

**CURTIS R. BERRY**

2481 Sardonyx Drive  
Chambersburg, PA 17201  
Office: 717-477-1340/1718  
Home: 717-261-0562  
Citizenship: United States

Date of Birth: 7/22/58  
Marital Status: Married  
Children: One Daughter  
Two Sons

**INTERESTS:**

Collective Bargaining in the Public Sector, Third Party Dispute Resolution Techniques (i.e., Mediation, Fact-finding and Arbitration), Labor Law, Public Administration, State Government and Administrative Law including Government Accountability (i.e., performance auditing) and issues associated with the rise of the administrative state (i.e., Bureaucratic Politics, Democratic Theory, Representative Bureaucracy, and the Constitutional and Legal Framework of Bureaucracy).

**EDUCATION:**

**1981-1990 The Maxwell School of Citizenship and Public Affairs, Syracuse University,**  
Department of Public Administration  
215 Egers Hall  
Syracuse, New York 13244-1090

**Doctor of Philosophy in Public Administration**

**Areas of Focus:** Public Personnel Administration and Collective Bargaining; and Bureaucratic Politics and Democratic Theory

**Dissertation Title: “Judicialization and Judicial Policy Making of Public Sector Labor-Management Relations Law Under the Commonwealth of Pennsylvania's Public Sector Collective Bargaining Statutes”**

**Advisor:** Dr. David H. Rosenbloom

Coursework included: Public Sector Personnel Administration and Collective Bargaining, Seminar in Collective Bargaining, Collective Negotiations in the Public Sector, Public Administration and the Law, The Administrator in the Political Environment, Metropolitan Government and Politics, Scope and Theory of Public Administration, Quantitative Aids for Policy Analysis, Health Care Policy, and Public Management: Decision Analysis Techniques.

**Honors:** Afro-American Fellowship Recipient, 1981-1983

**1980-1981 Government Department**  
Shippensburg University  
1871 Old Main Drive  
Shippensburg, Pennsylvania 17257

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## **Master of Science in Public Administration**

**Concentration:** Public Personnel Administration and Collective Bargaining

**Advisor:** Dr. Richard W. Beckner

**Master's Internship** at the Menno-Haven Nursing Home and Retirement Village, Chambersburg, Pennsylvania examining the personnel policies of Menno-Haven and nearby health care facilities in order to make recommendations for revisions in the personnel policies of Menno-Haven.

Coursework included: American Municipal and Metropolitan Government, Planning and Public Policy, Formation of National Public Policy, Collective Bargaining in the Public Sector, Intergovernmental Relations and Programs, Personnel Supervision and Administration in the Public Sector, Seminar in Urban-Rural Planning, Public Budgeting and Program Analysis, and Organization Theory and Development.

**Honors:** Graduate Assistantship in the Government Department  
Grade Point Average 3.82

## **1976-1979 Criminal Justice Department and Government Department**

Shippensburg University  
1871 Old Main Drive  
Shippensburg, Pennsylvania 17257

## **Bachelor of Science in Administration of Justice and Government Administration**

**Advisor:** Professor Roosevelt E. Shepherd, Chairperson Criminal Justice Department

Coursework included: Police Organization and Management, Criminal Investigation, Criminal Evidence and Procedure; Probation, Parole and Pardons; Seminar in Selected Law Enforcement Issues, Criminalistics, Law Enforcement Environment, and Correctional Institutions.

**Advisor:** Professor Harold E. Sweeney, Government Department

Coursework included: State and Local Government, Regional and Urban Planning, Criminal Justice, Public Administration, Constitutional Law II, Public Management and Public Personnel Administration.

**Honors:** Pi Sigma Alpha (National Honor Society in Political Science)  
Kappa Delta Pi (National Honor Society in Education)  
Who's Who in America's Universities and Colleges, 1980  
Dean's List - Four Semesters

GPA: Overall 3.48  
Criminal Justice 3.89  
Government Administration 3.67

**Graduated Cum Laude**

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## **PROFESSIONAL DEVELOPMENT:**

### July 1984

Completed Module I, Progressive Auditor Training Program, sponsored by the Bureau of Audits, Comptroller Operations, Office of the Budget, the Governor's Office (Commonwealth of Pennsylvania)

### March 1986

Received certificate for having completed successfully weeklong "Workshop on Negotiations" at the Pennsylvania Center for the Study of Labor Relations, Indiana University of Pennsylvania, Indiana, Pennsylvania

### June 1986

Completed two-day workshop on "Resolving Grievances" at the Pennsylvania Center for the Study of Labor Relations, Indian University of Pennsylvania, Indiana, Pennsylvania

### April 1987

Completed three-day workshop entitled "Advanced Arbitration Advocacy" sponsored by the American Arbitration Association at the Woodstock Inn and Resort, Woodstock, Vermont

### June 1987

Completed two-day workshop entitled "Discipline and Discharge Issues: Industrial Relations and the Law" sponsored by the American Arbitration Association at the Tropicana Hotel and Casino, Atlantic City, New Jersey

### June 1987

Completed two-day workshop entitled "Arbitration Case Preparation and Presentation" sponsored by the American Arbitration Association at the Hyatt Pittsburgh at Chatham Center, Pittsburgh, Pennsylvania

### July 1987

Attended three-day "Summer Workshop for Arbitrators and Practitioners" sponsored by the American Arbitration Association at the Hotel Hershey, Hershey, Pennsylvania and received an A.A.A. Certificate of Achievement for Completion of Studies in Dispute Resolution in Labor-Management Relations from the A.A.A.'s Department of Education and Training

### May 1990

Received a "Certificate of Training" for successfully completing a course of instruction in Ethnic Intimidation, Institutional Vandalism, Cultural Awareness and the Pennsylvania Human Relations Act, sponsored by the Education/Community Services Division, Pennsylvania Human Relations Commission.

### March 1991

Completed two-day workshop entitled, "Trends and Developments in Pennsylvania Public Employment" sponsored by the Pennsylvania Public Employee Reporter and Labor Relations Press Publications at the Hershey Lodge and Convention Center, Hershey, Pennsylvania.

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### December 1991

Attended a two-day workshop entitled, "Grievance Processing Workshop" sponsored by the American Arbitration Association at the Claridge Hotel and Casino, Atlantic City, New Jersey.

January 1992

Attended Shippensburg University's five-day Winter Institute on Gender Balance in the Curriculum sponsored by the Provost and Vice President for Academic Affairs, Shippensburg University, Shippensburg, Pennsylvania.

June 1992

Attended a three-day workshop entitled, "Collective Bargaining Institute" sponsored by the American Arbitration Association at the Holiday Inn Chicago Centre, Chicago, Illinois.

July 1992

Attended a four-day workshop entitled, "Northeast Dispute Resolution Conference" sponsored by the American Arbitration Association at the Otesaga Hotel, Cooperstown, New York.

July 1992

Attended a four-day workshop entitled, "14th Annual Summer Program" sponsored by the American Arbitration Association at The Cliff House, Ogunquit, Maine.

August 1992

Attended a six-day workshop entitled, "Summer Academy for the Advancement of College Teaching" sponsored by the Office of the Chancellor, Pennsylvania State System of Higher Education at the Allenberry Resort Inn, Boiling Springs, Pennsylvania.

September 1992

Attended a two-day professional development program entitled, "Mediation Training Workshop: A Skill Development Program," sponsored by the American Arbitration Association at its Philadelphia Regional Office, Philadelphia, Pennsylvania.

January 1993

Attended Shippensburg University's five-day Winter Institute on "Multiculturalism in the General Education Curriculum" sponsored by the Provost and Vice President for Academic Affairs, Shippensburg University, Shippensburg, Pennsylvania.

July 1994

Attended a four-day workshop entitled, "16th Annual Summer Conference" sponsored by the American Arbitration Association at the Mount Washington Hotel and Resort, Bretton Woods, New Hampshire.

October 1994

Attended a three-day Northeast Regional Conference of the American Society for Public Administration entitled "Overcoming Dilemmas in Public Governance" at Sheraton Hotel and Convention Center, Burlington, Vermont.

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July 1995

Attended a four-day workshop entitled, "17th Annual Summer Conference" sponsored by the American Arbitration Association at the Samoset Resort, Rockport, Maine.

## **CAREER EXPERIENCE:**

### **August 2000 – Present - Professor of Political Science**

Department of Political Science  
Shippensburg University  
1871 Old Main Drive  
Shippensburg, PA 17257-2299

Responsibilities consist primarily of teaching undergraduate courses including: U.S. Government and Politics; State and Local Government; Public Administration; Contemporary Issues; Advanced American Government and Public Policy; Selected Topics; Public Personnel Administration; Principles of Labor Relations; Labor Relations; and Legal Framework for Collective Bargaining in the Public Sector. Graduate teaching responsibilities include Human Resources Management; State Government; Collective Bargaining and Labor Relations in the Public Sector; and Public Administration and Law/Administrative Law.

### **August 1993 – August 2000 - Associate Professor of Political Science**

Department of Political Science  
Shippensburg University  
1871 Old Main Drive  
Shippensburg, PA 17257-2299

Responsibilities consist primarily of teaching undergraduate courses including: American Government: Constitutional and Political Foundations; American Government: Institutions and Public Policies; State and Local Government; Public Administration; Contemporary Issues; Selected Topics; Public Personnel Administration; Principles of Labor Relations; Dispute Resolution in Public Sector Labor Relations; and Legal Framework for Collective Bargaining in the Public Sector. Graduate teaching responsibilities include State Government, Personnel Administration and Supervision in the Public Sector/Human Resources Management, and Collective Bargaining and Labor Relations in the Public Sector.

### **June 1996 – March 1998 (Summers, Breaks and Part-time) - "Temporary" Analyst II**

Pennsylvania Legislative Budget and Finance Committee (LB&FC)  
400 A Finance Building, P.O. Box 8737  
Harrisburg, Pennsylvania 17105-8737

Position responsibilities: Reported to Chief Analyst and assigned to a Performance Audit Team:

- June 1996 - July 1997 -- Assisted in a follow-up audit of the Pennsylvania Turnpike Commission (PTC). Responsibilities included researching PTC personnel policies and procedures in the areas of recruitment, screening and hiring; promotions; compensation and benefits administration; management merit based performance appraisal; analysis of overtime usage; and workforce diversity analysis. Other responsibilities included interviewing PTC management personnel and

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- legal counsel; preparation of draft findings and recommendations and assisting in conferences with PTC personnel regarding the language and substance of report sections focusing on personnel matters.

- July – August 1997 -- Assisted in the start-up of audits of the Pennsylvania Civil Service Commission (providing historical and background information on merit based personnel systems) and the Pennsylvania Emergency Medical Services Operating Fund.
- December 1997 – March 1998 -- Assisted in “Budget” Audits of the Pennsylvania Game Commission (PGC) and the Pennsylvania Fish and Boat Commission (PFBC). Principle responsibilities included researching PGC and PFBC personnel policies and procedures in the areas of recruitment, screening and hiring and employe promotions; interviewing personnel directors and personnel support staff;

and preparing summaries of personnel processes employed by the agencies for use in Audit reports and correspondence to Committee members in response to concerns of theirs.

**August 1988 - August 1993 - Assistant Professor of Government**

Department of Political Science, Shippensburg University  
1871 Old Main Drive, Shippensburg, Pennsylvania 17257

Responsibilities consisted primarily of teaching undergraduate courses including: American Government: Constitutional and Political Foundations, American Government: Institutions and Public Policies, Public Administration, State and Local Government, and Public Personnel Administration, as well as Personnel Administration and Supervision in the Public Sector, a graduate course.

**September 1985 - August 1988 - Assistant Professor of Administrative Science**

Social Sciences Division  
University of Pittsburgh at Bradford  
300 Campus Drive  
Bradford, Pennsylvania 16701

Position responsibilities included the development and implementation of a Human Resources Management program to strengthen the Business Management, Human Relations and Public Administration programs of the University under sponsorship of a Title III, federal grant.

Courses developed and taught under the federal grant and in assisting the Public Administration program included: Human Resources Management, Industrial Relations, Compensation and Employe Benefits Administration, Staffing, Training and Development; Introduction to Public Administration; State Government; Collective Bargaining in the Public Sector; Public Personnel Administration; Labor Relations Law and Legislation; and Negotiations and Contract Administration.

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Areas of University service included: Serving as Secretary of the Campus Faculty Senate, member of the Faculty Senate Council and Pitt-Bradford Athletic Council, membership on academic program committees, and membership on various faculty search committees. review

**November 1984 - July 1985 - Senior Analyst/Team Leader**

Pennsylvania Legislative Budget and Finance Committee (LB&FC)  
400A Finance Building, P.O. Box 8737  
Harrisburg, Pennsylvania 17105-8737

Position description: An advanced technical and supervisory position functioning as Team Leader in conducting performance and other evaluation audits of state government agencies or parts thereof and specialized government research. Duties included planning and scheduling project efforts, coordinating tasks and functions of team members, reviewing the results of work performed and preparing written reports of the project findings to be presented to various committees of the General Assembly.

**May 1983 - November 1984 - Contract Analyst/Analyst I**

Pennsylvania Legislative Budget and Finance Committee (LB&FC)  
400A Finance Building, P.O. Box 8737  
Harrisburg, Pennsylvania 17105-8737

Position responsibilities: Assigned to a Sunset Performance Audit Review Team. Utilized United States General Accounting Office standards and procedures in conducting research, report preparation, information and data analysis, summarization and legal research and reporting related to LB&FC performance audit projects.

**Summer 1982** - Summer Administrative Research Project for Mr. James I. Scheiner, then Deputy Secretary for Administration, Pennsylvania Department of Transportation. Project focused on the Pennsylvania Prevailing Wage Act (Act No. 442), the federal Davis-Bacon Act and prevailing wage requirements on PennDOT projects and made recommendations for updating the present statute.

**Summer 1981** - Research Associate to Dr. Richard W. Beckner, Shippensburg University in a project funded by the Pennsylvania Department of Commerce's Bureau of Appalachian Development and State Grants. Project focused on the expenditure of federal Appalachian Regional Commission funds in the Commonwealth of Pennsylvania for the period of 1965-1981 in an effort to track funds appropriated for Commission projects in the state but never completely expended in an attempt to recapture these funds which, in many cases, were in idle accounts across the state. Monies recaptured were to be returned to the general Appalachian fund and to be reappropriated for future projects in the state.

**PUBLICATIONS:**

Cited in "Political Scientists See Little Impact of 1978 Civil Service Law," New York Times, May 3, 1982, p. B9.

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Curtis R. Berry, "Changing Roles of Human Resources Administrators in State Government", *State Government Administration*, Jack Gargan, Section ed. **Encyclopedia of Public Administration and Public Policy** – Online Version, (New York, New York: Marcel Dekker, 2003)

Curtis R. Berry, "Developments in Personnel/Human Resources Management in State Government", in **Handbook of State Government Administration**, John J. Gargan ed. (New York, New York: Marcel Dekker, 2000)

Legislative Budget and Finance Committee, A Sunset Performance Audit of the Pennsylvania Labor Relations Board Pursuant to Act 1981-142 (Harrisburg, PA: LB&FC, November 1983).

\_\_\_\_\_ A Sunset Performance Audit of the State Workmen's Insurance Board Pursuant to Act 1981-142 (Harrisburg, PA: LB&FC, February 1984).

\_\_\_\_\_ A Sunset Performance Audit of the State Board of Podiatry Examiners Pursuant to Act 1981-142 (Harrisburg, PA: LB&FC, July 1984).

\_\_\_\_\_ A Sunset Performance Audit of the Pennsylvania Board of Probation and Parole Pursuant to Act 1981-142 (Harrisburg, PA: LB&FC, December 1984).

\_\_\_\_\_ A Sunset Performance Audit of the Drug, Device and Cosmetic Board Pursuant to Act 1981-142 (Harrisburg, PA: LB&FC, February 1985).

\_\_\_\_\_ A Sunset Performance Audit of the Governor's Council on Drug and Alcohol Abuse Pursuant to Act 1981-142 (Harrisburg, PA: LB&FC, February 1985).

\_\_\_\_\_ PA Turnpike Commission Performance Audit: Issues Related to Turnpike Organization, Management, and Operations: Report II (Harrisburg, PA: LB&FC, July 1997).

\_\_\_\_\_ Pennsylvania Game Commission Budget Audit, FY 1996-1997 (Harrisburg, PA: LB&FC, February 1998).

\_\_\_\_\_ Pennsylvania Fish and Boat Commission Budget Audit, FY 1996-1997 (Harrisburg, PA: LB&FC, July 1998)

David H. Rosenbloom and Curtis R. Berry "Civil Service Reform Act: The Record to Date" in Legislating Bureaucratic Change: The Civil Service Reform Act of 1978, Patricia Ingerham and Carolyn Ban, eds. (Albany, New York: S.U.N.Y. Press, 1984).

## **UNIVERSITY SERVICE:**

- Participation in Departmental activities
  - Chairperson, Political Science Search Committee 1999-2000
  - Participation in the developing minority staff support organization
  - President of the Shippensburg University Minority Caucus, 1990-91 Academic Year
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- Association of Pennsylvania State College and University Faculty, Shippensburg University of Pennsylvania:
  - Delegate to Legislative Assembly – Fall 1998 to present;
  - President -- 1994-1995, 1997-1998;
  - President-Elect -- 1993-1994, Spring and Summer 1997;
  - Past President -- 1995-1996;
  - Acting Vice President – October 2003 – December 2003;
  - Grievance Chairperson – August 2000 to present;
  - Health and Welfare Specialist 1996-1997; and



- Legislative Affairs Representative 1991-1993.
- Member, Search Committee, Interim Associate Provost and Dean of Graduate Studies, May to June 2005;
- Member, Shippensburg University Presidential Search Committee, September 2004 to December 2004;
- Member, Search Committee, Dean of the College of Arts and Sciences, 2002-2003, 2003-2004;
- Member, S.U. Governance Review Committee, 2002 to present;
- Member, S.U. “48 Hour Rule” Committee, 2002- 2003;
- Member, S.U. Workforce Solutions Task Force, 1999 to 2001;
- Member, S.U. Forum’s Grade Appeals Task Force, 2003-2004;
- Member, Honors Program Steering Committee 1991-1997;
- Member, Diversity Enrichment Task Force Steering Committee 1995-2000;
- Member, Ethnic Studies Minor Steering Committee 1994-1995;
- Member, S.U. Human Resources Management Director Search Committee, 1994-1995;
- Member, S.U. Gerontology Graduate Certificate Committee, 1999-2001;
- Member. S.U. Alumni Committee, 1996-2001; and
- Member S.U. Parking Committee, 1999-2000.

#### COMMUNITY SERVICE:

- Member, Board of Directors of the Mennonite Publishing Network, July 2003 to Present
  - Secretary and Officer, Board of Directors of the Mennonite Publishing Network, July 2003 to Present
- Member, Boards of Directors Menno Haven Retirement Home & Village, Inc. and Menno Haven-Penn Hall Retirement Community, Inc. 1991-1995; 2003 to Present
  - Member Human Resources Committee 2003 to Present
  - Member Audit Committee 2003 to Present
- Member, Council of Trustees, Eastern Mennonite University, Harrisonburg, Virginia, 1995-June 2003;
  - Vice Chairperson of the Council of Trustees, 2002-2003
  - Chairperson of “Academics” Subcommittee of the Council of Trustees, Eastern Mennonite University, 1998-2003
- Member, Provost/Chief Academic Officer Search Committee, Eastern Mennonite University, Harrisonburg, Virginia, 1999-2000
- Member, Undergraduate Academic Dean Search Committee, Eastern Mennonite University, Harrisonburg, Virginia, 1999-2000

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- Steering Committee, Franklin County Area Vocational-Technical School's Strategic Planning Initiative, 1994-1995
- President Church Council and Chair of Special Services Committee Pleasant View Mennonite Church, Chambersburg, PA, 1997
- Serving as a Member of the **Chambersburg Public Opinion** “Citizen Advisory Board’ in 1996
- Served as an assistant coach on the South Hamilton Boys Pony League Baseball Team 1996 – present; and
- Served as a member of the Family Life Commission of the Franklin Mennonite Church Conference, November 1992 to Spring of 1995.

- 1997 Recipient of **Black Opinion Magazine**'s "Black Achievers Award" for Personal Achievements and Community Contributions.
- 2002 – Men's Softball Coach, Pleasant View Mennonite Church, Chambersburg, PA
- Member, Special Services Committee Pleasant View Mennonite Church, 2002 to 2004
  - Coordinator of "Grill-Off" and Auction Fundraiser for College Students in the Congregation, 2003 and 2004.

**REFERENCES:**

Mr. John H. Rowe, Chief Analyst  
 Legislative Budget and Finance Committee  
 400 Finance Building  
 Harrisburg, Pennsylvania 17105-8737  
 717-783-1600

Dr. Donald F. Mayer, Jr.  
 Professor of Political Science  
 Shippensburg University  
 1871 Old Main Drive  
 Shippensburg, PA 17257  
 717-477-1719

Dr. David H. Rosenbloom  
 Distinguished Professor of Public Administration  
 School of Public Affairs  
 American University  
 4400 Massachusetts Ave., N.W.,  
 Washington, D.C. 20016-8070  
 202-885-2361

Dr. James G. Coolsen  
 Associate Provost and Dean of  
 Graduate Studies  
 Shippensburg University  
 1871 Old Main Drive  
 Shippensburg, PA 17257  
 717-477-1148