

Robert J. Sobie, Ph.D.

Off Campus Address: 1948 Eldon Grove, Lansing, MI 48917

(517) 667-1023 (c)

robert.j.sobie@gmail.com

Education

Ph.D. Public Administration	Western Michigan University GPA 3.85, Pi Alpha Alpha	2006
Master of Public Administration	Western Michigan University GPA 3.85	2002
B.A. Management and Human Resources	Spring Arbor University (MI)	1991
Assoc. Data Processing	Argubright Business College (MI) (currently known as Davenport University)	1984
Certification – Governmental Accounting	University of Georgia	2012

Dissertation

Electronic Government Accessibility for People with Blindness or Low Vision Who Utilize Assistive Computer Technology. Committee chair and advisor: Dr. Matthew S. Mingus

Government services are increasingly provided electronically, and frequently in an exclusive manner, whereby traditional print copy is no longer available. This places a special burden upon public-serving organizations to ensure that Web sites are accessible to people with blindness or low vision who utilize assistive technology. Relying on design standards established in the Rehabilitation Act of 1973 (as amended), this study breaks new ground through the application of statistical analyses to identify any relationships between Web site development and frequently cited barriers to improving accessibility, namely funding, staffing, and knowledge of federal design standards. This topic is particularly important to the future of public administration because recent research has established a connection between the use of Web sites and trust in government, a trust grounded in both social and digital inclusion. Rather than Web site accessibility described as a problem resulting from the use of technology, research suggested that accessibility is a policy and administrative problem.

Teaching Experience and Interests

San Diego State University, Lecturer 2015 - present

School of Public Affairs Online MPA Program Administrator (2015-2019)

- The Urban Scene (PA 200)
- Concepts and Issues in Public Administration (PA 301)
- Organization Development in the Public Sector (PA 632)
- Administrative Theory (PA 642)
- Public Policy (PA 460/660)
- Assessing Government and Nonprofit Performance (PA 640)
- Crafting and Executing Strategy (PA 620)
- Budgeting (PA 640)

University of Michigan, Guest Lecturer Feb 18, 2015

Ford School of Public Policy

- Comparative public management – benchmarking government performance
- Dr. Matthew S. Mingus, Professor

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Western Michigan University, Instructor of Public Administration 2007 - 2015
Graduate Courses (Master of Public Administration):

- Historical and Legal Foundations of American Public Administration (PADM 6000)
- Managing Public Performance and Information Technology (PADM 6390)
- Political and Economic Environment of Public Administration (PADM 6180)
- Learning in the Lab (LITL) Series of Personal Computer Software Fundamentals; *computer lab*

Central Michigan University, Assistant Professor (2010), Lecturer I (2008 +) 2008 – 2012
Graduate Courses (Master of Science Administration Program and Department of Political Science):

- Foundations of Public Administration (PSC 610)
- Strategic Planning for Public and Nonprofit Organizations (PSC 774)
- Quantitative Applications in Administrative Decision Making (MSA 640)
- Foundations of Research Methods in Public Administration (MSA 600)
- Strategic Planning for Public and Non-Profit Organizations (MSA 603)

Saginaw Valley State University, Instructor of Public Administration 2008 - 2010
Certified Public Manager's Program (*fully online*):

- Public Service in the 21st Century
- Political Ecology of Public Administration
- Public Administration and Law
- The Policy Process
- Managing Information Resources in Public Organizations

Baker College, Professor (Adjunct) of Political Science, Management, Economics, Technology 2005 - 2010
Bachelor Courses (BBA):

- International Relations (*classroom and multi-campus distance learning technology*)
- Management Strategy (*accelerated program*)
- Contemporary Management
- Labor and Management Relations
- Microeconomics (*classroom and multi-campus distance learning technology*)
- Macroeconomics
- Management Information Systems
- Accounting Information Systems

Valdosta State University (GA), Guest Lecturer Feb 4, 2009
Department of Political Science
Electronic Government Accessibility
Dr. Gerry Merwin, Professor

Courses Prepared to Teach

- Strategic Leadership
- Innovation in Public Management
- Local Government Administration
- American Government
- Technology Design and Information Systems
- Program Evaluation
- Supervisory Management
- Human Resource Administration

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Recent Research Activities & Experience

- 2010 Rutgers University/San Francisco State University – U.S. States/Cities E-Governance Survey (*Guest Researcher*).
- 2009 Rutgers University/San Francisco State University – U.S. States/Cities E-Governance Survey (*Guest Researcher*).
- 2008 International Association of Government Management Information Science – Web site accessibility study (*Principle Investigator*).
- 2008 Web site accessibility for local governments in a Midwestern state (*Principle Investigator*).
- 2007 Web site accessibility evaluation of the 2006 most accessible American cities recognized by the National Organization on Disability (*Principle Investigator*).
- 2005 Web site accessibility for local governments in a Midwestern state (*Principle Investigator*).

Activities focus on submission of article manuscripts to peer-review journals on the subject of Web site accessibility affecting people with disabilities. The Rehabilitation Act of 1973 (as amended) provides a framework for evaluating accessibility in an organization's "virtual space." The Americans with Disabilities Act of 1990 also informs this research because the U.S. Department of Justice has applied Titles II and III of the Act to claims of inaccessible Web sites. Research seeks to understand the policy, management, and technology impacts and implications the presence or absence of accessible Web sites has on people with disabilities.

Key Awards and Recognitions

- 2016-17 Outstanding Lecturer in Public Administration from San Diego State University
- 2015 Project of the Year Nominee by Government Computer News (GCN)
- 2014 "Run Smarter" Award Recipient – Best Accounting/Finance Initiative
- 2014 Digital Counties Survey Winner – Population Category up to 150,000
- 2014 Certificate of Recognition, Tri-County Environmental Leadership – Business Process Improvement
- 2013 "Run Smarter" Award Nominee – Business Process Improvement
- 2012 Best IT Project Award – Accounting Workflow - Michigan GMIS
- 2012 Valued Partnership Award – Public Sector
- 2011 Geographic Information Systems (GIS) for Everyone Award for Innovation in GIS
- 2009 Crime Fighter Award for Innovation in Public Administration
- 2009 Laserfiche Luminaries Award – Innovation and Knowledge Sharing
- 2007 Pi Alpha Alpha Honors Society
- 2007 Phi Kappa Phi Honors Society
- 2006 Western Michigan University Outstanding Adult Learner
- 2006 Tri-County Waste Reduction Award
- 2005 Valued Partnership Award – Public Safety
- 2004 Friend of 4-H Award
- 2003 United Way Leadership Award
- 2001 IT Leadership Recognition Award - MAGCU
- 2000 Eaton County (Michigan) Sheriff's Professional Excellence Award
- 1999 IT Leadership Recognition Award - MAGCU
- 1990 IT Leadership Recognition Award - MAGCU

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Professional and Administrative Experience

Oceana County (Michigan), County Administrator 2016 - present

Serve as the chief administrative and fiscal officer. Develop and implement policies of the Board of Commissioners (Board). Perform administrative functions, employee relations and labor negotiations, budgeting and financial management, evaluate operating performance, facilities management and other internal services. Acts as liaison between the Board and court officials, department-level elected/appointed officials, external boards and commissions. Develops and monitors systems and strategies to accomplish goals of the Board.

Eaton County (Michigan), Director of Technology Services 1984 - 2015

Analyze, design, and apply strategic, innovative and technology-driven changes to business processes to improve service delivery and internal performance. Direct activities of the technology department including staff supervision and development. Budgeting and financial management. Policy development and implementation. Support policymaking activities of a 15-member Board of Commissioners. Provide testimony at legislative committee meetings. Develop inter/intragovernmental relationships. Identify grant opportunities. Respond to Electronic Discovery and Freedom of Information Act requests.

Oceana County Economic Alliance (Michigan), Board of Directors 2018 – present

The alliance fosters economic prosperity and acts as a hub for the promotion, support and growth of a diverse economic environment.

SIREN/Eaton Shelter (Michigan), Consultant/Volunteer 2002 – 2010

Provide strategic, fund development, and technology planning services to an agency serving survivors of domestic violence and homelessness.

Funding/Grant Activity

The National Map: Imagery and Elevation Maps (ARRA) of \$165,628 2010

(Tri-County regional LiDAR and DEM acquisition project – NM-ARRA-0074)

Regional Orthophotography Acquisition Project of \$100,000 2010

(Tri-County regional aerial photography acquisition project)

Community fundraising of \$8,000 for non-profit agency. 2004

Community fundraising of \$6,000 for non-profit agency. 2003

Grant award of \$12,500 in technology from the National Association of Counties. 2002

(for the expansion of a geographic information systems)

Publications

Domestic and International Journals *(blind, peer-review)*

A Portrait of Municipal Web Site Accessibility, *International Journal of Technology, Knowledge and Society* 5(4). 2009

The Failure of Local Government Web Site Accessibility, *International Journal of Technology,* 2008

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Knowledge and Society, 4(1).

National and Regional Professional Newspaper

- A Brief Review of the Organizational Impacts of Electronic Discovery. (February). 2009
Through-Put, a publication of the Michigan Chapter of Government Management Information Science.
- Transforming Government: The case of a county prosecuting attorney. (January). 2009
GEM a publication of Government Management Information Science.
- Document Imaging Transforms Criminal Case Prosecution. *PA Times*, 31(12), 4. 2008
- Transforming Government: A Local Case Study. 2008
InfoSys a publication of the National Association of Justice Information Systems.
(Reprinted with permission from *PA Forum*).
- Transforming Government: A Local Case Study. *PA Forum*, 2(3), 1-3. 2008
- Public Administrators as Web Site Developers? Oh My! *PA Forum*, 1(1), 3-5. 2007
- Retire-Rehire: To the retired belong the spoils. *PA Times*, 27(10), 3. 2004
- E-Government Accessibility for Persons with Disabilities. *PA Times*, 26(11), 7. 2003
- Are Technology Managers Well-Suited for Serving as Public Administrators? *PA Times*, 26(6), 8. 2003

Conferences, Presentations and Papers

- Administrative Analytics (Presenter)* 2017
West Michigan County Alliance, Hart, MI, October 30.
- Future of Digital Government (Panelist)* 2014
Webinar sponsored by Laserfiche
July 29.
- Run Smarter: Make Ripples Before Making Waves (Presenter)* 2014
Business Process Improvement – Accounts Payable
Empower2014 Laserfiche Institute Conference, Anaheim, CA, January 16.
<http://www.youtube.com/watch?v=pskZ3iLz0SU>
- The Organizational Impacts of Electronic Discovery (Presenter)* 2009
National Emergency Number Association, Lansing, MI, May 20.
- Electronic Records Retention and Discovery (Presenter)* 2009
Michigan Association of County Clerks, Petoskey, MI, April 24.
- A Portrait of Municipal Web Site Accessibility (Presenter)* 2009
Virtual paper to the 5th International Conference of Technology, Knowledge, and Society
University of Alabama, Huntsville, January 30 – February 1.
- Ethics and Public Administration: Winning the Battle for Trust (Presenter)* 2009

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Michigan Townships Association, Detroit, Michigan, January 29.

Post Bush: A new administration and the future of public-serving organizations (Participant) 2008
Region IV Conference of the American Society for Public Administration, Grand Valley State University, MI, November 6 and 7.

The Organizational Impacts and Implications of Electronic Discovery (Presenter) 2008
Government Management Information Sciences, Boyne Falls, MI, September 30.

Higher Education Public Policy Forum: Financial Literacy in High School Curricula (Student advisor and co-presenter) 2008
Michigan State Capitol, Lansing, MI, September 10.

A Conceptual Review of Implementing a Paperless Office: Impacts and Implications (Presenter) 2008
National Emergency Number Association, Lansing, MI, May 21.

The Failure of Local Government Web Site Accessibility (Presenter) 2008
Virtual paper to the 4th International Conference of Technology, Knowledge, and Society Northeastern University, Boston, MA, January 18-20.

Paperless File Management (Participant) 2007
Project Management Institute, Lansing, MI, November 20.

Electronic Records Retention and Litigation (Presenter) 2007
Panelist for the Michigan Digital Government Summit, Lansing, MI, October 4.

Web Site Accessibility (Presenter) 2007
Government Management Information Sciences, Bay City, MI, September 17.

2006 Election Aftershocks: What it means for Michigan (Participant) 2007
Detroit Chapter of the American Society for Public Administration, Flint, MI, February 7.
Moderated by Dr. Amy S. DeSonia, Baker College of Flint.

Integrating Digital Documents with a Case Management System (Presenter) 2004
Prosecuting Attorneys Association of Michigan, Lansing, MI, July 20.

Records Media Act (P.A. 116)(Presenter) 2004
Formal testimony at the Michigan House of Representatives, Local Government Subcommittee Michigan Association of Counties, Lansing, MI, March 9.

Legislative Update: The Records Media Act and Optical Imaging Systems Rules (Presenter) 2000
Michigan Association of County Administrative Officers, Crystal Mountain Resort, MI, Fall.

Professional Memberships and University Service

Member of the NASPAA Reaccreditation Team – Western Michigan University, School of Public Affairs and Administration – Course: PADM 6390 2010

Architect/Instructor of a “Learning in the Lab” series of short courses for MPA students to learn PC software (*Volunteer instruction and development of learning material*) 2010

Western Michigan University Alumni Association 2003 to 2010

Western Michigan University Mentoring Program Volunteer 2006 to 2015

Western Michigan University Ambassador Program 2007 to 2010

Pi Alpha Alpha Honors Society 2007 to present

Phi Kappa Phi Honors Society 2007 to 2008

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American Society for Public Administration	2003 to 2016
Board member for local chapter	2007 to 2009
Newsletter editor and contributing author for local chapter	2007 to 2009
Web site developer for local chapter	2007 to 2009
International City/County Management Association	2003 to 2006
National Association of County Administrators	2006 to 2008
Government Management Information Sciences	2006 to 2015
Advisory Council	2009
Michigan Association of Counties	1984 to present
Michigan Association of Governmental Computer Users	1984 to 2006
President (1989, 1999, 2001)	
COMMON (an IBM User Group)	1993 to 2009
IMAGIN (Improving Michigan's Access to Geographic Information Networks)	2001 to 2008

Community Service

Personal sponsorship of a 4-H Youth Leadership Scholarship awarded annually to the three most promising future leaders active in county 4-H programs – 2004 to 2007.

Former Member of a Foster Care Review Board (Board #18) providing case review for randomly selected cases from a seven county area in mid-Michigan – 2003 to 2005.

SIREN/Eaton Shelter (Charlotte, Michigan): a non-profit agency providing services to survivors of domestic violence and people experiencing homelessness. Served as Treasurer; Chairperson of the Finance Committee; Chairperson of the Fund Development and Public Relations Committee – 2002 to 2004.

“Volunteer” consultant for the SIREN/Eaton Shelter (Charlotte, Michigan), a domestic violence and homeless shelter, developing strategic plans, professional development and fund development programs.