

## LAUREN BOCK MULLINS

Assistant Professor of Health Care and Public Administration  
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### EDUCATION

Doctor of Philosophy in Public Administration - May 2012  
School of Public Affairs and Administration  
Rutgers, The State University of New Jersey, Campus at Newark  
Concentrations: Public Management; Performance Measurement & Improvement  
Dissertation: *Balancing Work and Family: What is the effect of Family Responsibilities  
Discrimination on Career Advancement?*  
Advisor: Dr. Norma Riccucci

Master of Music (Vocal Performance) - May 2007  
New Jersey City University

Master of Arts in Human Rights, Liberal Studies MA Program - December 2003  
Women's Rights Concentration  
Graduate School of Arts and Sciences  
Columbia University

Bachelor of Arts in Political Science and Communication - May 2002  
Minors in Africana Studies and Spanish  
Villanova University

### PUBLICATIONS AND WORKS IN PROGRESS

#### Articles

Mullins, Lauren Bock. "Should Teachers 'Lean in'? FRD: Why Some Public School Teachers Prefer Not To." (Accepted without revision to the *Journal of Workplace Rights*, New Scholars Section in January, 2016, Forthcoming.)

Mullins, Lauren Bock and Karina Saldivar. "Research Associating Gender and Government Privatization: Lessons from International Literature." *WAGADU, A Journal of Transnational Women's and Gender Studies*. (Full article accepted for special issue on women and government outsourcing, December 2015. Waiting on journal editor final comments for the symposium, Forthcoming.)

Holzer, Marc, Lauren Bock Mullins, Marco Ferreira, and Peter Hoontis. 2016. "Implementing Performance Budgeting at the State Level: Lessons Learned from New Jersey." *International Journal of Public Administration*, Volume 39, Issue 2, pp. 95-106. (In print.)

Kim, Taehee and Lauren Bock Mullins. 2014. "How Does Supervisor Support and Diversity Management Affect Employee Participation in Work/Family Policies? Research Note." *Review of Public Personnel Administration: The Journal of Public Human Resource Management*. Published online. DOI: 10.1177/0734371X14553883 (In print.)

Mullins, Lauren Bock. 2014. "Is Family Responsibilities Discrimination the New Sex Discrimination? Lessons from School Teachers' Perceptions." *Review of Public Administration and Management*. 2: 142. DOI:10.4172/2315-7844.1000142 (In print.)

Mullins, Lauren Bock. "Pink Tape: A Feminist Theory of Red Tape." September 2013. Symposium of Women in Public Service. *Public Voices*, Volume XIII, Issue 2, p. 33. (In print.)

Mullins, Lauren Bock. "The Art of Improvisation and Street-Level Bureaucracy." *Public Voices*, September 2012, Vol. 12, Issue 2, p. 68. (In print.)

#### Articles in Progress

Kim, Taehee and Lauren Bock Mullins and Taewon Yoon. "Supervision of Telework: A Key to Organizational Performance." (under review and in journal revision process.)

Kasymova, Jyldyz and Lauren Bock Mullins. "The Good, Bad and Ugly of Innovations in Human Services Administration, Evidence from New York Counties."

Mullins, Lauren Bock and Norma Riccucci. "Managing Risk of Family Responsibilities Discrimination in the Public Sector: Current Progress and Future Challenges of the New Workplace Discrimination."

Kim, Taehee and Lauren Bock Mullins. "Are Family Friendly Programs the Public Sector's Carrot? An Empirical Study of Organizational Performance."

Mullins, Lauren Bock. "Managing Human Trafficking in the United States: An Intergovernmental Effort."

Mullins, Lauren Bock. "Applying Performance Measurement to Managing Diversity: What's the Point?"

Mullins, Lauren Bock. "Iron-Jawed Owners: An Historical Exploration of Gender and Citizen Participation."

## Book Chapters

Mullins, Lauren Bock, Alexander C. Henderson and Linda L. Vila. (2016). “Public-Private Collaboration in Workforce Development: Examining the Intersection of Public Education Programs and Private-Sector Employer Needs.” (Forthcoming in *Creative Government-Business Alliances: A Public Solutions Handbook*,” Daniel Bromberg, (Ed.)).

Holzer, Marc and Lauren Bock Mullins. “Citizen Participation and Performance: A Model for Citizen-Based Government and Performance Management.” In, Hindy Schachter and Kaifeng Yang (Eds.), *The State of Citizen Participation in America*, International Civic Engagement Series. Information Age Publishing.

Holzer, Marc, Lauren Bock Mullins, Rusi Sun, and Jonathan Woolley. “An Analysis of Collaborative Governance Models In the Context of Shared Services.” In, Hindy Schachter and Kaifeng Yang (Eds.), *The State of Citizen Participation in America*, International Civic Engagement Series. Information Age Publishing.

## **OTHER**

[Letter to the Editor of the \*Wall Street Journal\* on work and family was published on March 6, 2015.](#)

Letter to the Editor of the *Wall Street Journal* on the gender pay gap was published on April 13, 2014.

## **CONFERENCE PRESENTATIONS**

The American Society for Public Administration Conference, March 2016. Westin Seattle Hotel. “How Does Government Privatization Affect Women? A Rubik Cube of Evidence from International Cases.” (co-author, presenter, forthcoming.)

[The American Society for Public Administration Conference, March 2015. Hyatt Regency Chicago. “Does Satisfaction with Family-Work Initiatives Affect Perceptions of Career Advancement?” \(co-author, presenter, panel moderator.\)](#)

The Northeast Conference on Public Administration, November 2014. University of New Hampshire. “Managing Risk of Family Responsibilities Discrimination in the Public Sector: Current Progress and Future Challenges of the New Workplace Discrimination.” (Co-author with Norma Riccucci.)

The 7<sup>th</sup> Public Performance Measurement and Reporting Network Conference, Rutgers, The State University of New Jersey, Campus at Newark, September 2014. “The Good, Bad and Ugly of Innovations in Human Services Administration: Evidence from New York Counties.” (presented as part of a panel, Co-author with Jyldyz Kasymova.)

“Does Satisfaction with Family-Work Initiatives Affect Perceptions of Career Advancement?” The Northeast Conference on Public Administration, November 2013. University of Delaware. *(paper accepted for presentation as part of a panel, Co-author with Taehee Kim)*

“Applying Performance Measurement to Managing Diversity: What’s the Point?” The 6<sup>th</sup> Public Performance Measurement and Reporting Network Conference, Rutgers, The State University of New Jersey, Campus at Newark, in conjunction with the State of New Jersey, Trenton, September 2013. *(presented as part of a panel)*

“The Effect of Family-Friendly Policies on Organizational Performance: Supervisor’s Support and Diversity Management as Moderators.” The Public Management Research Conference, June 2013. Madison, Wisconsin. *(presented as part of a panel, Co-author)*

“Implementing Performance Budgeting: A Case Study of the State of New Jersey.” The 2013 American Society for Public Administration Conference, March 2013. New Orleans, LA. *(paper accepted for presentation as part of a panel, Co-author with Peter Hoontis and Marco Ferreira)*

“Balancing Work and Family: How Does Family Responsibilities Discrimination Affect Career Advancement?” Northeast Conference on Public Administration, November, 2012. Boston, MA. *(presented as part of a panel)*

“Implementing Performance Budgeting at the state level: lessons learned from NJ.” The Twenty-fourth Annual Association for Budgeting and Financial Management Conference, October, 2012. New York, NY. *(presented as part of a panel, Co-author)*

“Balancing Work and Family: How Does Family Responsibilities Discrimination Affect Career Advancement?” Northeast Conference on Public Administration, October, 2012. Boston, MA. *(paper accepted for presentation)*

“Pink Tape: A Feminist Theory of Red Tape.” Northeast Conference on Public Administration, October 28-29, 2011. New York, NY. *(paper accepted for presentation)*

“Implementing Performance Budgeting: A Case Study of the State of New Jersey.” The Fourth Annual Public Performance Measurement and Reporting Conference, September 23-24, 2011. Newark, NJ. *(Co-author)*

## **TEACHING EXPERIENCE**

Human Resource Administration in the Public Sector (HCPA, graduate-level, LIU Post)

Personnel Administration in the Health Care and Public Sectors (HCPA, undergraduate, LIU Post)

[Performance Management and Information Systems](#) (HCPA, graduate-level, LIU Post)

Research Methods (HCPA, undergraduate, LIU Post)

Critical Issues in Health/Public Administration (HCPA, undergraduate, LIU Post)

Policy Making in American Government (Political Science, undergraduate, LIU Post)

Principles of Public Administration (MPA Program, graduate-level, LIU Post)  
American Health Systems (Healthcare Administration, undergraduate, LIU Post)  
Human Resource Administration (Executive MPA program, Rutgers University)  
Urban Experience in the United States (SPAA undergraduate, Rutgers University)  
Introduction to Public Administration (MPA Program, graduate-level, Rutgers University)  
Women's Lives (Women's Studies Program, undergraduate, New Jersey City University)  
Experiencing Performing Arts (Music Program, undergraduate, New Jersey City University)  
Human and Intercultural Relations (Core Requirement, undergraduate, New Jersey City University)  
Intro to American Government (undergraduate, William Patterson University)

## **ACADEMIC EXPERIENCE**

Long Island University, Post, Brookville, New York (September 2012- Present)  
Assistant Professor in Health Care and Public Administration.

Rutgers, The State University of New Jersey, Newark, New Jersey (September 2009 – May 2012, Summer 2013)

Assisting with the undergraduate public health program initiative.

Teaching Assistant to Professor Evan Stark in the Masters of Public Health program in conjunction with University of Medicine and Dentistry for Health Systems and Health Care Management courses (paper grading, technology set-up, assisting students with questions and concerns, assisting with class preparation)

Performed research consulting for the Northern New Jersey Community Foundation project to develop The Hackensack River Compact, a volunteer community council for civic engagement in Bergen County, NJ during Summer 2011.

New Jersey City University, Jersey City, New Jersey (October 2004 – August 2009)  
Program Assistant to the Music, Dance & Theatre Department (Professional Services Specialist - State of New Jersey)

William Paterson University, Wayne, New Jersey (Fall 2004)

Adjunct teaching two sections of undergraduate class: Introduction to American Government (Political Science Department)

## AWARDS & HONORS

Graduate Teaching Assistantship, Rutgers, The State University of New Jersey  
*Academic Years 2009–2010, 2010–2011, and 2011–2012*

Summa cum Laude, New Jersey City University

Cum Laude, Columbia University

Summa cum Laude, Villanova University

Phi Beta Kappa, Villanova University

Phi Kappa Phi, Villanova University

Political Science Medal (highest G.P.A. of Political Science majors in class at graduation),  
Villanova University

## SERVICE TO THE PROFESSION

*SWPA Board Member*, National [Section for Women in Public Administration \(SWPA\)](#),  
[elected](#) to national board in Spring [2015](#). Currently serving a [3-year term](#), which includes  
helping to organize annual SWPA breakfast, serving on the National Awards Committee,  
suggesting and starting the process of establishing a section journal that will focus  
specifically on research geared toward women and minorities, and assisting with general  
management functions of the section.

*Participant*, NASPAA accreditation workshop, Brooklyn, NY, 2015.

*Reviewer*, Public Management Review, Public Performance and Management Review, Public  
Personnel Management, International Journal of Public Administration, Review of Public  
Personnel Administration, Conference Papers for the Kigali Conference Book.

*Panel Chair*, “Implementing Performance Budgeting: A Case Study of the State of New  
Jersey.” 4<sup>th</sup> Public Performance Measurement and Reporting Network Conference, Rutgers,  
The State University of New Jersey, Campus at Newark, September 2011

*Panel Moderator*, “Performance Measurement Tools and Techniques.” 4<sup>th</sup> Public  
Performance Measurement and Reporting Network Conference, Rutgers, The State  
University of New Jersey, Campus at Newark, September 2011

*Steering Committee Member*, 5<sup>th</sup> Public Performance Measurement and Reporting Network  
Conference, Rutgers, The State University of New Jersey, Campus at Newark, in conjunction  
with the State of New Jersey, Trenton, September 2012

*Panel Moderator*, “A View from Change Agents: What Can We Learn from Consultants  
Specializing in Performance Management?” 5<sup>th</sup> Public Performance Measurement and  
Reporting Network Conference, Rutgers, The State University of New Jersey, Campus at  
Newark, in conjunction with the State of New Jersey, Trenton, September 2012

*Panel Moderator*, “Challenges of Human Resource Management and Training.” Northeast Conference on Public Administration, University of Massachusetts Boston, November 2012.

*Panel Moderator*, “Integrating Performance Measurement and Evaluation: Speed Networking to Advance Public Service Goals.” 6<sup>th</sup> Public Performance Measurement and Reporting Network Conference, Rutgers, The State University of New Jersey, Campus at Newark, in conjunction with the State of New Jersey, Trenton, September 2013

*Panel Chair Roundtable Speaker*, Closing Plenary Session, 6<sup>th</sup> Public Performance Measurement and Reporting Network Conference, Rutgers, The State University of New Jersey, Campus at Newark, in conjunction with the State of New Jersey, Trenton, September 2013

## **PROFESSIONAL AFFILIATIONS**

American Society for Public Administration (ASPA), *September 2009 – Present*.  
Section for Women in Public Administration (SWPA), *September 2009 – Present*.

## **RESEARCH INTERESTS**

Public Management  
Performance Measurement and Improvement  
Women and Family Policy  
Health Care Management  
Citizen Participation  
Arts Management