

Curriculum Vitae

George W. Dougherty, Jr., PhD

University of Pittsburgh

3217 Posvar Hall * 230 S. Bouquet St * Pittsburgh, PA 15260 * 412-648-7603 * gwdjr@pitt.edu

EDUCATION and TRAINING

Doctor of Philosophy, Political Science (2000)

The University of Georgia

Athens, Georgia

Concentrations: Public Policy, Public Administration, International Relations

Dissertation: *Regulatory Change and Public Safety: Highway Safety in Georgia and the Southeast*

Master of Arts, Political Science (1995)

The University of Georgia

Athens, Georgia

Concentration: International Relations

Thesis: *Polarity, System Uncertainty, and the Signing of Arms Control Agreements, 1828-1979*

Bachelor of Science, Management (1992)

Georgia Institute of Technology

Atlanta, Georgia

Concentrations: Management, International Relations, Political Science, Economics

APPOINTMENTS and POSITIONS

Academic

- | | |
|----------------|---|
| 2004 – Present | Assistant Professor , Graduate School of Public & International Affairs, University of Pittsburgh, Pittsburgh, PA |
| 2009 – Present | Program Director, Master of Public Policy & Management , Graduate School of Public & International Affairs, University of Pittsburgh, Pittsburgh, PA |
| 2004 – Present | Degree Coordinator, Undergraduate Public Service Program , Graduate School of Public & International Affairs, University of Pittsburgh, Pittsburgh, PA |
| 2003 – 2004 | Visiting Assistant Professor , School of Public Policy, Georgia Institute of Technology, Atlanta, GA |
| 2001 – 2003 | Director, Master of Public Administration Program , Piedmont College, Demorest, GA |

2000 – 2003 **Assistant Professor of Political Science**, Piedmont College,
Demorest, GA

Professional

2000 – Present **Owner, Evaluation Resources**, Pittsburgh, PA
Provide program evaluation and applied research services to state, local,
and nonprofit agencies.

1998 – 2000 **Research Coordinator, Carl Vinson Institute of Government**,
The University of Georgia, Athens, GA

1993 – 1998 **Job Coach, Supported Employment Program**, Georgia Division of
Rehabilitation Services, Athens, GA

TEACHING

University of Pittsburgh – Graduate Courses

- **Administration of Public Affairs** (Spring 2006, Spring 2007, Fall 2007, Fall 2008, Fall 2009, Fall 2010, Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Fall 2020, Fall 2021, Spring 2022)
- **Public Policy Analysis, Online** (Fall 2015, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Fall 2020, Fall 2021)
- **Public Policy Analysis** (Spring 2013)
- **Master of Public Policy & Management Seminar** (Summer 2007, Spring 2008, Summer 2008, Summer 2009, Summer 2010, Spring 2011, Summer 2011, Spring 2012, Summer 2012, Spring 2013, Summer 2013, Spring 2014, Summer 2014, Spring 2015, Summer 2015, Spring 2016, Summer 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021)
- **Master of Public Policy & Management Seminar, Online** (Spring 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022)
- **Negotiation and Conflict Management** (2010)
- **Public & Urban Affairs Capstone**
 - Fall 2020 *CONNECT Capstone* – Developing Collaborative Capacity among PA’s Volunteer Fire Departments¹, Local Government Climate Action Planning², Municipal Waste to Energy Technologies
 - Spring 2011 – *Evaluating the Council of State Governments Innovation Awards Program*
 - Spring 2009 - *Evaluating Pennsylvania’s Local Government Early Intervention Program*

¹ Awarded 2021 ASPA Keystone Chapter Student Paper Award

² Awarded 2021 ASPA Keystone Chapter Outstanding Student Award

University of Pittsburgh – Undergraduate Courses

- **Introduction to Public Service** (Fall 2004, Spring 2005, Fall 2005, Spring 2006, Fall 2006, Spring 2009, Summer 2012, Fall 2012, Spring 2014)
- **Introduction to Public Service, Online** (Fall 2006, Spring 2007, Fall 2007, Spring 2008, Fall 2008, Summer 2009, Fall 2009, Summer 2010, Fall 2010, Spring 2011, Summer 2011, Fall 2011, Spring 2012, Spring 2013, Summer 2013, Fall 2013, Spring 2014, Summer 2014, Fall 2014)
- **Public Policy Process** (Summer 2005, Fall 2005)
- **Practices in Public Administration** (Fall 2006)
- **Practices in Nonprofit Management** (Spring 2005, Spring 2009)
- **Theories of Leadership** (Spring 2007, Spring 2008, Fall 2008, Spring 2009)
- **CAST Service-Learning Internship Seminar** (Fall 2007, Spring 2008, Fall 2008, Spring 2009)

Courses Taught at Georgia Institute of Technology & Piedmont College

- **Local and State Government, Graduate** (Fall 2000, Fall 2001, Fall 2002)
- **Public Finance, Graduate** (Fall 1999, Fall 2000, Fall 2001, Fall 2002)
- **Organization Theory, Graduate** (Spring 2003)
- **Leadership Theories and Practices, Graduate** (Spring 2000, Spring 2001, Spring 2002)
- **Nonprofit Management Theory and Practice, Graduate** (Spring 2000, Spring 2001, Spring 2002)
- **American Government, Undergraduate** (Fall 2000, Spring 2001, Fall 2001, Spring 2002, Fall 2003, Spring 2004)
- **American Political Thought, Undergraduate** (Fall 2000, Fall 2001, Fall 2002)

Courses Taught for Government and Nonprofit Agencies

- **Computer and Network Basics, Georgia General Assembly Technology Training** (Summer 1999)
- **Program Evaluation for Practitioners, North Georgia Community Foundation** (Spring 2001, Summer 2001)

HONORS and AWARDS

- 2020 **Donald M. Goldstein Teacher of the Year Award.** University of Pittsburgh.
- 2019 **Best Book Award,** ASPA Section of Public Administration Research
- 2017 **Donald M. Goldstein Teacher of the Year Award.** University of Pittsburgh.

- 2003 **Outstanding Advisor Award.** Piedmont College
- 1998 **Outstanding Graduate Teaching Award.** The University of Georgia.
- 1996 **Outstanding Graduate Teaching Award.** The University of Georgia.

SERVICE to SCHOOL, UNIVERSITY, & PROFESSIONAL SOCIETIES

Service to the Graduate School of Public and International Affairs

- 2021 – 2022 Member, **Public & Nonprofit Management Faculty Search Committee**
- 2021 – 2022 Member, **Public Policy Faculty Search Committee**
- 2020 – 2021 Member, **GSPIA Dean Search Committee** (Elected At Large)
- 2008 – Present Member, **Planning and Budgeting Committee**
- 2008 – Present MPPM Faculty Member, **Faculty Advisory Committee**
- 2019 – Present Member, **Curriculum Review, Evaluation & Student Learning Outcomes Committee**
- 2011 – 2021 **Johnson Institute for Ethical Leadership Advisory Board**
- 2016 – 2020 Member, **Diversity Committee**
- 2004 – 2011 Member, **Curriculum Review & Evaluation Committee**
- 2004 – 2008 Undergraduate Faculty Representative, **Faculty Advisory Committee**

Service to the University of Pittsburgh

- 2014 – 2017 Member, **University Planning and Budgeting Committee**
- 2005 – 2016 Member, **Institute of Politics Workforce Development Committee**
- 2016 – 2017 Member, **Institute of Politics Voluntary Municipal Disincorporation Task Force**

Leadership Positions in Professional Societies

- 2006 – 2009 Region 1 Representative, **National Council of the American Society for Public Administration**
- 2013 – Present Chair, **NASPAA Marketing Committee**
- 2020 Chair, **ASPA Annual Conference Awards Committee**

Service in Professional Societies

- 2014 – 2021 Member, **NASPAA Spotlight Award Selection Committee**
- 2019 – Present Member, **NASPAA Urban Serving Universities Committee**

- 2018, 2021 Member, **ASPA Annual Conference Awards Committee**
- 2014 – 2018 Track Proposal Reviewer, **ASPA Annual Conference**
- 2009 – 2013 Member, **NASPAA Local Government Education Committee**
- 2016 – 2017 Member, **NASPAA Executive Education Committee**

PUBLICATIONS

Peer Review:

- 8) **Dougherty, George** and Suzanne Leland. 2021. The Future of Collaborative Leadership in Contemporary Regional Entities. *Urban Affairs Review - Forum*.
- 7) **Dougherty, George W.** and Meagan Van Gelder. 2014. Public Agency Hiring, Minimum Qualifications, and Experience. *Review of Public Personnel Administration*.
- 6) Van Gelder, Meagan and **George W. Dougherty**. 2012. Do Students with Experience know THAT much more? Assessing In-Service and Pre-service Differences in Public Administration Students. *Journal of Public Affairs Education*.
- 5) **Dougherty, George W., Jr.** and Jenni Easton. 2011. Appointed Public Volunteer Boards: Exploring the Basics of Citizen Participation through Boards and Commissions. *American Review of Public Administration*.
- 4) **Dougherty, George W.** 2011. A Place for Undergraduate Public Administration. *Journal of Public Affairs Education*.
- 3) **Dougherty, George W., Jr.** and David Y. Miller. 2010. Municipal Managers: Regional Champions or Agents of Parochialism. *Journal of Public Affairs Education*.
- 2) **Dougherty, George W., Jr.**, Stefanie A. Lindquist, and Mark D. Bradbury. 2007. "Evaluating Performance in the Judicial Institutions." *State and Local Government Review*.
- 1) **Dougherty, George W., Jr.**, J. Randolph Beck, and Mark Bradbury. 2003. "Race and the Georgia Court: Implications of the Georgia Public Trust and Confidence Survey for *Batson v. Kentucky* and its Progeny." *37 Georgia Law Review* 1021.

Books:

- 1) Miller, David Y. and Jennifer Nelles with **George W. Dougherty** and Jay Rickabaugh (2019) *Discovering American Regionalism: Regional Intergovernmental Organizations in the United States*. New York: Routledge

Book Chapters in Print:

- 4) Rickabaugh, Jay and **George W. Dougherty** (2021) “Regional Intergovernmental Organizations” in Hanson, Russel and Eric Zeemering (eds.) *Cooperation & Conflict Between State and Local Government*. Lanham, MD: Roman and Littlefield.
- 3) **Dougherty, George W.** and David Y. Miller (2019) “Understanding and Comparing Regions: The Regional Local Government Complexity Index” in Miller, David Y. and Jennifer Nelles (eds.) *Discovering American Regionalism: Regional Intergovernmental Organizations in the United States*. New York: Routledge.
- 2) **Dougherty, George W.** and David Y. Miller (2019) “The Membership and Governance of Regional Intergovernmental Organizations” in Miller, David Y. and Jennifer Nelles (eds.) *Discovering American Regionalism: Regional Intergovernmental Organizations in the United States*. New York: Routledge.
- 1) Stout, Margaret, **George W. Dougherty**, and Larkin S. Dudley (2017) “Citizen advisory bodies: New wine in old bottles?” in Ward, James (ed.) *Beyond Reform: Leadership and Change in Public Sector Organizations*. New York: Taylor and Francis.

Other Professional Publications:

- 11) **Dougherty, George W.** 2020. Assessing the Effects of the COVID-19 Pandemic on Municipal Revenue in Southwest Pennsylvania.
https://mcusercontent.com/602e1b4b218bee3a72718f6f1/files/928587e1-936d-4a1c-8db4-4ce0fca0ec33/Assessing_the_Effects_of_Covid_19_on_Municipal_Revenues_in_SWPA_5_19_2020.pdf
- 10) Stout, Margaret, **George W. Dougherty**, and Larkin S. Dudley. 2014. Citizen advisory bodies: A mechanism for aligning elected, administrative, and citizen action? Dayton, OH: Kettering Foundation.
- 9) **Dougherty, George W.**, Margaret Stout, and Larkin S. Dudley. 2013. Citizen advisory bodies in rural coal country municipalities: A mechanism for aligning elected, administrative, and citizen action? Dayton, OH: Kettering Foundation.
- 8) **Dougherty, George W.** 2012. Review of Integrity and Accountability in government: Homeland Security and the Inspector General, by Carmen Apaza, *Public Integrity* 14:95-98.
- 7) **Dougherty, George W.** 2009. Municipal Revenues Falling Behind. Analysis posted on Pittsburghtoday.org, <http://pittsburghtoday.typepad.com/pittsburghtoday/government/> (Accessed May 1, 2009)
- 6) **Dougherty, George W.** 2008. Fiscal Health of Municipalities in the Pittsburgh Region. *Pittsburgh Economic Quarterly* (March), Urban Center for Social and Urban Research: Pittsburgh, PA.

- 5) Haley, Leon and **George W. Dougherty, Jr.** 2008. *The Wilkinsburg Planning Process: A Study of Community Mobilization*. Pittsburgh Partnership for Neighborhood Development: Pittsburgh, PA.
- 4) Kearns, Kevin P., Leon L. Haley, Paul J. Nelson, Nuno Themudo, and **George W. Dougherty, Jr.** 2006. *From Adequate to Outstanding Performance: Some propositions on nonprofit organizational life cycles*. Pittsburgh, PA: The Forbes Funds.
- 3) **Dougherty, George W., Jr.** and Cody W. Lyon. 2003. "State Efforts in Voting Reform: How Georgia Got it Right." *PA Times* (March).
- 2) Lyon, Cody W. and **George W. Dougherty, Jr.** 2003. "Georgia Counts: Voter Education and Poll Worker Training." *PA Times*. (April).
- 1) **Dougherty, George W., Jr.** 2000. *Increasing the Speed Limit in Georgia: Have Rural Highways Become More Dangerous?* Athens, Georgia: Carl Vinson Institute of Government.

PROFESSIONAL PRESENTATIONS

Invited Presentations

- 4) **Dougherty, George** and Suzanne Leland. "The Future of Collaborative Leadership: RIGOs and Beyond." American Society for Public Administration Webinar Series, November 2021.
- 3) **Dougherty, George W., Jr.** Assessing the Impact of COVID-19 on Municipal Revenue in Pennsylvania. Presented at Pennsylvania Economy League Issues Forum, October 15, 2020.
- 2) **Kettering Foundation: Public Policy Week**. Invited to participate in program on Government/Citizen Alignment. Working group received funding to continue my work with citizen boards in coal country (collaboration between GSPIA, WVU, Syracuse and Virginia Tech)
- 1) **Dougherty, George W., Jr.** Korean and American Problem Solving in Public Administration: A comparative study. Presented at the 4th Annual SNU-Pitt Research Workshop on Public and International Affairs, August 19, 2013 in Seoul, Korea.

Conference Presentations

- 33) **Dougherty, George** and Suzanne Leland. "Planning for the Future of Cooperation in Regional Organizations." Presented at the 2022 Annual Meeting of the American Society for Public Administration, Jacksonville, Florida.
- 32) **Dougherty, George**. "Building Pathways to Meaningful Public Service through the NextGen Service Corps." Presented at the 2022 Annual Meeting of the American Society for Public Administration, Jacksonville, Florida.

- 31) Dougherty, George** and Suzanne Leland. “The Future of Regional Governance and Organization Performance.” Presented at the 2022 Annual Meeting of the Southern Political Science Association, San Antonio, Texas.
- 30) Dougherty, George.** “Taking Advantage of the City – Undergraduate Curriculum in Urban Serving Universities” Presentation at the 2021 NASPAA Conference (Online)
- 29) Dougherty, George W.** Teaching Public Administration in the Digital Era. Presented at the NASPAA Annual Conference, October 15, 2020 (Online).
- 28) Dougherty, George W.** Understanding Disruptive Technologies in Public Affairs Teaching: Online Course Development and Course Planning. Presented at the Midwest Public Affairs Conference. June 7, 2018 in Chicago, IL.
- 27) Dougherty, George W.** RIGOs and Civic Engagement. Presented at the American Society for Public Administration Conference in Denver, CO. March 7, 2018.
- 26) Dougherty, George W.** Do Citizen Advisory Boards increase Local Government Responsiveness to Minority Communities? Presented at the Southern Political Science Conference in New Orleans, LA. January 5, 2018.
- 25) Dougherty, George W.** Fostering Continuous Improvement Efforts in Online Public Affairs Education. Presented at the NASPAA Annual Meeting in Washington, DC. October 12, 2017.
- 24) Dougherty, George W.** Citizen Engagement: The Representativeness and Effectiveness of Appointed Volunteer Boards. Presented at the Midwest Public Affairs Conference in Omaha, NE. June 1, 2017
- 23) Dougherty, George W. Jr.** “The Regional Local Government Complexity Index: Understanding and Comparing Regions” presented at the Annual Meeting of the Urban Affairs Association, Minneapolis, MN April 19, 2017.
- 22) Dougherty, George W. Jr.** “The Limits of Citizen Engagement” presented at the Midwest Public Affairs Conference, Columbus, OH. June 1, 2016
- 21) Dougherty, George W., Jr.** “Social Inequality and Public Housing: The Resident’s Perspective.” Presented at the Southeastern Conference on Public Administration, Charleston, S.C. on October 1, 2015.
- 20) Dougherty, George W., Jr.** Exploring the Limits of Citizen Engagement in Public Policy. Presented at Southern Political Science Association Annual Meeting, New Orleans, LA January 13, 2015.
- 19) Dougherty, George W., Jr.** Public Agency Hiring, Minimum Qualifications, and Experience. Presented at the ASPA Annual Conference, March 10, 2014 in Washington, D.C.
- 18) Dougherty, George W., Jr.** All that I have Done Wrong (And what I did Next): The trials and tribulations of George Dougherty’s Online Teaching. Presented at the NASPAA Annual Conference, October 10, 2013 in Washington, D.C.

- 17) Dougherty, George W., Jr.** and Meagan Van Gelder. Experience, Education and Hiring Criteria in the Public Sector. Presented at Annual Meeting of the American Society for Public Administration, March 15, 2013 in New Orleans, LA.
- 16) Dougherty, George W., Jr.,** Margaret Stout, and Larkin Dudley. Citizen Advisory Boards: A Sustainable Venue for Participation. Presented at Annual Meeting of the American Society for Public Administration, March 18, 2013 in New Orleans, LA.
- 15) Dougherty, George W., Jr.** Teaching Public Administration and Policy to Students with International Associations: When the Entire World is Your Market. Presented at the Annual Meeting of the National Association of Schools of Public Administration and Affairs, October 18, 2012 in Austin, TX.
- 14) Dougherty, George W., Jr.** The State of the Literature on Citizen Advisory Boards. Presented at the Annual Meeting of the Southeastern Conference on Public Administration, October 5, 2012 in Fort Lauderdale, FL.
- 13) Dougherty, George W.** Successful Community Planning in Fractious Communities. Urban Affairs Association Annual Meeting, April 19, 2012, Pittsburgh, PA
- 12) Dougherty, George W.** and Meagan Van Gelder. Educating Public Administration Students with Substantial Work Experience. Southeastern Conference on Public Administration Annual Meeting, September 22, 2011, New Orleans, LA
- 11) Dougherty, George W.** and Meagan Van Gelder. Experts and Novices in Urban Redevelopment: An Experiment to Guide Early Career Development. Urban Affairs Association Annual Meeting, March 19, 2011, New Orleans, LA
- 10) Dougherty, George W.** and Meagan Van Gelder. Do Students with Experience know THAT much more? National Association of Schools of Public Affairs and Administration, October 2, 2010, Las Vegas, NV
- 9) Dougherty, George W.** Citizen Participation and Municipal Financial Data Availability. Association for Budgeting and Financial Management Annual Meeting, October 9, 2010, Omaha, NE
- 8) Dougherty, George W.** Is citizen participation an arrow in the quiver or the target? Norms, techniques, and citizens in local government administration. Presented at the Public Administration Theory Network Annual Meeting, May 22, 2010 in Omaha, NE.
- 7) Dougherty, George W.** Citizen Boards: How Many, Who Serves, and How they are Used. Presented at the American Society for Public Administration Annual Meeting, April 11, 2010 in San Jose, CA.
- 6) David A. Bell* and George W. Dougherty.** Rebounding in the Rust Belt: the Borough of Wilkesburg as an Example of Best Practices. Presented at the American Society for Public Administration Annual Meeting, March 23, 2009 in Miami, FL.

5) Dougherty, George W. Municipal Managers: Regional Champions or Parochial Pariah? Presented at the Southern Political Science Association Annual Meeting, January 5, 2009 in New Orleans, LA.

4) Dougherty, George and Jenni Easton*. 2008. “Appointed Public Volunteer Boards: Exploring the Basics of Citizen Participation through Boards and Commissions”. Presented at the Midwest Political Science Association Annual Conference in Chicago, Illinois.

3) Dougherty, George W. Jr. 2007. “Acting Like We Own It: Citizen Participation on Municipal Boards.” Presentation at the conference on “The State of Democracy in Western Pennsylvania” at the Fall Meeting of the Graduate School of Public and International Affairs’ Wherret Lecture Series.

2) Dougherty, George W. Jr. 2006. “Intergovernmental Cooperation and Local Tax Policy.” Presentation at the conference on “Urban and Regional Renewal in Western Pennsylvania” at the Spring Meeting of the Graduate School of Public and International Affairs’ Wherret Lecture Series.

1) Dougherty, George W. Jr. 2005. “The New Public Service and The Courts: A Rationale for Reform?” Presented at the Annual Meeting of the Southwestern Political Science Association, New Orleans, Louisiana.

* - Indicates presentation with graduate students

PROFESSIONAL CONSULTANCIES

Act 47 Distressed Community Coordinator, Braddock Borough, PA. (2016 – Present)

- Represent the Commonwealth of Pennsylvania and assist local government officials to develop and implement a 5-year financial and management recovery plan for the Borough of Braddock. Coordinators work with elected officials on governance, policy, and financial decision making, assist managers and department heads with analysis of operations improvements, budgeting and financial reporting, hiring and personnel practices, labor negotiations, and intergovernmental relations. Recent accomplishments include a successful Home Rule process approved by voters in 2020, implementation of capital budgeting, completion of a multi-municipal comprehensive plan, creation of a rental inspection program, hiring a new borough manager, renegotiation of labor agreements, and exploration of regional policing alternatives. Braddock will successfully exit Distressed Status in July 2023 with general fund reserves of over \$1 million on a \$3.5 million budget.

Act 47 Distressed Community Coordinator, City of Duquesne, PA (2018 – Present)

- Represent the Commonwealth of Pennsylvania and assist local government officials to develop and implement a 5-year financial and management recovery plan for the City of Duquesne. Coordinators work with elected officials on governance, policy, and financial

decision making, assist managers and department heads with analysis of operations improvements, budgeting and financial reporting, hiring and personnel practices, labor negotiations, and intergovernmental relations. Duquesne was on the brink of receivership in 2018 amidst chaotic governance practices, no professional management, no financial record keeping, large budget deficits, and rapid loss of experienced employees. Recent accomplishments include hiring two experienced interim managers to right the ship in 2018, spearheading DCED grants to fund recreation of 2018 financial ledgers, purchase and implementation of new financial software, establishment of capital budgeting, hiring a professional city manager in 2020, refinance of city bonds to avoid default, renegotiation of labor agreements, and improvements in governance. The City experienced surpluses in 2019, 2020, and 2021 and will exit Distressed Status in October 2023.

Early Intervention Program / Strategic Management Planning Program, Commonwealth of Pennsylvania, Department of Community & Economic Development. (2006 – Present)

- Principal investigator on teams contracted by the PA Department of Community and Economic Development and distressed local governments to study and develop proposed solutions to financial and management concerns. Engagements include financial trend analysis, short-term financial emergency actions, 5-year financial plans, reviews of management and operations of all departments, intergovernmental opportunities, and implementation plans. Studies for 17 municipalities (Ambridge, Beaver Falls, Bolivar, Butler, Connellsville, Erie, Meadville, Midland, Monongahela, New Castle, New Eagle, Oil City, Ridgway, Rochester, Titusville, Zelienople and Harmony) and two counties (Lawrence and Venango) have been completed.

Environmental Cleanup Ability to Pay Analysis, Borough of Ridgway, PA (2018)

- Principal Investigator on a project to provide theoretical underpinnings and financial analysis for the Borough's response to a Pennsylvania Department of Environmental Protection (PADEP) consent decree to pay for cleanup of a retired landfill. PADEP accepted the Borough's argument and reduced Ridgway's liability from \$7 million to \$250,000 of in-kind services.

Moving to Work Evaluation, Housing Authority of the City of Pittsburgh (2013 – 2015)

- Principal Investigator on a project to evaluate HACP's efforts to move residents to work and into private housing markets. Led a team of four GSPIA students in hosting focus groups, quantitative and qualitative analysis, and reporting to HACP top executives. The analysis allowed HACP to streamline its Family Self Sufficiency offerings to those alternatives that make the greatest impact on resident financial security.

Mid-Mon Valley Smart Government Initiative (2009 – 2011)

- Principal Investigator on an Innovation Clinic project to provide information, analysis, and coordination support to 39 municipalities in a three-county area south of Pittsburgh. The municipalities' aim is to identify and implement regional solutions to deal with rising

local government costs, shrinking tax bases, and economic stagnation in the Mid-Mon Valley. The project resulted in identification of regional public-private partnership opportunities and a regional training program for municipal employees.

Southwestern Pennsylvania Indicators Project (2008 -2009)

- Coordinator of the government sector for regional benchmarking that includes efforts by Carnegie Mellon University and the Local Government Academy. Indicators under development include measures of political participation, local government financial performance, and participation on volunteer appointed boards. Data from the Pittsburgh region was compared to comparable information from 12 benchmark regions.

Comprehensive Staffing Analysis and Report, City of Johnstown, PA, (2008)

- Principal Investigator to conduct a comprehensive analysis of Johnstown’s staffing and resource utilization in all of the city’s departments as part of its Act 47 planning process. Staffing levels, compensation packages, and service levels were assessed and benchmarked against other municipalities in the region.

Borough Council Training Series, Borough of Wilkinsburg (2007 – 2008)

- Principal Consultant on a project to lead board development training sessions with borough council. Training focused on the role of council, rules of ethical and appropriate conduct, and legislative planning and goal setting. Council members were given individual assistance with developing policy priorities and negotiating with other council members to achieve their goals.

Real Estate and Tax Comparative Analysis, Township of Mt. Lebanon (2006 – 2007)

- Principal Investigator on a two-stage study that identified real estate agents’ opinions of and concerns with Mt. Lebanon as a community and the effects on the township’s largest revenue source, real estate taxes. The study also included a full tax comparison analysis with benchmark or “competing” communities in the region.

Row Office Reform Restructuring Plan, Allegheny County Controller’s Office (2005)

- Principal Investigator to a team of students in GSPIA’s Nonprofit Clinic hired to evaluate options to reorganize and integrate departments previously directed by independently elected officials under the administrative authority of the County Executive.

Management Capacity Evaluation Program, Healthcare Georgia Grants Subcommittee (2004)

- Provide technical support and training to 6-8 health related nonprofit organizations regarding their ability to evaluate their programs. Specific support services include designing evaluation plans, instituting data collection methods, and data processing and reporting.

Organization Restructuring Assessment, Governor’s Council on Developmental Disabilities. (2003)

- Principal Investigator for an organization analysis to assess the financial, management, and political ramifications of a proposal to separate Developmental Disability services from the Georgia Department of Human Resources’ Mental Health, Developmental Disability, and Addictive Disease Division.

Commission on Public Trust and Confidence in the Courts, Supreme Court of Georgia. (1999 – 2002)

- Project to determine levels of trust and confidence Georgians have in local courts. The comprehensive study includes a telephone survey of 1000 Georgians to determine areas needing improvement, focus groups with attorneys, court personnel, and citizens to identify potential solutions, and a mail survey of judges to determine which solutions they would be willing to implement.

Juvenile Mediation Project, Supreme Court of Georgia. (2000 – 2001)

- Principal Investigator for an evaluation of mediation proceedings in family courts in Clayton, Cobb, Dekalb, Fulton, and Clarke counties. Included assessment of participant satisfaction, stability and speed of child placements into permanent settings, and cost comparisons to judicial proceedings.

Mystery Shopper Program, Georgia City/County Managers Association. (2000)

- Team Leader to conduct an assessment of the quality of customer service in Georgia’s city and county offices. The Carl Vinson Institute of Government team contracted with a private firm to “shop” government offices then used the results to tailor customer service training in those governments.

Financial Information Collection Program, Georgia Department of Community Affairs. (1998 -1999)

- Data and Analysis Lead on an evaluation program to collect data from local governments and local authorities concerning wages and salaries, bonded indebtedness, and financial accounts. Implemented automated data collection procedures using new scanning and Internet technology.

10 Years Later: A Follow-Up Study of Technical Institute Students, Georgia Department of Technical and Adult Education. (1998 – 1999)

- Data and Analysis Lead on a project that interviewed graduates of Georgia’s Technical Schools to determine how well they are progressing professionally since completing their technical educations. Interview instruments were designed to collect information about their employment experiences and their satisfaction with prior education and training.

Citizen Satisfaction Survey, City of Covington, Georgia. (1999)

- Principal Investigator for an evaluation project. Conducted surveys of citizens and customers of the city’s utilities and traditional services to determine how well those services are provided. Almost 3,500 of Covington’s 10,000 citizens were polled in the study. Results were used in the city’s strategic planning efforts.

Local Economic Development Assessment, Georgia Department of Industry, Trade, and Tourism. (1998)

- Data and Analysis Lead on a project that surveyed city and county governments, chambers of commerce, and regional authorities about their economic development activities. Respondents reported on specific programs and how effective those programs have been in adding to local economies.

MENTORING and ADVISING

Membership on Doctoral Student Committees

Saemi Chang	2022	Post-Doc, University of California, Berkeley
Min Han Kim	2021	Korean National Government
Jennifer Bert	2020	US Department of Housing & Urban Development
Jay Rickabaugh	2019	Appalachian State University
Junho Park	2013	Seoul National University
Joo Hun Lee	2009	University of Seoul
Bonghee Kim	2008	King Sejong University

GRANTS & CONTRACTS

8) Dougherty, George W., Jr. (PI) The Volcker Alliance NextGen Service Corps Public Service Project, \$100,000 (2021-2023)

7) Dougherty, George W., Jr. (PI), Lydia Morin, Brett M. Stewart. Pitt Chancellor’s Seed Project, Revitalizing Volunteer Fire Departments in Allegheny County by Developing Collaborative Capacity, \$50,000 (2021 – 2023)

6) Dougherty, George W., Jr. (PI) Pitt Chancellor’s Seed Project, Graduate Certificate in Regional Intergovernmental Organization Management Study, \$25,000 (2019-2020)

5) Margaret Stout (Co-PI), Dougherty, George W., Jr. (Co-PI), Larkin Dudley (Co-PI) Kettering Foundation, Citizen Participation in Government Boards \$60,000 (2012-2014)

4) Dougherty, George W., Jr. (PI) Student Philanthropy Project, University of Pittsburgh Innovation in Education Award, \$2,500 (2008 – 2009)

3) Dougherty, George W., Jr. (PI) Graduate School of Public and International Affairs' Special Initiatives Fund, \$4,000 (2008 – 2010) Grant to review the viability of an Online MPPM Program.

2) Dougherty, George W., Jr. (PI) Graduate School of Public and International Affairs Small Grants Program, \$1,000 (2006) "Terrorism, Preparation, and Public Health in Rural Pennsylvania". Grant to review whether and/or how existing theories and practices regarding terror preparedness apply to rural communities with limited public health infrastructure.

1) Dougherty, George W., Jr. (PI) University of Pittsburgh Course Development Grant, \$2,500. (2006) Grant to develop an online version of PUBSRV 0020, Introduction to Public Service.

MEDIA CONTRIBUTIONS

Pittsburgh Quarterly 2022. "What the New Mayor Faces".

<https://pittsburghquarterly.com/articles/what-the-new-mayor-faces/>

Pittsburgh Quarterly 2022. "Facing Facts and the Future: Wilksburg and Pittsburgh consider a future together" <https://pittsburghquarterly.com/articles/facing-facts-and-the-future/>

PublicSource 2022, January 17. "Municipal governments are pouring COVID-19 relief money into infrastructure projects." <https://www.publicsource.org/civic-briefs-arpa-allegheny-county-infrastructure/>

Next Pittsburgh 2022, January 19. "How are Allegheny County municipalities spending American Rescue Plan money?" <https://nextpittsburgh.com/features/how-are-allegheny-county-municipalities-spending-american-rescue-plan-money/>

Pittsburgh Quarterly 2021. "Municipal Time Bomb: Bracing for the revenue drop." https://pittsburghquarterly.com/wp-content/uploads/articles/PTTreport_2021.pdf

The Ridgway Record 2021, June 23. "University of Pittsburgh Professor George Dougherty plans out Ridgway's Financial Future." https://www.ridgwayrecord.com/news/university-of-pittsburgh-professor-george-dougherty-plans-out-ridgways-financial-future/article_c7309012-d485-11eb-b0cc-03efddb8d8c4.html

The Ridgway Record 2021, September 22. "Ridgway Borough Council hears presentation by Professor George Dougherty on Financial Plan." <https://www.pressreader.com/usa/ridgway-record/20210922/281513639295401>

Beaver Countian 2020, February 19. "State says Midland in Dire Situation – State Police Investigating – Pension Funds Misused." <https://beavercountian.com/content/local-governments/state-says-midland-in-dire-situation-state-police-investigating-pension-funds-misused>

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MEMBERSHIP in PROFESSIONAL SOCIETIES

1999 – Present	American Society for Public Administration
2004 – Present	Southern Political Science Association
1998 – Present	International City/County Management Association
2019 – Present	Government Finance Officers Association