

Casey J. Fleming

Department of Political Science
East Carolina University
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ACADEMIC TRAINING

Ph.D. North Carolina State University

Raleigh, NC

Doctor of Philosophy, Public Administration (2016)

Dissertation: Public Employees and Workplace Rules: Determinants of the Pro-Social and Destructive Rule Breaking of Street-Level Bureaucrats

Committee Chair: Dr. Jerrell Cogburn

Committee Members: Drs. Dennis Daley, James Swiss, and G. David Garson

M.A. Indiana University of Pennsylvania

Indiana, PA

Master of Arts, Criminology (2003)

B.A. Auburn University

Auburn, AL

Bachelor of Arts, Criminology (2001)

ACADEMIC EMPLOYMENT

Assistant Professor

Department of Political Science
East Carolina University

2017-Present

Assistant Professor, Limited Term

Department of Political Science
University of West Georgia

2016-2017

Instructor

School of Government
University of North Carolina at Chapel Hill

2014-2017

Instructor

School of Public and International Affairs
North Carolina State University

2014-2015

Graduate Research and Teaching Assistant

School of Public and International Affairs
North Carolina State University

2011-2014

PEER-REVIEWED ARTICLES

Fleming, C.J., McCartha, E.B., & Steelman, T.A. (2015). Conflict and collaboration in wildfire management: The role of mission alignment. *Public Administration Review*, 75(3): 445-454.

BOOK REVIEWS

Fleming, C.J. (In press). Reflections on academic lives: Identities, struggles, and triumphs in graduate school and beyond (Zavattaro, S.M., & Orr, S.K., Eds.). *Journal of Public Affairs Education*.

CURRENT PROJECTS

“Pro-social and destructive rule breaking: The roles of support, supervisors, and sanctions.”

“The effect of an entrepreneurial message on nonprofit donor support preferences: A survey experiment” (with Michael Walton, North Carolina State University)

“Performance at street level: The relationships between overspecified goals, burnout, and rulebreaking”

“The effect of persuasive messaging on donor support for nonprofit advocacy and direct service missions: A survey experiment” (with Michael Walton, North Carolina State University)

“Interlocal conflict and collaboration: The case of four southern states” (with Candice Bodkin, Georgia Southern University)

CONFERENCE PRESENTATIONS

“The effects of persuasive messaging on donor support for nonprofit advocacy efforts: A survey experiment” (with Michael Walton). Paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 2017, Grand Rapids, MI.

“The effect of an entrepreneurial message on nonprofit donor support preferences: A survey experiment” (with Michael Walton). Paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 2016, Washington, DC.

“Different motivation, different deviance: Do individual and contextual factors drive pro-social and destructive workplace rule breaking in dissimilar ways?” Paper presented at the Annual Southeastern Conference for Public Administration, October 2016, Raleigh, NC.

“Pro-social or self-interested? The motivations of rule breaking among state government social workers. Research poster presented at the North Carolina State University Graduate Research Symposium, March 2016, Raleigh, NC.

“Mission alignment and misalignment in multi-jurisdictional, multi-governmental wildfire disaster response” (with Emily B. McCarthy and Toddi A. Steelman). Paper presented at the Annual Conference of the American Society for Public Administration and the Deil Wright Intergovernmental Relations Symposium, March 2014, Washington DC.

“Gulick revisited, again: Investigating drivers of span of control in North Carolina schools” (with Candice P. Bodkin). Paper presented at the Annual Meeting of the Academy of Management, August 2013, Orlando, FL.

TEACHING EXPERIENCE

East Carolina University (2017-Present)

Politics and Management of Public Organizations (PADM 6100)
Intergovernmental and Interagency Relations (PADM 6170)
Quantitative Methods for Public Administration (PADM 6102)
Public Policy Formulation and Implementation (PADM 6160)

University of West Georgia (2016-2017)

American Government (POLS 1101)
Administrative Law and Procedures (POLS 6205)
Public Human Resource Management (POLS 6206)
Organizational Theory (POLS 6203)
Public Administration Theory and Ethics (POLS 6201)

University of North Carolina at Chapel Hill (2014-2017)

Human Resource Management in the Public Sector (PUBA 723)

North Carolina State University (2011-2015)

American Government and Politics (PS 201)

PROFESSIONAL EXPERIENCE

Case Manager, Vacca Campus (2006-2011)

State of Alabama, Department of Youth Services
Birmingham, AL

- Northern Region Coordinator, State Combined Charitable Giving Campaign (2009-2011)

Probation and Parole Specialist II (2003-2006)

State of Georgia, Department of Juvenile Justice
Athens, GA

SERVICE ACTIVITIES

Manuscript Reviewer

Public Administration Review
Academy of Management Annual Meeting

East Carolina University

Member, Master of Public Administration Program Committee

Faculty Advisor, International City/County Management Association Student Chapter

PROFESSIONAL AFFILIATIONS

Member, American Society for Public Administration

Member, Academy of Management

Member, Association for Research on Nonprofit Organizations and Voluntary Action

Member, International City/County Management Association