

HEATHER GETHA-TAYLOR

School of Public Affairs and Administration | University of Kansas
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ACADEMIC APPOINTMENTS

- 2015 – present Associate Professor, School of Public Affairs and Administration
University of Kansas
- 2010 – 2015 Assistant Professor, School of Public Affairs and Administration
University of Kansas
- 2007 - 2010 Assistant Professor, Department of Political Science
University of South Carolina
Joint appointment with College of Charleston
- 2007 Instructor, Department of Public Administration
Maxwell School of Citizenship and Public Affairs, Syracuse University
- 2002-2006 Research Associate, Alan K. Campbell Public Affairs Institute
Maxwell School of Citizenship and Public Affairs, Syracuse University

EDUCATION

- 2007 **Doctor of Philosophy**, Public Administration, Maxwell School of Citizenship and Public Affairs, Syracuse University. Dissertation: “Specifying and Testing a Model of Collaborative Capacity: Identifying Complementary Competencies, Incentive Structures, and Leadership Lessons for the U.S. Department of Homeland Security.” Committee: Patricia Ingraham (advisor), Rosemary O’Leary (defense chair), Jeffrey Brudney, Soonhee Kim, David Van Slyke, Kristi Andersen (external chair).
- 2002 **Master of Public Administration**, University of Georgia
- 2000 **Bachelor of Arts**, Communications, Augusta State University

EDITORIAL LEADERSHIP ROLES

- 2019-present Editor-in-Chief, *Public Personnel Management*
- 2015-2017 Book Review Editor, *Public Integrity*
- 2014 Co-Editor (with Ed Gibson) Symposium on “The Changing Bureaucratic Compact.” *International Journal of Organization Theory and Behavior*

PEER-REVIEWED PUBLICATIONS

1. **Getha-Taylor, H.** (2019). Revitalize the Public Service, Revitalize the Middle Class. *Public Administration Review*, 79(5); 772-776.
2. Borry, E.L. and **Getha-Taylor, H.** (2019). Automation and the Public Sector: Efficiency at the Expense of Equity? *Public Integrity*, 21(1); 6-21.
*Research featured in American Society for Public Administration's *Smart Brief*
3. **Getha-Taylor, H.**, Grayer, M., Kempf, R., and O'Leary, R. (2018). Collaborating in the Absence of Trust? *American Review of Public Administration*, 49(1); 51-64.
4. **Getha-Taylor, H.**, Holmes, M., Moen, J.R. (2018). Evidence-Based Interventions for Cultural Competency Development within Public Institutions. *Administration & Society*.
5. **Getha-Taylor, H.**, Blackmar, J.M., & Borry, E.L. (2016). Are Competencies Universal or Situational? A State-Level Investigation of Collaborative Competencies. *Review of Public Personnel Administration*, 36(3); 306-320.
6. Chapman, C., **Getha-Taylor, H.**, Holmes., M.H., Jacobson, W.S., Morse, R.S., & Sowa, J.E. (2016). How Public Leadership is Studied: An Examination of a Quarter Century of Scholarship. *Public Administration*, 94(1); 111-128.
7. **Getha-Taylor, H.** (2015). Human Capital Data Management in Theory and Practice: Applying the Organizational Learning Cycle to Federal Initiatives. *International Journal of Organization Theory and Behavior*, 18(3); 310-334.
8. **Getha-Taylor, H.**, Fowles, J., Silvia, C. & Merritt, C. (2015). Considering the Effects of Time on Leadership Development: A Local Government Training Evaluation. *Public Personnel Management*, 44(3); 295-316.
9. **Getha-Taylor, H.** & Haddock-Bigwarfe, A. (2014). Public Service Motivation and Willingness to Collaborate: An Examination in the Context of Homeland Security. *Evidence-Based Human Resource Management*. 2(1); 80-95. Special issue on motivation in public sector organizations.
10. **Getha-Taylor, H.** & Morse, R. (2013). Collaborative Leadership Development for Local Government Officials: Exploring Competencies and Program Impact. *Public Administration Quarterly*. 36(4); 72-102.
11. **Getha-Taylor, H.**, Hummert, R., Nalbandian, J., & Silvia, C.E. (2013). Competency Model Design and Assessment: Findings and Future Directions. *Journal of Public Affairs Education*. 19(1); 141-172.
12. **Getha-Taylor, H.** (2012). Cross-Sector Understanding and Trust. *Public Performance and Management Review*. 36(2); 216-229.

13. **Getha-Taylor, H.**, Holmes, M.H., Jacobson, W.S., Morse, R.S., & Sowa, J.E. (2011). Focusing the Lens of Public Leadership: Research Propositions and Questions in the Minnowbrook Tradition. *Journal of Public Administration Research and Theory*. 21; 83-97.
14. **Getha-Taylor, H.** (2009). Managing the “New Normalcy” with Values-Based Leadership: Lessons from Admiral James Loy. *Public Administration Review*. 69(2); 200-206.
*Reprinted in *Serving the Public Interest: Profiles of Successful and Innovative Public Servants* (2012) N. Riccucci, Ed., M.E. Sharpe.
15. **Getha-Taylor, H.** (2008). Learning Indicators and Collaborative Capacity: Applying Action Learning Principles to the U.S. Department of Homeland Security. *Public Administration Quarterly*. 32(2); 125-146.
16. Ingraham, P.W. & **Getha-Taylor, H.** (2008). Incentivizing Collaborative Performance: Aligning Policy Intent, Design, and Impact. *Big Ideas in Collaborative Public Management*. L.B. Bingham & R. O’Leary, Eds. Armonk, New York: M.E. Sharpe.
17. **Getha-Taylor, H.** (2008). Policy Parallels: Applying Lessons from CSRA Chief Architect Alan K. Campbell to Contemporary Personnel Reform Efforts. *Review of Public Personnel Administration*. 28(3); 222-239.
*Reprinted in *Public Sector Human Resource Management* (2012) P. W. Ingraham and S. Kim, Eds. SAGE.
18. **Getha-Taylor, H.** & Lee, J. (2008). Changing Competencies for Human Resource Management: Examining E-government Scorecard and Federal Human Capital Survey Evidence. *International Journal of Public Sector Performance Management*. 1(2); 150-166.
19. **Getha-Taylor, H.** (2008). Identifying Collaborative Competencies. *Review of Public Personnel Administration*. 28(2); 103-119.
*Best Article Award from *Review of Public Personnel Administration*
20. **Getha-Taylor, H.** (2008). Reconsidering Leadership Theory and Practice for Collaborative Governance: Examining the U.S. Coast Guard. *Research in Social Movements, Conflicts and Change*. R. Fleishman, C. Gerard, & R. O’Leary, Eds. 151-174.
21. **Getha-Taylor, H.** (2007). Collaborative Governance: Lessons Learned from Hurricane Katrina. *The Public Manager*. 36(3); 7-11.
22. **Getha-Taylor, H.** & Brudney, J.L. (2006). Mentoring: The Unexamined Link in Strategic Human Capital Management. *International Journal of Learning and Change*. 1(4); 407-428.

23. Ingraham, P. W. & **Getha-Taylor, H.** (2005). Common Sense, Competence, and Talent in the Public Service: Finding the Right Mix in a Complex World. *Public Administration*. 83(4); 789-803.
24. Ingraham, P. W. & **Getha-Taylor, H.** (2005). Management Flexibilities in the U.S. Federal Government: Just What the Doctor Ordered or the Wrong Prescription? *The International Forum*. 182.
25. Ingraham, P. W. & **Getha-Taylor, H.** (2004). Leadership in the Public Sector: Models and Assumptions for Leadership Development in the Federal Government. *Review of Public Personnel Administration*. 24(2); 95-112.

EDITOR-REVIEWED PUBLICATIONS (*Invited)

1. ***Getha-Taylor, H.** and Moen, J.R. (forthcoming). Facing Collaborative Setbacks: The Nystrom United Revitalization Effort (NURVE). SAGE Business Cases.
2. ***Getha-Taylor, H.** (2018). Expanding the Employee Engagement Model for Public Service: Prioritizing Relatedness to Achieve Collaborative Outcomes. In E.C. Stazyk and H. G. Frederickson, Eds. *Handbook of American Public Administration*. Edward Elgar.
3. Blackmar, J.M., **Getha-Taylor, H.**, Moen, J.R. and Pierce, J.C. (2018). Connecting Sustainability and Collaboration: Lessons from All America Cities. *National Civic Review*.
4. ***Getha-Taylor, H.** (2017). Leading Across Hierarchy. *Global Encyclopedia of Public Administration, Public Policy, and Governance*. C. Jurkiewicz, Ed.
5. ***Getha-Taylor, H.** (2017). Workforce Planning in Turbulent Times. In *Public Personnel Management: Current Concerns, Future Challenges*, Sixth Edition. N. Riccucci, Ed.
6. ***Getha-Taylor, H.** (2016). Leaders, Followers, and Failures at the VHA. In *Followership in Action*. R. Koonce, Ed. Emerald. pp. 163-170.
7. ***Getha-Taylor, H.** (2016). Review of Glenn Voelz's *Contractors in the Government Workplace: Managing the Blended Workforce*. *Review of Public Personnel Administration*. 36(2); 210-213.
8. ***Getha-Taylor, H.** (2015). Strategic Human Resource Management at the Local Level: Balancing Enduring Commitments and Emerging Needs. In *Public Personnel Administration: Problems and Prospects*. Sixth Edition. J. Cogburn & R. Kearney, Eds. CQ Press.

9. ***Getha-Taylor, H.**, Pierce, J.C. & Blackmar, J. (2015). Recognizing Public Values at the Local Government Level: A Study of All America City Awards. In *Creating Public Value in Practice*. J. Bryson, B. Crosby, & L. Bloomberg, Eds. CRC/Taylor & Francis.
10. ***Getha-Taylor, H.** (2014). Training Senior Executives in the United States. International Institute of Administrative Sciences (IIAS) Study. In *Leadership and Culture: Comparative Models of Top Civil Servant Training*. M. Van Wart, A. Hondeghem, & E. Schwella, Eds. Palgrave. pp. 56-72.
11. **Getha-Taylor, H.** and Gibson, E. (2014) Introduction to the Symposium on the Changing Bureaucratic Compact. *International Journal of Organization Theory and Behavior*. 18(1).
12. ***Getha-Taylor, H.**, Silvia, C., & Simmerman, S. (2014). Individuality and Integration: Observing Leadership Styles in Team Collaboration. *The Public Manager*. 43(2); 38-43. Forum Issue on Collaboration.
13. **Getha-Taylor, H.** (2014). Cross-Sector Collaboration Should Emphasize Public Sector Values. PA TIMES. 37(3): 1-2.
14. ***Getha-Taylor, H.** (2011). The Challenges of Succession Planning in Turbulent Times. In *Public Personnel Management: Current Concerns, Future Challenges*, Fifth Edition. N. Riccucci, Ed. Longman.
15. ***Getha-Taylor, H.** (2010). Human Relations 2.0: Envisioning the Organization of the Future. *Public Administration Review*. 70(S1); 170-172.
16. ***Getha-Taylor, H.** (2010). Competency Management: The U.S. Federal Government. In *Managing Competencies in Government: State of the Art Practices and Issues at Stake for the Future*. Organization for Economic Co-operation and Development. Available online at: www.oecd.org
17. ***Getha-Taylor, H.** (2009). Where's (Dwight) Waldo? *Public Performance and Management Review*. 32(4); 574-578.
18. **Getha-Taylor, H.** (2008). Collaborative Preparedness: The U.S. Department of Homeland Security's Ready Campaign. *Homeland Security Handbook*. J. Pinkowski, Ed. Taylor & Francis. 281-300.
19. **Getha-Taylor, H.** (2007). Promising the Future or Just Empty Promises? The Paradox and Peril of Human Resource Management Reform in a Global Context. *Handbook of Globalization, Governance, and Public Administration*. A. Farazmand and J. Pinkowski, Eds. Taylor & Francis, 439-462.

20. **Getha-Taylor, H.** (2006). Preparing Leaders for High Stakes Collaborative Action: The Legacy of Darrell Darnell. *Public Administration Review*, Special Issue on Collaborative Public Management: 66; 159-160.
21. *Ingraham, P. W. & **Getha-Taylor, H.** (2006). Great Expectations but Hazards Ahead: Applying Lessons Learned from Past Demonstration Projects to Emergent Federal HRM Systems. In *Public Personnel Management: Current Concerns, Future Challenges*, 4th Edition. N. Riccucci, Ed. Longman, 18-35.
22. ***Getha-Taylor, H.** (2006). Review of Barbara Blumenthal's *Investing in Capacity Building: A Guide to High-Impact Approaches*. *Nonprofit and Voluntary Sector Quarterly*. 35(2); 322-325.
23. ***Getha-Taylor, H.** (2004). Review of Russell Linden's *Working Across Boundaries: Making Collaboration Work in Government and Nonprofit Organizations*. *Nonprofit and Voluntary Sector Quarterly*. 33(4); 748-751.
24. **Getha-Taylor, H.** (2003). When an Employee is Grieving. *PA Times*. 26(11); 3.
25. **Getha-Taylor, H.** (2003). Fostering a Commitment to Public Service Prior to Graduation. *PA Times Education Supplement*. 26(10); 10.
26. **Getha-Taylor, H.** (2003). Including Young People on Non-Profit Boards of Directors. *PA Times*. 26(6); 4.
 *Reprinted by Dalhousie University's Non-Profit Sector Leadership Program Newsletter (2004)

BOOKS/MONOGRAPHS

1. **Getha-Taylor, H.** (forthcoming). *Partnerships that Last*. Cambridge University Press. Elements Series in Public and Nonprofit Management. Peer reviewed.

OTHER REPORTS AND CONTRIBUTIONS

1. **Getha-Taylor, H.** (forthcoming). Why Confidence Isn't Enough: Reframing the Women's Leadership Gap in Government. ICMA Blog.
2. **Getha-Taylor, H.** (2018). Overcoming Problem Solving Myopia. The Biden Institute Blog. University of Delaware. Available online: <https://www.sppa.udel.edu/bideninstitute/PublishingImages/Pages/Forms/EditForm/Overcoming%20Problem%20Solving%20Myopia.pdf>
3. **Getha-Taylor, H.** (2018). Epidemic: A Community Health Collaborative Simulation. EPARCC Collaborative Governance Initiative. Maxwell School of Syracuse University. Available online: https://www.maxwell.syr.edu/parcc/eparcc/simulations/Epidemic-A_Community_Health_Collaborative_Simulation/

4. **Getha-Taylor, H.** and Odell, H. (2017). Ripe for Change: Just Food’s Recovery after Executive Misconduct. Hubert Project E-Case. Available online: <https://www.hubertproject.org/hubert-material/439/>
5. **Getha-Taylor, H.** (2017). Reflections. Center for Civic and Social Responsibility Newsletter. Spring.
6. **Getha-Taylor, H.** (2016). Editorial: The Problem with Automated Ethics. *Public Integrity*.
7. **Getha-Taylor, H.** (2016). Sins and Virtues of Service Learning. Center for Civic and Social Responsibility Newsletter. November.
8. **Getha-Taylor, H.** (2016). How Engaged is Your Department? Center for Civic and Social Responsibility Newsletter. April.
9. **Getha-Taylor, H.** (2014). Helping Students Understand Abstract Ideas. Center for Teaching Excellence, University of Kansas. Available online: <http://www.cte.ku.edu/portfolios/getha-taylor-abstract-ideas>
10. **Getha-Taylor, H.** (2014). Revisiting Public Service Motivation in the Era of New Public Service. CH2MHill Research Report.
11. **Getha-Taylor, H.** & Krivitsky, A. (2013). Learning about Individual Collaborative Strengths: A LEGO Scrum Simulation. EPARCC Collaborative Governance Initiative. Syracuse University. Available online: <https://www.maxwell.syr.edu/uploadedFiles/parcc/eparcc/simulations/2013-3A-Simul-GethaTaylorKrivitzky.pdf>
12. **Getha-Taylor, H.**, Blackmar, J., & Borry, E. (2013). Human Resource Management Implications. Information Network of Kansas Data Sharing Grant Report.
13. **Getha-Taylor, H.** (2013). Implementing Professional Development Exercises to Enhance Engagement and Learning. Center for Teaching Excellence, University of Kansas. Available online: <http://www.cte.ku.edu/portfolios/getha-taylor-professional-development-exercises>
14. **Getha-Taylor, H.** (2007). Networks and Public Management Syllabus and Teaching Note. Created for Smith Richardson Foundation Competition. Hosted by E-PARCC, Maxwell School, Syracuse University at: https://www.maxwell.syr.edu/parcc/eparcc/syllabi/Syllabus_2/
15. Ingraham, P. W. & **Getha-Taylor, H.** (2003). “When Only the Best Will Do: Finding and Keeping Leaders for Government.” Commissioned by the Partnership for Public Service. Available online: www.ourpublicservice.org.

ACADEMIC CONFERENCE PRESENTATIONS

1. Borry, E.L, Getha-Taylor, H. and Holmes, M. Cultivating the Public Service Workforce of the Future: Lessons from Federal Diversity and Inclusion Strategic Plans. Public Management Research Association Conference. Chapel Hill, NC: June 2019.
2. Moen, J.R. and Getha-Taylor, H. Municipal Human Capital Management Strategies: Navigating the High and Low Road of Public Performance. Public Management Research Association Conference. Chapel Hill, NC: June 2019.
3. Getha-Taylor, H. Addressing the Gender Gap in Government: Leadership from the Inside Out. Oxford Women's Leadership Symposium. Oxford, England: March, 2019.
4. Campbell, K. and Getha-Taylor, H. Simmering on the Back Burner: The Role of Job Analysis in Employment Litigation. ASPA Annual Conference. Washington, DC: March 11, 2019. Presented by Kevin Campbell.
5. Getha-Taylor, H. The Bureaucrat's Dilemma: Balancing Neutrality and Responsiveness. NASPAA Annual Conference. Atlanta, GA. October 11, 2018.
6. Getha-Taylor, H. Creating and Teaching with Multimedia Case Studies: The Case of Just Food. ARNOVA Annual Conference. Grand Rapids, Michigan: November 2017.
7. Borry, E.L. and H. Getha-Taylor. Workplace Automation: Potential Impacts on the Public Sector. SECOPA Annual Conference. Hollywood, FL: October 5, 2017. Presented by Erin Borry.
8. Getha-Taylor, H. Cultivating Cultural Competency: Some Difficult Truths. NASPAA Annual Conference. Washington, DC: October 2017.
9. Getha-Taylor, H., Holmes, M.H., and Moen, J. Evidence-Based Interventions for Cultural Competency Development within Public Institutions. Public Management Research Association Conference. American University, Washington, DC. June 2017.
10. Getha-Taylor, H. Automation and the Public Workforce: Guiding Ethics for a New Reality. ASPA Annual Conference. Atlanta, GA. March 2017.
11. Getha-Taylor, H. Cultural Competency: Understanding What Students Know and Improving Curricular Integration. National Association of Schools of Public Affairs and Administration Conference. Columbus, Ohio. October 2016.
12. Getha-Taylor, H. The Seven Deadly Sins of Service Learning. Academy of Management Teaching and Learning Conference. Anaheim, California. August 7, 2016.
13. Getha-Taylor, H. Examining the Life Cycle of Collaborative Contexts. Public Management Research Association Conference. Minneapolis, Minnesota. June 12, 2015.

14. Getha-Taylor, H. A Mentoring Framework to Balance Competing Needs and Roles. Faculty Support and Leadership Development Panel. NASPAA Annual Conference. Albuquerque, NM. November 6, 2014.
15. Getha-Taylor, H. Building Catalytic Skills. Association for Public Policy Analysis & Management, Spring Conference, Washington, DC. April 12, 2014.
16. Getha-Taylor, H. Employee Engagement in Theory and Practice. American Society for Public Administration Annual Conference, Washington, DC. March 16, 2014.
17. Getha-Taylor, H. Who is the Trusted Collaborator? American Society for Public Administration Annual Conference, Washington, DC, March 16, 2014.
18. Getha-Taylor, H. Examining Indicators of Employee Engagement: Toward More Comprehensive Conceptual Frameworks. Association on Employment Practices & Principles International Conference. Atlanta, Georgia. October 10, 2013.
19. Getha-Taylor, H. & Morse, R. Toward More Holistic Theorizing About Public Leadership. Public Management Research Association Conference. Madison, Wisconsin. June 2013.
20. Getha-Taylor, H. The Collaborative Life Cycle. American Society for Public Administration. New Orleans, Louisiana. March 17, 2013.
21. Silvia, C., Getha-Taylor, H., & Simmerman, S. Using Experimental Simulations to Understand Collaborative Leadership Behaviors. American Society for Public Administration. New Orleans, Louisiana. March 15, 2013.
22. Getha-Taylor, H. & Silvia, C. Collaborative Leadership Development via Simulations: The Opportunity and the Challenge. Association on Employment Practices and Principles International Conference. Vancouver, British Columbia. October 4, 2012.
23. Getha-Taylor, H. Blackmar, J. & Pierce, J. Recognizing Public Values at the Local Government Level: A Study of the All America City Awards. Creating Public Value Conference. Minneapolis, Minnesota. September 21, 2012.
24. Getha-Taylor, H. Training and Line of Sight: Connections and Impact. American Society for Public Administration. Las Vegas, Nevada. March 3, 2012.
25. Getha-Taylor, H. The Collaborative Power Paradox. Tobias Leadership Center Conference. Colorado Springs, Colorado. February 25, 2012.
26. Getha-Taylor, H., Hummert, R., Nalbandian, J., & Silvia, C. MPA Competency Model Design and Assessment: Findings and Future Directions. National Association of Schools of Public Affairs and Administration Conference. Kansas City, Missouri. October 2011.

27. Getha-Taylor, H. Trust and Collaboration: Interpreting Meaning and Exploring Impact. International Conference on Government Performance Management and Leadership. Portland, Oregon. October 2011.
28. Getha-Taylor, H. & Morse, R. Leadership Development for Local Government Executives: Balancing Existing Commitments and Emerging Needs. Public Management Research Association Conference. Syracuse, New York. June 4, 2011.
29. Getha-Taylor, H. Collaborative Competencies Redux: Introducing Cross-Sector Evidence. Public Management Research Association Conference. Columbus, Ohio. October 2, 2009.
30. Getha-Taylor, H. & Haddock-Bigwarfe, A. Public Service Motivation in an Era of Governance without Boundaries: Applications and Challenges for Homeland Security. International Public Service Motivation Conference. Bloomington, Indian. June 8, 2009.
31. Getha-Taylor, H. Institutional Collaboration. National Association of Schools of Public Affairs and Administration Conference. Charleston, South Carolina. October 16, 2008.
32. Getha-Taylor, H. Teaching Collaborative Governance. National Association of Schools of Public Affairs and Administration Conference. Charleston, South Carolina. October 16, 2008.
33. Getha-Taylor, H. Value Congruence and Collaborative Governance. Minnowbrook III Conference, Phase II. New York. September 6, 2008.
34. Getha-Taylor, H. The Civil Service Reform Act: Thirty Years Later. South Carolina Political Science Association Annual Meeting, Orangeburg, South Carolina. March 1, 2008.
35. Getha-Taylor, H. Collaborative Competencies: Contrasting Evidence from Criterion and Expert Samples. Public Management Research Association Conference, Tucson, Arizona. October 25-27, 2007.
36. Getha-Taylor, H. Reconsidering Leadership Theory and Practice for Collaborative Governance: The Case of the U.S. Coast Guard. Program on the Analysis and Resolution of Conflicts Conference, Syracuse, New York. September 27-28, 2007.
37. Ingraham, P. W. & Getha-Taylor, H. Incentivizing Collaborative Governance: Aligning Policy and Performance. Collaborative Public Management Conference, Washington, DC. September 28-30, 2006.
38. Getha-Taylor, H. Nonprofit and Public Sector Information Campaigns as Homeland
 - a. Security Policy Tools. Association for Research on Nonprofit Organizations and Voluntary Action Conference, Washington, DC. November 17-19, 2005.

39. Getha-Taylor, H. & Brudney, J.L. Volunteers and the Department of Homeland Security: Help or Hazard? Public Management Research Association Conference, Los Angeles, California. September 29-October 1, 2005.
40. Getha-Taylor, H. Collaboration, Capacity, and the Department of Homeland Security: Defining Terms, Framing Historical Trends, and Applying Theoretical Frameworks. Conference on Terrorism and Security Studies, Syracuse, New York. February 26, 2005.
41. Ingraham, P.W. & Getha-Taylor, H. Growing or Buying Leaders? American Society for Public Administration Annual Conference, Portland, Oregon. March 27-30, 2004.
42. Getha Taylor, H. & Brudney, J.L. Room at the Top? The Views of Women in the Senior Executive Service. Public Management Research Conference, Washington, DC. October 9-11, 2003.
43. Getha-Taylor, H. Case Study and Group Decision-Making Exercises as Masks for Public Administration Theory. Public Administration Theory Network Conference, Anchorage, Alaska. June 19-21, 2003.
44. Ingraham, P. W. & Getha-Taylor, H. Leadership in the Public Sector: Models and Assumptions for Leadership Development in the Federal Government. Midwest Political Science Association Conference, Chicago, Illinois. April 3-6, 2003.

OTHER INVITED PRESENTATIONS

1. "Leadership Transitions and Public Employees," Keynote address for IPMA-HR-Kansas City Spring Conference, May 3, 2019.
2. "Exploring Cultural Competency." Midamerica Nazarene University, Honors Freshman Seminar, Olathe, KS. October 3, 2018.
3. "Revitalizing the Public Service, Revitalizing the Middle Class." The Biden Challenge. University of Delaware. September 28, 2018.
4. "Community Building in an Era of Precariousness." Kansas City County Management Conference, Lawrence, KS, April 28, 2017.
5. "Exploring Cultural Competency." With Justin R. Moen. Emerging Leaders Academy, Lawrence, KS, April 26, 2017.
 - a. Also offered at Certified Public Manager Collaboration Conference, Lawrence, KS, June 14, 2017.
6. "Pursuing Community Goals: Cultural Competence as a Value and Priority," ICMA Annual Conference, Kansas City, MO, September 2016.

- a. Also offered at National Forum of Black Public Administrators Conference, Lawrence, KS, November 2016.
7. “Public Values at the Local Level: Insights from the All-America City Awards,” Urban Planning and Land Use Seminar Series. American Planning Association, Kansas Association of Planning Students. September 23, 2015.
8. “Four Steps to Better Collaboration,” University of Kansas - Edwards Campus Lunch and Learn. April 16, 2015.
9. “Thinking about Collaboration: The Opportunity and the Challenge,” Emerging Leaders Academy, Kansas City, April 15, 2015.
 - a. Also offered at November 2015 Emerging Leaders Academy
10. “Leading Discussions,” University of Kansas Graduate Teaching Assistant Conference. January 13, 2015.
 - a. Also offered at August 2015, August 2016, and August 2018 GTA conferences
11. “A Collaboration Challenge,” Kansas City County Management Conference. April 17, 2014.
12. “Sustaining a Strong Municipal Workforce,” League of Kansas Municipalities Annual Conference. Topeka, Kansas. October 7, 2012.
13. “Recognizing Public Values at the Local Government Level: A Study of the All America City Awards,” KUCIMAT Meeting, Lawrence, Kansas. September 14, 2012.
14. “Taking Charge of Your Professional Development: Competencies and Goal Setting.” Western Missouri City Clerks Annual Meeting. Kansas City, Missouri. June 20, 2012.
15. “Collaborative Leadership: The Opportunity and the Challenge,” National Urban Fellows Forum. San Diego, California. June 11, 2012.
 - a. Also offered at Certified Public Manager Program. Topeka, Kansas. June 13, 2012.
16. “Becoming a More Collaborative Leader,” America’s Leaders of Change Webinar. May 7, 2012.
17. “Collaborative Competencies and Kansas Data Sharing Initiatives: Findings and Future Directions,” KU School of Public Affairs and Administration Research Seminar, May 7, 2012.
18. “Collaborative Trust,” University of Colorado – Boulder, Department of Communication Research Seminar, February 22, 2012.
19. “Leadership Training Evaluation Results,” City of Olathe, Kansas. October 19, 2011.

20. "A Field Guide to Nonprofit Organizations," Self Graduate Fellows Annual Program Speaker, University of Kansas, August 8, 2011.
21. "Challenges and Opportunities in Nonprofit Management," Women's Civic Leadership Institute, University of Kansas, June 21, 2011.
 - a. Also offered January 2012.
22. "Competencies for Collaborative Leadership," America's Leaders of Change Forum, University of Kansas, April 27, 2011.
23. "Trust and Collaboration: Using Qualitative Narrative Analysis to Interpret Meaning and Explore Impact," KU School of Public Affairs and Administration Research Seminar, April 18, 2011.
24. "Collaborative Relationships." Executive Leadership Institute, National Forum for Black Public Administrators. Lawrence, Kansas. February 12, 2011.
 - a. Also offered February 2012.
25. "Considering Compensation for the "New Normal": Compensation Myths, Methods, and Trends." Kansas Association of Counties Meeting. Overland Park, Kansas. November 15, 2010.
26. "Identifying and Developing Boundary-Spanning Skills." Kansas City County Management Conference. April 23, 2010.
27. "Preparing for Success." Zeta Phi Beta Career Workshop. Columbia, South Carolina. September 26, 2009.
28. "Chapter Revitalization." American Society for Public Administration – South Carolina Chapter, May 21, 2009.
29. "Why Public Administration?" Clemson University. November 24, 2008.
30. "Succession Planning." Town of Mount Pleasant, South Carolina. October 28, 2008.
31. "Changing Roles and Expectations: Balancing Strategic Human Resource Management Priorities." South Carolina Spring Forum, State Budget and Control Board, Office of Human Resources, May 15, 2008.
32. "Improving Motivation in the Workplace." American Society for Public Administration - South Carolina Chapter, April 24, 2008.
33. "Motivation: Theory and Practice." Fire Officer Training, Johns Island, South Carolina. March 11, 2008.

34. "Why is Collaboration So Difficult?" College of Charleston MPA Student Association Research Forum. Charleston, South Carolina. February 6, 2008.
35. "Reconsidering Leadership Theory and Practice for Collaborative Governance: The Case of the U.S. Coast Guard." Political Science Research Workshop, Department of Political Science, University of South Carolina, November 9, 2007.

COURSES TAUGHT

University of Kansas

Doctoral

Intellectual History of Public Administration
Directed Readings

MPA

Human Resources Management
Nonprofit Management
Collaboration
Directed Readings

Undergraduate

Human Resources Management
Collaboration
Public Service Leadership
Undergraduate Research Experience

University of South Carolina

MPA

Human Resources Management
Nonprofit Management
Executive Leadership
Organizational Behavior
Organizational Learning and Change
Motivation and Performance
Capstone
Independent Study

Syracuse University

MPA

Public Organizations and Management

DISSERTATION COMMITTEE MEMBERSHIP

University of Kansas

Jeannette Blackmar (Co-Chair)
Erin Borry
Randall Davis

In progress
Graduated Spring 2013
Graduated Spring 2011

Eric Hartunian	Graduated Spring 2019
Wendy Hildenbrand	Graduated Fall 2016
Jason Hirst (Applied Behavioral Science)	Graduated Summer 2015
Veronica Howard (Applied Behavioral Science)	Graduated Summer 2013
Leonard Lira	Graduated Summer 2016
Cullen Merritt	Graduated Spring 2014
Suzette Myser	Graduated Summer 2016
Meredith Pyle (University of Maryland, Baltimore)	In progress
Linda Williams	Graduated Summer 2013
Nathaniel Wright	Graduated Spring 2014

THESIS COMMITTEE MEMBERSHIP

University of South Carolina

Alexa Haddock (MPA)	Defended thesis Spring 2010
Turkhan Sadigov (MA)	Defended thesis Spring 2009
Michelle Swanson (Undergraduate)	Defended thesis Spring 2009

RESEARCH GRANTS AND OTHER FUNDED WORK

2017	Ripe for Change: Just Food’s Recovery from Executive Misconduct. Hubert Project, Kresge Foundation, \$3,000 (with H. Odell)
2013	A Longitudinal Analysis of Community Collaboration and Sustainability: Evidence from the All-America City Awards. CH2MHill Research Grant, \$7,000 (with J. Blackmar and J.C. Pierce)
2012	Revisiting Public Service Motivation in the Era of New Public Service. CH2MHill Research Grant, \$15,000
2011	Foundations of Trust. University of Kansas, New Faculty Research Grant. \$8,000
2011	Data Sharing Study. Information Network of Kansas, \$145,000 (with M. Goodyear, D. Friend, H. Goerdel, & C. Silvia)

PROFESSIONAL DEVELOPMENT

2019	International Travel Award, Office of International Programs, KU
2018	Research Sabbatical, University of Kansas
2017	Lilly Teaching Conference, Asheville NC
2014	Collective Leadership Workshop, NYU-Wagner School of Public Service
2012	Faculty Seminar, Center for Teaching Excellence, KU
	Documenting and Advancing Learning Project, KU
	International Travel Award, Office of International Programs, KU
2011	Best Practices Institute, Center for Teaching Excellence, KU

HONORS AND AWARDS

2018	Volcker Alliance Government-to-University Initiative Roundtable, Kansas City
2018	Honorable Mention Award, E-PARCC Teaching Case/Simulation Competition

2017	Hubert Project Fellow, University of Minnesota Humphrey School
2016	Steeple Service to Kansans Award, University of Kansas
2015	Invited Participant, National Science Foundation Workgroup, UT-Austin
2014	Nominee, University of Kansas Graduate Mentor Award
2013	First Place, E-PARCC Teaching Case/Simulation Contest (with Alexey Krivitsky)
2013	Best Conference Paper Award, Assoc. on Employment Practices & Principles
2012	Best Practices Award, American Soc. of Training and Development, KC Chapter
2011	Big XII Faculty Fellowship, University of Kansas
2010	Professor of the Year, MPA Program, University of South Carolina
2009	Best Article Award, <i>Review of Public Personnel Administration</i>
2008	Minnowbrook III New Scholars Workshop
2007	Annual Dissertation Award, Nat'l Assoc. of Schools of Public Affairs and Admin.
2007	Finalist, Public Management Syllabus Competition, Smith Richardson Foundation
2006	Volcker Junior Scholar Research Award, American Political Science Association
2005	Syracuse University Dissertation Fellowship
2004, 2005	Graduate Summer Research Award, Public Admin. Dept., Syracuse University
2002	Freeman Graduate Research Award, University of Georgia
2002	Co-President, Pi Alpha Alpha, Public Administration Honor Society, UGA
2002	Outstanding Graduate Teaching Award, University of Georgia
2000	Phi Kappa Phi National Honor Society
1999	Who's Who Among American Colleges and Universities
1998-2000	Jack and Mary Craven Scholar, Augusta State University
1996-1997	Faculty-Alumni Scholar, Augusta State University

SERVICE

Departmental Service

Coordinator:

Public Mgmt. Working Group, KU Public Affairs and Admin., 2018-2019
 Doctoral Specialization Exam, KU Public Affairs and Admin., 2013, 2019
 Learning Outcomes Assessment, KU Public Affairs and Admin., 2011-2013
 ICMA Collaboration Symposium, KU Public Affairs and Admin., 2012
 Undergraduate Program, KU Public Affairs and Admin., 2011-2012
 Nonprofit Curriculum Task Force, KU Public Affairs and Admin., 2011
 MPA Accelerated Program, University of South Carolina, 2008-2009

Committee Memberships:

Junior Faculty Mentoring Committee, KU Public Affairs and Admin., 2019-
 Doctoral Committee, KU Public Affairs and Admin., 2017-present
 Undergrad. Committee, KU Public Affairs and Admin., 2011-2013; 2014-2017
 Transition Committee, KU Public Affairs and Admin., 2017
 Diversity Plan Committee, KU Public Affairs and Admin., 2017
 Competency Committee, KU Public Affairs and Admin., 2010-2014
 Awards Committee, KU Public Affairs and Admin., 2012-2013
 Scholarship Committee, KU Public Affairs and Admin., 2011
 Chair's Advisory Cabinet, KU Public Affairs and Admin., 2010-2011
 Faculty Hiring, KU Public Affairs and Admin., 2010, 2011, 2012, 2013

Chair's Advisory Committee, USC Department of Political Science, 2008-2010
Admissions Committee, USC-College of Charleston Joint MPA, 2008-2010
MPA Admissions Committee, University of South Carolina, 2009-2010
Coordinating Committee, USC-College of Charleston Joint MPA, 2007-2010
Sam Carter Fellowship Selection Committee, USC MPA Program, 2009
Search Committees, USC Department of Political Science, 2008, 2009

Evaluator:

Doctoral Exams, KU Public Affairs and Admin., 2010-present
GTA Reviews, KU Public Affairs and Admin., 2014-present
MPA Core Course Learning Outcomes Assessment, 2015, 2017, 2018, 2019
MPA Final Essay, KU Public Affairs and Admin., 2014, 2017
USC-Clemson Joint Program Exams, 2008, 2009

Advisor:

MPA Student Association, University of South Carolina, 2008-2010
Pi Alpha Alpha Honor Society, University of South Carolina, 2009-2010

College/University Service

Faculty Mentor, University Scholars Program, 2019-
Ambassador, KU Center for Service Learning, 2017-2019
Ambassador, KU Center for Teaching Excellence, 2014-2017
Faculty Fellow, KU Center for Civic and Social Responsibility, 2015-2017
General Research Fund Committee, KU College of Liberal Arts and Sciences, 2017
Judge, Service Showcase, KU Center for Civic and Social Responsibility, 2017
GTA Development Program, KU Center for Teaching Excellence, 2017
Faculty Mentor, KU College of Liberal Arts and Sciences, 2016, 2017
Truman Scholarship Mock Interview Committee, KU Honors College, 2016, 2019
Teaching Triad Leader, KU Center for Teaching Excellence, 2016
Panelist, KU New Faculty Workshop on Promotion and Tenure, 2015
Member, KU-Women's Foundation of Kansas City Research Award Committee, 2014
Member, Budig Award Committee, KU College of Liberal Arts and Sciences, 2012, 2013
Facilitator, Best Practices Institute, KU Center for Teaching Excellence, 2012
Facilitator, Learning Outcomes Workshop, KU Center for Teaching Excellence, 2012
Judge, Undergraduate Research, USC Discovery Day, 2008, 2009

Academic Community Service

Public Management Research Association Secretariat Manager and Treasurer, 2018-
Member, Executive Board, SPALR-ASPAA, 2017-present
Panel Chair, Public Management Research Association Conference, 2019
Panel Chair/Discussant, ASPA National Conference, 2017
Member, Best Article Committee, *Public Integrity*, 2016
Panel Chair/Discussant, APPAM Fall Research Conference, 2015
Co-Chair, Leadership Workshop, ASPA-EPGA Transatlantic Dialogue, 2015
Reviewer, Research Foundation Flanders – Belgium, 2015
Panel Chair, Public Management Research Association Conference, 2015
ASPAA-SPALR Dissertation Award Committee, 2015
Reviewer, E-PARCC Teaching Case and Simulation Competition, 2014, 2017

Reviewer, American Univ. Levine Doctoral Student Research Award, 2011, 2014
Member, Best Article Committee, *Review of Public Personnel Administration*, 2013
Chair, Best Article Committee, *Review of Public Personnel Administration*, 2010
Member, Emerging Scholar Selection Committee, ARNOVA, 2008, 2009
Member, Burchfield Award Committee, *Public Administration Review*, 2009
Panel Chair, Dimensions of Leadership, SECOPA Annual Conference, 2009
Panel Discussant, Doctoral Student Advice Session, SECOPA Annual Conference, 2009
Member, Program Committee, NASPAA Annual Conference, 2008
Judge, Byrd Undergraduate Conference Paper Award, SC Political Science Assoc., 2008
Panel Discussant, ARNOVA Annual Conference, 2007

Other Service

Research Advisory Council, Government Finance Officers Association, 2017-present
Coordinator, MPA Student Showcase, Kansas City-County Mgmt. Conference, 2019
Moderator, ASPA-Kansas Chapter Public Service Workshop, 2019
Executive Council, ASPA-Kansas Chapter, 2016-2017
Chair, Awards Committee, ASPA-Kansas Chapter, 2017
Session Moderator, IPMA-HR Central Region Conference, 2011
Executive Council, American Society for Public Administration SC Chapter, 2009-2010
University Liaison, Presidential Management Fellowship Program, 2008-2010
Reviewer, Guidelines for South Carolina Nonprofit Charitable Organizations, 2007

EDITORIAL BOARD MEMBERSHIPS

Public Integrity

Review of Public Personnel Administration

MANUSCRIPT REVIEWER

Academy of Management, Administration & Society, American Review of Public Administration, Columbia University Press, CQ Press, Evidence-Based Human Resource Management, International Journal of Organization Theory and Behavior, International Public Management Journal, Jossey-Bass, Journal of Public Administration Research and Theory, National Science Foundation, Nonprofit and Voluntary Sector Quarterly, Public Administration, Public Administration Quarterly, Public Administration Review, Public Integrity, Public Performance and Management Review, Public Personnel Management, Review of Public Personnel Administration, Routledge, Sage, State and Local Government Review

TENURE AND PROMOTION REVIEWER

John Jay College of Criminal Justice - City University of New York (2015), University of Delaware (2016), University of Hawaii (2019)