

Curriculum Vitae

James M. Davy
Distinguished Practitioner-In-Residence
Director, Center for Applied Appreciative Inquiry
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Employment

Director, The Center for Applied Appreciative Inquiry, Rutgers Newark – The State University, School of Public Affairs and Administration, [January 2012 to present].

Using the principles and practices of Appreciative Inquiry and the SOAR framework (strengths, opportunities, aspirations and results), the Center for Applied Appreciative Inquiry assists public and not for profit sector organizations with: strategic planning, problem solving, team building, performance management, human resources practices and strategies, management and supervisory skills development and leadership and professional development.

Distinguished Practitioner in Residence [July 2012 to present] and Adjunct Professor, Rutgers-- The State University, School of Public Affairs and Administration MPA Program [Spring 2009 to present].

Area of teaching focus: Intergovernmental and Intersectoral Management; Managing Public Organizations; The Public Policy Process; Human Resources Administration; Strategic Planning for Public and Not for Profit Organizations; Results Driven Strategic Management; Ethics in the Public and Nonprofit Sectors; Leadership and Diversity, Introduction to Public Administration, and Capstone.

President, James M. Davy Associates, LLC [January 2006 to Present]

Using the principles and practices of Appreciative Inquiry and the SOAR framework (strengths, opportunities, aspirations and results), JMDA assists private, public and not for profit sector organizations with: strategic planning, problem solving, team building, performance management, human resources practices and strategies, management and supervisory skills development and leadership and professional development.

Adjunct Professor, Seton Hall University MPA Program [Spring 2009 to Spring 2013]

Area of focus: Strategic Planning for Public and Not for Profit Organizations; Ethics in the Public and Nonprofit Sectors; Public Administration; Organizational Change

Instructor, Mercer County Community College, Center for Training and Development [Fall 2006 to 2009]. Areas of focus: appreciative inquiry, team building, organizational communications, strategic planning, management and supervision, leadership and professional development.

Commissioner, Department of Human Services, State of New Jersey; \$10 billion budget; 25,000 employees. [January 2004 to January 2006]

Served as Chief Executive Officer of the Department of Human Services providing services to more than one million New Jerseyans – one of every eight residents-- among them are abused and neglected children; troubled youth and families; people with low incomes and residents who are mentally ill, developmentally disabled, blind, visually impaired, deaf, hard of hearing, have late onset disabilities, or are addicted to drugs or alcohol. DHS is the state's largest cabinet level agency encompassing 12 Divisions, 25,000 employees and a budget for Fiscal Year 2006 of more than \$10 billion. In addition to direct service delivery, the department engaged a network of approximately 2,500 external service providers.

Have led such Key Strategic Planning Initiatives as:

- *New Jersey's Child Welfare Reform Strategic Plan-- \$320-million system-wide transformation.*
- *Mental Health Reform Strategic Plan-- \$240-million transformation of the mental health services delivery system.*
- *Strategic Planning for Effective Operation of the State's Psychiatric Hospitals, Developmental Disabilities Centers, and Residential Treatment Centers*
- *Strategic Planning for the Expansion of Community Based Services for the Developmentally Disabled*
- *Strategic Planning for the Expansion of Medicaid Services*

Chief of Management and Operations, State of New Jersey, Office of the Governor, Trenton, New Jersey. [January 2002 to January 2004] \$25-billion budget; 78,000 employees.

Director- Transition Team, Office of the Governor-Elect, Trenton, New Jersey. [November 2001 to January 2002].

Business Administrator, Township of Woodbridge, Middlesex County, New Jersey. [July 1992 to January 2002] New Jersey's 5th largest municipality- Population 95,000; \$76-million budget, including a water and sewer utility; 1000 employees.

Adjunct Professor, Seton Hall University Masters in Public Administration Program. [Fall semester 2000]

Township Manager, Township of West Milford, Passaic County, New Jersey. [October 1989 to July 1992] Population 28,000; 80 square miles; \$17-million budget, including a water and sewer utility; 200 employees.

Township Administrator, Township of Hopewell, Mercer County, New Jersey. [March 1982 to September 1989] Population 11,300; 60 square miles; \$7.2 million budget, including a water and sewer utility; 115 employees.

Assistant Township Administrator, Township of South Brunswick, Middlesex County, New Jersey. [September 1978 to March 1982] Population 19,000; 42 square miles; \$12 million budget, including a water and sewer utility; 170 employees.

Field Representative, New Jersey Department of the Public Advocate, Division of Citizen Complaints and Dispute Settlement. [September 1976 to September 1978]

Education

PhD. in Urban Systems – Education, Rutgers University – Newark, October 2018

The Appreciative Inquiry Certificate in Positive Business and Society Change, Case Western Reserve University, Weatherhead School of Management, August 2012

M.P.A., Maxwell School of Citizenship and Public Affairs, Syracuse University, New York, June 1976.

B.A., Political Science (1975), Thiel College, Greenville, Pennsylvania, May 1975

Community Service

Mayor, Borough of Pennington [June 2021 to present]

Borough Council, Borough of Pennington. [August 2013 to September 2016]

Member of the Board of Directors for Life – St. Francis: A Program of All-Inclusive Care for the Elderly (PACE) serving Mercer and Burlington Counties. [June 2013 – July 2016]

Books

The Power of Anticipatory Images in Student Achievement (2019). Palgrave MacMillan Studies in Urban Education.

Noble Paths: Stories of People Who Serve... Discover Your Noble Purpose Through ‘Appreciative Life Reflection’ Publisher: iUniverse, Inc. (2008).

Honors and Awards

Rutgers Newark School of Public Affairs and Administration Teaching Excellence Award (2020)

New Jersey Municipal Management Association (2016) – Dr. Thomas J. Davy Academic Achievement Award