxwell

University of Texas at Dallas

3. Sean Nicholson-Crotty
Indiana University - School of Public and Environmental Affairs
4. Jason A. Grissom
Vanderbilt University - Peabody College of Education