

## **GAUTAM NAYER, Ph.D.**

Assistant Professor

Texas Southern University, 3100 Cleburne Street, Houston, Texas, 77004

Phone:713-313-4809 E-mail: [NayerG@TSU.EDU](mailto:NayerG@TSU.EDU); [GNayer@Yahoo.com](mailto:GNayer@Yahoo.com)

### **EDUCATION**

#### **Doctorate (Ph.D.)**

**January 2009**

#### **Rutgers University**

School of Public Administration & Affairs (SPAA)

GPA-3.6

Dissertation Defense completed- successfully defended November 10, 2008

Dissertation: *Prisoner Reentry Programs and the New Public Management: Case studies in Faith and Non-faith based reentry programs*

Areas of Interest: Urban Development & Research, Public Performance Management, Research

Methods- Quantitative and Qualitative, Prisoner/Jail Reentry Programs and Civil Liberties

Senior Research Associate, National Center for Public Performance (NCP), Rutgers-Newark

Treasurer, American Society of Public Administration (ASPA)-Section on Public Performance

Management

Spring 2005-present

Teaching Assistantship

Fall 2005-Fall 2007

Dissertation Fellowship

Fall 2007-Summer 2008

#### **Master of Public Administration (M.P.A.)**

**December 2004**

**The University of North Carolina at Pembroke, Pembroke, North Carolina** GPA- 3.8

Thesis- *Patient Satisfaction Among Native Americans in Robeson County: Effects of Patient-Physician Match on Ethnic Origin & Cultural Similarity*

Student Member- MPA Advisory Board, NASPAA accreditation committee

Graduate Assistant- UNCP Men & Women's Cross Country Team

Fall 2004

#### **Paralegal Certificate**

**December 2001**

**Howard University, Washington D.C.**, Center for Legal Studies (Boulder, CO)

#### **Bachelor of Arts (B.A.) - Law and Society**

**May 2001**

**The American University, Washington D.C**

GPA- 3.4

Dean's List of School of Public Affairs

1997, 1998, 1999

Honors: *Pi Alpha Theta*- National History Honor Society (inducted Mar 2001)

Golden Key National Honor Society (inducted Feb 2000)

CAA Scholar Athlete (inducted Feb 2000)

University Honors Program (1999-2001)

School of Public Affairs Leadership Program (1997-1998)

Activities: Scholarship/Varsity Athlete, AU Cross-Country and Track Team (1997- 2001)

Occasional fiction writer for American University magazine, *American Literary*

## ARTICLES

Étienne Charbonneau, & Nayer, Gautam. *Barriers to the Use of Benchmarking Information: Narratives from Local Government Managers*. Journal of Public Management & Social Practice (JPMSP).

Forthcoming

Vol. 18. Iss. 2. Pp. TBD

Fall 2012

Nayer, Gautam, Osho, Samuel & Sen, Lalita . *An Empirical Analysis of Minor League Baseball Team Perceptions of Its Intangible Benefits: Evidence from Port St. Lucie and Its Residents-Urban Planning Approach*. European Journal of Social Sciences (EJSS).

Vol. 20, Iss. 4. Pp. 553-564

Spring 2011

Nayer, Gautam. *The View Behind Rubber Bars: An Analysis and Examination of Faith and Non-Faith Jail Reentry Programs in Central Florida*. Journal of Knowledge and Best Practices in Juvenile Justice & Psychology.

Vol. 4, No. 1. Pp. 55-62

Fall 2010

*Patient Satisfaction among Native Americans and other Minority Groups: Effects of Patient Physician Match on Ethnic Origin & Cultural Similarity*. Lead Author. Submitted to the Journal of Race, Gender and Class (RGC).

Vol. 17. Number 3-4. Pp. 126-141

Fall 2010

## MANUSCRIPTS- IN PROGRESS

*New Public Management in the New Age of Rehabilitation: A qualitative analysis of faith-based reentry managers and their managerial style*. Lead Author. Submission planned for Journal of Qualitative Criminal Justice & Criminology (JQCJC)

Submission Expected

Fall 2012

## RUTGERS UNIVERSITY- IN-HOUSE PUBLICATIONS

### Chapters & Articles

*Reinventing Newark: Visions of the City from the Twentieth Century*. Exhibition at Paul Robeson Art Gallery, Rutgers University, Newark campus November 2, 2005-December 15, 2005. Also contributor to *Reinventing Newark* catalogue.

“*The Art of Public Service*.” A collection of posters and other cultural history reflecting positive images of public service.

“*Red Tape From Red Square*.” A number of Russian bureaucratic cartoons, sketches, posters and other pieces of art reflecting almost 150 years of bureaucracy through Russian eyes.

## CONFERENCES

“Assessing the Client-Oriented services of Reentry Programs.” Paper presented at the Academy of Criminal Justice Sciences annual meeting to be held March 13-17, 2012 in New York City, NY. March 13-17, 2012.

“A Qualitative Examination of Faith-based Reentry Programs in Central Florida.” Paper presented at the Southwestern Association of Criminal Justice (SWACJ), College Station, TX, September 29-October 1, 2011.

“Faith and Non-faith based Prisoner Reentry Programs: Case studies in Central Florida.” Paper co-presented at the American Society of Criminology (ASC), San Francisco, CA, November 17-20, 2010.

*“A Preliminary Study of Gender Differences on Death Penalty Views of College Students from Bangladesh, China, Nigeria and the United States.”* Paper co-presented at the Academy of Criminal Justice Sciences (ACJS), San Diego, CA, February 23-27, 2010.

*Social and Financial Costs of Prison Privatization: Can Prisoner Reentry Programs Work? An Alternative Approach to Prison Privatization.* Paper presented at The International Prison Privatization Experience, A Transatlantic and Transpacific Dialogue, August 6-8, 2009.

*“Shared Services: A Western IT Perspective.”* Paper presented at the Sixth Annual International Conference on E-Government, New Delhi, India, December 18-20, 2008.

*“A baseball stadium in the eighteenth-fastest growing county in America: What do the average John and Jane Q Public think of its’ economic impact? A survey of 107 residents in St. Lucie County and analyses of their responses.”* Paper presented at the Northeastern Political Science Association, (NPSA), Annual Conference, Philadelphia, November 7, 2005.

## RESEARCH EXPERIENCE

**National Center for Public Performance, Rutgers University- Senior Research Associate**  
January 2005 - December 2008

Duties include gathering of data for public performance management projects throughout New Jersey municipalities, assisting with grant-writing proposal to Sloan Foundation in May 2005, research publication work involving NCPP publications and certification program, and working extensively to set up and implement the new Public Performance Management & Reporting Network ([www.ppmrn.net](http://www.ppmrn.net)).

**Local Unit Alignment, Consolidation, and Reorganization Commission (LUARCC) of New Jersey- Senior Research Associate** November - December 2008

Member of a team that wrote a final report for the state appointed commission examining shared services, their utilization and cost-effectiveness for municipalities in New Jersey.

## GRANT WRITING EXPERIENCE

**St. Lucie County, Sheriff’s Department**

May-June 2009

Worked in collaboration with the St. Lucie County Public Defender's Office (19<sup>th</sup> Circuit). Applied for a state funded grant in order to develop a Residential Substance Abuse Treatment (RSAT) program.

## **JOURNAL EDITORIAL EXPERIENCE**

**Public Performance & Management Review- Assistant Editor** March 2006-June 2008  
The quarterly, peer-reviewed journal published by the American Society for Public Administration's, Public Performance Management section. Co-sponsored by the National Center for Public Performance, Rutgers University-Newark.

**Journal of Public Management and Social Policy-Assistant Editor** Fall 2005-Spring 2008  
Sponsored by the Conference of Minority Public Administrators (COMPA). A peer-reviewed, quarterly journal published beginning in Spring 2006. Co-sponsored by the National Center for Public Performance, Rutgers University-Newark.

## **TEACHING EXPERIENCE**

**Assistant Professor, Texas Southern University** Fall 2009- present

Course: Ethics in Criminal Justice Fall 2012  
Upper-level undergraduate course centered on theories in criminal justice. Course utilized case studies related to law enforcement and criminal justice.

Course: Introduction to Administration of Justice Fall 2012  
Introductory course taught to freshmen. Basics of the U.S. criminal justice system analyzed, discussed and debated.

Course: Introduction to Law Enforcement Fall 2012  
Taught students theory with emphasis on practicality and the realities of everyday law enforcement. *New York Times* summaries were prepared for group and individual presentations.

Course: Introduction to Court Systems Summer 2012  
Introductory course of the American court system taught to undergraduates during summer session.

Course: Introduction to Law Enforcement Summer 2012  
Students exposed to law enforcement theories while in conjunction with current day events. *The New York Times* was a constant source of academic discussion.

Course: Issues in Correctional Administration Spring 2012  
Master's course involving salient issues in correctional administration taught to second year graduate students in conjunction with Wiley College masters' students. Students created five-minute policy presentations in tandem with relevant criminal justice issues.

Course: Judicial Administration Spring 2012

Upper-level course taught to sophomores, juniors and seniors. Analysis and discussions on the administration and management of criminal justice agencies were debated. Students were also encouraged to develop new ways to solve administrative problems.

Course: Selected Topics: Leadership Fall 2011  
Upper-level course taught to juniors and seniors regarding the leadership aspects of general government administrative work as well as specific cases concerning criminal justice practitioners, such as lawyers, judges and police officers.

Course: Introduction to Administration of Justice Fall 2011  
Introductory course taught to freshmen. The “ins and outs” of the U.S. criminal justice system were analyzed, discussed and debated on its’ merits and shortcomings.

Course: Introduction to Law Enforcement Fall 2011  
Taught students theory with emphasis on practicality and the realities of everyday law enforcement. New York Times summaries were prepared for group and individual presentations.

Course: Ethics in Criminal Justice Summer 2011  
Advanced course on criminal justice ethics in the criminal justice field. Course utilized case studies and ethics philosophers such as Aristotle and related to law enforcement and criminal justice.

Course(s): Introduction to Administration of Justice (2 sections) Spring 2011  
Introductory course taught to freshmen. Freshmen were exposed to the inner workings of the U.S. criminal justice system. Guest speakers such as the Dallas Police Department were involved.

Course: Judicial Administration Spring 2011  
Upper-level course taught to sophomores, juniors and seniors. Analysis and discussions on the administration and management of criminal justice agencies were debated. Students were also encouraged to develop new ways to solve administrative problems.

Course(s): Introduction to Administration of Justice (2 sections) Fall 2010  
Introductory course taught to freshmen. Emphasis was placed on the basic workings of the American criminal justice system.

Course(s): Introduction to Law Enforcement (2 sections) Fall 2010  
Taught students theory with emphasis on practicality and the realities of everyday law enforcement. Individual articles from The New York Times were analyzed, discussed and evaluated in conjunction with the textbook.

Course: Introduction to Court Systems Summer 2010  
Introductory course of the American court system taught to undergraduates during summer session.

Course: Judicial Administration Spring 2010

Upper-level course taught to sophomores, juniors and seniors. Group presentations as well as discussions on the administration and management of criminal justice agencies discussed.

Course(s): Introduction to Administration of Justice (2 sections) Spring 2010  
Introductory course taught to freshmen. Emphasis on the basic workings of the American criminal justice system and it's modern day application to everyday life.

Course(s): Introduction to Law Enforcement (2 sections) Fall 2009  
Taught students theory with emphasis on practicality and the realities of everyday law enforcement. Case studies using *The New York Times* investigative articles were prepared for group and individual presentations.

### **University of Houston Certified Public Manager Program (CPM)**

Track 5: Productivity and Program Evaluation Spring 2012  
Tools for evaluation on how to conduct public administration research in public and non-profit sector programs. Benchmarking, program evaluation, principles of legal research and the tools and techniques of public administration were covered.

Track 2: Managing for Quality Fall 2011  
Focused on how a comprehensive feedback loop approach can help public administrators understand the way in which organizations can improve their operations. Applications of Total Quality Management (TQM) and Strategic Planning were also given due weight.

Track 5: Productivity and Program Evaluation Spring 2011  
Tools for evaluation on how to conduct public administration research in public and non-profit sector programs. Benchmarking, program evaluation, principles of legal research and the tools and techniques of public administration were covered.

Track 4: Public Finance & Budgeting Fall 2010  
Provided practical knowledge concerning public finance and budgeting. Basic techniques of finance, budgeting and public sector accounting and auditing was integrated into the course.

Track 2: Managing for Quality Summer 2010  
Focused on how a systems approach can help public administrators understand the way in which organizations can improve their operations. Practical applications of Total Quality Management (TQM) and Strategic Planning were discussed.

### **UNC Pembroke, North Carolina**

Assistant Professor, MPA Program Summer 2009  
Course: Leadership & Change  
Involved students in elements of leadership and change in public administration. Used case studies to effectively create an active learning environment. Challenged students to actively foster debate on the topic of leadership and change.

Teaching Assistant (TA), Rutgers University Spring 2008

Course: Political Economy and Public Administration, MPA Executive Program  
TA under Dr. Byron E. Price- taught course with emphasis on connecting required reading with modern day events such as the upcoming November 2008 Presidential election and local Newark politics.

Teaching Assistant (TA), Rutgers University Spring 2007  
Course: Political Economy and Public Administration, MPA Executive Program  
TA under Dr. Byron E. Price- taught course with focus on local Newark economy and surrounding New York areas and their relationship with public administration. Involved class through classroom discussions.

Teaching Assistant (TA), Rutgers University Spring 2006  
Course: Political Economy and Public Administration, MPA Executive Program  
TA under Dr. Byron E. Price- taught course with focus on political economies related to public administration.

## **COMMUNITY SERVICE**

Member of College Honors Board Fall 2011  
This Board is responsible for mentoring, teaching and advising the Thomas Freeman University Honors College Program. Members meet several times a year and assist in developing improved and updated curriculum for university honors students.

Member of Department of AJ, Academic Grievance Committee Summer 2011  
This committee is responsible for addressing, responding and concluding academic grievances petitioned by students. Members are recommended by the Chairman of Administration of Justice Department.

Member of Ad Hoc Committee SPAA Faculty Annual Performance/Evaluation Spring 2011  
This committee is responsible for writing a draft for recommendations and evaluations on the annual performance of the School of Public Affairs & Administration. Members are recommended by the Chairman of Administration of Justice Department.

Member of TSU Building and Facility Committee Fall 2009-current  
This committee is responsible for making recommendations for the design and programming of the building for the School. Members are appointed by the Dean of the School of Public Affairs.

Faculty Advisor, Alpha Phi Sigma Fall 2009-current  
National Criminal Justice Honor Society- Alpha Phi Sigma is the nation's oldest and most reputable criminal justice honor society, catering to academics, students and professionals.

## **WORK & INTERN EXPERIENCE**

**Newark in Transition, Policy Team-Mayor's Office, Newark, NJ** Summer 2006  
Policy Coordinator- Managed and recruited 33 Policy Associates during the month of May and June. Set up roundtable meetings and worked actively with policy groups in the Newark area to draft and present policy reports to Mayor Cory Booker. Final policy reports were made public to the city's residents. Assisted in daily operations at the Transition Team office.

**Southeastern Regional Medical Center, Reid Caldwell & David Sumner, VP** Summer 2004  
Intern- Interacted with all levels of management at area's largest hospital. Participated and learnt decision-making skills with two vice presidents of healthcare administration with almost 25 years of combined experience. Created internship manual for future interns.

**Dean Eric Dent, School of Business, U.N.C Pembroke** Fall 2003-Fall 2004  
Graduate Assistantship- Conduct online research for journal articles relating to "Complexity Theory and Complex Adaptive Systems" for publishing. Assisted with research that involved alumni of UNC Pembroke's business school program.

**Campaign for Judge Alberta Widman** Spring 2002  
Worked on the re-election campaign for Judge Alberta Widman in Port Saint Lucie, Florida. Canvassed and erected signs on and around St. Lucie County.

**Office of the Public Defender, Diamond Litty, Ft. Pierce, FL** January- June 2002  
Legal Intern/Investigator- Conducted jail interviews with inmates and wrote interview notes, typed, and maintained computer system database for juvenile and misdemeanor records, and attended arraignments with lawyers and observed depositions.

**Congressman Charles Bass- House of Representatives, Washington D.C.** Fall 2001  
Congressional Staff Intern-Worked actively with the Congressman's staff in responding to constituent letters, monitoring faxes, mail and email, answering phones.

**Washington D.C. Metropolitan Police Department** Summer 1999  
Force Investigation Team, Summer Intern- worked with Captain Joshua Ederheimer in creating and maintaining a database and an efficient filing system for all use-of-force complaints by residents.

**Voltas Ltd. Corporate Headquarters, Bombay, India** Summer 1998  
Summer Intern- worked in the Human Resources department and created a slide presentation for competent training of all new personnel as a final project. Studied air conditioning and refrigerator market in India.

## **COMPUTER SKILLS**

Proficient in Lexis, Westlaw, Microsoft Word, Microsoft Excel, Word Perfect, Microsoft PowerPoint, Internet Explorer, Microsoft Outlook, Mozilla Firefox, SPSS, GIS (beginner).

## **LANGUAGES**

Fluent Hindi, Beginner French, German, Sanskrit and Spanish.

## **SPECIAL INTERESTS**

Lived in India for nine years (1984-1993).

Amateur marathon runner- completed New York City marathon twice- 2007, 2008.