

GAUTAM NAYER, Ph.D.
Assistant Professor
Texas Southern University
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EDUCATION

Doctorate (Ph.D.) **January 2009**
Rutgers University, Newark, New Jersey
School of Public Administration & Affairs (SPAA)
Dissertation Defense- 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 DWI courts
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-Fall 2008
Teaching Assistantship Fall 2005-Fall 2007
Dissertation Fellowship Fall 2007-Summer 2008

Master of Liberal Studies (M.L.S.) **December 2017**
Glasscock School of Continuing Studies
Rice University, Houston, Texas

Master of Public Administration (M.P.A.) **December 2004**
The University of North Carolina at Pembroke, Pembroke, North Carolina
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
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)

TEACHING EXPERIENCE

Assistant Professor, Texas Southern University

Fall 2009- present

Undergraduate courses on-campus

Course: Legal Issues in Law Enforcement

Lower-level course required for graduation for all Administration of Justice majors. Focus was on legal issues involving law enforcement personnel.

Course: Introduction to Court Systems

Lower-level course primarily meant for sophomores and juniors as well as freshmen. This course examines the United States court systems at the municipal, state and federal level.

Course: Introduction to Corrections

Lower-level course involving current and past issues in corrections in the United States primarily. Corrections issues in other countries issues were also discussed and evaluated. Course is required for graduation.

Course: Ethics in Criminal Justice

Upper-level undergraduate course centered on theories in criminal justice. Course utilized case studies related to law enforcement and criminal justice through the lens of Batman and Immanuel Kant.

Course: Probation & Parole

Upper-level undergraduate courses focusing on relevant issues of probation and parole in both state and federal systems.

Course: Introduction to Administration of Justice

Introductory course taught to freshmen. Basics of the U.S. criminal justice system analyzed, discussed and debated.

Course: Introduction to Law Enforcement

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: Judicial Administration

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

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.

Texas Southern University

Online Courses

Course: Police Administration

Exclusive online Master's course designed for working law enforcement professionals which was an introduction to the complex and difficult daily decisions in police administration in general and specifically examining the issues as contrasted with police leadership. Weekly course discussion topics through BlackBoard were analyzed by discussion threads in which students would address criminal justice and public administration issues.

Course: Issues in Correctional Administration

Master's hybrid online/on-campus course involving salient issues in correctional administration taught to second year graduate students in conjunction with Wiley College masters' students. Students created fifteen-minute policy presentations in tandem with relevant criminal justice issues. Students also engaged in mini critiques of their writing assignments by swapping papers with each other.

Business Management Consultants (BMG)

Fall 2012-Fall 2014

Private consulting education corporation that recruits professors to teach international students Courses taught to Chinese students. All courses taught on the University of Houston campus.

U.S. Legal System

- Constitutional Law
- Common Law
- Administrative Law

U.S. Public Finance & Budget Management

Law Enforcement Systems in US

- Judicial System and its Power
- Supreme Court and its Power
- Relationship of Federal Courts and State Courts

Management on US Government

Tax Systems

- Internal Revenue System (IRS)

United States Public Affairs (overview of mechanism of the U.S. government public affairs)

Economic Globalization

Case Sharing in Houston Air Quality Control and Improvement

- Vehicle Emission Management

Case Sharing in Houston Air Quality Control and Improvement

- Energy industry

University of Houston

Certificate in Public Management Program (CPM)

Summer 2010-current

The CPM course is for working professionals in government, non-government and corporate work environments who want to improve their leadership and management credentials. The primary purpose of the CPM courses is to improve the performance of public sector managers and the organizational performance of federal, state and local government employees. The CPM program also focuses on core public sector values such as improving ethics as well as networking and building a continuing education network among federal, state and local civil servants. The CPM is a nationally accredited program certified by the National Certified Public Manager Consortium.

Track 2: Managing for Quality

Focused on how a comprehensive feedback double-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 analyzed and discussed. Case study methodology was utilized.

Track 4: Public Finance & Budgeting

Provided practical knowledge concerning public finance and budgeting. Basic techniques of finance, budgeting and public sector accounting and auditing were integrated into the course.

Track 5: Productivity and Program Evaluation

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.

UNC Pembroke, North Carolina

Visiting 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.

Rutgers University

Teaching Assistant

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

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

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.

ARTICLES FORTHCOMING AND/OR PUBLISHED

Alvarez, Ariel & Nayer, Gautam. *Examination of Organizational Structural Capacity for Change in the Context of Litigated Reform*. Journal of Public Management & Social Policy (JPMSP). Spring 2015

Nayer Gautam, Ralph Gallo, Consuela Amos & Jovens Colas. *Prison Reentry Programs: The Key to Stop the Revolving Door*. Journal of Criminal Justice and Law Review. Spring 2015

Nayer, Gautam. *New Public Management in the New Age of Rehabilitation: A Qualitative assessment of Faith-Based Prisoner Reentry Managers and Managerial Styles*. International Journal of Arts and Commerce (IJAC).

Vol. 2. No. 4. Pp. 158-171

Spring 2013

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

Vol. 18. Iss. 2. Pp. 25-47

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. Journal of Race, Gender and Class (RGC).

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

Fall 2010

BOOK CHAPTER

Nayer, G. Relevant Issues of Accountability and Transparency in IT Shared Services. *E-Government and Websites: A Public Solutions Handbook*.

Accepted

Fall 2014

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. 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 PAST PRESENTATIONS

"A Case for New Public Management? Prisoner Reentry Programs and measures of client oriented effectiveness among four Faith-based Reentry Managers in Florida." Paper presented at the American Society of Public Administration (ASPA) conference

March 2015

- “Volunteer Motivation and its effects among participants on a DWI Planning Committee in Texas.” Paper presented at the Academy of Criminal Justice Sciences (ACJS) conference March 2015
- “A Quantitative Analysis of a DWI Planning Committee in Brazoria County, Texas.” Paper presented at the American Society of Criminology (ASC) conference November 2013
- “DWI Courts: Evaluation.” Paper presented at the Texas Judiciary DWI conference June 2013
- “Client Oriented Concerns in a Reentry Environment: Four Manager’s Perspectives.” Paper presented at the Academy of Criminal Justice Sciences (ACJS) conference March 2013
- “A Decade of Homeland Security: Lessons Learned.” Paper presented at the Southwestern Association of Criminal Justice (SWACJ) conference October 2012
- “Assessing the Client-Oriented services of Reentry Programs.” Paper presented at the Academy of Criminal Justice Sciences (ACJS) conference March 2012
- “A Qualitative Examination of Faith-based Reentry Programs in Central Florida.” Paper presented at the Southwestern Association of Criminal Justice (SWACJ) conference September 2011
- “Faith and Non-faith based Prisoner Reentry Programs: Case studies in Central Florida.” Paper co-presented at the American Society of Criminology (ASC) conference November 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) conference February 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 2009
- “Shared Services: A Western IT Perspective.” Paper presented at the Sixth Annual International Conference on E-Government December 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) November 2005

RESEARCH EXPERIENCE

National Center for Public Performance January 2005 - December 2008
 Rutgers University- Senior Research Associate
 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).

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

June 2009

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

JOURNAL EDITORIAL EXPERIENCE

Associate Editor

Spring 2014-current

Journal of Public Management & Social Policy (JPMSP)

JPMSP publishes theoretical, applied, and/or discussion papers on public administration, political science, and public policy issues associated with the process of economic, educational, environmental, political and social well-being of diverse populations.

National Forum Journal Of Criminal Justice Studies

April 2010- June 2013

Editorial Advisory Board

The National Forum Journal of Criminal Justice Studies focuses on manuscripts exclusively addressing issues on crime, criminal justice systems, juvenile justice, delinquency, corrections, court systems, sentencing, and justice administration.

Race, Gender & Class (RGC) Journal- Editorial Board

June 2012-June 2013

RGC publishes articles of promoting interdisciplinary and multicultural studies focusing on race, gender and class intersection issues in society.

Public Performance & Management Review- Assistant Editor

March 2006-June 2008

This 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.

TEXAS SOUTHERN UNIVERSITY UNIVERSITY COMMITTEES

Member of University Curriculum Committee

Spring 2013-current

This committee meets each month in order to discuss and evaluate new programs, improvements and changes with existing programs as well as to advise

Member of College Honors Board

Fall 2011-current

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 Library Research Committee Spring 2012-current
This committee is responsible for choosing and deciding on which new technologies to incorporate into the TSU's library current system as well as to encourage future research and publications.

SCHOOL OF PUBLIC AFFAIRS (SPA) COLLEGE COMMITTEES

Member of School of Public Affairs Excellence Awards Committee Spring 2014
Ad hoc committee established to evaluate and determine teaching and research excellence for the Spring 2014 semester

Member of Faculty Performance Evaluation Committee Spring 2014
Ad hoc committee established to create and implement new faculty evaluation and performance assessment guidelines for the SPA faculty beginning Fall 2014

Member of SPA Academic Grievance Committee Summer 2013
This committee is responsible for addressing, responding and concluding academic grievances petitioned by students. Members are appointed and recommended by the Dean.

Member of Ad Hoc Committee SPA 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 the Administration of Justice Department.

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

ADMINISTRATION OF JUSTICE DEPARTMENT COMMITTEES

Member of Department of Administration of Justice Hiring Committee Spring 2014
Ad hoc committee established to hire two new positions in the AJ Department- Assistant and Associate professors positions beginning in Fall 2014

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.

DISSERTATION COMMITTEES

Husseini, Maher. *Law Enforcement Officers' Perceptions on the links between Organized Crime and Terrorism in an Urban Metropolitan Area in Houston, Texas: Implications for Law Enforcement Administrators.*
Dissertation Committee member Spring 2015

Abualnaja, Nader. *Racial Profiling and its Impact on Muslim-Americans since 9/11.*
Dissertation Chair Spring 2014

Mathai, Mathew. *The Analysis of Criminal Behavior among Illegal Immigrants in the United States.*
Dissertation Committee member June 2013

COMMUNITY SERVICE

DWI Court in Brazoria County, TX June 2012-current
Consulted with setting up a DWI court with the Probation & Parole Department in Brazoria County. Advised on evaluation systems of effectiveness and efficiency of DWI court until July 2013. Currently evaluating and assessing effective treatment options for DWI Court in pilot study.

Faculty Advisor, Alpha Phi Sigma Fall 2010-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.

Administration of Justice Club at Texas Southern University Fall 2012-current
Advises, mentors and plans activities with the criminal justice students who desire a socially interactive experience with current and former TSU students. Alumni often make plans to attend and share knowledge and job opportunities with current students during working hours in the week.

WORK & INTERNSHIP 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.

PROFESSIONAL ORGANIZATIONS MEMBERSHIPS

Academy of Criminal Justice Sciences (ACJS) Spring 2010-current
American Society of Criminology (ASC) Fall 2010-current

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 and studied in India for nine years (1984-1993). Born in U.S.A. and then moved to India from the age of 5 to 15.

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