



**Curriculum Vita
May 2025**

Instructor: Justin Weiss, MPA, ICMA-CM

Academic Department: College of Innovation and Design

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Dallas Site: 8750 North Central Expressway, Suite 1900, Box 30, Dallas, TX 76231

College of Innovation and Design Office Phone: 214.954.3615 & 903.886.5878

EDUCATION

Master of Public Administration – Local Government, Financial & Management Analysis
Brigham Young University, 2013

Bachelor of Arts – Spanish, Business Management Minor
Brigham Young University, 2010

TEACHING EXPERIENCE

October 2024 – Present, Instructor, College of Innovation and Design, East Texas A&M University

August 2024 – October 2024, Adjunct Professor, College of Innovation and Design,
East Texas A&M University

PROFESSIONAL EXPERIENCE

City of Fate | Fate, TX

Economic Development Manager

Jul 2023 – Oct 2024

- Initiated economic development and redevelopment activities by designing and implementing economic strategies and funding for business recruiting, retention and expansion; public infrastructure investments; marketing initiatives; special event development; federal, state and city funding opportunities; and branding implementation.
- Prepared and deliver presentations on a wide variety of issues to city council, boards, commissions and community groups.

City of Fate | Fate, TX

Assistant City Manager

Jun 2015 – Jul 2023

- Oversaw Public Works, Engineering, Planning & Development Services, Community Services & Building Safety, Economic & Community Development, and Information Technology.
- Initiated economic development and redevelopment activities by designing and implementing economic strategies and funding for business recruiting, retention and expansion; public infrastructure investments; marketing initiatives; special event development; federal, state and city funding opportunities; and branding implementation.
- Served as media contact for assigned functions and/or areas; track news coverage; answer media inquiries; write and distribute bulletins, news releases, newsletters and other public information; counsel management staff on public affairs information implications; maintain city-wide media contacts list; update and manage city's website and social media accounts.

City of Fate | Fate, TX

Assistant to City Manager, Economic & Community Development Nov 2014 – Jun 2015

- Department Head responsible for a wide variety of duties involving administrative, analytical, and technical support to the City Manager with an emphasis on Economic and Community Development.

PROFESSIONAL EXPERIENCE CONTINUED

Heritage Gardens Rehab & Healthcare (The Ensign Group, Inc.) | Carrollton, TX

AIT / Administrator

Jan 2014 – Nov 2014

- Responsible for the overall operations of a skilled nursing facility with 150 beds and 105+ employees.
- Established relationships with influential local physicians to launch market-driven care programs resulting in higher resident occupancy and expanded market reach to referring hospitals.
- Created multi-department reporting system to track and manage costs, labor wages, and monthly revenue and expense forecasts.

City of Fate | Fate, TX

Assistant to City Manager, Economic & Community Development Jan 2013 – Dec 2013

- Performed a wide variety of duties involving administrative, analytical, and technical support to the City Manager with an emphasis on Economic and Community Development.

Veracity Networks | Provo, UT

Director of Residential Sales & Retention

Dec 2010 – Jan 2013

- Directed all small business and residential sales for fiber-optic telecom services in the state of Utah.
- Managed inside and outside sales teams of full-time, part-time, and contract employees.
- Gave presentations to company executives concerning ROI, churn, forecasts, sales performance, and new business opportunities.

Veracity Networks | Provo, UT

Head of Aged Accounts Receivable Department

Feb 2009 – Dec 2010

- Established the Aged Accounts Receivable (AAR) Department.
- Developed policies and procedures to improve cash flow resulting in a 50%+ increase in timely payments.
- Reduced AAR through collection efforts with \$1.28 M collected at time of promotion in December 2010.

PUBLICATIONS

PRESENTATIONS & ARTICLES

Texas City Management Association William “King” Cole Conference | March 2025
Session Speaker. Economic Development and Growth Issues.

Texas Downtown Annual Conference | October 2024
Session Speaker. A Twist of Fate: The Rebirth of Downtown.

ICMA Annual Conference | October 2023
Session Speaker. Root of Local Government Revenue and How We Got It Wrong.

American Planning Association (APA) Annual Conference | April 2023
Session Speaker. Fostering Fiscal Predictability: Comprehensive Plan to Development Code.

Government Finance Officers Association (GFOA) | November 2022
Session Speaker. The Root of Local Government Revenue.

APA Texas Chapter Annual Conference | October 2022
Session Speaker. Fostering Fiscal Predictability: Improving a Community’s Fiscal Health from Comprehensive Plan to Development Code.

GFOA Annual Conference | June 2022
Session Speaker. Finding Fate: A Growing City’s Quest for Fiscal Resiliency Through Land Use Planning.

Texas Town & City Article | March 2022
Contributor. It Was Always Fate.

ICMA Annual Conference | October 2021
Session Speaker. Finding Fate: A Downtown Revitalization Effort.

GFOA Annual Conference | June 2020
Session Speaker. Fiscal productivity in a financially constrained community.

Texas Downtown Association (TDA) Annual Conference | October 2019
Session Speaker. Making the case for Downtown: How to do the math on proposed development.

Texas Economic Development Council (TEDC) Annual Conference | October 2019
Session Speaker. Economic Development & Financial Sustainability.

PRESENTATIONS & ARTICLES CONTINUED

Brigham Young University MPA Program | October 2019

Guest Lecturer. Case Study: Road repair & how to do the math on proposed development.

Utah Government Finance Officers Association Annual Conference | April 2019
Session Speaker. How to do the math on proposed development in your city.

Verdunity Podcast | February 2019
Guest Speaker. Doing the Math: A small city does the math on new development.

Strong Towns Gathering | October 2018
Session Speaker. Money Talks: Making fiscal sustainability the common language for community decision-making.

ICMA Annual Conference | September 2018
Session Speaker. The End Game: Winning Long-Term for Your City and Citizens by Developing Smart Tricks and Tools.

Strong Towns Article | January 2018
Contributor. The fatal flaw in your town's development pattern.

Texas Municipal League Economic Development Conference | November 2017
Session Speaker. Playing MONEYBALL with your city.

APA Texas Chapter Annual Conference | November 2017
Session Speaker. Money Hall: Using ROI Analysis and Long-Term Financial Modeling to Evaluate Development and Infrastructure Decisions.

Texas Town & City Magazine | September 2017
Article. City of Fate Helps Residents Lower Their Electric Bills.

Engaging Local Government Leaders & UMANT Conference | September 2017
Session Speaker. Playing MONEYBALL with your city.

Strong Towns Webinar | May 2017
Guest Speaker. Scoring! How to do the math on proposed development in your city.

Strong Towns National Summit | March 2017
Session Speaker. Scoring! How to stop fiscally unsustainable development in its tracks.