

## Rex L. Facer II

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### **PhD, Public Management, Public Policy Analysis, and Public Administration**

*The University of Georgia, School of Public and International Affairs, Department of Policy and Administration, December 2002*

Dissertation: The National Organizations Study: a Review and an Extension  
Emphasizing Public-Sector Sites  
Major Professor: Robert T. Golembiewski

### **Master of Public Administration**

*Brigham Young University, Marriott School of Management, April 1993*

- Graduated with High Distinction

### **Bachelor of Arts in Public Policy Analysis**

*Brigham Young University, April 1991*

**Research Interest:** Alternative Work Schedules, Public Sector Pay, Civil Service System Reform, Local Government Finance

### **Academic Employment**

**Associate Professor**, *Brigham Young University George W. Romney Institute of Public Management* 9/2009-Present

**Warren Jones Fellow** 9/2005-8/2012

**Assistant Professor**, 12/2002-9/2009

**Instructor**, 8/2001-12/2002

- Introduction to Public Administration and Its Environment
- Local Government Management: Form of Government & Service Delivery
- Financing Government Services
- Introduction to Public and Non-profit Finance
- Public Budgeting
- Public Administration Capstone
- Local Economic Development
- Public Policy Processes

**Research Coordinator II**, *University of Georgia Carl Vinson Institute of Government* 11/96-8/2001

- Design and Carry Out Technical Assistance to Local Governments
- Do Research on Policy Areas of Interest to Georgia Citizens
- Project Coordinator for several research and technical assistance projects

**Research Assistant**, *University of Georgia Carl Vinson Institute of Government* 6/95-10/96

- Fiscal Impact Analysis
- Fiscal Trend Analysis
- Service Delivery Analysis

**Teaching & Research Assistant**, *University of Georgia Department of Political Science* 9/93-6/95

- Co-author Conference Papers on Organizational Change and Public-Private Differences with Professor Hal G. Rainey
- Perform Library Research: Organizational Change, Red Tape, Personnel and General Public Administration
- Edit and Review Manuscripts
- Lead Discussion Sections of American Government
- Develop and Grade Exams

**Research Assistant**, *Brigham Young University Institute of Public Management* 4/93-8/93

- Co-teach and Develop Course in Organization Theory in Executive MPA Program
- Edit Chapters for *The American Dream: Home Ownership and Public Policy*
- Perform Library Research

**Research Assistant**, *Brigham Young University Department of Political Science* 1/91-12/91

- Perform Library Research: Environmental Policy
- Write Draft Chapter on Utah Wilderness Policy for Professor Gary Bryner
- Install and Run Computer Software

### **Peer-Reviewed Publications**

Jarred Llorens, Rex L. Facer II, and Lori Wadsworth. 2018. "Do Workplace Flexibilities Influence Employment Stability? An Analysis of Alternative Work Schedules, Turnover Intent, and Gender in Local Government" ***International Journal of Organization Theory and Behavior*** 21, (4): 258-274.

Lori Wadsworth & Rex L. Facer II, 2016. "Work-Family Balance and Alternative Work Schedules: Exploring the Impact of Four-Day Workweeks on State Employees"

**Public Personnel Management** 45, (4): 382-404.

Chyleen A. Arbon, Rex L. Facer II, and Lori L. Wadsworth. 2012. "Compressed Workweeks - Strategies for Successful Implementation" **Public Personnel Management** 41, (3): 389-405

Lori L. Wadsworth, Rex L. Facer II, and Chyleen A. Arbon. 2010. "Alternative Work Schedules in Local Government: Qui Bono?" **Review of Public Personnel Administration** 30, (3): 322-340.

Rex L. Facer II and Lori L. Wadsworth. 2010. "Four-day Workweeks: Current Research and Practice" **Connecticut Law Review** 42, (4): 1031-1046.

Jeff Chapman, Gary Cornia, Rex L. Facer II, and Larry Walters. 2009. "Alternative Financing Models for Transportation: A Case Study of Utah" **Public Works Management and Policy** 13, (3): 202-214.

Rex L. Facer II and Lori L. Wadsworth. 2008. "Alternative Work Schedules and Work-Family Balance: A Research Note." **Review of Public Personnel Administration** 28, (2): 166-177.

**Media Attention:** Extensive media coverage including BBC, CBC, NPR, USA Today, CBS Evening News, and over 60 other domestic and international media stories (newspapers, magazines, radio, and television).

Rex L. Facer II. 2006. "Annexation Activity and State Law in the United States." **Urban Affairs Review** 41, (5): 697-709.

Stephen E. Condrey, Rex L. Facer II, and John A. Hamilton. 2005. "Employees Amidst Welfare Reform: TANF Employees' Overall Job- and Organizational-Role Satisfaction." **Journal of Human Behavior in the Social Environment** 12 (2/3): 221 - 242.

Simultaneously published in:

2006. **Welfare Reform Impacts: Balancing Safety Nets and Behavior Modification**. edited by Christopher R. Larrison and Michael Sullivan. Hawthorn Press: Binghamton, NY.

Dwight V. Denison and Rex L. Facer II. 2005. "Interstate Tax Coordination: Lessons from the International Fuel Tax Agreement." **National Tax Journal** 58 (3): 591-603.  
Reprinted in:

2005. **State Tax Notes** 28 (13): 1005-1013.

Haoran Lu and Rex L. Facer II. 2004. "Budget Change in Georgia Counties: Examining Patterns and Practices," **The American Review of Public Administration** 34 (1): 67-93.

Paula E. Steinbauer, Betty J. Hudson, Harry W. Hayes, and Rex L. Facer II. 2002. **An Assessment of Municipal Annexation in Georgia and the United States: A Search for Policy Guidance**. Athens, Georgia: Carl Vinson Institute of Government, The University of Georgia.

Christine L. Kuykendall and Rex L. Facer II. 2002. "Public Employment in Georgia State Agencies: the Elimination of the Merit System," **Review of Public Personnel Administration** 22 (2): 133-145.

Brewer, Gene A., Sally Coleman Selden, and Rex L. Facer II. 2000. "Individual Conceptions of Public Service Motivation," **Public Administration Review** 60 (3): 254-264.

Gene A. Brewer, James W. Douglas, Rex L. Facer II, and Laurence J. O'Toole, Jr. 1999. "What's in a Name? Comparing DPA with Ph.D. Programs," **Journal of Public Affairs Education** 5 (4): 309-317.

Reprinted in:

**Carl Vinson Institute of Government Reprint Series**. 1999-7. Athens, Georgia: Carl Vinson Institute of Government.

Gene A. Brewer, James W. Douglas, Rex L. Facer II, and Laurence J. O'Toole, Jr. 1999. "Determinants of Graduate Research Productivity in Doctoral Programs of Public Administration," **Public Administration Review** 59 (5): 373-382.

John O'Looney and Rex L. Facer II. 1999. "Evaluating a School Food Training Program: Part II, The Impact of Georgia Culinary Institute Training on Quality Indicators in School Food Services." **Journal of Child Nutrition & Management** 23 (1): 35-39.

Rex L. Facer II. 1998. "Reinventing Public Administration: Reform in the Georgia Civil Service." **Public Administration Quarterly** 22 (1): 58-73.

Reprinted in:

J. Steven Ott and E. W. Russel, eds. 2001. **Introduction to Public Administration: A Book of Readings**. New York, NY: Longman.

**Carl Vinson Institute of Government Reprint Series.** 1998-2. Athens, Georgia: Carl Vinson Institute of Government.

John O'Looney and Rex L. Facer II. 1998. "Evaluating a School Food Training Program: Part I, Developing a Quality Based Approach to Evaluation." **Journal of Child Nutrition & Management** 22 (1): 20-24.

Gene A. Brewer, James W. Douglas, Rex L. Facer II, and Laurence J. O'Toole, Jr. 1998. "The State of Doctoral Education in Public Administration: Developments in the Field's Research Preparation," **Journal of Public Affairs Education** 4 (2): 123-135.

Rex L. Facer II and Hal G. Rainey. 1996. "Organizational Change: Assessing the public sector context and learning from studies of the private sector." **Society and Economy in Central and Eastern Europe** 18 (2): 50-75.

### **Editor Invited Publications**

Condrey, Stephen E., Rex L. Facer II, and Jared J. Llorens. 2012. "Getting It Right: How and Why We Should Compare Federal and Private Sector Compensation" **Public Administration Review** 72, (6): 784-785.

Condrey, Stephen E., Rex L. Facer II, and Jared J. Llorens. 2012. "Reforming Federal Pay" **Compensation and Benefits Review** 44 (4): 202-203, 205, 207.

### **Book Chapters**

Rex L. Facer II. 2021. "Developing Public Servants: International Trends in Human Resource Management." In *Handbook of Public Administration, 4<sup>th</sup> Edition*, edited by Bart Hildreth, Jerry Miller, and Evert Lindquist. Routledge: New York, pp. forthcoming.

Rex L. Facer II and Lori L. Wadsworth. 2016. "Employee Benefits: Patterns and Challenges for Public Organizations" in **Public Human Resource Administration: Problems and Prospects, 6<sup>th</sup> edition**, edited by Steven Hays, Richard Kearny and Jarrell Cogburn. CQ Press: Washington, DC.: pp. 154-168.

Wayne Boss, Rex L. Facer II, Mark McConkie, Gerald Miller, and Samuel Yeager. 2016. "Golembiewski, Robert T." in **Encyclopedia of Public Administration and Public Policy, 3rd Edition**, Taylor and Francis: New York.

Stephen E. Condrey, Rex L. Facer II, and Irving Huang. 2016. "Human Resource Management" in **Encyclopedia of Public Administration and Public Policy, 3rd Edition**, Taylor and Francis: New York, pp. 1698-1701.

Mark Bradbury and Rex L. Facer II. 2010. "Practical Strategies for Maintaining Ethical Behavior in the Workplace" in **Handbook of Human Resources Management in Government, 3rd Edition**, edited by Stephen E. Condrey. Jossey-Bass: San Francisco, pp. 279-297.

Rex L. Facer II, Lori L. Wadsworth, and Chyleen Arbon. 2009. "Cities Leading the Way: The Use of Alternative Work Schedules by Cities. **2009 Municipal Yearbook**. ICMA Press: Washington DC, pp. 28-33.

Mark Bradbury and Rex L. Facer II. 2004. "Practical Strategies for Increasing Ethical Behavior in the Workplace" in **Handbook of Human Resources Management in Government, 2nd Edition**, edited by Stephen E. Condrey. Jossey-Bass: San Francisco, pp. 257-271.

### **Professional Publications**

Utah County Good Governance Advisory Board. June 2019. Utah **County Good Governance Advisory Board Report**, Provo, Utah.

Condrey, Stephen E., Mary E. Guy, and Rex L. Facer II. 2013. **Proposal for the Establishment of a Centre for Public Management in the Suleman Dawood School of Business at Lahore University of Management Sciences**. Lahore, Pakistan.

Condrey, Stephen E., Rex L. Facer II, and Jared J. Llorens. 2012. Revitalize the Federal Workforce by Strengthening Four Critical Areas. **The Public Manager**. 62-65.  
<http://www.astd.org/Publications/Magazines/The-Public-Manager/Articles/Winter-2012/Revitalize-the-Federal-Workforce-by-Strengthening-Four-Critical-Areas>

Condrey, Stephen E., Rex L. Facer II, and Jared J. Llorens. 2012. "Clarifying Federal Compensation Strategy." A supplement to "Recommendations for Strengthening

the Federal Workforce" **Memos to Leaders Project** sponsored by National Academy of Public Administration and the American Society for Public Administration.

<http://www.memostoleaders.org/sites/default/files/SupplementClarifyingFederalCompensationStrategy.pdf>

Condrey, Stephen E., Rex L. Facer II, and Jared J. Llorens. 2012. "Recommendations for Strengthening the Federal Workforce." **Memos to Leaders Project** sponsored by National Academy of Public Administration and the American Society for Public Administration.

<http://www.memostoleaders.org/sites/default/files/FINALStrengtheningtheFederalWorkForce.pdf>

Also printed in:

<http://www.memostoleaders.org/sites/default/files/MemosCapstone2013.pdf> pp. 50-60

Rex L. Facer II. 2012. Fiscal Health of Utah's Cities: A Report of the Utah Benchmarking Project.

Rex L. Facer II. 2009. The Fiscal Crisis and Cities in the West. In **Navigating the Fiscal Crisis: Tested Strategies for Local Leaders**. Alliance for Innovation.

Jeffrey Chapman and Rex L. Facer II. 2005. Connections Between Economic Development and Land Taxation. **Land Lines** 17 (4): 6-8.

Reprinted in:

2006. **The Illinois Government Finance Leader: The Newsletter of the Illinois Government Finance Officers Association** (Winter): 1, 8-9.

2007. **GFOAz News: A Publication of the Arizona Government Finance Officers Association** (March): available online at:

[http://www.gfoaz.org/newsletters/gfoaz\\_news/2007/0307/index.cfm?a=connections](http://www.gfoaz.org/newsletters/gfoaz_news/2007/0307/index.cfm?a=connections)

Rex L. Facer II and Bradley Owens. 2005. Working Together: Efforts to Encourage Links Between Managers and Academics. **Public Management** 87 (3): 15-17.

Rex L. Facer II and Anna Kallioinen with assistance from Stephen Kroes. 2004. **Fueling Our Future: Options for Financing Major Transportation Projects**. Research Report Number 668. Utah Foundation: Salt Lake City, Utah.

- Rex L. Facer II, Gary C. Cornia, and Robert J. Parsons. 2003. Career Paths of Local Government Finance Professionals. ***Government Finance Review*** 19 (4): 62-64.
- Rex L. Facer II, Harry W. Hayes, Betty J. Hudson, and Paula Steinbauer. 2001. ***County Revenues: A Survey of Authority and Practice***. National Association of Counties: Washington, DC.
- Applied Research Division. 2001. ***County Election Services: A National Survey***. Prepared for and Published by the National Association of Counties by the Carl Vinson Institute of Government at the University of Georgia (March).
- Applied Research Division. 2001. ***An Evaluation of County Services Funding: Bryan County and the Cities of Pembroke and Richmond Hill***. Prepared for the Bryan County Government. Carl Vinson Institute of Government at The University of Georgia (January).
- Applied Research and Publications Division. 2000. ***An Evaluation of County Services Funding: Ware County and the City of Waycross***. Prepared for the Ware County Government by the Applied Research Division of the Carl Vinson Institute of Government at The University of Georgia (October).
- Applied Research and Publications Division. 1999. ***Service Delivery Options in the Cities of Claxton, Hagan and Evans County: an Examination of Functional and Budgetary Consolidation***. Prepared for the Evans County Board of Commissioners, the City of Claxton's Mayor and Council, the City of Hagan's Mayor and Council. Carl Vinson Institute of Government at The University of Georgia (August).
- Applied Research and Publications Division. 1998. ***Final Report of the Study Committee for Funding of Mental Health, Mental Retardation, and Substance Abuse Services: Findings and Recommendations***. Prepared for the Board of Human Resources, Georgia Department of Human Resources. Carl Vinson Institute of Government at The University of Georgia (December).
- Carl Vinson Institute of Government. 1998. ***Governor's Transition Manual***. Prepared for the Final Gubernatorial Candidates in Georgia. Carl Vinson Institute of Government at The University of Georgia (October).
- Carl Vinson Institute of Government. 1998. ***An Analysis of the Financial Impacts of Annexing Large Unincorporated Areas into the City of Covington***. Prepared for



the City of Covington, Georgia. Carl Vinson Institute of Government at The University of Georgia (July).

Carl Vinson Institute of Government. 1997. **Legislative Staffing and Procedures Survey: A Summary of Results B Survey of House and Senate Members of the Georgia General Assembly**. Prepared for the Blue Ribbon Study Committee on the Georgia General Assembly. Carl Vinson Institute of Government at The University of Georgia (December).

Carl Vinson Institute of Government. 1997. **A Summary of Interviews with Selected Georgia Legislators**. Prepared for the Blue Ribbon Study Committee on the Georgia General Assembly. Carl Vinson Institute of Government at The University of Georgia (November).

Carl Vinson Institute of Government. 1997. **A Summary of Survey Results: Survey of House and Senate Members of the Georgia General Assembly**. Prepared for the Blue Ribbon Study Committee on the Georgia General Assembly. Carl Vinson Institute of Government at The University of Georgia (October).

Governmental Research and Services Division. 1997. **Volume 4: Rome/Floyd County Service Delivery Project: An Assessment of Service Delivery Arrangements and Opportunities for Cooperation in the City of Rome and Floyd County**. Prepared for the City of Rome Commission and the Floyd County Board of Commissioners. Carl Vinson Institute of Government at The University of Georgia (September).

Governmental Research and Services Division. 1997. **Volume 2: Rome/Floyd County Service Delivery Project: A Comparative Analysis of Revenues and Expenditures in the Cities of Rome and Cave Spring and Floyd County**. Prepared for the City of Rome Commission and the Floyd County Board of Commissioners. Carl Vinson Institute of Government at The University of Georgia (January).

Governmental Research and Services Division. 1997. **Volume 1: Rome/Floyd County Service Delivery Project: A Socioeconomic and Demographic Profile of the Cities of Rome and Cave Spring and Floyd County**. Prepared for the City of Rome Commission and the Floyd County Board of Commissioners. Carl Vinson Institute of Government at The University of Georgia (January).

Governmental Research and Services Division. 1995. ***Fiscal Impact Analysis of Three Governance Options for North Fulton County***. Prepared for Blue Ribbon Commission on the Future of Governance in North Fulton County. Carl Vinson Institute of Government at The University of Georgia (November).

John O'Looney and Rex L. Facer II. 1995. ***The Proof Is in the Pudding: an Evaluation of Georgia's Culinary Institute***. Prepared for the Georgia Department of Education. Carl Vinson Institute of Government, The University of Georgia.

Rex L. Facer II. 1994. Public Administration: Is it adequately reviewed? ***Administration and Politics, The Newsletter for the Section on Public Administration of the American Political Science Association*** 4 (Fall): 2,4.

### **Conference Proceedings**

Rex L. Facer II and Paula E. Yearly. 2004. "Municipal Annexation: Exploring the Fiscal Impacts," ***Proceedings Ninety-sixth Annual Conference of the National Tax Association 2003***, pp. 289-297.

### **Manuscripts in Progress**

Rex L. Facer II and Steve Condrey. "HR and the Obama Administration"

Rex L. Facer II. "International Trends in HR Management"

Rex L. Facer II. "Locality Pay in the United States"

### **Ongoing Research Projects**

"Alternative Work Schedules" research exploring HR managers perceptions and practices of alternative work schedules and individual employee perceptions of alternative work schedules. In progress with Lori L. Wadsworth, Jared Llorens, and Lori Muse.

"Civil Service Compensation Across the Globe" with the Astana Civil Service Hub

"Local Government Compensation" Initiated with Jared Llorens and Doug Goodman

### **Conference Papers and Invited Presentations**

Rex L. Facer II. Invited Discussant, Moderator, and Closing Speaker. 45<sup>th</sup> Annual ARTDO

International Conference, Taipei, Taiwan. November 11-13, 2018.

Jocefina Brunicelli, Rex L. Facer II, Nadia Rubaii, and Palmira Ríos,. "Planificación Estratégica para Programas Académicos." Workshop presented at 2018 Annual Conference INPAE (Inter-American Network of Public Administration Education), Guadalajara, Mexico. May 15, 2018.

Rex L. Facer II. "AAA Principles to Lead and Govern." Forum at Department of Public Management and Policy, Tunghai University, Taichung, Taiwan, June 6, 2017.

Rex L. Facer II. "HR in the Obama Administration." Lecture presented at Xiamen University, School of Public Affairs, Xiamen, China. June 4, 2017.

Rex L. Facer II. "Flexible Governance for Local Government" Seminar: Current Local Governance Trends. Taiwan Regional Civil Service Development Institute, Nantou, Taiwan. June 7, 2016

Rex L. Facer II. "Commencement Address" Department of Public Administration. Tamkang University. Tamsui, New Taipei City, Taiwan June 5, 2016.

Rex L. Facer II. "Encouraging Performance & Combating Corruption: Using AAA Principles to Lead and Govern" UN Conference on Civil Service Excellence. United Nations, New York. June 19, 2015.

Rex L. Facer II. "AAA Principles to Lead and Govern" Seminar: Current Local Governance Trends. Taiwan Regional Civil Service Development Institute, Nantou, Taiwan. June 2, 2015

Rex L. Facer II. "Encouraging Performance & Combating Corruption: Using AAA Principles to Lead and Govern" Global Conference on Performance and Combating Corruption of the Regional Hub for Civil Service in Astana. Astana, Kazakhstan May 20, 2015.

Rex L. Facer II. "The Role of Quality Public Administration Education in Strengthening the Relationship between Citizens and Government" Global Forum: Government and Citizens Conflicts or Cooperation? Annual Conference Taiwan Association for Schools of Public Administration and Affairs. Tamkang University Campus, Tamsui, New Taipei City, Taiwan May 25, 2014.

Rex L. Facer II. "Creating a Culture of Performance: The Role for Performance Appraisal

in Strengthening Kazakhstan's Civil Service." Global Conference of the Regional Hub for Civil Service in Astana. Astana, Kazakhstan May 22, 2014.

Rex L. Facer II. "Compensations Systems: Lessons from Research and Practice." Seminar as part of the Regional Hub for Civil Service in Astana's Global Conference. Astana, Kazakhstan May 21, 2014.

Rex L. Facer II. "Compensation as a Strategic Tool: A look at the Federal Government's Pay System." Utah Chapter American Society of Military Comptrollers. Hill Air Force Base, Utah. April 22, 2014.

Rex L. Facer II and Larry Walters. "An Alternative Strategy to Understand Municipal Fiscal Health: Increasing Transparency and Accountability to Improve Local Governance." Korean Association for Public Administration Annual Conference 2013. Seoul, Korea October 18-19, 2013.

Rex L. Facer II. "Key Issues Facing the U.S. Federal Civil Service" Tamkang University, Tamsui, New Taipei City, Taiwan. October 2 & 7, 2013.

Jarred Llorens, Rex L. Facer II, and Lori Wadsworth. "Do Workplace Flexibilities Influence Employment Stability? An Analysis of the Impact of Alternative Work Schedules on Employee Turnover." 12<sup>th</sup> Biennial PMRA (Public Management Research Association) Conference. Madison Wisconsin, June 20-22, 2013.

Rex L. Facer II. "Performance Assessment of Civil Servant's Activity" Weeklong Seminar for Senior Government Executives. Academy of Public Administration Under the President of the Republic of Kazakhstan. Astana, Kazakhstan, May 27-31, 2013.

Rex L. Facer II, "Recommendations for Strengthening the Federal Workforce." **Memos to Leaders Project** sponsored by National Academy of Public Administration and the American Society for Public Administration. Washington, DC, September 24, 2012. <http://memostoleaders.org/sept-24th-event-photos-and-video>

Rex L. Facer II, "Behind the Debate on Federal Pay" Coalition for Effective Change (CEC) Forum, Washington, DC, June 13, 2012.

Rex L. Facer II, "Acreditación: Perspectivos de COPRA" 2012 Annual Conference INPAE (Inter-American Network of Public Administration Education), San Juan, Puerto Rico, April 24-27.

- Rex L. Facer II, "Fiscal Health of Utah Cities" 2012 Spring Meeting of Utah Government Finance Officers Association, St. George, Utah April 18-19.
- Rex L. Facer II, "Fiscal Health of Utah Cities" 2012 Spring Meeting of the Utah City Managers Association, St. George, Utah, April 9-11.
- Rex L. Facer II, "Site Visitor Training Workshop" 2011 Annual Conference, National Association of Schools of Public Affairs and Administration, Kansas City, MO, October 19-22.
- Rex L. Facer II, "Site Visit Chairs Roundtable" 2011 Annual Conference, National Association of Schools of Public Affairs and Administration, Kansas City, MO, October 19-22.
- Rex L. Facer II and Mohamad Alkaldry, "Commission on Peer Review and Accreditation White Paper on Academically and Professionally Qualified Faculty" 2011 Annual Conference, National Association of Schools of Public Affairs and Administration, Kansas City, MO, October 19-22.
- Rex L. Facer II, "Accrediting Executive Programs under the New Standards" 2011 Annual Conference, National Association of Schools of Public Affairs and Administration, Kansas City, MO, October 19-22.
- Rex L. Facer II, "Accreditation First-Timers Panel" 2011 Annual Conference, National Association of Schools of Public Affairs and Administration, Kansas City, MO, October 19-22.
- Rex L. Facer II, "Accreditation Institute: Program Director Education and Development" 2010 Annual Conference, National Association of Schools of Public Affairs and Administration, Las Vegas, Nevada, September 29-October 2.
- Rex L. Facer II, "Municipal Tax Structures and Infrastructure Spending" 2010 Annual Conference of the Association for Budgeting and Financial Management, Omaha, NE, October 7-9, 2010.
- Rex L. Facer II and Lori L. Wadsworth, "Four day workweeks: Current Research and Practice" Presented at 2010 Annual BYU OB/HR Conference: HR Strategies for Tough Times. Midway, UT, April 7-9, 2010.
- Rex L. Facer II and Lori L. Wadsworth, "Four day workweeks: Current Research and

Practice” Presented at University of Connecticut Law School Symposium: Redefining Work: Exploring the Four-Day Work Week. Hartford, CN, October 20, 2009.

Rex L. Facer II. “BYU's Model for Local Government Management Education” Presented at the NASPAA Annual Conference. Washington, D.C., October 14-17, 2009.

Rex L. Facer II, Lori L. Wadsworth, Jeff Herring, Conroy Whipple, and Casey Parry “4-Day/10-Hour Work Week: The Human Side of the Experience” Presented at the Annual Conference of the National Association of State Personnel Executives. Park City, UT, July 12, 2009.

Rex L. Facer II, Lori L. Wadsworth, and Chyleen Arbon. “Alternative Work Schedules: Research Findings & Implications for Implementation” Presented at the National Conference of the American Society for Public Administration. Miami, Florida, March 20-24, 2009.

Rex L. Facer II, Neal Buckwalter, and Lori L. Wadsworth, “The Role of Mentoring in Public Service Career Advancement: A Preliminary Examination.” Presented at the Midwest Political Science Association Annual Meeting. Chicago, IL, April 3-6, 2008.

Rex L. Facer II. “City Manager’s Views of the Talent Shortage: Perceptions from Utah Managers.” Presented at the Annual Meeting of the National Association of Schools of Public Affairs and Administration. Seattle, Washington, October 11-13, 2007.

Rex L. Facer II. “Municipal Annexation: Exploring the Effects of Tax and Other Structures.” Presented at 37<sup>th</sup> Annual Meeting of the Urban Affairs Association. Seattle, Washington, April 25-28, 2007.

Rex L. Facer II and David Matkin. “Reforming the Budget: Perceptions of Municipal Government Budget Officers.” Presented at 2006 Annual Conference of the Association for Budgeting and Financial Management, Atlanta, GA, October 19-21, 2006.

Rex L. Facer II and Paula Yeary. A Fiscal Policies and Fund Transfers: Understanding How Decisions are Made.” Presented at 2006 Annual Conference, Southeastern Conference on Public Administration, Athens, GA, September 28-30, 2006.

- Rex L. Facer II and Lori L. Wadsworth. "Alternative Work Schedules and Work-Family Balance: An Assessment from a Growing Municipality." Presented at 2006 Annual Conference, Southeastern Conference on Public Administration, Athens, GA, September 28-30, 2006.
- Jeff Chapman, Gary Cornia, Rex L. Facer II, and Larry Walters. "Financing Transportation in Utah: An examination of alternatives with a proposal for a land tax." Presented at the conference The Buck Starts Where? Paying for Public Services, Lexington, KY, May 18-19, 2006
- Rex L. Facer II. "Alternative Models of State Annexation Laws: Multivariate Analysis Seeking to Explain Annexation Activity" Presented at the 36<sup>th</sup> Annual Meeting of the Urban Affairs Association. Montreal, Quebec April 19-22, 2006.
- Rex L. Facer II. "Tax Structures and Infrastructure in Municipalities: Exploring a Component of Economic Development." 98<sup>th</sup> Annual Conference on Taxation, National Tax Association, Miami, Florida, November 17-19, 2005.
- Rex L. Facer II. "Economic Development and Infrastructure: Does local tax structure matter?" Utah League of Cities and Towns Annual Conference, Salt Lake City, Utah, September 16, 2005.
- Dwight V. Denison and Rex L. Facer II. "Interstate Tax Coordination: Lessons from the International Fuel Tax Agreement." National Tax Association Spring Symposium's State-Local Tax Program AThe Political Economy of Intergovernmental Tax Administration and Compliance," Washington DC, May 20, 2005.
- Paula Yeary and Rex L. Facer II. "Fiscal Policies and Fund Transfers: Understanding How Decisions are Made" Annual Conference of the Association for Budgeting and Financial Management, Chicago, IL, October 7-9, 2004.
- Rex L. Facer II and Bradley P. Owens. "Municipal Power Systems: A Review of Issues," Annual Meeting, Urban Affairs Association, Washington, D.C., March 31-April 3, 2004.
- Rex L. Facer II and Jeff Thompson. "Public Service Motivation and Psychological Contracts: What happens when the contract is violated?" 65<sup>th</sup> National Conference of the American Society for Public Administration, Portland, Oregon, March 27-30,

2004.

Rex L. Facer II and Paula Yeary, "Municipal Annexation: Exploring the Fiscal Impacts," 96<sup>th</sup> Annual Conference on Taxation, National Tax Association, Chicago, November 13-15, 2003.

Rex L. Facer II, Gary Cornia, and Robert J. Parsons, "Climbing the Ladder: Careers in Public Finance," 2003 Annual Conference, Government Finance Officers Association, New York, NY, May 18-21, 2003.

Rex L. Facer II, Gary Cornia, and Robert J. Parsons, "Educating Students for Careers in Public Finance," 2003 Western Social Sciences Annual Meeting, Las Vegas, Nevada, April 11, 2003

Rex L. Facer II, "Annexation Activity and State Law in the United States," 2003 Annual Meeting, Urban Affairs Association, Cleveland, OH, March 26-29, 2003.

Rex L. Facer II, "Financing County Governments: Understanding the Options and Practices," Presented at the 95<sup>th</sup> Annual Conference on Taxation of the National Tax Association, Orlando, Florida, November 14-16, 2002.

John A. Hamilton, Rex L. Facer II, Stephen E. Condrey, "The Effect of Welfare Reform on Organizational Change: The Georgia Division of Family and Children Services," Presented at 63<sup>rd</sup> National Conference of the American Society for Public Administration, Phoenix, Arizona, March 23-26, 2002.

Stephen E. Condrey, Rex L. Facer II, John A. Hamilton, "Motivational Climate and Organizational Change: Exploring the Administrative Effects of Welfare Reform," Presented at 2001 Annual Conference, Southeastern Conference on Public Administration, Baton Rouge, LA, October 10-14, 2001.

Rex L. Facer II and Harry W. Hayes, "Results of a National Survey of County Election Services: A Preliminary Draft," Presented to the National Commission on Election Standards and Reform at the 2001 Legislative Conference of the National Association of Counties, Washington, D.C., March 2-5, 2001.

Rex L. Facer II, "Public and Private Differences: A Preliminary Test Using the National Organizations Study Data," 2000 Annual Conference, Southeastern Conference on Public Administration, Greensboro, NC, October 4-7, 2000.



Rex L. Facer II, Harry W. Hayes, Betty J. Hudson, Paula Steinbauer, and Andy Welch, "Draft Working Paper: Section 1 Annexation in Georgia: Developments in the Law and Patterns of Activity," 2000 Annual Conference, Southeastern Conference on Public Administration, Greensboro, NC, October 4-7, 2000.

Andy Welch, Rex L. Facer II, Harry W. Hayes, Betty J. Hudson, and Paula Steinbauer, "Draft Working Paper: Section 2 Fiscal Impacts of Annexation," 2000 Annual Conference, Southeastern Conference on Public Administration, Greensboro, NC, October 4-7, 2000.

Rex L. Facer II, Harry W. Hayes, Betty J. Hudson, Paula Steinbauer, and Andy Welch, "Draft Working Paper: Section 3 Annexation Activity and State Law in the United States," 2000 Annual Conference, Southeastern Conference on Public Administration, Greensboro, NC, October 4-7, 2000.

Rex L. Facer II, Harry W. Hayes, Betty J. Hudson, Paula Steinbauer, and Andy Welch, "Draft Working Paper: Section 4 Examining Different Models of State Annexation Laws: A Test Using Recent Annexation Data in the United States," 2000 Annual Conference, Southeastern Conference on Public Administration, Greensboro, NC, October 4-7, 2000.

Rex L. Facer II, "Plenary Session: Promoting Research and Scholarship," 1999 NASPAA/APPAM doctoral workshop, Washington, D.C., September 24-25, 1999.

Christine L. Kuykendall and Rex L. Facer II, "Public Employment in Georgia State Agencies: the Elimination of the Merit System," 60<sup>th</sup> National Conference of the American Society for Public Administration, Orlando, Florida, April 10-13, 1999.

Haoran Lu and Rex L. Facer II, "Do Local Governments Change Their Budget Systems? Evidence from Georgia Counties," 1998 Annual Conference, Southeastern Conference on Public Administration, Pensacola, Florida, January 21 - 23, 1999.

Rex L. Facer II and Haoran Lu, "The Iron Law of Bureaucracy: Does it hold up in local governments and what are its implications?" 1998 Annual Conference, Southeastern Conference on Public Administration, Pensacola, Florida, January 21 - 23, 1999.

Brewer, Gene A., Sally Coleman Selden, and Rex L. Facer II, "A Critique and Extension of the Public Service Motivation Construct," Thirteenth Annual Conference of the International Society for the Scientific Study of Subjectivity, Syracuse University,

New York, October 23-25, 1997.

Haoran Lu and Rex L. Facer II, "Budget Change: Its Causes and Effects," 1997 Annual Conference, Southeastern Conference on Public Administration, Knoxville, TN, September 25-27, 1997.

Rex L. Facer II, "Organizational Change in Public Agencies," Twenty-fifth Anniversary Celebration: Conference for the Doctor of Public Administration Program, Athens, Georgia, March 9-10, 1997.

Rex L. Facer II and Hal G. Rainey, "Reinventing Public Administration: Reform in the Georgia Civil Service," Southwestern Social Science Association >97, Annual Meeting, New Orleans, Louisiana, March 26-29, 1997.

Gene A. Brewer, James W. Douglas, Rex L. Facer II, and Laurence J. O'Toole, Jr. "The State of Doctoral Education in Public Administration: Developments in the Field's Research Preparation," 1996 Annual Conference, Southeastern Conference on Public Administration, Miami, FL, October 3-5, 1996.

Rex L. Facer II, "Public Management: Collaboration or divergence? Some implications for further research," 1995 Annual Conference, Southeastern Conference on Public Administration, Savannah, GA, October 5-7, 1995.

Hal G. Rainey, Rex L. Facer II, and Barry Bozeman, "Repeated Findings of Sharp Differences Between Public and Private Managers' Perceptions of Personnel Rules," Annual Meeting of the American Political Science Association, Chicago, IL, August 31-September 3, 1995.

Rex L. Facer II, "Public Management: A view from two fields," Annual Meeting, Southern Political Science Association, Atlanta, GA, November 2-5, 1994.

Jeffrey L. Brudney and Rex L. Facer II, "Managerial Leadership and Employee Motivation in the Nonprofit Sector: A framework for analysis and practice," Annual Conference, Association for Research on Nonprofit Organizations and Voluntary Action, Berkeley, CA, October 20-22, 1994.

Rex L. Facer II and Hal G. Rainey, "Organizational Change: Assessing the public sector context and learning from studies of the private sector," 1994 Annual Conference, Southeastern Conference on Public Administration, Lexington, KY, October 6-8, 1994.

## Professional and Service Activities

### **Federal Salary Council**

**Member**, October 2010-January 2017

Appointed by President Barack Obama.

The Council submits recommendations on the locality pay program to the President's Pay Agent. The Council's recommendations cover the establishment or modification of pay localities, the coverage of salary surveys used to set locality pay, the process for making pay comparisons, and the level of comparability payments that should be made.

### **American Society for Public Administration (ASPA)**

**Committee Member, Finance Committee**, March 2007-2012

**Chair, Finance Committee**, March 2009-2010

**Co-Chair, Strategic Imperative**, March 2011-March 2012

**Committee Member, Strategic Plan Monitoring Group**, March 2011-2012

**Chair, Mentoring and Founders Fellows Program**, March 2012- March 2013

**Member, 75<sup>th</sup> Anniversary Commission - liaison to 2014 Conference**, January 2012-March 2014

**Member, National Council**, March 2013-March 2014, March 2018 to Present

### **Astana Civil Service Hub**, May 2013-present

The Regional Hub is a joint United Nations Development Programme - Kazakhstan project to promote quality civil service in CIS and Central Asian countries. Currently 30 countries and 5 international organizations participate in the Hub.

Hub Advisory Board, member

Co-chair, Knowledge Management and Expert Network

Advisory Board, International Journal of Civil Service Reform and Practice

### **Commission on Peer Review and Accreditation (COPRA)**, National Association of Schools of Public Administration and Affairs (NASPAA)

Commission Member. August 2009 - August 2012

Chair. August 2011 - August 2012

The commission accredits master's degree programs in public administration through a rigorous peer-review process.

**Manuscript Reviewer,**

***State and Local Government Review***, 2003-present

***Review of Public Personnel Administration***, 2003-present

***Urban Affairs Review***, 2005-present

***American Review of Public Administration***, 2005-present

***Public Administration Review***, 2006-present

***Journal of Public Administration Review and Theory***, 2007-present

Public and Nonprofit Sector Division of the Academy of Management

Annual Meetings, 1996-1998.

Management Education track, Midwest Academy of Management Meeting,  
2000

**NASPAA Local Government Management Education Committee**, committee members also serve an advisory role to the **ICMA Advisory Board on Graduate Education**, September 2002-2015.

**ICMA Press Advisory Board**, provide advice on issues facing local governments that should be addressed through the publishing arm of ICMA. September 2007-2016.

**Section on Personnel Administration and Labor Relations (SPALR)**, American Society for Public Administration  
**Past-Chair**, March 2010-March 2012  
**Chair**, March 2008-March 2010  
**Chair-Elect**, April 2006-March 2008  
**Treasurer**, March 2003-April 2006.  
**Awards Committee**, 2003, 2004, 2005  
**Chair, Strategic Planning Committee**, March 2002-March 2006  
**Symposium Organizing Committee**, 2008, 2009, 2010, 2011, 2012

***Review of Public Personnel Administration: The Journal of Public Sector Human Resource Management***  
**Book Review Editor**, June 2003-September 2009.  
**Board Member**, September 2009-present

**Local Host Chair**, 2005 Urban Affairs Association Annual Conference, Salt Lake City, Utah.

## Other Relevant Employment

**President**, *Facer Finance & Management Consulting, Inc.* 11/2008-present

- Compensation and Equity Analysis of Pay Systems and Employees
- Performance Appraisal
- Financial Analysis
- Group Facilitation

**Senior Consultant**, *Condrey & Associates, Athens, GA* 11/2002-Present

- Compensation and Equity Analysis
- Performance Appraisal

**Lecturer**, *International Center for Land Policy Studies and Training, Taoyuan, Taiwan* 6/2006-6/2016

- Lecture on the following topics
  - Role of Local Governments
  - Property Taxes
  - Infrastructure Finance
  - Capital Improvement Budgeting
  - Debt Management
  - Privatization

**Visiting Fellow**, *Lincoln Institute of Land Policy, Cambridge, MA* summer 2005

- Research on Infrastructure Funding, Economic Development, and Tax Policy

## Affiliations

American Society for Public Administration, Association for Budgeting and Financial Management, International City/County Management Association, SHRM, IPMA-HR, Beta Gamma Sigma, Phi Kappa Phi