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11:30 a.m.—Lunch
12:30 p.m.—Adjourn

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John Nalbandian (bio)  Alecia Gray (bio)
nalband@ku.edu  agray@ku.edu
785-864-9096  785-864-2554
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785-843-1200

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8:30 a.m.—Debrief
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twitter.com/kupmc
pinterest.com/kupmc
storify.com/kupmc
instagram.com/kupmc

FRIDAY, FEBRUARY 7

Breakfast: Please use your hotel breakfast voucher. Beverages will be available in the classroom.

8:30 a.m.—Debrief Thursday Sessions
International Room, Kansas Union
Debrief: What was most important to you about yesterday?

8:45 a.m.—Welcome
Marilyn Goodyear, Director, School of Public Affairs and Administration (SPAA), University of Kansas welcomes participants and introduces Shannon Portillo, Assistant Professor, SPAA

9:00 a.m.—“Operating within a Diverse Organizational Environment: The Paradox of Rules and Authority”
Public organizations are increasingly diverse workplaces, but even in rule-bound organizations, the experiences of women and people of color differ from their white male counterparts. Their claim to authority is challenged more often. Unable to rely on implicit rank and social status as a defense, they must rely instead on official rights and rules. The very meaning of their authority is therefore different: It is more rule and rights based, more formal than informal, more explicit than implicit. Yet, because it is more rule based, formal, and explicit, their authority is also more open to question and challenge and more represented as an artifice. People of color and women in positions of authority thus face the paradox of rules: They must rely on formal rules as a key basis for their authority, but relying on rules makes their authority seem more artificial than real. This session presents narratives from local government officials and concludes with a discussion of implications for practice and local government work environments.

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10:30 a.m.—Break
Session Presentations Are Online
You may access the session presentations through KU ScholarWorks. Scan the QR Code or go to http://j.mp/NFBPAELIatKU14SW.

THURSDAY, FEBRUARY 6
Breakfast: Please use your hotel breakfast voucher. Beverages will be available in the classroom.

8:30 a.m.—Welcome & Overview
Pine Room, Kansas Union
Danny Anderson, Dean, College of Liberal Arts and Sciences, University of Kansas
Charles Jones, Director, Public Management Center, School of Public Affairs and Administration, University of Kansas

8:45 a.m.—Getting Acquainted

9:15 a.m.—“Contemporary Trends in Local Government”
Our first session will provide the framework for the three days and will focus on the fundamental prerequisite of effective governance: bridging the gap between political acceptability and administrative sustainability. The concept of the gap will be described, forces affecting it identified, and three leadership challenges explored.


Presenter: John Nalbandian, Ph.D., faculty member and former chair of the Public Administration Department at KU, will lead this session. John grew up in Los Angeles and graduated from the University of Southern California. In addition to his faculty appointment, from 1991-1999, John served on the Lawrence City Council including two terms as the council’s mayor. John has been widely recognized for his work with local government professionals and elected officials nationally and internationally. In 2012, he was recognized as Chancellor Club Teaching Professor in honor of his lifetime teaching achievements.

In 2007, John and his wife Carol were named by the National Forum for Black Public Administrators as “Educators of the Year.”

12:00 p.m.—Lunch
Centennial Room, Kansas Union
If you have not completed pages 4-5 of the SDI prior to coming to KU, you will need to use 20 minutes of your lunchtime to complete it.

1:00 p.m.—“Leadership Styles and Teamwork”
Pine Room, Kansas Union
In a world of increasing ambiguity and uncertainty, individual leadership styles become very important in defining problems, developing relationships, and working effectively in teams. Awareness of one’s leadership style and that of others provides a great advantage in grounding one’s administrative work and linking the “objective world of work” with one’s inner self.

The Strength Deployment Inventory (SDI) is a simple instrument that provides information to participants about their style when things are going well and when in conflict. The results are easy to interpret and useful in practice, particularly in predicting the areas of compatibility and challenge in the composition of teams and relationships. More information about SDI can be found at www.personalstrengths.com.

Presenter: Terri Callahan is an instructor and program director at the University of Kansas Public Management Center. She is program director for the Kansas Certified Public Manager® Program, teaching Power of Leadership, Management Practices: Leadership and Emotional Intelligence, Innovation and Process Improvement in the program. She provides training in a variety of managerial topics for all management levels in the public sector. Terri is a qualified instructor for the Myers-Briggs Type Indicator, is certified to administer the Emotional Intelligence Quotient (EQi), and is a certified instructor for the Relationship Awareness Theory and the Strength Deployment Inventory. Previously Terri was a staff development specialist in the Department of Administration's Division of Personnel Services for seven years. She holds a bachelor's degree in total quality management from Friends University and is an affiliate member of the American Academy of Certified Public Managers and the American Society of Public Administrators.

5:00 p.m.—Reception
Adjourn to the Nalbandians (2006 Riviera Court, Lawrence, KS 66047)

Dinner on your own
Thursday, February 6

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National Forum for Black Public Administrators
Executive Leadership Institute
University of Kansas Session
February 5—8, 2014
Community Building: Bridging the Gap between Politics and Administration

Hosted By:
KU School of Public Affairs & Administration
The University of Kansas