

**Mitchell F. Rice, Ph.D.**  
**Fellow, National Academy of Public Administration, Washington, DC**  
**VITA (Updated January 2016)**

**Professor of Public Administration and Political Science (Tenured)**

**Dept. of Political Science**

**Texas A&M University**

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**<http://www-polisci.tamu.edu/faculty/rice>**

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**Education**

Claremont Graduate University	Ph.D.	1976	Government (focus in Public Administration and Public Policy)
California State University at Los Angeles	M.S.	1973	Public Administration
California State University at Los Angeles	B.A.	1970	Political Science

**Association Presidencies**

Former President (2010-2011, 1993-94 twice) — National Conference of Minority of Minority Public Administrators (COMPA)

Former President--- Southeastern Conference on Public Administration (SECOPA)-1995

**Research and Scholarly Areas**

Public Administration and Management, Diversity Issues, Multiculturalism, and Cultural Competency, Urban and Social Policy, Personnel/Human Resources Management Policy, Health Policy

**Teaching Fields**

Diversity and the Public Sector, Public Administration and Management, Public Personnel Administration, Public Policy (General), Public Policy (Health), Urban Management/Administration, State and Local Government, Organizational Theory/Behavior, Management/Administration Theory, American Government, Race and Ethnicity in American Society

**Summary of Publications**

Seven books, two bibliographies, and more than 100 published articles/book chapters/reports

**Immediate Previous Position at Texas A&M University**

Director, Race and Ethnic Studies Institute (RESI), Texas A&M University (1997-2004)

Duties /responsibilities involved administering budget and leadership and supervision of staff consisting of 4 -5 full-time professionals and 4 -7 graduate and undergraduate assistants. Disseminate research findings on diversity, race, and ethnicity issues statewide, nationally and internationally. Conducted and lead faculty research on diversity, race, and ethnicity and public policy issues. Establish relationships and interface with professional and community based race and ethnic local and statewide organizations. Organized statewide, national, and international conferences on diversity, race and ethnicity issues. Lead seminars/workshops on minority students and higher education. Assisted Deans and department heads in recruiting and retaining minority faculty. Conducted studies on minority student access, diversity and recruitment. Invited scholarly guest speakers to campus for lectures on timely topics on diversity, race, and ethnicity. Exhibited leadership in promoting corporate development and corporate fundraising

activities for Institute. Created and maintained corporate advisory board for the Institute consisting of major corporations including SBC (now AT&T), Entergy, Federal Express, Fannie Mae, HEB Food Stores and others.

### **Selected Leadership Highlights as Director of the Race and Ethnic Studies Institute (RESI)**

Led, supervised and prepared three major studies (150 pages++ each) examining issues impacting minority student enrollment at TAMU (SEE PAGE 15)

Prepared several research papers examining race and ethnicity issues in Texas (SEE PAGE 15)

Led, Organized, and Conducted 6 international cross cultural conferences with foreign universities examining globalization, culture, immigration and discrimination (SEE DIRECTLY BELOW)

Created statewide corporate advisory board for the Institute and increased corporate funding of the Institute by 500%. (Led, Organized, and Conducted statewide conferences on Hopwood decision, Minority health issues, historically underutilized businesses and Diversity in higher education, business and government. Each conference supported by corporate funding and sponsorships attracting 250 -300 attendees (SEE PAGE-14).

Prepared White papers on Diversity for TAMU office of the President as part of President's Vision 2020 (SEE PAGE 15).

### **Special International Cross Cultural and Research Conferences under my Leadership, Organization, and Supervision**

Intercultural Development Across The Border: An International Research Exchange Between the US and Mexico. May 1999, Mexico City. USA Organizer of Joint Conference between the Race and Ethnic Studies Institute of Texas A&M University and the Autonomous National University of Mexico (UNAM). Conference held in Mexico City.

Intercultural Development Across The Border: An International Research Exchange Between the US and Mexico II. May 2000, Vera Cruz and Xalapa, Mexico. USA Organizer Joint Conference between the Race and Ethnic Studies Institute of Texas A&M University and the University of Vera Cruz. Conference held in Vera Cruz, Mexico  
Globalization and Cross Cultural Development: Society, Politics, Economics, and the Environment-An International Research Exchange July 2001, New Delhi and Bangalore, India. USA organizer of Joint Conference between the Race and Ethnic Studies Institute of Texas A&M University and the University of Agricultural Sciences University (India) and the University of Bangalore. Conference held in Bangalore, India.

Beyond Our Borders: Culture, Immigration, and Marginalization in an Era of Globalization-An International Research Exchange, May 2002, Valladolid, Spain. Joint Conference between the Race and Ethnic Studies Institute of Texas A&M University and the University of Valladolid, Spain. Conference held in Valladolid, Spain.

"Beyond Our Borders V: Discrimination, Immigration and Culture in a Changing Era of Globalization". USA Organizer of Joint International Conference between the Race and Ethnic Studies Institute of Texas A&M University and the University of Costa Rica, and the Julian Samora Research Institute of Michigan State University. Conference venue was the University of Costa Rica, June 9- 12, 2003.

"Beyond Our Borders VI: Human/Civil Rights and the Road to Justice in Mexico and the United States". USA Organizer of Joint International Conference between the Race and Ethnic Studies Institute of Texas A&M University and the University of Baja Californias, Cabo San Lucas, Mexico, June 2004

"Beyond Our Borders VII: Globalization, Marginalization, Governance and Human Rights—Cross National Issues and Gender-Cultural Perspectives". USA Organizer of Joint International Cross Cultural Research Exchange Conference between the Conference of Minority Public Administrators and the Jordan University of Science and Technology. Conference venue was the Jordan University of Science and Technology, Irbid, Jordan, May 28, 2005—June 4, 2005.

"Globalization, Marginalization, Immigration, and Culture: Comparative Perspectives between the USA and Argentina". USA Organizer of Joint International Cross Cultural Research Exchange Conference between the Conference of Minority Public Administrators and the Faculty of Political and Social Sciences at the Universidad Nacional de CUYO, Mendoza, Argentina August 6-12, 2006.

Culture, Public Policy, and Society”. USA Organizer of Joint International Cross Cultural Research Exchange Conference between the Conference of Minority Public Administrators and the School of Public Affairs at Xiamen University, Xiamen, China, July 17-23, 2007.

“Immigration, Culture, Public Policy, and Society: Cross National Issues and Perspectives”, USA Organizer of Joint International Cross Cultural Research Exchange Conference between the Conference of Minority Public Administrators and Yildiz Technical University, Istanbul, Turkey, June 26-28, 2008.

“Afrodescendientes, cultura, politicas publicas y sociedad”. Eleventh Annual International Cross cultural Research Exchange Conference V Coloquio de Profesores. Pontificia Universidad Javeriana, Facultad de Ciencia Política y Relaciones Internacionales, Bogota, Colombia, August 3-7, 2009.

“Globalization and Public Policy: An International Cross Cultural Research Exchange”. Twelfth International Cross Cultural Research Exchange Conference at Auckland University of Technology, Auckland, New Zealand, August 10-13, 2010.

“Globalization and Public Policy.” Thirteenth Annual International Cross Cultural Research Exchange Conference, with the Faculty Law, Social Sciences, and Economics at Mohammed V University, Rabat Morocco, June 20-24, 2011.

U.S. / Bulgaria International Cross Cultural Research Exchange Symposium held with Dialogue Europe Center for Excellence, Sofia University, Bulgaria, June 25-27, 2012.

### **International Leadership Activities with Other Professional Organizations**

Steering Committee Member--International Public Administration, Policy and Development Conference—  
Organizes scholarly conferences in South Africa, Ghana, Ethiopia, Mozambique, Senegal, Uganda,  
From 1997 -present

Member-- Africa Working Group of the National Academy of Public Administration—provides consultancies and  
research programs to Africa public service, from 2001-present

Member—International Committee of the American Society of Public Administration, 2005-present

Member—International Committee of the National Association of Schools of Public Affairs and Administration,  
2009

- present

Track Chair, Public Administration, Academy of Business Administration International Conference, Lisbon, Portugal,  
August 2013

Track Chair, Public Administration, Academy of Business Administration International Conference, Florence, Italy,  
August 2014

Track Chair, Public Administration, Academy of Business Administration Global Trends Conference, Key West,  
Florida, Dec 2014

### **Other International Travel (Presentations at Scholarly Meetings in the following Venues)**

Accra, Ghana; Athens, Greece; London, England; Addis Ababa, Ethiopia; Mexico City, Mexico; Vera Cruz, Mexico;  
Cabo San Lucas, Mexico; Bermuda; Curacao; Santiago, Chile; Aruba, Costa Rica, Dominican Republic, Bangalore,  
India; Amman, Jordan; Beijing, China; Istanbul, Turkey; Changsha, China; Dakar, Senegal; Buenos Aires, Argentina;  
Mendoza, Argentina, Rabat, Morocco, Tangier, Morocco, Lisbon, Portugal

### **Special Leadership Appointments**

Appointed by the City Council of Austin, Texas to the Austin, Texas Manpower Advisory Council, 1979-1980

Appointed to Governor Edwin W. Edwards Administration and Fiscal Transition Team, March 1992

Appointed by Governor Edwin W. Edwards to the State of Louisiana, Rural Health Care Authority, January 1994 - January 1996.

Appointed by Deputy Director- Texas Department of Health, Texas Department of Health to the Models for Community Health Practices Ad Hoc Committee, April 1999- Feb 2000.

Appointed by the Executive Director of the Texas Department of Economic Development (TDED) to the State of Texas Mexico NAFTA Office Advisory Committee in May 2000. Elected Chair in August 2000. Re-elected Chair in 2003-2004. (Committee meetings in Mexico). Served through 2004.

Appointed member of Texas Higher Education Opportunity Project by the Office of Population Research, Princeton, University, 2000-2004.

### **National Awards and Recognition /Research Fellowships/Grants/Special Seminars**

2009 Best scholarship on the topic of Social Equity—Virginia Commonwealth University Wilder School Award

2005 Best book Award by ASPA's Section on Personnel Administration and Labor Relations

2003 Fellow, Salzburg Seminar (Austria), "Race and Migration in Europe"

2002 Minority Student Admission Study, TAMU Office of the President, \$100,000

2001 Minority Student Admissions Study, TAMU President's Office \$95,000

2000 Minority Student Admissions Study, TAMU President Office, \$29,000

1999 Nominated and Selected as FELLOW, National Academy of Public Administration (Washington, DC)

1996 Louisiana Environmental and Education Resources Program, University of New Orleans, \$7,000 (African American Environmental Interviews Project)

1993 LSU College of Business Administration Summer Grant, \$6,000 (Employment Testing and Minorities)

1992 Louisiana Dept. of Transportation and Development, \$5,000 (Set-Asides)

1990 LSU Technology Transfer Training Program, \$12,000 (Privatization)

1991 Louisiana Dept. of Transportation and Development, \$3,500 (Set-Asides)

1990 LSU College of Business Administration Summer Grant, \$6,000 (Minority Set-Asides)

1989 LSU Office of Research Summer Grant, \$6,000 (Black Hospitals)

1988 Rockefeller Archives Center Research Grant, \$1000 (Black Hospitals)

1987 Rockefeller Archives Center Research Grant, \$1200 (Black Hospitals)

1987 National Endowment for the Humanities Travel Grant, \$750 (Black Hospitals)

1987 Association of American Colleges Research Grant, \$785 (Black Hospitals)

1985 Rockefeller Foundation Post Doctoral Research Fellowship, \$24,900 (Black Health Care)

1984 National Research Council Ford Foundation Post Doctoral Fellowship, \$25,000 (Black Health Care) (LBJ SCHOOL OF PUBLIC AFFAIRS-UT at Austin)

1984 Southwest Texas State University Research Grant, \$4600 (Black Health Care)

1982 American Council on Education One Year Fellowship in Academic Administration at Southwest Texas State University

### **Book Series Editor**

Appointed Series Editor for books on the topics examining Blacks in Political Science and Public Administration for Peter Lang Publishing, New York, 2010-14.

### **Journal Editorship**

Managing Editor, *Journal of Minority Disability Research and Practice* (2009- 2011)  
(responsible manuscript processing and the peer review process for two issues per year)

Editor-In-Chief, *Journal of Public Management and Social Policy* (1997-2005)  
(Responsible for all phases of journal production, peer review, editorial correspondence and publication of two issues per year)

### **Scholarly Editorial Boards**

Public Administration Review (Past Member)  
Policy Studies Journal (Past Member)  
Urban Affairs Quarterly (Past Member)  
Duskin-McGraw-Hill Publishing Group  
International Journal of Public Administration (Past Member)  
International Journal of Technology, Policy and Law  
Journal of the Academy of Business Administration  
African Social Science Review  
Journal of Public Affairs Education (Past Member)  
Journal of Comparative Technology Transfer  
Journal of Information Policy, Law and Security  
Journal of Race and Policy

### **Professional Organizations Memberships**

American Political Science Association  
American Public Health Association  
American Society for Public Administration  
National Conference of Black Political Scientists  
National Conference of Minority Public Administrators  
National Forum of Black Public Administrators  
Southwestern Political Science Association

### **Leadership and Service to Professional Learned Organizations**

**Executive Council Member**, Southwestern Political Science Association, 1983-1985, 1996-1998.  
**Executive Council Member**, American Political Science Association, 1987-1989.  
**Behavioral and Social Sciences Committee**, Chair, National Science Foundation Minority Graduate Fellowship Selection Panel, 1987-1990.  
**Council for International Exchange of Scholars** (Fulbright Awards), Public Administration Review Committee, 1989-1991  
**President**- Conference of Minority Public Administrators, 1990-91,2010-2011  
Conference Chairman, organizer, and corporate fundraiser- 1991 National Conference of Minority Public Administrators, Baton Rouge, LA.  
**National Chair**, Committee on the Status of Blacks in the Profession of the American Political Science Association, 1989-1992.  
**National Council Member**, American Society for Public Administration, 1990-91.  
**Academic Task Force Committee Member**, National Forum of Black Public Administrators, 1990-1992.  
**Member, Evaluation Committee**, Presidential Management Internship (PMI) Program, Educational Testing Service, Princeton, NJ, 1991, 1992, 1993, 1994.  
**President**, Louisiana Chapter, Conference of Minority Public Administrators, 1991, 1992, 1993, 1994, 1995, 1996  
**Member, Executive Committee**, National Conference of Minority Public Administrators, 1993-1999  
**Executive Council Member**, Midwest Political Science Association, 1992-1995.  
**President**, Southeastern Conference on Public Administration (SECOPA), 1994 -95.  
**Executive Council Member**, Southern Political Science Association, 1995-97.  
**Member, Social Equity Standing Panel**, National Academy of Public Administration, 2000-Present  
**Member Africa Working Group**, National Academy of Public Administration, 2002-present

**NASPAA Site Visitation Team Member, 1998**

**Leadership for Conference Program Chairs and Conference Section Chairs**

Conference Co-Chair June 2001, International Public Administration and Development Conference (Addis Ababa, Ethiopia)  
Conference Co-Chair July 1999, International Public Administration and Development Conference (Accra, Ghana)  
Conference Section Chair, American Political Science Association, 2000  
Conference Section Chair, National Conference of Minority Public Administrators, 1988, 1989, 1994, 1996, 1997  
Conference Section Chair, Southern Political Science Association, 1989  
Conference Section Chair, Southwestern Political Science Association, 1990  
National Conference of Black Political Scientists, 1984, 1985, 1990, 1992, 1996, 1999  
Vice Chair, American Society for Public Administration 1992 National Conference Planning Committee  
National Conference Chair, 1993 National Conference of Minority Public Administrators  
National Conference Program Co-Chair 1995, National Conference of the American Society for Public Administration (Kansas City)

**Previous University Affiliations and Other Employment**

Louisiana State University, Baton Rouge, 1985-1997, Associate/Full Professor (Tenured)  
Southwest Texas State University, 1977-1985 (now Texas State University), Assistant/Associate Professor (Tenured)  
Prairie View A & M University, 1976-1977, Assistant Professor  
NASA/Johnson Space Center, Summer 1977 (GS-12 Administrative Officer)

**Other Administrative/Leadership Experience**

At SWTSU (now called Texas State Univ) Graduate Advisor and Coordinator of the Masters of Science in Interdisciplinary Studies (MSIS), 1981-1985  
Periodic Acting Director, MPA Program (SWTSU), 1980-85

One year ACE Fellow in Academic Administration as Special Assistant to Vice President for Academic Affairs at SWTSU, 1982-83. Duties/responsibilities involved performing assignments as provided by VPAA. Participation in various administrative councils and committees (Vice President Councils, Deans Council, President Council, University Facilities Committee, Academic Policy Review Committee, etc.). Attended various seminars sponsored by ACE covering academic governance, leadership/administrative skills, financial exigency, societal trends and higher education, budgetary process and etc.

**University Committees (LSU)**

- a) Department (Public Administration Institute)  
NASPAA Accreditation Review Committee  
Graduate Curriculum Committee  
Student Retention Committee
- b) College (College of Business Administration)  
Student Grade Appeal Committee  
Policy Committee  
Scholarship Committee
- c) University  
Vice President, Black Faculty/Staff Caucus  
Honorary Doctorate Committee (Chancellor's Committee)  
Member, Graduate Council (Dean of Graduate School)  
Black Faculty Issues Committee (Vice President for Academic Affairs)  
Promotion/Tenure Committee (Vice President for Academic Affairs)

**Texas A&M University (committees)**

- a) University-Wide  
Vision 2020 Committee (President's Office) 1998-2000  
Dean of Faculties Search Committee (Provost's Office) 1998  
Hopwood Diversity Conference Committee (Provost's Office) 1998-1999  
!25<sup>th</sup> Anniversary Committee (Provost's Office) 2001  
Faculty Search Committee (School of Rural Health) 1999  
Bush School Dean's Search Committee 2000, 2001  
Hispanic Minor Coordinator Search Committee (College of Liberal Arts) 2000  
Recruitment and Retention Committee (Office of Admissions) 2000-2001  
Faculty Search Committee (Dept of Health and Kinesiology) 2001  
Faculty Search Committee (Dept of Psychology) 2001  
University Community Initiative Committee, 2001-2002
- b) Bush School of Government and Public Service  
Graduate Admissions Committee 1998, 1999, 2000, 2001  
Deans Search Committee 2000, 2001  
Recruitment Trips to HBCUs 2000, 2001
- c) Texas A&M University System- Office of Community Development  
Diversity Committee 2000, 2001  
Brazos County Leadership Program 2000, 2001
- d) Political Science Dept  
Graduate Admissions Committee for doctoral program 2006  
Member of Race, Ethnicity and Politics faculty  
Member of Public Administration and Public Policy faculty  
Diversity Committee, 2013-16

#### **Courses Taught at Texas A&M and LSU**

Race and Ethnicity in the American Political System-(Political Science-undergraduates-TAMU)  
Diversity and Public Administration (Political Science-undergraduates-TAMU)  
Introduction to Public Administration (Political Science-undergraduates-TAMU)  
Seminar in Race and Ethnicity and Public Policy (Bush School-graduate Students)  
Seminar in Diversity, Multiculturalism, and Public Policy (Bush School-graduate students)  
Seminar in Contemporary Public Personnel Management Issues (Bush School-graduate students)  
Seminar in Public Administration (Masters and Ph.D. students-LSU)  
Seminar in Public Personnel Administration (Masters and Ph.D. students-LSU)  
Seminar in Public Policy (Masters and Ph.D. students-LSU)  
Independent Study in Public Administration (Masters and Ph.D. students-LSU)  
State and Local Government (undergraduate-LSU)  
Black Politics (undergraduate-LSU)  
Introduction to Public Administration (undergraduate-LSU)  
Urban Politics (undergraduate-LSU)  
American Government (undergraduate-LSU)  
Public Administration Internship (Graduate-LSU)  
Intro to Public Personnel Administration (undergraduate-LSU)

#### **Theses and Dissertations**

Member of 22 dissertation committees (LSU)  
Member of 12 masters and 13 dissertation committees (Texas A&M)

#### **Biographical Listings**

Who's Who in the South and Southwest  
Who's Who among Black Americans

## PUBLICATIONS

### I. Books

- Mitchell F. Rice (ed.) *Diversity and Public Administration* (2<sup>nd</sup> Ed): New York: ME Sharpe Publishers, 2010
- Mitchell F. Rice (ed.), *Diversity and Public Administration*. New York: ME Sharpe Publishers, 2005.
- Jose Luis Alonzo Ponga and Mitchell F. Rice (eds.). *Beyond Our Borders: Culture, Immigration and Marginality In an Era of Globalization* (University of Valladolid, Spain, 2003).
- Mitchell F. Rice, Editor, *Diversity and Public Organizations: Theory, Issues, and Perspectives*, (Dubuque, Iowa: Kendall Hunt Publishers, 1996).
- Mitchell F. Rice and Woodrow Jones, *Public Policy and the Black Hospital: From Slavery to Segregation to Integration* (Westport, CT, Greenwood Press, 1994).
- J. Owens Smith, Mitchell F. Rice, Woodrow Jones, Jr., *Blacks and American Government: Politics, Policy and Social Change* (Dubuque, Iowa: Kendall Hunt Publishers, 1987); 2nd edition, 1991.
- Mitchell F. Rice and Woodrow Jones, *Health of Black Americans from Post Reconstruction to Integration, 1871-1960, An Annotated Bibliography* (NY: Greenwood Press, 1990).
- Woodrow Jones, Jr. and Mitchell F. Rice (co-editors), *Health Care Issues in Black America* (Westport, CT: Greenwood Press, 1987).
- Mitchell F. Rice and Woodrow Jones, Jr. (co-editors), *Black Health Care: An Annotated Bibliography* (Westport, CT.: Greenwood Press, 1987).
- Mitchell F. Rice and Woodrow Jones, Jr. (co-editors), *Contemporary Public Policy Perspectives and Black Americans* Westport, CT.: Greenwood Press, 1984).

### II. BOOK Chapters

1. Mitchell F. Rice (forthcoming), Policing Culturally-Linguistically Diverse Communities in an Era of Terrorism: Improving Community Policing as a Counter-Terrorism Strategy at the Grassroots Community Police Level.” In Siddik Eciki and et al (eds.) Countering Terrorist Recruitment in the Context of Armed Counter-Terrorism Operations, Amsterdam, Netherlands, IOS Press
2. Mitchell F. Rice and Audrey Mathews, “The Need for a New Kind of Public Agency Service Delivery Professional: Possessing Cultural Competency Awareness, Knowledge and Skills in an Era of Diversity in the United States”, Kristen Norman Major and Susan Gooden (eds.) Cultural Competency for Public Administrators, ME Sharpe Publishers, 2012
3. Mitchell F. Rice “A Framework for Utilizing Cultural Competency in Community Policing: Serving Immigrant and Culturally /Linguistically Diverse Communities” pp, 161-172. In Siddik Ekici (ed.) Counter Terrorism in Diverse Communities, Amsterdam, Netherlands, IOS Press, 2011.
4. Mitchell F. Rice, “The Global Digital Divide” (Chapter 7). In Thomas L. McPhail (ed.) Development Communication (Hoboken, NJ: Blackwell Publishers, 2009).
5. Mitchell F. Rice, “A Framework for Addressing the Need for Cultural Competency in Public Administration/Public Service Delivery in the United States”. In Keyong Dong, Marc Holzer and



Mengzhong Zhang (eds), *Building Public Service Oriented Government*. Beijing, China- Remnin University of China Press, 2007, pp. 21-42.

6. Martin Carcasson and Mitchell Rice, "The Promise and Failure of President Clinton's Race Initiative of 1997-1998." In James A. Aune and Enrique D. Rigsby (eds), *Civil Rights and the American Presidency* (College Station, TX: Texas A&M University Press, 2005), pp. 301-338.
7. Mitchell F. Rice and Dhananjaya Arekere, "Workforce Diversity Initiatives and Best Practices in Business and Governmental Organizations: Developments, Approaches, and Issues (Chapter 2), pp. 22-44. In Mitchell F. Rice (ed.), *Diversity and Public Administration*. New York: ME Sharpe, Publishers, 2005.
8. Mitchell F. Rice, "Teaching Public Administration Education in the Postmodern Era: Connecting Organizational Culture to Diversity to Social Equity" (Chapter 4), pp.66-86. In Mitchell F. Rice (ed.), *Diversity and Public Administration*. New York: ME Sharpe, Publishers, 2005.
9. Mitchell F. Rice and Harvey L. White, "Embracing Workplace Diversity in Public Organizations: Some Further Considerations" (Chapter 12), pp. 230-236. In Mitchell F. Rice (ed.), *Diversity and Public Administration*. New York: ME Sharpe, Publishers, 2005.
10. Mitchell F. Rice, Justicia Ambiental y Comunidades Negras (The Environmental Justice Movement and Blacks). In Barbara Driscoll, *Los Derechos de las en Estados Unidos Y Mexico* (in Spanish). The National Autonomous University of Mexico, Center for the Study and Investigation of North America. (2001):283-316.
11. Mitchell F. Rice, Medical Indigency and Inner City Hospital Care: Patient Dumping, Emergency Care and Public Policy. (Chapter 7). Reprinted In Michael J. Holosko and Marvin D. Feit (eds.) *Health and Public Policy* (New York: Haworth Press, 1997).
12. Harvey L. White and Mitchell F. Rice, "The Multiple Dimensions of Diversity" (Chapter 1). In Mitchell F. Rice (ed), *Diversity and Public Organizations: Theory, Issues, and Perspectives* (Dubuque, IA: Kendall Hunt Publishing, 1996): 1-14. Revised and published as "The Multiple Dimensions of Diversity and Culture". (Chapter 1), pp.3-21. In Mitchell F. Rice (ed.), *Diversity and Public Administration*. New York: ME Sharpe, Publishers, 2005.
13. Audrey Mathews and Mitchell F. Rice, "Improving the Bottom Line in Public and Private Organizations: Human Resources, Cultural Diversity, and Productivity" (Chapter 5). In Mitchell F. Rice (ed), *Diversity and Public Organizations: Theory, Issues, and Perspectives* (Dubuque, IA: Kendall Hunt Publishing, 1996): 61- 84.
14. Mitchell F. Rice, Harvey L. White, and Charles Edward Dooley, "Embracing Diversity In Public Organizations" (Chapter 16). In Mitchell F. Rice, *Diversity and Public Organizations: Theory, Issues, and Perspectives* (Dubuque, IA: Kendall Hunt Publishing, 1996): 197-201.
15. Mitchell F. Rice and Brad Baptiste, "Race Norming, Validity Generalization, and Employment Testing" (Chapter 19). In Jack Rabin, Thomas Vocino, W. Bartley Hildreth, and Gerald J. Miller (eds.), *Handbook of Public Personnel Administration* (New York: Marcel Dekker, Inc., 1995): 451-465.
16. Mitchell F. Rice, "Employment Testing Policy and Hiring Fairness: The Issues of Race Norming and Validity Generalization." In *World Business Trends* edited by Sammy G. Amin, Peter B. Barr, and David L. Moore (Proceedings of the 1994 International Conference, Academy of Business Administration, June, 1994, pp. 836-843).
17. Mitchell F. Rice and Woodrow Jones, "The Uninsured and Hospital Care in the Inner City: Patient Dumping, Emergency Care, and Public Policy." In Miriam K. Mills and Robert H. Blank (eds.), *Health Insurance and Public Policy: Risk, Allocation and Equity* (Westport, CT: Greenwood Press, 1992): 73-85.

18. Mitchell F. Rice and Mylon Winn, "Black Health Care and the American Health Care System: A Political Perspective." In Theodore J. Litman and Leonard S. Robins (eds.) *Health Politics and Policy* 2nd ed. (Albany, NY: Delmar Publishers, 1991):320-334.
19. Mitchell F. Rice, "The Black Hospital: Institutional Impacts on the Black Family." In Cheatham et al (eds) *The Black Family: Contemporary Issues and Perspectives* (New Brunswick, NJ: Transaction Press, 1990):110-131.
20. Woodrow Jones, Jr. and Mitchell F. Rice, "Black Health Care in an Era of Retrenchment Politics". In Jones and Rice (eds.) *Contemporary Public Policy Perspectives and Black Americans* (1984):157-172.
21. Mitchell F. Rice and Woodrow Jones, Jr., "Public Policy and Black Health Care: A Civil Rights Perspective." In Myfana Tryman (ed). *Institutional Racism and Black America* (Lexington, MA.: Ginn Press 1985), pp. 67-99.
22. Woodrow Jones, Jr. and Mitchell F. Rice, "Black Health Care: An Overview." In *Health Care Issues in Black America* (1987).
23. Mitchell F. Rice and Woodrow Jones, Jr. "Public Policy Compliance/Enforcement and Black American Health: Title VI of the Civil Rights Act of 1964" in *Health Care Issues in Black America* (1987).
24. Mitchell F. Rice and Woodrow Jones, Jr., "Promoting Mental Health: The Potential for Reform" in *Health Care Issues in Black America* (1987).
25. Mitchell F. Rice, "Public Law and Equality in Local Government Services". In Charles T. Goodsell (ed.) *The Public Encounter: Where State and Citizen Meet* (Bloomington: Indiana University Press, 1981):126-139.
26. Mitchell F. Rice and Woodrow Jones, Jr., "Public Policy and Black Americans" in *Contemporary Public Policy Perspectives and Black Americans* (1984).

### **III. Articles: (Health Policy--1984-1997)**

1. Woodrow Jones, Jr. and Mitchell F. Rice, "Health Care, Civil Rights and the Black Community." *Policy Studies Review* 3 (1) 1984:114-119.
2. Woodrow Jones, Jr. and Mitchell F. Rice, "Preventing Mental Disorders in the Minority Community." *American Journal of Preventative Medicine* 4(1985):33-37.
3. Mitchell F. Rice, Guest Editor, "Black American Health," *Urban League Review* (Winter 1985/86)1-71.
4. Mitchell F. Rice, "On Assessing Black Health Care: A Historical Overview" *Urban League Review* 9 (Winter 1985/86):6-12.
5. Mitchell F. Rice, "Hospital/Health Facilities and the Hill-Burton Act: A Secret From the Black Community." *Urban League Review* 9 (Winter 1985/86):64-70.
6. Mitchell F. Rice, "The Urban Public Hospital: Its Importance to the Black Community," *Urban League Review* 9 (Winter 1985/86):64-70.
7. Mitchell F. Rice and Woodrow Jones, Jr. "Health Care, Public Policy and the Courts: Black Health Status as a Civil Rights Care." *Health Policy* 5 (3) (1985): 207-221.
8. Mitchell F. Rice, Ruth A. Edwards and Patricia Shields, "Nutrition Intervention and Public Policy: A Preliminary Analysis of State and Local WIC Programs." *Journal of Health and Human Resources Administration* 8(4) (Spring 1986):339-60.

9. Mitchell F. Rice, "Inner-City Hospital Closures/Relocations: Health Care Implications for Minority and Low Income Populations." *Proceedings of the 1987 Conference of the Academy of Management, Southwest Division* , pp. 214 - 218.
10. Mitchell F. Rice, "Hospital Closures/Relocations in the Inner-City: Implications for Hospital Care in the Black Community." *Journal of Health and Human Resources Administration* 9(3) (Winter 1987):340-353.
11. Mitchell F. Rice, "Inner-City Hospital Closures/Relocations: Race, Income Status and Legal Issues" *Social Science and Medicine* 24(11) (1987):889-896.
12. Mitchell F. Rice, Guest Editor, "Inner City Health," *Journal of Health and Human Resources Administration* 10 (3) (Winter 1988). "Introduction," pp. 221-223.
13. Mitchell F. Rice, "Equity Issues in Hospital Care: Patient Dumping, Emergency Care and Public Policy." *Journal of Health and Human Resources Administration* 10 (3) (Winter 1988): 288-297.
14. Mitchell F. Rice, "Medical Indigency and Inner City Hospital Care: Patient Dumping, Emergency Care and Public Policy." *Journal of Health and Social Policy* 1 (2) (1989):1-30.
15. Mitchell F. Rice and Mylon Winn, "Health Care in Black America: A Political Perspective." *Journal of the National Medical Association* 82 (6) (June 1990): 429-437.
16. Mitchell F. Rice, "Hospital Viability and Closures." *Journal of Health Care for the Poor and Underserved* 1 (1) (Summer 1990): 103-106.
17. Mitchell F. Rice and Woodrow Jones, "The Uninsured and Patient Dumping: Recent Strategies in Indigent Care." *Journal of the National Medical Association* 83 (10) (October 1991):874-882.
18. Mitchell F. Rice, "Health Care Reform, Managed Competition, and the Urban Medically Underserved: Some Preliminary Questions About Structure, Equity, and Quality Care." *Journal of Health and Social Policy* 8 (4) (1997): pp. 31-52.

#### **IV. Articles (1980-82) (Health Policy)**

19. Woodrow Jones, and Mitchell F. Rice, "Liberalism, Politics and Health Planning." *Journal of Health and Human Resources Administration* (August 1980):56-66.
20. Mitchell F. Rice, "Black Health Care: Another Look at an Old Problem." *Texas Public Health Association Journal* 33 (Fall 1981):17-20.
21. Mitchell F. Rice and Woodrow Jones, Jr, "Black Health Inequities and the American Health Care System." *Health Policy and Education* 3(October 1982):195-214.
22. Mitchell F. Rice and Patricia Shields, "The Provision of Public Emergency Ambulance and Medical Services through A Regional Volunteer Approach." *Municipal Management* 4(1981/82):121-131.

#### **V. Articles (1979-2008) (Urban Policy, Personnel Policy, Public Policy, Public Administration)**

23. Mitchell F. Rice, "Inequality, Discrimination and Service Delivery: A Recapitulation for the Public Administrator." *International Journal of Public Administration* (Winter 1979):409-443.
24. Woodrow Jones, Jr. and Mitchell F. Rice, "Race, Class and Attitudes toward Public Transportation: A Comparative Study of Four Cities," *Western Journal of Black Studies* (Spring 1979):39-43.
25. Mitchell F. Rice, "The Discriminatory Purpose Standard in Racial Discrimination Litigation," *Southern University Law Review* 10(2) (Spring 1984):219-239.

26. Mitchell F. Rice and Carter Wilson, "From CETA to JTPA: Administrative and Distributional Impacts of Federal Job Training Policy Changes in Ohio." *State and Local Government Review* 20 (2) (Spring 1988): 79-83.
27. Mitchell F. Rice and Patricia Shields, "Using Price as a Management Tool" *New England Journal of Human Services* 8 (3) (1988): 21-28.
28. Mitchell F. Rice, "Training in a Federal Agency: A Research Note." *Southern Review of Public Administration* (now called *Public Administration Quarterly*) (March 1979):488-495.
29. Mitchell F. Rice, "Citizen Participation, Politics, and Federal Programs in Metropolitan Areas." *Polity* (Summer 1979):604-616.
30. Mitchell F. Rice, "Blacks and the American Legal/Political System: From Slavery to the 1970s and Beyond." *Journal of Black Studies* (March 1979):351-360.
31. Mitchell F. Rice and Woodrow Jones, Jr, "Municipal Service Suits, Local Public Services and Service Equality." *Midwest Review of Public Administration* (Now called *The American Review of Public Administration*) (March 1980):29-39.
32. Mitchell F. Rice and William Verner, "Affirmative Action in Selected Large Texas Cities: Compliance With EEOC." Proceedings of the 1980 Conference of the Southwest Institute of Decision Sciences, pp. 279-286.
33. Mitchell F. Rice and William Verner, "Implementing Federal Policy: A Preliminary Analysis of Equal Employment and Affirmative Action in Selected Texas Cities." *Urban Affairs Papers* of NASPAA (now called *Journal of Urban Affairs* 2 (Summer 1980):37-54.
34. Mitchell F. Rice, "Support for Affirmative Action Among Municipal Administrators in Texas." *Public Affairs Comment* (LBJ School of Public Affairs - UT Austin) 27 (May 1981):1-6.
35. Mitchell F. Rice, "Public Policy, Bureaucracy and Equality in the Service Delivery Process." *Urban Affairs Quarterly* 16 (March 1981):385-391.
36. Mitchell F. Rice and James L. Robinson, "Federal Urban Homesteading Policy and Urban Blacks" 6(1) *Western Journal of Black Studies* (Spring 1982):44-49.
37. Mitchell F. Rice, Ruth Ann Alsobrook and George Weinberger, "Computer Security in Small Local Governments in Texas." *Texas Business Review* 56 (2) (March, April):100-104.
38. Mitchell F. Rice, "Who Rules in Local Communities: Reputation, Leadership, Decision-Making and Community Power Revisited." *Journal of Political Science* (Fall 1982):21-29.
39. Mitchell F. Rice, "Municipal Services and the Judiciary: The Immunity Doctrine in the Service Delivery Process." *International Journal of Public Administration* 5 (1) (1983):89-118.
40. Mitchell F. Rice, "Personnel Attitudes, Inter-minority Competition, and Affirmative Action Policy Implementation." *Municipal Matrix* (School of Community Services, North Texas State University) (March 1983):1-5.
41. Mitchell F. Rice and John B. Coers, "Motives for Civilian Union Membership at a Federal Installation in Texas." *Municipal Matrix* (May 1984): 1-6.
42. Mitchell F. Rice and others, "Sunset Review and State Administrators" *The Bureaucrat* (Summer 1985):11-16.

43. Mylon Winn and Mitchell F. Rice, "Individual and Organizational Ethics: A Case for Compatibility." *New Direction in Public Administration Research* 1(1) (April 1986):1-25. Reprinted in *Public Administration: Annual Editions*, 91-92 (Guilford, CT: The Duskin Publishing Group, 1991): 6-12.
44. Mitchell F. Rice, "The Discriminating Purpose Standard: A Problem for Minorities in Racial Discrimination Litigation." *Boston College Third Word Law Journal* 6(1) (January 1986):1-22.
45. Mitchell F. Rice, "Government Set-Asides, Minority Business Enterprises and the Supreme Court," *Public Administration Review* 51 (2) (March/April 1991): 114-122.
46. Mitchell F. Rice, "NCAA Policies and the African American Student Athlete" (Chapter 8). In Harold E. Cheatham (ed.) *Cultural Pluralism on Campus* (Alexandria, VA: American College Personnel Association, 1991): 137-148.
47. Mitchell F. Rice, "Justifying State and Local Government Set-Aside Programs through Disparity Studies in the Post-Croson Era." *Public Administration Review* 52 (5) (Sept/Oct. 1992): 482-490.
48. Mylon Winn and Mitchell F. Rice, "Managing Life Cycle Demands Through a Leadership Agenda." *International Journal of Public Administration* 16(3) (1993): 295-324.
49. Mitchell F. Rice, "State and Local Government Set-Aside Programs, Disparity Studies, and Minority Business Development in the Post-Croson Era," *Journal of Urban Affairs* 15 (6) (1993): 529-553.
50. Mitchell F. Rice "Racial Discrimination, Capital Punishment Policy, and the Supreme Court: The Death Penalty as a Political Devaluation of Black Life," *The National Political Science Review* Vol. 4 (1994): pp. 61-79.
51. Kenneth A. Jordan, Mitchell F. Rice, and Audrey Mathews, "Educating Minorities for Public Service in the Year 2000." *The Public Manager* Vol. 23, No. 2 (Summer 1994): pp. 51-56.
52. Mitchell F. Rice, "Minority Business Enterprise Set-Aside Programs, Disparity Fact-Finding Studies, and Racial Discrimination in State and Local Public Contracting in the Post-Croson Era." *National Political Science Review* 5 (1995): 215-240.
53. Mitchell F. Rice, "Minority Procurement Policy Design." *Journal of Urban Affairs* 17 (1) (1995): 19-22.
54. Mitchell F. Rice, "Introduction: Diversity in American Society," *Journal of Public Management and Social Policy* 1 (1) (Spring 1995):1-4.
55. Mitchell F. Rice, "Introduction: Government Set - Asides, Minority Business Development, and Public Contracting." *International Journal of Public Administration* 18 (7) (1995): 1007-1010. Special Issue Editor.
56. Mitchell F. Rice, "State and Local Government Set - Aside Programs and Minority Business Development in the Post - Croson Era: The Efficacy of Disparity Studies". *International Journal of Public Administration* 18 (7) (1995): 1011 - 1064.
57. Mitchell F. Rice, "Minority Business Enterprise Set-Aside Programs, Disparity Fact-Finding Studies, and Racial Discrimination in State and Local Public Contracting in the Post-Croson Era." *National Political Science Review* 5 (1995): 215-240.
58. Charles E. Dooley and Mitchell F. Rice, "Embracing Diversity in the Public Sector," *The Public Manager* 24 (2) (Summer 1995): 39-42.
59. Mitchell F. Rice, "The Devaluation of Black Life: Race, Capital Punishment, and the Supreme Court". *Occasional Papers-* Albany State College, I (1) (1996):35-75.

60. Mitchell F. Rice and Maurice Mongkuo, Did Adarand Kill Minority Set-Asides? *Public Administration Review* (January/February 1998) 58 (1):82-86
61. Thomas F. Seebode, Mylon Winn, and Mitchell F. Rice, AAn Expository Analysis and Discussion of Richard J. Stillman II's Commentary on Woodrow Wilson's Essay AThe Study of Administration.@ *Journal of Public Management and Social Policy* 4 (1)(Summer 1998):57-66.
62. Mitchell F. Rice, "Assessment and Commentary on Denhardt". In *PA 2000:The Future of Public Administration*, Special Symposium, The Whitman Center For Public Service, University of West Florida, January 1999.
63. Martin Carcasson and Mitchell F. Rice, The Promise and Failure of President Clinton's Race Initiative of 1997-1998: A Rhetorical Perspective. *The Journal of Rhetoric and Public Affairs* 2 (2) (Summer 1999):243-274.
64. Mitchell F. Rice and Martin Carcasson, President Clinton's Initiative on Race: A Success or Failure? *Journal of Public Management and Social Policy* 5 (2) (1999): 25-36.
65. Mitchell F. Rice, A Mini-Symposium, Introduction: Public Management in Latin America: The Latin American Center For Development Administration (CLAD), *The Journal of Public Management and Social Policy* 6 (1) (Summer 2000): 1 - 3.
66. Mitchell F. Rice, Public Management and Development in Developing Nations: Conference Training Initiatives by The Conference of Minority Public Administrators, *The Journal of Public Management and Social Policy* 6 (1) Summer (2000): 31-35.
67. Mitchell F. Rice, The Digital Divide and Race in the United States. *Politics, Administration and Change* (Australia) vol. 36 (July-December 2001): 20-31.
68. Mitchell F. Rice, "Information and Communication Technologies and the Global Digital Divide: Technology Transfer, Development and Least Developing Countries". *Comparative Technology Transfer and Society* 1 (1) (April 2003): 72-88.
69. Mitchell F. Rice, "Organizational Culture, Social Equity and Diversity: Teaching Public Administration in the Post Modern Era", *Journal of Public Affairs Education* 10 (2) (April 2004):143-154.
70. Mitchell F. Rice, "Promoting Cultural Competency in Public Administration and Public Service Delivery: Utilizing Self – Assessment Tools and Performance Measures", *Journal of Public Affairs Education* 13 (1) (Winter 2007): 41-53.
71. Mitchell F. Rice, "A Post Modern Cultural Competency Framework for Public Administration and Public Service Delivery", *International Journal of Public Sector Management* 20 (7) (2007): 622-637
72. Mitchell F. Rice, "A Primer for Developing a Public Agency Ethos of Cultural Competency in Public Services Programming and Public Services Delivery". *Journal of Public Affairs Education* 14 (1) (2008):21-38.

## VI. Chapter Publications in Scholarly Proceedings

1. Mitchell F. Rice and Dhananjaya M. Arekere, The Environmental Justice Movement and Blacks in the United States: Improving Environmental Policymaking, Berhanu Menigistu and Harvey White (eds.) *PROCEEDINGS- Improving Government Performance in Development: An International Dialogue*, International Conferences on Public Management and Development Administration (Summer 2000):105-119.
2. Mitchell F. Rice, AThe Digital Divide Problem in the United States: African Americans, Hispanics and the Use of Information and Communication Technologies@. In Berhanu Menigistu (ed.) *Proceedings-- Governance and Sustainable Development: Promoting Collaborative Partnerships* (International Conference on Public Management, Policy and Development- Addis Ababa, Ethiopia, June 3-6, 2001): 538-542.

3. Mitchell F. Rice, "Minority Business Set Aside Policy and the City of New Orleans." In Alma H. Young and Mary E.D. Andry (eds.) *The State of Black New Orleans* (New Orleans: Urban League of Greater New Orleans, 1986): 22-30.

## VII. Special Published Scholarly Proceedings/Book Foreword

1. Mitchell F. Rice, Preface, page 1. In Siddik Ekici (ed.) *Counter Terrorism in Diverse Communities*, Amsterdam, Netherlands, IOS Press, 2011
2. Mitchell F. Rice (ed.), *Minority Health Care: Are We There Yet?* Conference Proceedings, Held October 14-15, 1998, Texas A&M University, Race and Ethnic Studies Institute, College Station, Texas
3. Mitchell F. Rice, The Politics of Minority Health Care Policy. In Mitchell F. Rice (ed.), *Minority Health Care: Are We There Yet?* Conference Proceedings, Texas A&M University, Race and Ethnic Studies Institute College Station, Texas
4. Mitchell F. Rice (ed.) *The Hopwood Effect: Problems, Prospects, and Impact on Minorities in Higher Education*. Conference Proceedings, Texas A&M University, Race and Ethnic Studies Institute, February 12-13, 1999.
5. Mitchell F. Rice, "Hopwood, Higher Education, and Minorities". In Mitchell F. Rice (ed.), *The Hopwood Effect: Problems, Prospect, and Impact on Minorities In Higher Education*. Conference Proceeding, Texas A&M University, Race and Ethnic Studies Institute, February 12-13, 1998.
6. Mitchell F. Rice, "Foreword." In James L. Robinson, " *Racism or Attitude? The On-Going Struggle for Black Liberation and Self Esteem*, New York: Plenum Press (Insight Books), 1995.

## VIII. Special Reports, Special Papers, and Consultations

- Mitchell F. Rice, Audrey Mathews, and Sylvester Murray, *REPORT OF THE DEPARTMENT OF PUBLIC ADMINISTRATION REVIEW NORTH CAROLINA CENTRAL UNIVERSITY (NCCU) COLLEGE OF BEHAVIORAL and SOCIAL SCIENCES (CBSS), April 2011*
- Kristine Marcy, Jonathan Breul, Robert Burton, Frank Chellino, Martin Faga, MITCHELL RICE, and Barbara Wamsley---Protecting Against Supply Chain Corruption (A White Paper prepared by a Panel of the National Academy of Public Administration for the FBI Transformation Project, October 2010.
- Kristine Marcy, Jonathan Breul, Robert Burton, Frank Chellino, Martin Faga, MITCHELL RICE, and Barbara Wamsley--- An Independent Assessment of the FBI's Facilities Acquisition Processes (An Assessment by the National Academy of Public Administration, September 2010.
- Meredith Newman, MITCHELL RICE, William Waugh, and Ric Richardson, University of New Mexico, School of Public Administration-Academic Program Review. Prepared at the request of the Office of the Provost-University of New Mexico, November, 2009.
- David Berteau, Larry Byrne, John Callahan, Gerald Galloway, Stephen Honey, Gregory Lashutka, MITCHELL RICE, and Jacqueline Rogers- Strengthening National Defense: Countering Encroachment through Military-Community Collaboration (A Report by a Panel of the National Academy of Public Administration for the U. S. Department of Defense, Office of Economic Adjustment, September 2009.
- Consultant and Advisory Board member, Texas Southern University, College of Continuing Education, Center for Minority Training and Capacity Building for Disability Research and "Minority Scholar/Champion Research Training Project (a project federally funded by NIDRR) 2005-2009.

Charles W. Washington, MITCHELL RICE, and Gordon Sherman, Equal Employment Opportunity Commission's National Contact Center: Changing, Technology, Changing Business Practices (A Report by a Panel of the National Academy of Public Administration for Congress and the EEOC, January 2007).

Mitchell F. Rice, Member of Special Consultation Team to Civil Service Commission of Ghana, West Africa, June 2004 for the National Academy of Public Administration, Washington, DC.

Mitchell F. Rice and Dhananjaya Arekere, "Education Attainment and Income Gaps Among African and Hispanic Americans". Race and Ethnic Studies Institute Research Brief, Summer 2004.

Dhananjaya Arekere and Mitchell F. Rice, "Heights Scaled by Hispanics in Texas". Race and Ethnic Studies Institute Research Brief, Spring 2003.

Dhananjaya Arekere and Mitchell F. Rice, "No Turning Back for Blacks in Texas". Race and Ethnic Studies Institute Research Brief, Spring 2003.

Dhananjaya Arekere and Mitchell F. Rice, "Analytics of College Choice: Minority Students at Texas A&M University". Race and Ethnic Studies Research Brief, Summer 2003

Mitchell F. Rice and Dhananjaya Arekere, Factors Influencing Minority Students Decision Not To Enroll at Texas A&M University. (prepared for the Office of the President, Texas A&M University, August 2000, Vol 1, 186pp.

Mitchell F. Rice and Jay Arekere, Analyzing Enrollment at Texas A&M University. (Prepared for the Office of the President, Texas A&M University), December 2001, Vol. 1, 150 pages.

Arekere, D. M., and M. F. Rice. *Factors Influencing Minority Students Decision Not to Enroll at Texas A&M University—Minority Study III: Volume 2* (prepared for the Office of the President, Texas A&M University, September 2002, 200++pp.

Mitchell F. Rice, "The Need for Teaching Public Administration Education and Professional Public Service Training Programs In Sub-Saharan Africa: Some Preliminary Thoughts and Observations on Civil Service Reform@. *Invited Presentation for the United Nations Ad Hoc Expert Group Meeting on Managing Diversity in the Civil Service in Africa*, May 3-4, 2001, United Nations, New York City.

Mitchell F. Rice and Jay Arekere, Factors Influencing Minority Students Decision Not To Enroll at Texas A&M University. (Prepared for the Office of the President, Texas A&M University), August 2000, 175 pages.

"Diversity, Texas A&M University and Vision 2020". Prepared for the President's Office Report, Vision 2020: Texas A&M University In The Next Century (Final Theme Reports, Nov 20-21, 1998 (with the assistance of Dr. Woodrow Jones).

Mitchell F. Rice, Privatization of Street and Roadway Repair and Maintenance: A Survey Report of Louisiana Jurisdictions. (Prepared for the Technology Transfer Program, Louisiana Transportation Research Center, November, 1991).

A Review and Summary Report of the Louisiana Volume II Disparity Study (prepared for the Louisiana Dept. of Transportation and Development, January 1992).

Advisory Consultant to the Office of Minority Health, U.S. Dept. of Health and Human Services on "African American Health and Health Care Reform," March-May, 1993.

### Research in Progress

"Cultural Competency in Public Administration/Public Service Delivery"



“Diversity, Multiculturalism, and International Responses to Terrorism”

**Special Conferences and Symposia (Organized, Directed and Co-Directed)**

Hopwood, Higher Education and Minorities,” Presidential Conference Center, Texas A&M University, February 12-13, 1998. (250 attendees). Hosted By The Race and Ethnic Studies Institute and The President=s Office.

Minority Health Care: Are We There Yet? College Station Hilton Hotel and Conference Center, October 15-16, 1998. (125 attendees). Hosted by The Race and Ethnic Studies Institute and The TAMU School of Medicine.

Texas HUBS: Prospects and Developments in the New Millennium@, Texas A&M University Conference Center November 13-15, 2000, (175 attendees). Co-hosted by the Race and Ethnic Studies Institute and The Texas Dept of Transportation.

“Exploring Access and Equity for Diverse Populations in Higher Education” One Day Symposium (Co-hosted by the Race and Ethnic Studies Institute and the University Library) April 17, 2002 (150 attendees).

“The Intersection of Leadership and Diversity” (Co-hosted by the Race and Ethnic Studies Institute and the Dept of Educational Leadership) February 20-21, 2003. (150 attendees)

“The Global Dimensions of Diversity: Exploring Issues and Developing Effective Strategies”, November 5-7, 2003, Hyatt Regency Hotel, Houston, Texas. (225 attendees)

“Closing the Achievement Gap in Educational Attainment for Hispanic American and African American Students”. Co-hosted with the Urban Endowed Chairs Program in the College of Education) April 30, 2004.

**International and National Conferences Paper Presentations**

Over 100 paper presentations made at professional/academic conferences on the topics: A Personnel Policy, Diversity Management, Public Policy and Black Health Care Issues, Urban Policy, Environmental Justice, Digital Divide, and Social Policy, Diversity, and Cultural Competency.

**Papers presented at selected scholarly meetings:**

American Political Science Association National Meetings  
American Public Health Association National Meetings  
American Society for Public Administration National Meetings  
Conference of Minority Public Administrators National Meetings  
National Forum of Black Public Administrators National Meetings  
National Conference of Black Scientists National Meetings  
Center for Public Administration in Latin America (CLAD)  
International Society for Ecological Economics  
International Academy of Business Administration Annual Meetings

**Academic Guest Lectures and Speeches**

Dillard University (New Orleans) Urban Studies and Public Policy Series, "Black Health Care", February, 1981.

Morehouse School of Medicine (Atlanta), "Health Politics and Elderly Americans," June, 1984.

Meharry Medical School (Nashville), "Health Care and the Black Aged," September, 1984.

The Pennsylvania State University, "Minorities in Health Careers: Issues of Recruitment and Retention". January, 1987.

Tuskegee University, "Public Policy and Black Health Care". Speech presented to Annual Meeting of Association of Minority Health Professions Schools. February, 1988.

Tulane University, "Politics, Policy and Black Health Care." Speech presented to Student National Medical Association (Tulane University Medical School) Graduation Banquet, May 1988.

International Personnel Management Association (LA Chapter), "Health, Stress and the Black Manager", August, 1988.

Student National Medical Association (New Orleans), Luncheon Speaker "Policy Issues and Black Health Care" November 5, 1988.

Meharry Medical College, "Hospital Closures and Viability," October 1989.

Miami/Dade County Minority Health Symposium, "The Effectiveness of Traditional (Drug Abuse) Treatment Programs," October 1989.

"Enhancing Multi-Culturalism and Racial Diversity on Predominantly White University Campuses." Speech presented to LSU Vice Chancellor for Academic Affairs Deans Chairpersons Special Session on *Racism on College Campuses*, December 1989.

University of Southwestern Louisiana/Louisiana Department of Education, "How Effective are Traditional Drug Abuse Treatment Programs," March 1990.

Drew University of Medicine and Science (Los Angeles). "The Changing Nature of Inner City Hospitals: Implications for Minority Health Care." May, 1990.

Plenary Speaker, "The Struggle to Maintain Affirmative Action in the 1990s." Illinois Affirmative Action Personnel Officers Association, Springfield, Illinois, November 22, 1991.

Guest Lecturer, "Politics, Policy and Black Health Care," Health Services Research Seminar, Meharry Medical College, April 9, 1992.

Speaker and Resource Person, "Responding to Drugs and AIDS," Meeting the Health Needs of the African American Community, Sponsored by the Joint Center for Political and Economic Studies, Washington, DC, June 13, 1992.

Speaker, "Diversity in America 2000: Challenges Facing Public Education," Improving Race Relations in Louisiana's Public Schools, Sponsored by Louisiana Dept. of Education, Desegregation Assistance Project, Baton Rouge, LA, June 26, 1992.

Guest Lecturer, American Political Science Association Ralph Bunche Summer Institute for Black Students, "Public Policy and African-American Health Care," Atlanta, Georgia, June 1990, June 1991, June 1992.

Speaker, "Negotiating Contracts for African American Conferences/Conventions." Greater New Orleans Black Tourism Network, July 18, 1992, New Orleans.

Workshop Speaker, "The Incidence and Impact of AIDS in the African American Community." Presentation made to the Human Services Committee, National Conference of Black State Legislators, New Orleans, LA, December 1, 1992.

Speaker, "Health Care Reform, Managed Competition, and the Urban Medically Underserved." Lister Hill Center for Health Policy, University of Alabama at Birmingham, November 17, 1993.

Workshop Speaker, "Recent Developments in Government Set-Aside Programs." National Association of Minority Contractors (Winter Meeting), New Orleans, December, 1993.

- Workshop Speaker, "Conducting Effective Board Meetings." Louisiana Primary Care Association Annual Meeting, Lake Charles, LA, February 10, 1995.
- Distinguished Speaker in Public Administration, Albany College, "The Death Penalty and the Black Community", Albany, Georgia May 2-3, 1995.
- Workshop Speaker, "Understanding Set-Aside Policy Design." National Association of Minority Contractors, Atlanta, Georgia, June 15, 1995.
- Workshop Speaker, Understanding and Dealing with Conflict on the Job, Louisiana Library Association, Lafayette, Louisiana, November 1996.
- Keynote Speaker, Careers and Opportunities in the Hospitality Profession. Black Colleges Hospitality Management 1997 Consortium, Shreveport, Louisiana, January 1997.
- Lecture Presentation, Diversity Implications for American Institutions for the Next Millennium, National Research Council/Ford Foundation Fellows Conference, Washington, D.C., October, 1997.
- Lecture Presentation, What is the Difference Between Diversity and Affirmative Action,@ Society of American Military Engineers, Dallas, Texas, November 1997.
- Workshop Speaker, The Politics of Minority Health Care.@ Texas Department of Minority Health Sixth Annual Conference, December 9-11, 1998, San Antonio, Texas.
- Workshop Speaker, Understanding Affirmative Action, Diversity and Multiculturalism@. Texas Coordinating Board Access and Equity Conference, December 13-15, 1998, Austin, Texas.
- Keynote Speaker, What's Ahead in the New Millennium: Facing Challenges and Changes in a Global Society, The Honor Society of Phi Kappa Phi, University of Houston, February 7, 1999.
- Academic Lecture, Race and Urban Issues In Higher Education, Honors College, University of Houston, February 8, 1999
- Keynote Speaker, Diversity, Affirmative Action, and Multiculturalism: What is the Difference"? Dept of Multicultural Affairs, University of Alabama/Huntsville, February 18, 1999.
- Keynote Dinner Speaker, What Would Dr. King Think Now Corpus Christi NAACP Annual Banquet, January 2000
- Keynote Dinner Speaker, After High School: Your Formal Education is Just Beginning Central Texas NAACP High School Students Awards Banquet, May 2000
- Workshop Speaker, The International Conference Disability Studies: A Global Perspective, sponsored by the National Institute on Disability and Disability Research, National Press Club, Washington, DC, October 18, 2000 (Presentation distributed live globally through WEBCAST).
- Keynote Banquet Speaker, The Golden Triangle Minority Business Council (Beaumont, Texas), December 5, 2000
- Workshop Speaker, Understanding the Differences Between Diversity, Affirmative Action, and Multiculturalism. Presented at the Texas A&M Human Resources Symposium on Conflict Management and Diversity in the Workplace. Texas A&M University, April 26, 2001.
- Speaker, Emerging Issues in South Africa for Creative Education@, Business Opportunity Symposium Series, Texas Conference of Black Mayors-(BOSS Conference) August 23, 2001, Austin, Texas.

- Keynote Speaker, Mitchell F. Rice, "Understanding Diversity and Equal Employment Opportunity in the United States," United States Spain Embassy, November 2002.
- Keynote Speaker, Mitchell F. Rice, "The Status of African Americans and Civil Rights: From Segregation to Affirmative Action to the Twenty-First Century," Universidad Complutense de Madrid, November, 2002.
- Keynote Speaker Mitchell F. Rice, "The Importance of Diversity to Business." The School of Computer Sciences at the Universidad Pontificia de Salamonica en Madrid, November, 2002.
- Keynote Opening Session Speaker, The Politics of Minority Health Care OR Why The Political System Can't Provide Adequate Health Care to the Minority Community, Texas Minority Health Conference, Irving , Texas, November 8, 2002.
- Keynote Lecturer, Mary Francis Early Lecture, "The Importance of Diversity in Higher Education OR The Minority Struggle For Higher Education Access Continues in the New Millennium," University of Georgia, April 8, 2003.
- Invited Lecturer, Jordan University of Science and Technology, Irbid, Jordan, "Muslim and Arab Americans Demographic and Socio Economic Status in the United States", July 28, 2004.
- Invited Lecture, "Cultural Competency and Public Administration", Renmin University of China (Beijing). July, 1, 2005
- Invited Lectures, "The Impact of Race and Immigration on Mid-Term Elections in the U.S.", "American Society Immigration and Multiculturalism"; and. August 14- 15, 2006, sponsored by the US Embassy, Buenos Aires, Argentina. LECTURES AT: Program with the Asia and Africa Studies Institute of the "Union Caboverdiana Mutual Savings Society" Ethnographic Museum; Center for American Studies Foundation, American Club; and University of Belgrano.
- Invited Lecture, " A Cultural Competency Framework for Public Services Delivery in the United States" School of Public Affairs, Xiamen University, Xiamen, China, April, 2007.
- Invited Lecture, Cultural Diversity, Cultural Competency, and Public Administration, Yildiz Technical University, Istanbul, Turkey, November 13, 2007.
- Invited Lecture, for U.S. Embassy in Buenos Aires, Argentina, Digital Video Conferencing (DVC), "US Elections and the Impact of US Civil Rights Movement on US Society Today", March 6, 2008 (1 and ½ hours).
- Invited Panel Speaker, "The Politics of Minority Health Care OR Why The Political System Can't Provide Adequate Health Care to the Minority Community", Black Policy Conference, Harvard University, April 18, 2009.
- Invited Lecture, "Changing Demographics, Diversity, and Cultural Competency: Implications for Public Administration in the United States", Fudan University, Shanghai, China, June 6, 2009.
- Invited Presentation, "A Framework for Utilizing Cultural Competency in Community Policing: Serving Immigrant and Culturally/Linguistically Diverse Communities." NATO Advanced Research Workshop, May 9-11, 2011, Antalya, Turkey.
- Invited Lecture, "ICT Barriers, High Tech Crime, and Police, "The African Training and Research Centre in Administration for Development (CAFRAD), June 23-25, 2014, Hotel Intercontinental, Tangiers, Morocco.
- Invited Research Presentation, "Policing Culturally-Linguistically Diverse Communities in an Era of Terrorism: Improving Community Policing as a Counter- Terrorism Strategy at the Grassroots Community Police Level." NATO Advanced Research Workshop, May 9-10, 2015, Antalya, Turkey.
- Invited Participant, NATO - SPS Community Policing Expert Meeting, January 18 -19, 2016, Brussels, Belgium

**Media and Professional Magazines Interviews**

- "Black Faculty on White Campuses: Carrying Their Load and Then Some." *Black Issues in Higher Education* 3 (22) (March 1, 1987): 1, 11.
- "Black Health Care: Grappling with the Issues." *Black Issues in Higher Education* 4 (5) (May 15, 1987): 6.
- "Teacher Says Blacks' Health Care Neglected" *Sunday Advocate* (Baton Rouge) (September 11, 1988): B1.
- "Future Is Bleak for N.O. Blacks, Report Shows," *The Times-Picayune* (February 27, 1986): A-21.
- Report: Blacks in Orleans Hurting," *The Times-Picayune* (New Orleans) (April 24, 1986): A-1.
- "Public Servants Ponder How to Improve Image" *New York Times* (April 18, 1983): B1, B5.
- "More Blacks Needed in Health Professions" *The Philadelphia Tribune* (February 3, 1987): 4-A.
- "High Court Voids Set-Aside Program." *PA Times* (February 17, 1989): 1,20.
- "Success" *Radio Interview New Century Broadcasting*, broadcasted May 9, 1989.
- "Public Policy and HIV Cure" *Louisiana Public Broadcasting System*, aired December 15, 1989.
- "Issues in Black Health" Q106 Radio, 1 hour radio talk show in Baton Rouge, August 16, 1990.
- "Living Fast, Dying Young in America's Inner Cities." *In These Times* (December 26, 1990 - January 15, 1991), p. 7.
- "No Pay, No Stay: Dumping Uninsured Patients is Illegal, But Have Hospitals Noticed." *Public Citizen* (July/August 1991), pp. 17-19.
- "Culture Conflict in Diverse Workforce." *PA Times* (September 1, 1991): 1,20.
- "Medical Jeopardy: The Squeeze on Black Teaching Hospitals." *Emerge* (February 1992):39-40.
- "The Diminishing Black Hospital." *Ebony* magazine, March, 1992.
- "Black Hospitals Suffer Acute Health Problems," *The Washington Times*, November 21, 1993: A12.
- "Black organizations seek support for health reform," *Daily Town Talk* (Alexandria, LA), August 18, 1994.
- "America's Talking" (Cable TV-East Coast), "The Supreme Court and Set Asides," June 13, 1995.
- New Demographics and Opportunities for African Americans@ [in the city management profession]. *The Black Collegian*, 1<sup>st</sup> Semester Issue, 1997.
- The Race and Ethnic Studies Institute at Texas A&M University. Interview with TAMU Radio Station, November 1997 (broadcast throughout Texas, Arkansas, Mississippi).
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### **Workshops and Public Service Leadership Lectures**

I conduct leadership training seminars in Diversity, Ethnic Relations, Time Management, Motivation, Supervisory Skills, Communication, Stress Management, Staff Training Function, AA & EEO, Human Relations, Leadership Skills, and Conflict Management with public and private agencies

List of Agencies Workshops Provided To:

State of Texas:

University of Houston Graduate School of Social Work - Continuing Education Division  
University of Houston - Institute of Labor and Industrial Relations

Austin Child Guidance Center:

Community Council of South Central Texas (New Braunfels, TX)  
San Patricio County, TX Community Action Agency  
Texas Education Foundation (San Marcos, TX)  
Travis County Personnel Department (Austin, TX)

Texas State Government:

Austin State Hospital  
Texas Youth Council  
General Land Office  
Texas Department of Human Resources  
Texas Department of Health  
Texas Board of Pardons and Paroles

Sam Houston State University - Criminal Justice Center

U.S. Government:

Bergstrom Air Force Base, Texas (Human Relations Office)

Department of Health and Human Services (SES Program)

Gary Job Corps Center

City of Killeen, Texas

**REFERENCES AVAILABLE UPON REQUEST**