

# LEONARD BRIGHT, PH.D.

## CONTACT INFORMATION

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## EDUCATIONAL HISTORY

Doctorate of Philosophy (Ph.D.), Public Administration and Policy, Portland State University, Hatfield School of Government, Portland OR

Master of Public Administration (M.P.A.), University of Idaho, Moscow ID

Bachelor of Arts (B.A.) (with Honors), University of South Florida, Tampa FL

## EMPLOYMENT HISTORY

### **Administrative Experience**

- 2016-2018 Assistant Provost, Office of Graduate and Professional Studies, Texas A&M University, College Station TX
- 2013-2016 Assistant Dean of Graduate Education, Bush School of Government and Public Affairs, Texas A&M University, College Station TX
- 2011-2012 President, Southeastern Conference on Public Administration
- 2006-2011 President, Metropolitan Louisville American Society for Public Administration, Louisville KY
- 2004-2004 Acting Director, Masters of Public Administration Program, Department of Political Science and Criminal Justice, University of South Alabama, Mobile AL
- 2003-2005 Assistant Director, Masters of Public Administration Program, Department of Political Science and Criminal Justice, University of South Alabama, Mobile AL

## **Teaching Experience**

- 2011-Pres Associate Professor (with Tenure), Bush School of Government and Public Service, Texas A&M University, College Station TX
- 2005-2011 Associate Professor (with Tenure)  
Assistant Professor (Tenure -Track August 2005-June 2011),  
Department of Urban and Public Affairs, University of Louisville,  
Louisville KY
- 2003-2005 Assistant Professor (Tenure-Track), Department of Political Science  
and Criminal Justice, University of South Alabama, Mobile AL
- 2001-2003 Hatfield Resident Fellow (Graduate Fellowship), Executive  
Leadership Institute, Portland State University, Portland OR

## **TEACHING ACTIVITIES**

### **Course Subjects Taught**

Employee Motivation  
Ethics and Public Policy  
Human Resource Management  
Introduction to Public Administration/Public Service  
Leadership Theory & Practice  
Managing Workplace Diversity  
Non-Profit Management  
Organization Theory & Behavior  
Policy Analysis & Program Evaluation  
Public Management

### **Master's or Ph.D. Committees**

- 2020 Bladimir Garcia, Ph.D. Candidate, Texas A&M University  
2007 Paul Tirey, Ph.D. Candidate, University of Louisville  
2007 Jimmy Wilson, Ph.D. Candidate, University of Louisville  
2006 Angela Hagan, Ph.D. Candidate University of Louisville

### **Master's Committees**

- 2018 Katharyn Stober, Ph.D Candidate, Texas A&M University  
2018 (Co-Chair) Courtney P. Guillen, Texas A&M University

2018 (Chair) Martin Mulgrew, Texas A&M University

### **Capstones Supervised**

2014 The Brazos Valley Council of Governments Service Integration Report 2013-2014

2013 An Evaluation of Community Works Micro Financing Strategies in Cambodia

### **Assistantships & Fellowships**

2001-2003 Hatfield Resident Fellow (Graduate Fellowship), Executive Leadership Institute, Portland State University, Portland OR.

1998-2000 Graduate Research Assistant, Public Administration Department, Portland State University, Portland OR.

1997-1997 Human Resource Intern, University of Idaho, Human Resource Department, Moscow ID.

1995-1996 Research Assistant, Department of Psychology, University of South Florida, Tampa FL.

### **RESEARCH & CREATIVE ACTIVITY**

#### **Peer Reviewed**

2021 Bright, L (2021). Why Does PSM Lead to Higher Work Stress? Exploring the Role that Organizational Identity Theory has on the Relationship between Public Service Motivation and External-Related Stress among Federal Government Employees. *Public Organization Review*; DOI: 10.1007/s11115-021-00546

2021 Bright, L. (2021). Does Person Organization Fit and Person-Job Fit Mediate the Relationship between Public Service Motivation and Work Stress among US Federal Employees? *Administrative Sciences*, 11 (2), 1-37

2021 Bright, L, An Exploratory Study of the Consequences of Perceived Organizational Prestige on a Range of Work Attitudes and Behaviors among Public Employees: A Call to Future Research. *Public Administration Research*, 10 (1), 26-40

- 2021 Bright, L, (2021). Does Perceptions of Organizational Prestige Mediate the Relationship Between Public Service Motivation, Job Satisfaction, and the Turnover Intentions of Federal Employees? *Public Personnel Management, 50 (3), 408-429*
- 2018 Bright, L. Government Career Interests, Perceptions of Fit, and Degree Orientations: Exploring their Relationship in Public Administration Graduate Programs. *Teaching Public Administration 36 (1), 63-80*
- 2017 Bright, L. Are Individuals with High levels of Public Service Motivation Satisfied in MPA Programs? *Teaching Public Administration 35 (2), 209-22*
- 2016 Bright, L. Is Public Service Motivation a Better Explanation of Nonprofit Career Preferences than Government Career Preferences? *Public Personnel Management, 45 (4), 405-424*
- 2016 Bright, L. Public Service Motivation and Socialization in Graduate Education *Teaching Public Administration, 34 (3), 284-306*
- 2016 Bright, & Graham, C. The Predictors of Student Satisfaction in Public Administration Graduate Degree Programs. *Journal of Public Affairs Education, 22, 17-34,*
- 2015 Bright, L, & Graham, C. Why Does Interest in Government Careers Decline among Public Affairs Graduate Students? *Journal of Public Affairs Education, 21, 575-594,*
- 2013 Bright, L. Where Does Public Service Motivation (PSM) Count the Most in Government Work Environments? *Public Personnel Management, 42, 5-26*
- 2011 Bright, L. Does Public Service Motivation Affect the Occupation Choices of Public Employees? *Public Personnel Management, 40, 11-24*
- 2010 Bright, L. Why Age Matters in the Work Preferences of Public Employees? A Comparison of Three Age-Related Explanations. *Public Personnel Management, 39, 1-14*
- 2009 Bright, L. Why Do Public Employees Desire Intrinsic Workplace Opportunities? *Public Personnel Management, 38, 15-37*

- 2008 Bright, L. Does Public Service Motivation Really Make a Difference on The Job Satisfaction and Turnover Intentions of Public Employees? *American Review of Public Administration*, 38, 149-166
- 2007 Bright L. Does Person-Organization Fit Mediate the Relationship Between Public Service Motivation and the Job Performance of Public Employees? *Review of Public Personnel Administration*, 27, 361-379
- 2007 Bright, L., Bright, C., & Haley L. Nonprofit Outreach Services: Using Outreach to increase Nonprofit's Capacity and to Provide a Quality Educational Experience for Students. *Journal of Public Affairs Education*, 13, 323-331
- 2005 Bright, L. Public Employees with High Levels of Public Service Motivation: Who Are They, Where Are They, and What Do They Want? *Review of Public Personnel Administration*, 25, 138-155

### **Book Chapters**

- 2021 Bright, L (Forthcoming). *Public Service Motivation Education and Government Career Preferences: A Teaching Agenda*. Stazyk & Davis (Eds). *The Handbook of Research on Motivation in Public Administration*.
- 2007 Bright, L. *Intrinsic Motivation in Public Sector Organizations*. In C. Wankel (Ed.), *The Handbook of 21st Century Management*, SAGE

### **Book Reviews**

- 2006 Bright, L. Review of *Morality Politics* by Elaine Sharp. *Journal of Urban Affairs*, 28, 95-96.

### **Invited Talks/Presentations**

- 2017 A Guide to Work Motivation in the Public Sector: A Lesson in Research, Federal Executive Board, Portland Oregon, September 28<sup>th</sup>, 2017
- 2017 Public Service Motivation Research, School of Public Administration, University of Nebraska Omaha, February 15, 2017
- 2016 Connecting Students to Government: Problem, Explanations, and Solutions, CenTex ASPA Chapter, Award Banquet, May 19, 2016

- 2013-2015 Leadership Symposium, Office of the Vice President and Associate Provost for Diversity, Texas A&M, College Station
- 2014 Investigation of the Relationships among Public Service Motivation, Program Characteristics, and Career Interest among Master Degree Students in Public Affairs Programs, Bush School Talks, Bush School of Government, Texas A&M, Monday, April 14, 2014
- 2006 Public Service Motivation Talk, School of Urban and Public Affairs Faculty Research Talks, Louisville KY, October, 15, 2006
- 2004 Michael Figures Leadership Experience, On behalf of State Senator Vivian Figures, University of South Alabama, Mobile AL

### **Peer Reviewed Proceedings**

- 2005 L Bright, Why are age differences present in the work preferences of public employees? Academy of Management Proceedings, Public and Nonprofit Abstracts, 9
- 2005 L Bright, Why do public employees desire intrinsic workplace opportunities? Testing three hypotheses. Academy of Management Proceedings, Public & Nonprofit Paper Abstracts, 5

### **Conference Presentations**

- 2021 Bright, PSM, PO-fit, PJ Fit, Stress, and Turnover among Federal Employees in a High Stress Occupation, 78th Annual Midwest Political Science Conference, April 14-18, 2021
- 2019 Bright, L, Teaching Public Service Motivation. Elevating Public Service Motivation Aspen Grove Conference, Brigham Young University, Sep 25-28, 2019.
- 2019 Bright, PSM, POFit, PJfit and Stress Among Federal Employees, Southeastern Conference for Public Administration 2019 Annual Regional Conference, Baton Rouge, LA, September 5-7, 2019
- 2018 Bright, L, The Influence of Perceived Organizational Prestige on the Work attitudes and Behaviors of Public Employees. 76th Annual Midwest Political Science Conference, April 5-8, 2018
- 2018 Bright, L, Public Service Motivation and Perceptions of Organizational Prestige among Federal Employees. 76<sup>th</sup> Annual Midwest Political Science Conference, April 5-8, 2018

- 2018 Bright, L, Does Military Experience Matter on the Work Attitudes and Behaviors of Public Employees? Comparing Veterans and Non-Veterans? American Society for Public Administration, Denver, Colorado March, 9-13,
- 2017 Bright, L, Do Perceptions of Fit and Program Orientation Matter on the Career Preferences of Students in Public Administration Programs? Teaching Public Administration Conference. University of Nebraska at Omaha, Omaha, Nebraska, May 31-Jun 2, 2017
- 2016 Bright, L, Is Public Service Motivation a Better Predictor of Nonprofit Career Preferences? New Evidence from a National Study, American Society for Public Administration, Seattle, WA, March, 18-27, 2016
- 2015 Bright, L, The Predictors of Student Satisfaction in Public Administration Graduate Degree Programs, Midwest Political Science Association Conference, Chicago, IL. April 16-19, 2015
- 2015 Bright, L, Why Do Interest in Government Careers Decline among Public Affairs Graduate Students, Midwest Political Science Association Conference, Chicago, IL. April 16-19, 2015
- 2014 Bright, L and Graham, B, National Investigation of Student Attitudes in Public Affairs Graduate Programs, National Association of Schools of Public Affairs and Administration, Albuquerque, NM, November, 2014
- 2010 Bright, L. Intrinsic Motivation in the Public Sector. Southeastern Conference of Public Administration, Wilmington, NC. October 13-16, 2010
- 2008 Bright, L. Where Does Public Service Motivation (PSM) Count the Most in Government Work Environments? Southeastern Conference of Public Administration, Orlando, FL. September, 2008
- 2007 Bright, L Intrinsic Motivation in the Public Sector: Conceptual Framework and Measurement Scale. American Society for Public Administration National Conference, Washington D.C., March 23-27, 2007
- 2006 Bright, L, Is Public Service Motivation a Uniquely Public Service Work Phenomenon? Exploring the affects of PSM on the Occupation Choices, Job Satisfaction, Turnover Intentions, and Performance

Ratings of Non-Managers in Public Sector Organizations Southern Industrial Relations and Human Resources Conference, Louisville Kentucky, October 26-28, 2006

- 2006 Bright, L., Of What Value is Public Service Motivation? Exploring the Impact of Public Service Motivation on the Person-Organization Fit, Satisfaction, Performance, and Turnover Intentions of Public Employees? Southern Industrial Relations and Human Resources Conference, Louisville Kentucky, October 26-28, 2006
- 2006 Bright, L., Is Public Service Motivation a Uniquely Public Sector Phenomenon? Comparing Public and Private Sector Employees. Presenting at Southeastern Conference on Public Administration, Athens Georgia on September 27-30, 2006
- 2006 Bright, L., Of What Value is Public Service Motivation? Exploring the Impact of Public Service Motivation on the Person-Organization Fit, Satisfaction, Performance, and Turnover Intentions of Public Employees. Presenting at Southeastern Conference on Public Administration, Athens Georgia on September 27-30, 2006
- 2005 Bright, L, and Haley, L, Nonprofit Organizational Capacity Building: A Case Study of Why and How Academic Institutions Can Be of Service. To Be Presented at the Southeastern Conference on Public Administration, Little Rock Arkansas on October 5-8, 2005
- 2005 Bright, L, Why Do Public Employees Desire Intrinsic Workplace Opportunities? Comparing Three Hypotheses. Presented at the Academy of Management, Honolulu Hawaii on August 5-10, 2005
- 2005 Bright, L. Why are Age Differences Present in the Work Preferences of Public Employees: Comparing Three Explanations. Presented at the Academy of Management, Honolulu, Hawaii on August 5-10, 2005
- 2004 Bright, L., Age and the Work Preferences of Public Employees: Comparing the Effects of Cohort, Job level, and Organization Socialization Perspectives. Presented at the Southeastern Conference on Public Administration, Charlotte NC on October 3, 2004
- 2004 Bright, L., An Empirical Investigation of the Intrinsic Reward Preferences of Washington County Oregon Employees. Presented at the Western Political Science Association, Portland OR, March 12, 2004



## **Grant Funding**

- 2016 \$43,000; Center for the Integration of Research Teaching and Service National Network; 25 Research Universities Preparing a National Faculty to Advance STEM Undergraduate Learning; Great Lakes Higher Education Corporation
- 2013 \$1,500, Capstone Grant, An Analysis of Service Integration of Brazos Valley Council of Governments (BVCOG) Client Services, Brazos Valley Council of Governments (BVCOG)
- 2012 \$13,000, Capstone Grant, Evaluation of CommunitiWorks Community-Based Financing Strategies in Cambodia, CommunitiWorks
- 2007 \$1,800 African American Mini Research Grant Award, College of Arts and Sciences, University of Louisville, KY
- 2006 \$14,000: Research Grant, College of Arts and Science, University of Louisville, Louisville, KY
- 2005 \$4,639 Summer Research Grant, Arts & Sciences Summer Research Award, College of Arts and Science, University of South Alabama
- 2004 \$1,000 President Travel Grant, University of South Alabama
- 2003 \$1,000 President Travel Grant, University of South Alabama

## **SERVICE HISTORY**

### **University**

- 2017- 2019 Faculty Member, University Strategic Information Technology Committee, Texas A&M University, College Station
- 2016-2018 Institutional Co-Leader, Center for the integration of Research, Teaching, and Learning, Texas A&M, College Station
- 2016-2018 Member, Center for Teaching Excellence Faculty and Student Advisory Board, Texas A&M, College Station
- 2015-2018 Member, Development Strategies Council, Texas A&M, College Station

- 2013-2016 Chair and Member, Graduate Council, Texas A&M, College Station
- 2014-2016 Member, Undergraduate Curriculum Committee, Texas A&M, College Station
- 2014-2016 Member, Academic Operations Deans, Texas A&M, College Station
- 2014-2016 Member, Academic Operations Committee, Texas A&M, College Station
- 2014-2016 Member, QEP Advisory Committee, Texas A&M, College Station
- 2013-2016 Member, Graduate Operations Committee, Texas A&M, College Station
- 2012-2016 Member, Honor Council, Texas A&M University, College Station
- 2016-2016 Member, Rhodes Scholarship Committee, National Fellowship and University Scholars, Texas A&M University, College Station
- 2014-2015 Vice-Chair, Graduate Council, Texas A&M, College Station
- 2015-2015 Member, Dean of Faculties Search Committee, Texas A&M, College Station
- 2013-2015 Member, University Grievance Committee, Texas A&M, College Station
- 2014-2015 Member, 2016 Graduation Convocation Speaker Committee, Texas A&M, College Station
- 2013-2015 Member, Faculty Senate Executive Committee, Texas A&M, College Station
- 2012-2015 Faculty Senator, George Bush School of Government and Public Service, Texas A&M, College Station
- 2012-2014 Member, Council on Strategic Budgeting, Texas A&M, College Station
- 2012-2014 Member, Student Rules and Regulations Committee, Texas A&M, College Station

- 2013-2013 Panel Member, Leadership Symposium, Office of the Vice President and Associate Provost for Diversity, Texas A&M, College Station
- 2012-2012 Member, University-Level Distinguished Achievement Awards, Graduate Mentoring, Texas A&M, College Station
- 2003-2005 Member, Host Committee for African American Faculty Candidates, University of South Alabama
- 2003-2005 Member, University Admissions and Records Committee, University of South Alabama
- 2003-2005 Member, African American Faculty Mentor Program, Student Affairs Department, University of South Alabama

**Department, and Degree Program**

- 2011-Pres Member, Tenure and Promotion Committee, Department of Public Service and Administration, George Bush School of Government and Public Service, Texas A&M University, College Station
- 2021-2021 Member, PSAA Department, Student Admissions Committee
- 2019-2020 Member, PSAA Department Annual Review Proposal Committee
- 2018-2018 Member, MPSA Harmonization Committee, Public Service and Administration Department, Texas A&M, College Station
- 2018-2018 MPSA Core Course Alignment Committee, Public Service and Administration Department, Texas A&M, College Station
- 2012-2018 Member, McGrew Research Award Committee, Public Service and Administration Department, Texas A&M, College Station
- 2012-2015 Faculty Senator, George Bush School of Government and Public Service, Texas A&M, College Station
- 2012-2014 Chair, Curriculum Committee, Masters of Public Affairs and Administration Program, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2011-2015 Member, Admissions Committee, Masters of Public Affairs and Administration Program, George Bush School of Government and Public Affairs, Texas A&M University, College Station

- 2012-2012 Member, Nonprofit Faculty Hiring Committee, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2011-2011 Member, Assistant Director Hiring Committee, Leadership Program Certificate, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2011-2011 Member, Nonprofit Faculty Hiring Committee, Leadership Program Certificate, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2009-2011 Member, Admissions Committee, Ph.D. Urban and Public Affairs Program, University of Louisville
- 2009-2011 Member, Admissions Committee, Masters of Public Administration, University of Louisville
- 2007-2011 Member, Urban and Public Affairs Ph.D. Comprehensive Exam Committee, University of Louisville
- 2007-2011 Program Faculty, Masters of Urban Planning Program, University of Louisville
- 2005-2011 Program Faculty, Masters of Public Administration Program, University of Louisville
- 2005-2011 Program Faculty, Doctorial Program, University of Louisville
- 2003-2005 Member, Budget Committee, Library Committee, and Grievance Committee, Department of Political Science, University of South Alabama
- 2003-2005 Member, MPA Program Development Committee, Department of Political Science, University of South Alabama

**School/College**

- 2020-2021 Member, 2020-21 Bush School Committee for Faculty Development Leave
- 2019-2020 Member, Allen Building Task Force George Bush School of Government and Public Service, Texas A&M University, College Station

- 2018-2018 Leadership Working Group, Bush School of Government, Texas A&M, College Station
- 2016-2016 Member, Tier One Program Selection Committee, Dean of Faculties, Texas A&M, College Station
- 2013-2016 Member, Executive Committee, George Bush School of Government and Public Service, Texas A&M University, College Station
- 2013-2016 Chair, Bush School Graduate Instruction Committee, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2000-2004 Member, College of Arts and Science Graduate Academic Standards Committee, University of South Alabama

**Profession**

- 2012-2020 Member, CenTex Board of Directors, American Society for Public Administration, Austin, TX
- 2013-2019 Chair, Bush School's CenTex Award Committee, American Society for Public Administration, Austin, TX
- 2012-2013 Past-President, Southeastern Conference for Public Administration
- 2012-2013 Chair, Strategic Imperative 4 Group, American Society on Public Administration
- 2011-2013 Chair, Paul Van Riper Award Committee, American Society on Public Administration
- 2012-2012 Member, Central Texas PSRW Awards Committee, CENTEX American Society for Public Administration, Austin, TX
- 2011-2012 President, Southeastern Conference for Public Administration
- 2011-2012 Vice Chair of SIG 4, American Society for Public Administration
- 2010-2011 President-Elect, Southeastern Conference for Public Administration Executive Board
- 2008-2009 Member, Board of Directors, ASPA Section on Personnel Administration and Labor Relations.

- 2007-2008 Member, American Society for Public Administration, Capacity Steering Group
- 2006-2008 Member, Executive Board of Directors, Southeastern Conference for Public Administration

### **Academic Journals**

- Present Member, Administrative Sciences Editorial Board  
 Member, Public Personnel Management Editorial Board  
 Reviewer, American Review of Public Administration  
 Reviewer, International Review of Administrative Sciences  
 Reviewer, Journal of Armed Forces and Society  
 Reviewer, Journal of Public Affairs Education  
 Reviewer, Journal of Urban Affairs  
 Reviewer, Nonprofit Management and Leadership  
 Reviewer, Public Administration Review  
 Reviewer, Public Management Review  
 Reviewer, Public Performance and Management Review  
 Reviewer, Public Policy and Administration  
 Reviewer, Teaching Public Administration  
 Reviewer, Administrative Sciences  
 Reviewer, Sage Open  
 Reviewer, International Journal of Health Planning and Management
- 2008-2019 Member, Review of Public Personnel Administration Review Board

### **Academic Conferences**

- 2021-2021 Panel Chair, Public Service Motivation, Midwest Political Science Association, 78th Annual Midwest Political Science Conference, April 14-18, 2021
- 2012-2012 Panel Chair, Public Administration Theory Network, South Padre Island, TX, May 17-21 2012.
- 2011-2011 Panel Chair, Kentucky Political Science 2011 Conference, Bowling Green, KY, March 4-5 2011.
- 2010-2010 Panel Moderator, Southeastern Conference of Public Administration, Wilmington, NC. October 13-16, 2010.
- 2009-2009 General Conference Chair, 2009 SECOPA Conference, Louisville, KY.
- 2007-2007 Panel Chair, American Society for Public Administration National Conference, Washington D.C., March 23-27, 2007.

- 2006-2006 Moderator, Southern Industrial Relations and Human Resources Conference, Louisville KY, October 26-28, 2006.
- 2006-2006 Panel Chair, HRM an Individual Characteristics, Southeastern Conference for Public Administration, Athens GA, September 27-30, 2006.
- 2006-2006 Discussant, HRM and Individual Characteristics, Southeastern Conference for Public Administration, Athens GA, September 27-30, 2006.
- 2005-2005 Discussant, Southeastern Conference on Public Administration, Little Rock AK, October 5-8, 2005.
- 2005-2005 Manuscript Reviewer, 2005 Academy of Management, Honolulu HI, August 5-10, 2005.

**Community**

- 2012-2014 Member, Board of Directors, Communitiworks
- 2010-2010 Member, Urban League’s Task Force on African American Educational Attainment, Louisville KY
- 2003-2003 Member, Campaign Workshop Task Force, Mobile Chamber of Commerce, Mobile AL
- 2004-2004 Speaker, Michael Figures Leadership Experience, On behalf of State Senator Vivian Figures, University of South Alabama, Mobile AL
- 2001-2002 Vice Chairman, Finance Committee, Gresham OR
- 2001-2002 Member, Budget Committee, Gresham OR
- 2001-2002 Member, Progress Board, Gresham OR
- 2000-2000 Member, Citizen Involvement Committee, Gresham OR

**ACHIEVEMENT AND AWARDS**

- 2017 Centex ASPA Distinguished Public Administration Educator Award
- 2013 ASPA’s 2013 Chester A. Newland Presidential Citations of Merit

- 2012 Richard Stadelmann Faculty Senate Service Award, Texas A&M Faculty Senate
- 2007 Outstanding Performance and Exemplary Achievement, Black Faculty/Staff Association, University of Louisville, KY
- 2003 Academic Excellence and Outstanding Service Award, Executive Leadership Institute, Portland OR
- 1996 Superior Academic Achievement Award, U of South Florida, Tampa
- 1995 Outstanding Student of the Year, U of South Florida, Tampa FL.
- 1995 Dean's List, University of South Florida, Tampa FL.
- 1993 Peter Miller Scholar, Peter Miller Foundation, Tampa FL
- 1989 The Mayor Award, City of Tampa FL