Implementing Sexual Harassment Policy Challenges For The Public Sector Workplace

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Implementing Sexual Harassment Policy - Laura A. Reese - 1999
Widespread sexual harassment in the public sector makes implementing sexual harassment policy a decidedly necessary task. In this book, the authors focus on the implementation of policy in public sector organizations using an analysis of case studies and survey data. The authors identify four major challenges to implementing sexual harassment policies and examine each starting with a description and concluding with specific recommendations for overcoming the challenges in policy making.

Implementing Sexual Harassment Policy - Laura A. Reese - 1998-09-22
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Sexual Harassment of Women - National Academies of Sciences, Engineering, and Medicine - 2018-09-01
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Over the last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as they work and learn. Over the last several years, revelations of the sexual harassment experienced by women in the workplace and in academic settings have raised urgent questions about the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. Sexual Harassment of Women explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

Equity in the Workplace - Gottfried - 2004-10-26

This edited collection assembles cutting-edge comparative policy research on contemporary policies relevant to gender and workplace issues. Contributors analyze contemporary gender-related employment policies ranging from parental leave and maternity programs, sexual harassment, and work/life balance to gender mainstreaming. Gender and Work in Comparative Perspective thoroughly illustrates the richness of understanding that can be gained through the juxtaposition of a variety of research methodologies focused on a common theme. The side-by-side presentation of single case studies on countries such as Canada, the United States, Germany, and Japan allows readers to compare and understand a wide range of policy options, thereby integrating what are usually separate bodies of research on the role of gender in welfare state developments, employment transformations, workplace policies, and work experience. An essential tool for scholars in many
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**Sexual Harassment in Education and Work Settings: Current Research and Best Practices for Prevention** - Michele A. Paludi - 2015-08-26
Addresses current legal and psychological issues involved in campus and workplace violence, specifically sexual misconduct, and offers best practices for organizations seeking to prevent and respond to sexual misconduct. Provides an overview of current legislation surrounding sexual misconduct. Examines the impact of sexual misconduct on individuals, bystanders, and organizations. Offers recommendations for investigating complaints of sexual harassment and other forms of sexual misconduct in organizations and universities. Presents invaluable insights into cultural views regarding sexual harassment. Contains essays by campus and workplace consultants, lawyers, and other subject experts.

**Praeger Handbook on Understanding and Preventing Workplace Discrimination: Legal, management, and social science perspectives** - Michele Antoinette Paludi - 2011
This comprehensive, two-volume handbook compiles the current case law, management practices, and social science research on workplace discrimination, including federal- and state-protected categories. A chapter is included on each type of workplace discrimination per the Equal Employment Opportunity Commission, including sex discrimination, race/color discrimination, and equal compensation discrimination. Contributions from distinguished attorneys, management consultants, scholars, and academicians working in the area of workplace discrimination. An overview of the chronology of case law in each type of workplace discrimination. A bibliography accompanying each chapter with additional references provided in appendices.

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Introducing Public Administration - Jay M. Shafritz - 2016-09-13
Now in an extensively revised 9th edition, Introducing Public Administration provides students with the conceptual foundation they need, while introducing them to important trends in the discipline. Known for its lively and witty writing style, this beloved textbook examines the most important issues in the field of public administration through the use of examples from various disciplines and modern culture. This unique approach captivates students and encourages them to think critically about the nature of public administration today. Refreshed and revised throughout, the 9th edition contains a number of important updates: An examination of the effect of the Barack Obama administration on the discipline, especially economic and financial management and budgetary policy, allowing students to apply the theories and concepts in the text to recent US government practice. An exploration of the 2008 economic meltdown and its consequences for the regulation of financial markets, cut-back management, and social equity, providing students with a critical look at the recent changes in the global economy. All-new images, international examples, keynotes, and case studies have been incorporated to reflect the diversity of public servants throughout history. Case studies correspond to those in optional companion book Cases in Public Policy and Administration to offer clear discussion points and seamless learning with the two books side by side. New sections on careers in public service, whistleblowing and public employee dissent, networks and collaboration across organizations, social innovation, managerialism and productivity improvement, Big Data and cloud computing, collaboration and civic engagement, and evidence-based policy management. Complete with a companion website containing instructor slides for each chapter, a chapter-by-chapter instructor's manual and sample syllabus, student learning objectives and self-test questions, Introducing Public Administration is the ideal introduction to the discipline for first year masters students, as well as for the growing number of undergraduate public administration courses and programs.
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Cases in Public Policy and Administration - Jay M Shafritz - 2015-08-07
Writing the perfect complement to their bestseller, Introducing Public Administration, Shafritz and Borick highlight the great drama inherent in public policy -- and the ingenuity of its makers and administrators -- in this new casebook that brings thrilling, true life adventures in public administration to life in an engaging, witty style. Drawing on a unique assortment of literary, historic, and modern examples, Cases in Public Policy and Administration exposes students to public administration in practice by telling the tales of: How Thurgood Marshall led the legal fight for civil rights and made it possible for Barack Obama to become president How the ideas of an academic economist and a famous novelist led to the recession that started in 2008 How Al Gore really deserves just a little bit of credit for inventing the Internet How the decision was made by President Harry Truman to drop the first atomic bomb on Japan in order to end World War II How the current American welfare state was inspired by a German chancellor How a Nazi war criminal inadvertently provided the world with a lesson in bureaucratic ethics How Napoleon Bonaparte encouraged the job of chief of staff to escape from the military and live in contemporary civilian offices How an obscure state department bureaucrat wrote the policy of containment that allowed the United States to win the Cold War with the Soviet Union How Dwight D. Eisenhower was started on the road to the presidency by a mentor he found in the Panamanian rain forest How Florence Nightingale gathered statistics during the Crimean War that helped lead to contemporary program evaluation.

To Look Like America - Katherine C. Naff - 2018-03-05
To Look Like America is designed to contribute a unique perspective to those interested in the challenges presented to public sector organizations -- particularly in the federal sector -- by an increasingly diverse workforce. Current projections are that the American workforce will become more and more diverse over the next decade, forcing employers to respond to real or perceived barriers to the participation and advancement of women and minorities in their organizations. This book provides a means for identifying and taking steps to dismantle such barriers. It shows how empirical measures can identify the extent to which such barriers exist. The measures are applied to a broad cross-section of the federal civil service through the use of employment, focus group, and interview data, as well as responses to surveys administered to representative samples of federal employees. The analysis examines the
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Decent and in Order - Ronald R. Stockton - 2000
Analyzes a congregational conflict that was seriously mishandled by church authorities and allowed to escalate.

Violent behavior is an unavoidable aspect of human nature, and as such, it has become deeply integrated into modern society. Examining violence through a critical, academic, and social perspective can lead to a better understanding of its foundations and implications. Social Issues Surrounding Harassment and Assault: Breakthroughs in Research and Practice explores the social and cultural influences of harassment and assault on human life and activity. Highlighting a range of pertinent topics such as child abuse and neglect, support services, and sexual harassment, this book is an ideal reference source for clinicians, sociologists, practitioners, researchers, and graduate-level students interested in all aspects of social issues related to harassment and assault.

Women's Studies - Linda A. Krikos - 2004
This monumental work maps the field of women's studies publications, covering thousands of titles and Web sites in 19 subject areas published in the last two decades of the 20th century.

Michigan Municipal Review - - 1999


Social Issues Surrounding Harassment and Assault: Breakthroughs in Research and Practice explores the social and cultural influences of harassment and assault on human life and activity. Highlighting a range of pertinent topics such as child abuse and neglect, support services, and sexual harassment, this book is an ideal reference source for clinicians, sociologists, practitioners, researchers, and graduate-level students interested in all aspects of social issues related to harassment and assault.
A Reasonable Public Servant: Constitutional Foundations of Administrative Conduct in the United States - Lily Xiao Hong Lee - 2015-02-04
An essential text for PA courses on Human Resource Management as well as Public Management and Law, this book illuminates the role of the reasonable public servant, who strives to perform authorized functions efficiently, yet in a manner that aligns with constitutional values embodied in the Bill of Rights. "A Reasonable Public Servant" provides a comprehensive review of Supreme Court opinions in explaining the reasonable conduct of a public servant and the development of clearly established constitutional and statutory rights that a reasonable public servant is expected to observe: property rights; procedural due process; freedom of critical speech; privacy; equal protection; and anti-discrimination laws. The author relies on the Court's opinions as the exemplar of public reason, and pays close attention to the manner in which the Court balances among competing value priorities - for example, the rights of a public servant as an employee as well as an individual citizen, and the efficiency needs of the government as an employer as well as a sovereign state. This book's detailed appendices include the U.S. Constitution, the Bill of Rights, and Title VII of the Civil Rights Act of 1964.

From the Nuremberg trials to the Civil Service Reform Act of 1978 to recent budget reconciliation bills, the Encyclopedia of Public Administration and Public Policy provides detailed coverage of watershed policies and decisions from such fields as privatization, biomedical ethics, education, and diversity. This second edition features a wide range of new topics, including military administration, government procurement, social theory, and justice administration in developed democracies. It also addresses current issues such as the creation of the Department of Homeland Security and covers public administration in the Middle East, Africa, Southeast Asia, the Pacific, and Latin America.

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amount & characteristics of sexual harassment in East, Africa, Southeast Asia, the Pacific, and Latin America.

**Sexual Harassment in the Federal Workplace** - Government Printing Office Staff - 1994

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**Women Leading Education across the Continents** - Elizabeth C. Reilly - 2015-03-18
Women Leading Education across the Continents is a collection of research about and stories of women in basic and higher education leadership from every region of the globe.

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**Sexual Harassment in the Federal Workplace** - Evangeline W. Swift - 1996-07
Discusses the results of a study to determine the nature & extent of sexual harassment (SH) in the federal government. Indicates that unwanted sexual attention remains a widespread problem in the federal sector. However, federal agencies have made strides in educating their work forces & raising the level of sensitivity to the issues surrounding SH. Defines SH; quantifies the amount & characteristics of sexual harassment in the federal sector; impact of SH; handling SH; & court decisions & evolving views of SH. Charts, tables & graphs.

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**Stopping Sexual Harassment in the Workplace** - United States. Federal Aviation Administration - 1994

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**Defense Issues** - 1991

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**Sexual Harassment on College Campuses** - Michele A. Paludi - 1996-03-01
An updated and expanded revision of the first edition, which received the Gustavus Myers Center Award for an outstanding book on Human Rights in the United States. Intended for administrators and faculty, it is also a resource book for individuals wanting to make changes in their campus' policy and procedures with regard to sexual harassment.

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**The Professoriate: Challenges and Promises** - Paul V. Bredson - 1998-04-28
Examination of the unique roles school administrators play as scholar-teachers within and beyond their institutions.

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**Legal and Regulatory Issues in Human Resources Management** - Ronald R. Sims - 2014-10-01
This edited book is intended to address the need for an updated look at the HRM legal and
competitive advantage in today’s and tomorrow’s books which address legal issues in HRM from a narrower focus or specific issue (like sexual harassment, performance appraisal or employment termination), this book provides a comprehensive and in-depth look at legal issues, regulations and laws which govern all aspects of human resource management—recruitment, selection, placement, performance management (i.e., employee training and development), benefits and compensation—and specific issues such as job analysis, sexual harassment, and the like. The contributors to this book offer their insight derived from their own research and practical experience with the HRM legal and regulatory environment/world of work. More specifically, the contributors examine, analyze and discuss challenges, issues and opportunities related to HRM legal and regulatory issues and the implications for employees and their organizations while emphasizing the importance of navigating such laws and regulations to the employment cycle and toward sustainable competitive advantage in today’s and tomorrow’s organizations.

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Sexual Harassment Policy Survey of Fifty States and the District of Columbia - - 1993-12
A comprehensive survey of the 50 States & the District of Columbia on sexual harassment policies in their legislative bodies. Includes written policies & guidelines, reports, definition of sexual harassment, allegations made, & much more. Includes the recently released New York Governor’s Task Force Report on Sexual Harassment (Dec. 1992).

The Equity Myth - Frances Henry - 2017-06-09
The university is often regarded as a bastion of liberal democracy where equity and diversity are vigorously promoted. In reality, the university still excludes many people and is a site of racialization that is subtle, complex, and sophisticated. This book, the first comprehensive, data-based study of racialized and Indigenous faculty members’ experiences in Canadian universities, challenges the myth of equity in higher education. Drawing on a rich body of survey data, interviews, and analysis of universities’ stated policies, leading scholars scrutinize what universities have done and question the effectiveness of their employment equity programs. They also make important recommendations as to how universities can address racialization and fulfill the promise of equity in the academy.

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Security Policies and Implementation Issues
- Robert Johnson - 2020-10-23
PART OF THE NEW JONES & BARTLETT LEARNING INFORMATION SYSTEMS SECURITY & ASSURANCE SERIES Security Policies and Implementation Issues, Third Edition offers a comprehensive, end-to-end view of information security policies and frameworks from the raw organizational mechanics of building to the psychology of implementation. Written by industry experts, the new Third Edition presents an effective balance between technical knowledge and soft skills, while introducing many different concepts of information security in clear simple terms such as governance, regulator mandates, business drivers, legal considerations, and much more. With step-by-step examples and real-world exercises, this book is a must-have resource for students, security officers, auditors, and risk leaders looking to fully understand the process of implementing successful sets of security policies and frameworks. Instructor Materials for Security Policies and Implementation Issues include: PowerPoint Lecture Slides Instructor's Guide Sample Course Syllabus Quiz & Exam Questions Case Scenarios/Handouts About the Series This book is part of the Information Systems Security and Assurance Series from Jones and Bartlett Learning. Designed for courses and curriculums in IT Security, Cybersecurity, Information Assurance, and Information Systems Security, this series features a comprehensive, consistent treatment of the most current thinking and trends in this critical subject area. These titles deliver fundamental information-security principles packed with real-world applications and examples. Authored by Certified Information Systems Security Professionals (CISSPs), they deliver comprehensive information on all aspects of information security. Reviewed word for word by leading technical experts in the field, these books are not just current, but forward-thinking—putting you in the position to solve the cybersecurity challenges not just of today, but of tomorrow, as well.

Business Ethics
- K. Praveen Parboteeah -
Business Ethics provides a thorough review and analysis of business ethics issues using several learning tools: Strategic Stakeholder Management as the Theme: All chapters use a strategic stakeholder approach as a unifying theme. The text is thus the first text that adopts this approach. Most business ethics scholars and practitioners agree that successful ethical companies are the ones that can strategically balance the needs of their various stakeholders. By adopting this approach, students will be able to see how the various aspects of business ethics are connected. Theory-based and Application-based: All chapters have important applicable theories integrated with discussion of how such theories apply in practice. Unlike other texts that are either too theoretical or too practical, this text provides the appropriate blend of theory and practice to provide deeper insights into the concepts covered in the chapter. Global Perspective: Unless most other texts, this text provides a global perspective on business ethics. Most chapters include material pertaining to ethics in global contexts. Included are cases about companies in a wide range of countries including Japan, U.K., China and India among many others. Cases: The text contains over 30 real world global cases. Each chapter ends with a short two page case as well as a longer case that varies in length. Each has discussions questions at the end. Finally each of the four parts ends with a Comprehensive Case; proven teaching cases from The Ivey School and other sources.

Crowdsourcing, Constructing and Collaborating - Siddharth Peter deSouza - 2020-12-30
Citizens around the world use crowdsourced platforms to hold governments accountable, to fill gaps in infrastructural and municipal services, and to call attention to issues that impact everyday lives, such as sexual violence and environmental injustice. Crowdsourcing, Constructing and Collaborating brings together individuals and groups engaged in building and sustaining platforms for online collaboration and participation, to explore and reflect on the methods, challenges and potentials of the technology of crowdsourcing, and mapping of social impact. It brings together people directly involved in a range of projects from around the world-I Paid A Bribe, Environmental Justice Atlas, HarassMap, Intolerance Tracker, Visualizing Palestine, and Humanitarian Tracker-to critically reflect on the tactics, methods, challenges and opportunities of crowdsourcing and crowd-mapping as tools for social, environmental and political change. In an accessible and visually engaging style, it shows how participatory digital media become crucial components of journalistic, scholarly and activist practices, addressing a range of topical challenges, including economic corruption, sexual harassment, political violence and environmental conflict, in diverse geographic contexts.
gives a current look at timely topics. The text addresses a wide range of issues including proactive measures like prevention and training, retaining a positive tone on issues of sensitive nature.

**Investigating Sexual Harassment in Law Enforcement and Nontraditional Fields for Women** - Penny Harrington - 2007

For courses in Police and Society, Sexual Harassment, Domestic Violence, Domestic Crimes, Employment Law, Gender Studies, Women's Studies, Contemporary Issues in Policing and Police-Community Relations in CJ. Drawing from empirical research and years of practical experience, this new text provides guidance on how to investigate sexual harassment in policing & firefighting. Written for practitioners by professionals in the field of law enforcement & victim advocacy, this text takes a conversational tone through the investigative processes of sexual harassment complaints. With sexual harassment law often changing, this text gives a current look at timely topics. The text addresses a wide range of issues including proactive measures like prevention and training, retaining a positive tone on issues of sensitive nature.

**Current Issues in American Law Enforcement: Community Policing:**

- **Chapter 3 Public And Court Review Of Police:**
- **Chapter 4 Internal Review Of The Police:**
- **Chapter 5 Police Use Of Force:**
- **Chapter 6 Hate Crimes:**
- **Chapter 7 Murder And Injury Of Police Officers:**
- **Chapter 8 Profiling:**
- **Chapter 9 Police Conduct:**
- **Chapter 10 Women In Law Enforcement:**
- **Chapter 11 Vehicle Pursuit:**

- **Index** - Harry W. More - 2008

Through the years, the police have performed the time-honored functions of controlling crime, maintaining law and order, and providing services. This comprehensive book redefines the police role in many communities, especially as police departments have moved toward the creation of a partnership with citizens, private agencies and other community service departments. Major topics include: (1) an added major development in the external review of police conduct with anticipation that police review boards will become more prevalent; (2) the fact that internal review will still be an important process of the organizational response.
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Power and Gender - Rosemarie Skaine - 1996-01-01

Most Americans were shocked when Anita Hill charged U.S. Supreme Court nominee Clarence Thomas with sexual harassment. Not surprisingly, the nation was divided on the Senate hearings on the matter--some believed Hill, others, Thomas. Perhaps the most important result of the hearings was to open the eyes of a majority of the public to the issue of sexual harassment and to begin a dialog on the issue. This work first defines sexual harassment, including operational, sociological and legal definitions, and then provides a history of the issue in the United States and a theoretical framework of why harassment occurs. This is followed by a look at the legal dimension of the problem, with a discussion of pertinent federal and state laws and Equal Employment Opportunity Commission (EEOC) decisions. The incidence and settings (e.g., workplace, housing, religious institutions) are next examined, followed by chapters on sexual harassment in the government, the military, and in education. The book concludes with discussions of strategies for the victims and for employers.
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Preventing Eating Disorders - Niva Piran - 2013-06-17
This comprehensive resource provides multiple prevention strategies, programs, and approaches for health and mental health workers, educators, researchers, students, and interested members of the community at large who work to prevent eating disorders and related problems.

Preventing Sexual Harassment On-campus - Ben T. Allen - 1995
This booklet on sexual harassment on college campuses covers sexual harassment law, harassment prevention, protection from liability, and handling allegations. Chapter 1, "What Is Sexual Harassment?" defines the term and gives an overview of sexual harassment law. Chapter 2, "How Does Sexual Harassment Law Apply in Actual Situations?" illustrates these legal concepts including faculty-student issues and student-student issues with numerous examples. Subsequently, chapter 3, "What Is the Liability of the Administrator and Institution?" discusses the consequences if sexual harassment does occur and the costs involved in litigation; and chapter 4, "Practices To Implement Sexual Harassment," provides suggestions for what administrators must know to investigate sexual harassment claims and specific actions to take when allegations of sexual harassment occur. A final section outlines important elements of a sexual harassment policy. Appendixes contain samples of the forms and documents needed to create and maintain effective sexual harassment policies and procedures with a sample sexual harassment policy, a sexual harassment incident form, advice regarding sexual harassment, a sexual harassment survey, and list of additional resources. (Contains 17 references.) (JB)

Preventing Sexual Harassment On-campus - Ben T. Allen - 1995
This booklet on sexual harassment on college campuses covers sexual harassment law, harassment prevention, protection from liability, and handling allegations. Chapter 1, "What Is Sexual Harassment?" defines the term and gives an overview of sexual harassment law. Chapter 2, "How Does Sexual Harassment Law Apply in Actual Situations?" illustrates these legal concepts including faculty-student issues and student-student issues with numerous examples. Subsequently, chapter 3, "What Is the Liability of the Administrator and Institution?" discusses the consequences if sexual harassment does occur and the costs involved in litigation; and chapter 4, "Practices To Implement Sexual Harassment," provides suggestions for what administrators must know to investigate sexual harassment claims and specific actions to take when allegations of sexual harassment occur. A final section outlines important elements of a sexual harassment policy. Appendixes contain samples of the forms and documents needed to create and maintain effective sexual harassment policies and procedures with a sample sexual harassment policy, a sexual harassment incident form, advice regarding sexual harassment, a sexual harassment survey, and list of additional resources. (Contains 17 references.) (JB)

Student-generated Sexual Harassment in Secondary Schools - Roberta Wetzel - 2000
Wetzel and Brown present information on the extent of student-to-student sexual harassment and its impact on the educational and psychological well-being of adolescent boys and girls. They also present a template and strategies for developing an effective school district sexual harassment policy and practical applications and strategies to sensitize and educate students, parents, and school personnel.
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*Handbook of Education Politics and Policy* - Bruce S. Cooper - 2008-06-30

Written by a mix of established and rising stars in school politics, policy, law, finance, and reform this comprehensive Handbook provides a three part framework that helps organize this relatively new and loosely organized field of study. A central theme running through the book is how to harness politics to school equity and improvement. Key features include: Thematic Discussions – detailed discussions of key topics in educational politics are organized by themes and competing perspectives. The overarching themes are 1) the goals of the U.S. political system (justice, equity, opportunity, efficiency and choice); 2) the means and resources for reaching these goals; and 3) the political behaviors and compromises that seek to mitigate ideological differences and conflicts of interest. Research Oriented – in addition to summarizing the latest research connected to key topics, each chapter exemplifies and reports on the methods and techniques for further exploration of these topics. Reform Oriented – throughout the book and especially in the summarizing chapter, authors provide suggestions for improving the political behaviors of key educational groups and individuals: unions, superintendents, politicians, school boards, teachers, and parents.

*Personnel Management in Government Agencies and Nonprofit Organizations* - Dennis L. Dresang - 2017-06-14

The long-awaited new edition of this highly praised text includes full coverage of policy issues and professional practice in nonprofit organizations, as well as at federal, state, and local levels of government. Retaining its accessible writing style, this sixth edition: examines the latest management theories (such as employee engagement and motivation) and current issues including disability, privatization, merit systems, and family and medical leave; roots the discussion in public policy issues, providing students with a better understanding of the actors involved and the broader context of personnel administration; provides abundant pedagogical tools, including learning objectives, summaries, and discussion questions, to guide student understanding and foster critical thinking; includes exercises and case studies throughout the book for individual or group work, helping students apply public personnel management concepts to real world situations. In addition to full coverage of the increasingly important role of personnel management in nonprofit organizations, this new edition has been thoroughly updated to include timely material on the effects of the 2008 global recession, public service contracting, public sector unions, security concerns, performance measurement, remote management, management of volunteers, the challenges and opportunities of developing an organizational culture, and lessons from the experiences of countries around the world. This is a textbook that is ideally suited to prepare students to
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