



Qualifications and Fee Schedule for Demographic Redistricting Services Monterey Peninsula Water Management District

June 9, 2021

This document provides our qualifications and fees for demographic services for California special districts as they perform the required redistricting procedures after Census 2020. Generally, the deadline for adopting a redistricting plan is before May 12, 2022, and we will help special districts meet this deadline.

We would be pleased to help Monterey Peninsula Water Management District (MPWMD) with this redistricting project. After the 1990 Census, we helped the jurisdiction make the transition to by-district election of Directors and have helped the District meet legal requirements after each subsequent decennial Census. We are currently providing redistricting services for the Monterey County school districts and Board of Education, the City of Salinas, and the Monterey County Board of Supervisors. We have excellent relations with the Monterey County Registrar of Voters office. In short, we are quite familiar with Monterey County as well as MPWMD.

Our Full Package of Redistricting Services for Special Districts

Our districting services will result in a redistricting plan that is adopted by the Board of Directors before May 12, 2022, and then implemented by county registrars of voters in time for the 2022 general election. Note that regardless of changes in election district boundaries, current elected officials will complete their terms of office.

The redistricting process must be public, with opportunities for input by interested residents. Counties and general law cities are now required by state law (AB-849 and AB-1276) to encourage public participation in the redistricting process, and we think it advisable for special districts to use some of these procedures, as well.

Our redistricting work will comply with the requirements of the United States Constitution, the California Constitution, the Federal Voting Rights Act of 1965, the California Voting Rights Act of 2001, and the California Elections Code as we (demographers) understand them.

Specific Tasks

The tasks we perform during redistricting include the following (listed chronologically). The list is divided into two categories. The first is work that can be performed before the official 2020 Census redistricting data are released (and adjusted by the California Statewide Database—SWDB—to relocate prison inmates to their home addresses). The second consists of tasks that are performed after we receive the official redistricting data, which is expected in early October 2021.

Before official 2020 population counts are released:

1. Help your District’s staff plan the project timeline and meetings. Advise and answer questions as needed.
2. Prepare the redistricting database for your jurisdiction using the Census Bureau’s 2020 redistricting data, the California Statewide Database, the most recent American Community Survey estimates, and data from local sources.
3. Prepare the Geographic Information Systems (GIS) mapping database for your jurisdiction, using GIS layers from the Census Bureau, County GIS department, and County Registrar of Voters.
4. Convert the current election district (Director Division) boundaries into Census 2020 geography using GIS software.

After official 2020 population counts are released (late September 2021), LGDR will:

5. Evaluate whether the current election district boundaries need to be adjusted.
 - a. If the populations are sufficiently equal,¹ LGDR staff will write a report and send updated 2020 GIS files for the current Director Division boundaries to the County Registrar of Voters, which will conclude the redistricting process. See Option 1, below.
 - b. If the populations are almost equal and only a minor adjustment is needed, LGDR staff will write a report documenting these changes and send updated 2020 GIS files for the new Director Division boundaries to the County Registrar of Voters, provide maps to MPWMD GIS staff, and the redistricting process will be complete. See Option 2, below.
 - c. If the current election Divisions’ total 2020 populations are unequal, the redistricting process will continue, and current boundaries will be adjusted to equalize total 2020 populations. For this option, the Directors may want to form a citizen’s Redistricting Advisory Commission (RAC), as they did after the 1990 and 2000 Censuses. See Option 3, below.
6. All meetings of the Board of Directors or RAC must be open to the public and the jurisdiction will need to announce these meetings in advance so that any interested persons can contribute to the planning process.
7. Provide content for redistricting page(s) on your jurisdiction’s redistricting website.
8. Provide a virtual orientation meeting for the Board of Directors and/or RAC. During the meeting, Dr. Lapkoff and/or Gobalet will explain the redistricting process and answer questions from the Board or members of the public.
9. Write and present a report (perhaps at the orientation meeting described in 8 (above)) to the Board or RAC that explains why it is necessary to adjust election Division boundaries to balance 2020 total

¹ The rule of thumb used to determine whether the current election districts can be used for another decade is that the difference between the most and least populous election districts should not exceed 10 percent of the ideal total population (one-fifth or one-seventh of the jurisdiction’s Census 2020 total population). The percentage is called “total deviation.” The rule of thumb used to determine whether current election districts can be used for another decade is that the difference between the most and least populous election districts should not exceed 10 percent of the ideal total population (one-fifth or one-seventh of the jurisdiction’s Census 2020 total population). The percentage is called “total deviation.”

populations. This report will include background information about current boundaries, identify some communities of interest, suggest where and how much boundaries need to be adjusted to balance populations, and, depending on the date of the meeting, supply an initial draft scenario/plan.

10. Work with Board members or RAC and listen to comments and suggestions from members of the public as the RAC and/or Board reviews draft redistricting plans. We will provide the initial draft plans and adjust them (to the extent possible) for a revised draft scenario. We will work with the Board or RAC until it decides which plan to adopt.
11. Attend all Board of Directors or RAC meetings concerning redistricting. When consensus is reached about a redistricting plan, one public hearing (with opportunities for public input) will be needed for the Directors to review a proposed ordinance adopting the chosen plan. Another public hearing will be needed when the Board adopts the resolution to adjust the chosen plan's boundaries.
12. (Optional) Provide online redistricting services so interested members of the public can draw plans that we will evaluate for you using objective redistricting criteria.
13. Document the adopted plan for the Monterey County Registrar of Voters and work with Elections Office staff members so that precincts can be adjusted well before the filing deadline for the 2022 General Election.

Three Options for Our Redistricting Services for MPWMD

After the 2010 Census, the MPWMD director divisions were balanced enough in population so that adjustments were not needed. This is unusual in our experience, but more likely in areas with little population change. Because the post Census 2000 Director Division populations were still acceptably balanced using 2010 Census data and no adjustments were needed in 2011-2012, there is a chance that no adjustments or small adjustments will be needed, we provide the following options (note that all options include one virtual meeting with demographers making a presentation and reporting to the Board; additional meetings carry extra fees):

Option 1 (fee \$15,000, plus meeting costs):

If no adjustment is needed because the 2020 Director Division populations are still balanced, we will provide written documentation of such for the District and alert the Registrar of Voters that no change is needed. The cost of evaluating the director divisions and documenting this result is \$15,000. Meetings with the Board would be for an additional cost.

Option 2 (fee is \$25,000, plus meeting costs):

Only a few minor adjustments ("technical adjustments") are needed to balance the current Director Division 2020 Census populations. We will provide written documentation and maps for the District (pdf format plus GIS files) as well as providing the necessary information to the ROV. The cost of this option is \$25,000. Meetings with the Board would be an additional cost.

Option 3 (fee is \$45,000, plus meeting costs and optional online map drawing tools)

This is our standard fee for adjusting all Director Division boundaries as needed to balance 2020 total population counts, drafting and revising plans (some changes may result from public comment). It also includes working closely with the ROV to implement the adopted plan and providing pdf maps and GIS files to the District and ROV.

References

Districting and redistricting clients, past and present, include:

Monterey Peninsula Water Management District	Menifee Union School District
San Benito Health Care District	Monterey County Board of Education
West (Contra Costa) County Wastewater District	Monterey County Board of Supervisors
Sierra View Local Health Care District	Monterey Peninsula College District
City of Hollister	Monterey Peninsula Unified School District
City of Salinas	North Monterey County Unified School District
City of Santa Clara	Perris Union High School District
City of Fremont	Salinas City School District
ABC Unified School District	Salinas Union High School District
Alisal Union School District	San Jacinto Unified School District
Cerritos Community College District	San Jose Unified School District
Chabot-Las Positas Community College District	San Jose/Evergreen Community College District
Chualar School District	State Center Community College District
Gavilan Joint Community College District	Stockton Unified School District
Goleta Sanitary District	Sylvan Union School District
Hartnell Community College District	West Hills Community College District
Kerman Unified School District	West Valley-Mission Community College District
Kern High School District	

Since 1990, LGDR has provided demographic support for districting and redistricting projects. After the 1990, 2000, and 2010 U.S. Censuses, LGDR helped many clients redistrict and to move from at-large to by-district elections pursuant to Federal Voting Rights Act requirements; recent projects have also been pursuant to California Voting Rights. References include:

Monterey County Office of Education, 1990-2021: We are currently providing redistricting services to the MCOE and to all school districts within Monterey County that elect governing boards by-district.

Contact: Timothy Ryan, Deputy Superintendent of Monterey County Office of Education, tryan@montereycoe.org (831) 755-0301

City of Salinas (Monterey County), 2011: Provided redistricting services for City Council election districts after Census 2010 (as well as 2000). We are again providing these services using Census 2020 data.

Contact: Patricia Barajas, CMC, Salinas City Clerk, patricib@ci.salinas.ca.us, (831) 758-7383

Hartnell College, 1990, 1991, 2001, 2011: LGDR provided initial districting services and redistricting services after each decennial Census 1990-2010. We are under contract to provide 2021-22 redistricting services.

Contact: Lucille Serrano, Executive Assistant to the Superintendent/President and Board of Trustees
lserrano@hartnell.edu, (831) 755-6900

Monterey Peninsula College: LGDR helped the college transition from at-large to by-district election of trustees in 2005 and adjusted election districts to balance populations in 2011.

Contact: Dr. Loren Steck, Trustee, GoverningBoard@mpc.edu.

West Valley-Mission Community College District, 2011: Provided initial districting services after the 2010 Census.

Contact: Brenda B. Rogers, Executive Assistant to the Board of Trustees and Chancellor,
Brenda.BrownRogers@wvm.edu, (408) 741-2072

San Benito Health Care District (San Benito County), 2014-16: Provided districting services and litigation support.

Contact: Ken Underwood, CEO
Hazel Hawkins Memorial Hospital, 911 Sunset Drive, Hollister, CA 95023
E-mail: kunderwood@hazelhawkins.com (831) 636-2673

West County Wastewater District (Alameda County), 2019-2020: Assisted with establishing Director Divisions and transitioning to elect Directors by-district.

Contacts: Justin Lovell, Administrative Services Department Manager
2910 Hilltop Drive, Richmond, CA 94806
E-mail: jlovell@wcwd.org, (510) 662-3647

Alfred A. "Mick" Cabral, Board Attorney
Pelletreau, Alderson & Cabral
Aacabral1954@gmail.com, (510) 262-2100

Other references can be viewed on our website: www.demographers.com

Fee Proposal for Demographic Redistricting Services – June 2021 (Special Districts)

Lapkoff & Gobalet Demographic Research, Inc.

Service	Description	Deliverables	Fee*
Base Fee	All services detailed below, except meeting charges and charges for optional services. One virtual (orientation) meeting is included in the Base Fee. See page 4 for three options.		\$15,000, \$25,000, or \$45,000 (see page 4)
Throughout project	Consult with the jurisdiction’s legal counsel and staff members as needed		included
	Provide materials for the jurisdiction’s redistricting website	Reports, maps, and tables in pdf format	included
	Provide unlimited number of telephone consultations and conference calls		included
Meeting Charges	Fee shown here is for each in-person meeting attended by Dr. Lapkoff or Dr. Gobalet. Fee includes additional redistricting plan development as well as meeting preparation and follow up. Virtual meetings (Zoom or similar) are also an option.		\$2,900 per in-person meeting \$500 per virtual meeting
Develop and modify redistricting scenarios	Provide demographic support for the redistricting process. Help identify communities of interest. Develop and modify various scenarios (each scenario will meet demographic requirements of the Federal and State Voting Right Acts). Provide summaries of each scenario’s total population, voting age population, and estimated citizen voting age population. Provide scenario and background maps.	Initial report with communities of interest information. After data are available, provide maps of at least two scenarios plus data tables. Modify scenarios, as needed.	Included
Plan Implementation	Document adopted plan with electronic shapefiles so that the County Registrar of Voters can implement the plan. Advise the jurisdiction if it needs to engage the services of another consultant to meet the Registrar’s needs.	Provide maps of adopted plan (pdf files), and electronic files (shapefiles) that define the plan.	Included
Optional Services	Provide information for an online redistricting website with built-in data and map-drawing capabilities so that members of the public can submit redistricting plans. The fee is fixed by the software company and excludes website hosting. The jurisdiction must host this website. LGDR will analyze redistricting plans submitted by members of the public or by representatives of interest groups relative to legal and conventional redistricting criteria.	Report findings	Provided upon request \$250 per plan

* The prices quoted are guaranteed until the end of June 2021. Fees may increase after that since the timeline for completing the redistricting process in time for the Board of Directors elections in 2022 is tight. The Census Bureau will release redistricting data by mid-August 2021, and the adjusted data from the California Statewide Database will be available by early October (we must use these counts). Special districts must adopt a plan before May 12, 2022.

Qualifications and Experience: About Lapkoff & Gobalet Demographic Research, Inc.

LGDR has provided demographic support for many Federal and California Voting Rights Act projects since the late 1980s. The company helped many jurisdictions change from at-large to by-district election of governing board members. The firm's clients include special districts, public K-12 school districts, community college districts, various cities, the Monterey County Board of Education, and The Monterey County Board of Supervisors. The firm has provided districting and redistricting services to many other California jurisdictions. It routinely assists county Registrars of Voters during development and implementation of redistricting plans.

LGDR is known for the clarity and effectiveness of its public presentations, maps, and reports. The firm's principals enjoy working with members of the public and are seasoned public speakers. LGDR is experienced in explaining the redistricting process to the public and to the media. It can suggest content for the client's website or web page that explains the process and details to all interested parties.

The personal styles of Drs. Shelley Lapkoff and Jeanne Gobalet are suited to consensus-building and have enabled disparate parties to agree on districting plans that met "one person, one vote" and Voting Rights Act criteria. The two LGDR principals are committed professionals and see their role as being the impartial and non-partisan expert providers of information and analyses that inform public choices.

Drs. Gobalet and Lapkoff are expert users of Census data, skilled with GIS (Geographic Information System) mapping software (including Maptitude Redistricting), and are proficient, practiced quantitative analysts. They understand the technical, legal, and political aspects of districting. They are ably assisted by Robin Merrill, GIS Specialist, and other staff members.

Dr. Lapkoff and Dr. Gobalet have Ph.D. degrees in Demography and Sociology from U.C. Berkeley and Stanford University, respectively. They have made many presentations at professional conferences on political redistricting. LGDR's redistricting work has included litigation support, including expert witness analysis and testimony; various demographic analyses to support clients' defenses in voting rights cases; and preclearance submissions to the U.S. Department of Justice. See LGDR's website at www.demographers.com for more details and our resumes.

LGDR's headquarters is in Saratoga, CA, with additional offices in Oakland, CA, and Reno/Sparks, NV.

LGDR has certified small business status with the State of California (Supplier #1125021). The firm is 100 percent woman owned. It is an Equal Opportunity employer.

Caveats

LGDR will rely on data, maps, and other information supplied by various public agencies, including the Census Bureau's 2020 Public Law 94-171 data and population and citizenship estimates from the Bureau's American Community Survey and/or California Statewide Database. In addition to the federal, state, county, and city official GIS maps, we will use electronic maps of 2020 Census blocks provided by the Census Bureau, since districting data are available for only those geographical units (not precincts or real estate parcels). The jurisdiction or a local government agency will need to supply GIS shapefiles for the jurisdiction's outer boundaries, parcels, and precincts.

We cannot be responsible for any errors or omissions resulting from incorrect data or maps provided by the Census Bureau, County, City, or any other agency. Furthermore, election districts must be constructed by aggregating Census blocks (rather than election precincts or individual parcels) using official Census population counts and our maps may not exactly represent the jurisdiction's legal outer boundary. Any questions about that legal boundary must be resolved by the jurisdiction and appropriate city, county, and state agencies.

Nevertheless, we will help the County Registrar of Voter's GIS personnel to understand our Census block-based map. We cannot resolve questions about the jurisdiction's legal outer boundary. If the resolution of differences between the County's and Census Bureau's GIS layers becomes especially time-consuming, we may need to request additional compensation.

Shelley Lapkoff, Ph.D.

Demographer

Lapkoff & Gobalet Demographic Research, Inc.

Lapkoff@demographers.com

President and Principal, Lapkoff & Gobalet Demographic Research, Inc., since 1992, and founder and owner of Lapkoff Demographic Research before that.

Lecturer, *University of California, Berkeley*, Demography Department, 1995 and 2001.

Education and Honors

Ph.D. Demography, *University of California, Berkeley*, 1988

M.A. Economics, *University of California, Berkeley*

A.B. Economics, With Honors, *University of Maryland*

Guest Lecturer, Business School, *University of California, Berkeley*

NICHHD Training Grant, *University of California, Berkeley*, 1984-86

University of California Graduate Fellowship, 1982-84

Political Redistricting Experience

Since 1990, Dr. Lapkoff has provided demographic assistance to many jurisdictions making the change from at-large to by-district election of governing board members. In connection with these projects, she has made many public presentations involving redistricting. She has provided expert testimony and litigation support in a variety of cases involving political districting and redistricting.

Attended Maptitude Redistricting training course (2011). Caliper Corporation's three-day course covering GIS redistricting and mapping.

Papers and Professional Presentations

Political Districting

"All Asians are Not Alike: Using ACS and Administrative Data Estimates of Asian Subgroups in Political Redistricting," with Jeanne Gobalet and Robin Merrill, American Community Survey Data Users Group Conference (virtual), 2021

"Who Must Elect by District in California? A Demographer's Perspective on Methods for Assessing Racially Polarized Voting," with Jeanne Gobalet. Chapter 18 in *Emerging Techniques in Applied Demography*, Hoque, M. Nazrul, Potter, Lloyd B. (Eds.), 2015.

"How much is enough and how much is too much? Measuring Hispanic political strength for redistricting purposes," with Jeanne Gobalet, 2012 Population Association of America Annual Meeting.

"Voting Rights Act Issues in Political Redistricting," with Jeanne Gobalet, 1993 Population Association of America Annual Meeting.

Invited Speaker, "Demographers and the Legal System," International Conference on Applied Demography, Bowling Green University, 1992.

"Changing from At-large to District Election of Trustees in Two California Community College Districts: A Study of Contrasts," with Jeanne G. Gobalet, *Applied Demography*, August 1991.

School and Child Demography

"Who Attends Private Schools?" with Magali Barbieri and Jeanne Gobalet, 2014 Applied Demography Conference, San Antonio, TX.

"Measuring Variations in Private School Enrollment Rates Using ACS Estimates," with Magali Barbieri and Jeanne Gobalet, 2014 American Community Survey Users Conference, Washington, DC.

"Five Trends for Schools," *Educational Leadership*, March 2007, Volume 64, No. 6, Association for Supervision and Curriculum Development (with Rose Maria Li).

"Studies in Applied Demography," Session Organizer at the 2006 Population Association of America Annual Meeting.

"California's Changing Demographics: How New Population Trends Can Affect Your District," 2004 California School Boards Association Annual Meeting.

Panelist, "School Demography" session, 2004 Southern Demographic Association Annual Meeting.

"Where Have All the Children Gone?" Poster, 2004 Population Association of America Annual Meeting.

"Using Child-Adult Ratios for Estimating Census Tract Populations," 1996 Population Association of America Annual Meeting.

"How to Figure Kids," *American Demographics*, January 1994.

"Neighborhood Life Cycles," 1994 Population Association of America Annual Meeting.

"Enrollment Projections for School Districts," *Applied Demography*, Spring 1993.

"Projecting Births in a California School District," 1993 Population Association of America Annual Meeting.

"School District Demography," Session Organizer and Chair, 1994 Population Association of America Annual Meeting.

"School District Demography," Roundtable Luncheon Organizer, 1992 Population Association of America Annual Meeting.

"National Demographic Trends," presentation to the National Association of Business Economists, 1990.

"Demographic Trends and Long-range Enrollment Forecasting," presentation at the Redwood Leadership Institute, Sonoma County, California, 1990.

"Projections of Student Enrollment in the Pleasanton Unified School District," 1989 Population Association of America Annual Meeting.

General Demography

"Forecast of Emeritus Faculty/Staff Households on a University Campus," with Jeanne Gobalet, 2000 Population Association of America Annual Meeting.

"Communicating Results: Practical Approaches Suited to Decision-Oriented Audiences," Panelist. 2000 Population Association of America Annual Meeting.

"Fiscal Impacts of Demographic Change: Focus on California," Session Organizer and Chair. 1995 Population Association of America Annual Meeting.

Discussant for "Evaluating the Accuracy of Population Estimates and Projections," 1992 Population Association of America Annual Meeting.

"Intergenerational Flows of Time and Goods: Consequences of Slowing Population Growth," with Ronald Lee, *Journal of Political Economy*, March 1988.

"A Research Note on Keyfitz' 'The Demographics of Unfunded Pension'," *European Journal of Population*, July 1991.

"Pay-as-you-go Retirement Systems in Nonstable Populations," Working Paper, U.C. Berkeley Demography Group, 1985.

"Assessing Long-run Migration Policy as a Solution to the Old Age Dependency Problem," paper presented at the 1985 Population Association of America Annual Meeting

Jeanne Gobalet, Ph.D.
Demographer and GIS Specialist
Lapkoff & Gobalet Demographic Research, Inc.
Gobalet@demographers.com

Vice President and Principal, Lapkoff & Gobalet Demographic Research, Inc., since 1992

Education and Honors

Ph.D. Sociology, *Stanford University*, 1982 (specializing in Demography)

M.A. Sociology, *Stanford University*

M.A. Education, *Stanford University*

A.B. Sociology and History (Majors) and Geography (Minor)

Stanford University. With Distinction and Phi Beta Kappa

Postdoctoral Fellow, Demography, *University of California, Berkeley*, 1982-83

Political Redistricting Experience

Since 1989, Dr. Gobalet has provided demographic assistance to many jurisdictions making the change from at-large to by-district election of governing board members. In connection with these projects, she made many public presentations involving redistricting. She has provided expert testimony and litigation support in a variety of cases involving political districting and redistricting.

Selected Publications

“Who Must Elect by District in California? A Demographer’s Perspective on Methods for Assessing Racially Polarized Voting,” with Shelley Lapkoff. Chapter 18 in *Emerging Techniques in Applied Demography*, Hoque, M. Nazrul, Potter, Lloyd B. (Eds.), 2015.

“State and Local Government Demography,” in *Encyclopedia of Population*, Macmillan Reference USA, 2003.

“Lead Hot Zones and Childhood Lead Poisoning Cases, Santa Clara County, California, 1995,” with Su-Lin Wilkinson, Marcia Majoros, Bernie Zebrowski, and Guadalupe S. Olivas. *Journal of Public Health Management and Practice*, 1999.

“Demographic Data and Geographic Information Systems for Decision-Making: The Case of Public Health,” with Richard K. Thomas. *Population Research and Policy Review*, 1996.

“Using Sociological Tools in a Legal Context,” *Journal of Applied Sociology*, 1995.

“Changing from At-large to District Election of Trustees in Two California Community College Districts: A Study of Contrasts,” with Shelley Lapkoff. *Applied Demography*, Fall 1991.

World Mortality Trends Since 1870. New York, New York: Garland Publishing Inc., 1989.

Presentations at Professional Meetings

“All Asians are Not Alike: Using ACS and Administrative Data Estimates of Asian Subgroups in Political Redistricting,” with Shelley Lapkoff and Robin Merrill, 2021 American Community Survey Data Users Group Conference (virtual)

“Asian Subgroups as Separate Communities of Interest When Redistricting,” 2021 Population Association of America Applied Demography Conference (virtual).

“Who Attends Private Schools?” with Magali Barbieri and Shelley Lapkoff, 2014 Applied Demography Conference, San Antonio, TX.

“Measuring Variations in Private School Enrollment Rates Using ACS Estimates,” with Magali Barbieri and Shelley Lapkoff, 2014 American Community Survey Users Conference, Washington, DC.

“Using American Community Survey Citizenship Estimates in Political Redistricting,” invited panelist, Workshop on the Benefits (and Burdens) of the American Community Survey, National Research Council of the National Academies of Science, Washington, DC, 2012.

“How much is enough and how much is too much? Measuring Hispanic political strength for redistricting purposes,” with Shelley Lapkoff, 2012 Population Association of America Annual Meeting.

“Who Must Elect by District? Methods for Assessing Racially Polarized Voting,” 2012 Applied Demography Conference, San Antonio, TX.

“What U.S. Census Data Tell Us About the Number of Children Per Housing Unit,” 2009 Population Association of America Annual Meeting.

Organizer and Chair, School Demography Session, 2007-2011 Population Association of America Annual Meetings.

Panel Member, "Order in the Court: Demographers as Expert Witnesses in Legal Proceedings," 2008 Population Association of America Annual Meeting.

“Did Changing the Election Method Make a Difference?” 2003 Southern Demographic Association Annual Meeting.

Panel Organizer, “Applications of GIS and Spatially-Referenced Data,” 2000 Population Association of America Annual Meeting.

“Forecast of Emeritus Faculty/Staff Households on a University Campus,” with Shelley Lapkoff, 2000 Population Association of America Annual Meeting.

Panel Organizer and Presenter, “Spatially Referenced Data,” 1999 Population Association of America Annual Meeting.

Demographics & Public Health, GIS in Public Health 3rd National Conference, 1998.

“Targeting At-Risk Children and Adolescents for Decision Makers,” 1996 Population Association of America Annual Meeting.

“GIS and Demography,” Discussant, 1996 Population Association of America Annual Meeting.

"Small Area Demographic Analysis with GIS," 1994 International Conference on Applied Demography.

"What Demographers Need to Know about GIS," 1994 International Conference on Applied Demography.

"Spatial Analysis in Sociology Using Geographic Information System Software," 1994 American Sociological Association Annual Meeting.

"Exploring the Spatial Element in School District Demography Using GIS Software," 1994 Population Association of America Annual Meeting.

"Use of Neighborhood Life Cycles for Improving Small Area Population Forecasts," with Shelley Lapkoff, 1994 Population Association of America Annual Meeting.