

# Dr. Jennifer Symonds Morrison

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## EDUCATION

*The University of Alabama, Tuscaloosa, AL*

**Doctor of Philosophy** - Political Science, August 2012

Dissertation Defended, May 4, 2012

Public Administration, American Government, Criminal Justice

*Troy State University, Montgomery, Montgomery, AL*

**Master of Arts** - Public Administration, August 2004

*George Mason University, Fairfax, VA*

**Bachelor of Arts** - Russian Area Studies, May 1990

## DISSERTATION

- Topic: *The Impact of Public Service Motivation on the Turnover Intention of Federal Employees.*
- Chair: Dr. J. Norman Baldwin, Associate Professor, Department of Political Science, The University of Alabama
- Committee: Dr. Stephen Borelli; Dr. Carol Cassel; Dr. Anne Williamson; Dr. Adam Lankford

## UNIVERSITY EXPERIENCE

*Murray State University, Murray KY*

**Assistant Professor of Public Administration**

August 2016 to Present

*University of Southern Indiana, Evansville, IN*

**Visiting Professor of Public Administration**

Summer 2016

*Murray State University, Murray KY*

**Visiting Assistant Professor of Public Administration**

August 2015 to May 2016

*Owensboro Community and Technical College,*

*Kentucky Community and Technical College System, Owensboro KY*

**Adjunct Professor**

January 2015 to May 2015

01/2020

*Brescia University, Owensboro, KY*  
**Adjunct Professor/Online Instructor**  
May 2013 to May 2015

*Brescia University, Owensboro, KY*  
**Visiting Assistant Professor**  
August 2012 to May 2013

*The University of Alabama, Tuscaloosa, AL*  
**Graduate Teaching Assistant, Department of Political Science**  
January 2006 to May 2010

*Educational Testing Service*  
**AP US Government Exam Reader**  
June 2020 (From Home, Table Leader)  
June 2019 (Table Leader)  
June 2018 (Table Leader )  
June 2017 (Reader)  
June 2015 (Reader)  
June 2014 (Reader)  
June 2013 (Reader)  
June 2012 (Reader)  
June 2011 (Reader)

## **CURRENT COURSES (Fall 2020)**

- **Public Sector Human Resource Management:** (Undergraduate and Graduate) An intensive, overview of public sector human resource and human capital management in the federal, state, and local governments, including such topics as types of personnel systems; recruitment and selection; compensation and benefits; training and development; performance management; legal compliance; diversity; and labor-management relations. Online course developed and designed with assistance from Academic Partnerships for Murray State e-campus. Course passes Quality Matters peer-review at 100%. Zoom course developed from Online course map.
- **Foundations of Public Administration:** (Undergraduate and Graduate) An introduction to the study of public administration, covering substantive topics in the field as well as the political dimensions of public service and the ethical issues faced by government practitioners. Emphasis is placed on the development of the discipline as a field of inquiry. For graduate students, must be taken in the first semester of coursework in the MPA program. Online course developed and designed with assistance from Academic Partnerships for Murray State e-campus. Course passes Quality Matters peer-review at 100%.
- **American National Government:** The American political system, its constitution, institutions and processes. Taught online. Online course uses Cengage's MindTap.

## COURSES TAUGHT

- **American National Government.** The American political system, its constitution, institutions and processes. An approved social science University Studies elective. Fall 2015, Fall 2018, Spring 2019, Fall 2019, Spring 2020
- **Foundations of Public Administration:** (Undergraduate and Graduate) An introduction to the study of public administration, covering substantive topics in the field as well as the political dimensions of public service and the ethical issues faced by government practitioners. Emphasis is placed on the development of the discipline as a field of inquiry. For graduate students, must be taken in the first semester of coursework in the MPA program. Taught via ITV and Online. Taught Fall 2015, Summer 2017, Summer 2018, Summer 2019.
- **Public Organizations:** (Graduate) An analysis of roles, responsibilities, and practices of the public manager in governmental organizations, with an emphasis on managing as a governmental actor in pursuit of the public interest, in compliance with law, and in response to a variety of elected officials; managing in highly constrained and political environments; and managing in inter-sectoral and networked arenas. Theories of bureaucratic behavior and public management are analyzed and evaluated. Taught via ITV and Online. Taught Spring 2016, Spring 2017, Spring 2018, Spring 2019, Fall 2019, Spring 2020, Summer 2020.
- **Public Administration Capstone:** (Graduate) A course integrating the theories and methods of public administration in a major research project related to a substantive management or analytic problem in the public sector. Students will propose, execute, and publicly defend their project after completing a major review of public administration literature. Taught Spring 2016, Spring 2019.
- **Public Sector Human Resource Management:** (Undergraduate and Graduate) An intensive, overview of public sector human resource and human capital management in the federal, state, and local governments, including such topics as types of personnel systems; recruitment and selection; compensation and benefits; training and development; performance management; legal compliance; diversity; and labor-management relations. Taught via ITV and Online. Fall 2015, Spring 2016, Fall 2016, Spring 2017 (online only), Fall 2017, Spring 2018 (online only), Fall 2018, Spring 2019, Summer, 2019, Fall 2019, Spring 2020.
- **Public Sector Labor Relations:** (Undergraduate and Graduate) An intensive examination of current Federal and State policies on and impacts of unionization and collective bargaining in the public sector. Special emphasis is placed on the responsibilities of public employees and public administrators in their respective roles in contract bargaining and administration. The course includes multiple simulation exercises and workshops on labor-management practices. Taught online only. Fall 2016, Spring 2017, and Spring 2018.
- **Comparative Public Administration:** (Undergraduate and Graduate) A comprehensive comparative study of public administration in a variety of different political, legal, and economic systems. Taught via ITV and Online. Spring 2017, Fall 2018.
- **Introduction to American Government:** (Undergraduate) Survey of the principles, political institutions, and practices of American national, state, and local politics. Taught Spring 2008, Spring 2013, Spring 2015. Taught online Summer 2013, Fall 2013, Spring 2014, Fall 2014, Spring 2015.

- **Introduction to Public Administration:** (Undergraduate) Study of the administrative principles and practices in the areas of organization, personnel management, budgeting, government regulation, and democratic controls. Taught Fall 2006, Spring 2007, Spring 2008, Summer 2008, Fall 2008, Spring 2009, Fall 2012 (directed study), Spring 2013.
- **State and Local Government:** (Undergraduate) Study of the institutions and functions of American state and local governments and their relationship to the political process. Taught Spring 2006, Fall 2007, Summer 2009, Fall 2009, Spring 2010, Spring 2013.
- **Introduction to Political Science:** (Undergraduate) A study of political science as a field of learning: the theories and functions of government; the principles of democratic government, especially the American experience; ideas of authoritarianism and totalitarianism; current governmental systems and problems. Taught Fall 2012.
- **Introduction to International Relations:** (Undergraduate) Having its focus on the international system and various actors (especially nation-states and international governmental and non-governmental organizations) operating in it, this course familiarizes students with the central concepts, themes, and theories of International Relations (IR). IR theories are derived from historical and current international events but also help explain them. Taught Fall 2012.
- **The Law and Social Issues:** (Undergraduate) The role of the legal system in dealing with many of the problems of contemporary society through the study of relevant court cases and selected readings. Taught Fall 2012, Fall 2013, Spring 2014, Fall 2014, Spring 2015.
- **Comparative Government:** (Undergraduate) An introduction to governmental systems of major industrialized nations such as Britain, France, Germany, Russia, and Japan, together with selected countries of topical interest as to their history, political institutions and culture, policies, administration, and philosophy. Taught Fall 2012.
- **Political Science Seminar:** (Undergraduate) A capstone course that ties together the structure and activities of the political science major, requesting student to complete a major research project. Taught Spring 2013.

## RESEARCH

- Waiting Publishing Date. (International Journal of Public Administration): Agency Design and State Administrators: Political Insulation and Managers' Views of their Workplace (With Dr. James C. Clinger).
- Under Review: Fighting the Resistance: Helping Faculty to Embrace the Online Teaching During a Pandemic. (With Dr. Melony Shemberger)
- R&R based on comments from SPSA in January 2020 Organizational Commitment under @realdonaldtrump: A Tale of Two FBI Directors.
- Beginning: Quality Matters and Quality Courses: Does Best Practices equal Quality Education?
- Turnover of Personnel in the Federal Government for the *Global Encyclopedia of Public Administration, Public Policy, and Governance*, Published Spring 2018

## PRESENTATIONS

- *Best Practices for Encouraging Instructor/Student Communication and Partnerships in Online Learning*. Presented online May 15, 2020 at Pedagogicon by Amanda Joyce. Presentation written by Amanda Joyce, Jennifer Morrison, Tanya Romero-Gonzalez, & Martin Kane
- *Organizational Commitment under @realdonaldtrump: A story of two FBI Directors*. Presented at SPSA, San Juan, Puerto Rico, January 9-11, 2020.
- Engaging Online Students. Murray State University, Spring Blitz Week Lightning Session: Small Teaching Strategies for Online Learning. January 7, 2020.
- *Helping Faculty to Embrace the Online Teaching and Learning Environment* (With Dr. Melony Shemberger) to present at Focus on Teaching and Technology Conference at the University of Missouri, St. Louis, September 26 & 27, 2019.
- *Feedback: Instructor to Student and Student to Instructor*, Murray State University, Faculty Development Center, Fall 2018
- *Motivating Today's Workforce*, Kentucky City County Managers Association Western Regional Meetings, August 2018
- *Incorporation of Service Learning and Experiential Learning in Nontraditional MPA Programs*, American Political Science Association, Boston, MA. August 2018
- *Commenting on Student Work*, Murray State University, Faculty Development Center, Fall Faculty Forum: August 2018.
- *Where the Heck is it? Constructing Online Courses*. College of Humanities and Fine Arts 2018 Showcase, Spring 2018.
- Academic Integrity Module to Dr. Amelia Dodd and Dr. Miranda Terry in Applied Sciences, Spring 2018
- *Service-Learning*, co-presented with Shawna Thomas and *Lightening Session: Motivation from Small Things*. Murray State University Faculty Development Center Blitz Week, January 2018.
- Focus on the Women Summit, March 2018. (attendee and Panel Participant on Civic Engagement for Women)
- Service-Learning Institute and Research Academy, Murray State University Faculty Development Center Brown Bag Session: October 17, 2017.
- *Agency Design and the Volume of Red Tape: Political Insulation and State Managers' Perceptions*. With James C. Clinger. APSA 2017 Annual Conference, August-September 2017, San Francisco, CA.
- Engaging International Students, Fall Faculty Forum, Murray State University: Student Engagement Techniques, Lightning Session. Fall 2017.
- *Agency Design and State Administrator: Political Insulation and Managers' View of the Workplace*. Department of Political Science and Sociology Colloquium Series, April 2017
- *Agency Design and State Administrators: Political Insulation and Managers' View of their Workplace*. With James C. Clinger. Kentucky Political Science Association, March 2017
- "What Causes Single Mothers in the Military to Turnover?" Southern Political Science Association, January 2016, San Juan, Puerto Rico.
- "The Advantages of Condoms in Correctional Institutions." Southern Criminal Justice Association Conference, September 2009.

## **MPA PROGRAM SERVICE**

- Assist with NASPAA accreditation
- Assist with moving MPA program to Murray State e-campus
- Program Assessment for MPA Program (2018, 2019, 2020)
- Career Fair and STEM Career Fair, February 2018
- KCCMA Winter Conference, Lexington KY, February 8-9, 2018
- Participation in MPA Capstone Seminar Reviews, Fall 2015, Spring 2016, Summer 2016, Fall 2016, Spring 2017, Summer 2017, Fall 2018, Spring 2019, Summer 2019
- Public Administration Advisory Board Meeting, October 2015, October 2016, October 2017, October 2018
- Assisting in the creation and development of the Murray State University Local Government Service Center.
  - Meeting with Pennyriple and Purchase Area ADD, December 2016.
  - Kentucky City Manager's Association Meeting, Louisville, KY, August 10, 2017

## **DEPARTMENT SERVICE**

- PSS Comparative Politics Search Committee, Fall 2019
- Waterfield Lecture Planning Committee (2019-2020)
- Arranged with the Dean of CHFA for a television, camera, and microphone in Room 107.
- Department of Political Science and Sociology, Social Media Manager (2017- 2019)
- Department of Political Science and Sociology Internship Coordinator (2017)
- Mayoral Candidate Forum, attendee and Voter Registration Table, Spring
- Meeting with Career Center Internship Coordinator, February 2018
- KPSA, March 2018 (attendee, Panel Chair, assist with conference)
- Wilson County College Fair, September 2017.
- Murray State University College Fair, October 2017.
- Murray State University Career Fair, October 2017.
- Department of Political Science and Sociology Ice Cream Social, October 2017.
- Constitutional Jeopardy, Constitution Day, September 2017and 2018.
- Department of Political Science and Sociology Colloquium Series, Coordinated speaker and advertised event. (2016, 2017, 2019 Academic Years
  - November 2017 Speaker: Department Panel on Current Events
  - September 2017 Speaker: Dr. Ihsan Alkhatib
  - April 2017 Speaker: Dr. Diane Nititham
  - March 2017 Speaker: Dr. Jennifer Morrison
  - February 2017 Speaker: Sarah Leach, MPA Student
  - November 2016 Speaker: Dr. Yousef Yang
  - September 2016 Speaker: Dr. Marc Polizzi

## **COLLEGE OF HUMANITIES AND FINE ARTS SERVICE**

- CHFA Representative to Online Champions
- CHFA Appeal & Grievance Committee
- University Service-Learning Committee (voluntary)

## **UNIVERSITY SERVICE**

- Online Champions Committee with the Provost, College of Humanities and Fine Arts Representative. (Spring 2018 to present)
  - Assisted faculty with change to online teaching due to pandemic in Spring 2020
  - Worked with FDC to mentor CHFA faculty in Virtual Course Design Challenges, Summer 2020
  - Met individually with members of the CHFA faculty, as well as responded to emails, on online course development and design.
    - Constance Alexander, English
    - Debra Holmes, Theater
  - Online Teaching Tidbits (CHFA Newsletter, Spring 2019)
  - Meet and work with various CHFA faculty about online courses
    - Todd French, Music
    - Esther Malm, Psychology
    - Robert Fritz, Global Languages
    - Jie Wu, Global Languages
    - Drew Thompson (adjunct), Political Science and Sociology
    - Ali Hendley, Political Science and Sociology
- Murray State University Women's Faculty Caucus
  - FMLA Committee, Chair, Murray State University Women's Faculty Caucus (2016-2017)
  - Work-Life Committee, Murray State University Women's Faculty Caucus (2017-2018)
  - Met with Provost about Lactation Rooms and Work/Life Balance (March 2018)
- Service-Learning Advisory Board (2017- present)
- ADVANCE Women Faculty Circles, 2016-2017, 2017-2018, 2018-2019, 2019-2020

## **FELLOWSHIP & GRANTS**

- College of Humanities and Fine Arts Grant: \$990 to complete the series of seven online courses from Quality Matters that make up the Teaching Online Certificate.
  - Completed the series of seven online courses and received the Teaching Online Certificate in June 2020.
- 2016-2017 Golden Key Fellowship. Awarded by Murray State University to promote experiential education by providing faculty and staff an opportunity to obtain additional training in experiential education and to share new knowledge with the campus community through Presentations and the creation or enhancement of a programs for students.

## PROFESSIONAL DEVELOPMENT

- **Quality Matters Courses:**
  - Applying the AM Rubric - Certificate
  - Connecting Learning Theories to Your Teaching Strategies - certificate
  - Assessing Your Learners - certificate
  - Creating Presence in your Online Course - certificate
  - Orienting Your Online Learners - certificate
  - Exploring your Institution's Policies - certificate
  - Evaluating your Course Design - certificate
  - Gauging your Technology Skills – certificate
- **FTTC: Book Group** Small Teaching Online: Applying Learning Science in Online Classes, Fall 2019
- **FTTC: Writing Group**, Fall 2019
- **Amplify: Faculty Writing Accelerator**, through Cathy Mazak. Present. Attended writing workshop, San Juan, Puerto Rico, January 12-14, 2020.
  - Various workshops and writing sprints throughout 2020
  - Amplify MasterMind Meetings
  - Webinars
  - Discussions
- **FTTC: Focus on Teaching and Technology Conference**, University of Missouri, St. Louis. Fall 2018. Invited to participate in planning the Conference for Fall 2019 and Fall 2020.
- **Quality Matters Webinars**
  - Hyflex, Summer 2020
  - Breaking the HumDrum, Summer 2020
  - Community of Online Teaching & Learning with QM, Summer 2020
  - Does Quality Matter?, Fall 2019
  - A Day at the QM Improv. Fall 2019
  - And Then There Was Light, Fall 2019
  - Busting Multimedia Myths, Spring 2019
  - On Quality and Success: The Dream Team, Fall 2018
  - Transformation of Online Education, Fall 2018
  - Ensuring Quality after the Review is Over, Fall 2018
  - Establishing Team Tools that Promote Evidence-Based Course Design, July 2018
- **Harvard Business Review Webinars**, Summer 2020
- **Mentor Collective**
  - Mentor Collective Dialogues: Adult/Online Learners Share What They Really Need but Aren't Asking For, June 2018
- **Cengage Publishing**
  - Cengage MindTap Training, June 2018
  - Webinar: Getting Started with MindTap, August 2018
  - Webinar: What do old Polar Bears and Great Teachers have in common? They Know How to Break the Ice, August 2018



- **Pedagogical and Technological Workshops at the Faculty Development Center (Murray State University, Murray, KY)**
  - Book Group: Engaging Ideas: The Professor's Guide to Integrating Writing, Critical Thinking, and Active Learning in the Classroom, 2<sup>nd</sup> Edition.
  - Instructional Strategies to Help Students Learn, Fall 2018
  - Using a Variety of Strategies to Help Students Learn, Fall 2018
  - Quality Matters, Spring 2018
  - New Initiative, Spring 2018
  - Book Group: Teaching at Its Best, Spring 2018
  - Introduction to Canvas Course Design, Spring 2018
  - Implementing Service Learning into Courses (Attendee and Speaker), Spring 2018
  - Promoting Academic Integrity, Spring 2018
  - Using Appreciative Advising to Increase Retention, Spring 2018
  - Online Course Development Institute, Fall 2017
  - Writing and Scoring Essay Questions, Fall 2017.
  - Incorporating Visual Literacy, Fall 2017.
  - Writing Objective Essay Questions, Fall 2017.
  - FDC Books Group, Small Teaching Techniques, Fall 2017.
  - Writing Measurable Learning Objectives, Fall 2017
  - YuJa Training, Summer 2017
  - Faculty Development Center Book Group: Student Engagement Techniques, Spring 2017
  - Workshop: We Do Need It! Differentiated Instruction for College Teaching
  - ITV Training with Trevor Miller
  - Webinar: Creating Online Tests with Respondus
  - Akindi Training (Technical Training)
  - Workshop: Improvisation for Faculty (Faculty Development)
  - Faculty Fellow Workshop: How Can I make Student Engagement More Meaningful in the Classroom (Faculty Development)
  - Resources That Shop Your Manuscripts for You (University Libraries Seminar Series)
  - Workshop: Engaging Your Students Through Experiential Learning (Faculty Development)
  - Faculty Teaching Fellow Workshop: Journal Writing to Connect and Engage Students (Faculty Development)
  - Workshop: Proposal Development – A Blueprint for Funding
  - Fall Forum: Purposeful Teaching: Effectively using Student Groups and Teams in Instruction
  - Instructor Training for LockDown Browsers and Respondus Monitor: Prevent Cheating During Online Exams. (Technical Training)
  - INSPIRE Fall Forum, November 18, 2016
  - 12 Gadgets of Christmas, December 2015 and December 2016
  - Training for Faculty Hall, Room 208, with Josh Hutson
  - Faculty Development Center: Writing Group. Fall 2016.
- **Service Learning Institute, IUPUI, May 15-17, 2017**
- **Research Academy, IUPUI, May 17-19, 2017**

## **PROFESSIONAL AFFILIATIONS**

- Southern Political Science Association
- American Political Science Association
- American Society of Public Administrators
- American Association of University Women
- Kentucky Political Science Association

## **PROFESSIONAL ENHANCEMENT ACTIVITIES**

- Member of FTTC Planning Committee.
- Member of Gamma Omicron Chapter of Pi Sigma Alpha, The National Political Science Honor Society.

## **COMMUNITY SERVICE**

- West KY NOW, Secretary (2015-2020)
  - Voter Registration: Explore Murray 2019, at Curris Center
- Calloway County Democratic Party
  - Canvassing for Andy Beshear
- Friends of the Library, Calloway County Public Library, member
- International Women's Day, March 2018 (attendee)
- Assisted Maysoon Cristaldo Suleiman-Khatib reviewing student presentations for the March for Our Lives in Calvert City, KY
- March for Our Lives, March 2018
- Clutch Packing Party, April 2018
- Campaign for Charlotte Goddard for Kentucky District 2 Representative, 2018, Treasurer

## **VOLUNTEER**

- Western Kentucky NOW, Secretary, Fall 2017 to present.
- March for Equality and Social Justice, Note-Taker, Fall 2016-Spring 2017.
- The Daviess County Democratic Party, Campaign for Kim Humphrey, Fall 2013.
- The Daviess County Democratic Party, Campaign for Alison Lundegren Grimes, Fall 2014.
- The Owensboro Science and History Museum, Owensboro, KY, Christmas 2013.
- Daviess County High School Band of Pride, Owensboro, KY, Fall 2013, Winter 2013, and Fall 2014.