

Hala Altamimi Assistant Professor

University of Kansas
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Research Interests	Public and nonprofit management and finance, performance auditing, program evaluation.	
Academic Appointments	Assistant Professor University of Kansas School of Public Affairs and Administration	Aug 2022-present
Education	Georgia State University Ph.D., Public Policy Field: Policy Analysis and Evaluation Dissertation: Agents of Accountability and Catalysts of Performance Improvement? Performance Auditing in U.S. Local Governments Committee: John C. Thomas (Chair), Benedict S. Jimenez, Marc Holzer, Mark Funkhouser M.A., Public Administration Field: Policy Analysis and Evaluation	July 2022 May 2016
	Bethlehem University Professional Diploma, Project Management B.A., English Language and Literature	
Publications	Altamimi, Hala , Qiaozhen Liu and Benedict S. Jimenez (2022). Not Too Much, Not Too Little: Centralized/Decentralized Decision Making and Organizational Change. <i>Journal of Public Administration Research and Theory</i> . https://doi.org/10.1093/jopart/muac016 Altamimi, Hala , and Qiaozhen Liu (2021). The Nonprofit Starvation Cycle: Does Overhead Spending Really Impact Program Outcomes? <i>Nonprofit and Voluntary Sector Quarterly</i> (NVSQ).	

<https://doi.org/10.1177/08997640211057404>

**Best Doctoral Student Conference Paper Award*, 2019 Annual Meeting of the Academy of Management
**Best Papers*, 2019 Annual Meeting of the Academy of Management

Altamimi, Hala, and Benedict S. Jimenez (2021). Organizational Effectiveness After Budget Cuts: Disentangling the Effects of Performance Measurement and Performance Management. In M. Holzer, A. Ballard, M. Sullivan (Eds.) *The Public Productivity and Performance Handbook*. NY: Routledge/Taylor & Francis Group.
<https://www.routledgehandbooks.com/doi/10.4324/9781003178859-26>

Altamimi, Hala, and Qiaozhen Liu. The Nonprofit Starvation Cycle: Impact of Underfunded Overhead on Program Outcomes. *Academy of Management Proceedings*, 2019 (1).
<https://doi.org/10.5465/AMBPP.2019.217>

Work in Progress

Performance Auditing in U.S. State and Local Governments: The Perspectives of Practitioners.

Not As Independent as You May Think: The Relationship between Performance Auditors' Independence and Resource Changes.

Government Form, Professionalism, and Performance Auditing Effectiveness.

Performance Auditing in U.S. Local Governments: A Model of Effectiveness.

The Effect of Financial Resources on Public Organizational Performance: A Meta-Analysis.

Too Flexible? The Impact of Flexible Labor on Nonprofit Performance.

Red Tape and Work Motivation: Evidence from the Public Sector.

A Parent Matters? Impact of Nonprofit Parenting on the Financial Health of Subsidiary Organization.

Teaching

Instructor, PMAP 3311 Critical Policy Issues, Georgia State University, Atlanta, GA (blended course).

Fall 2020

* **Evaluation Score: 4.74; Enrollment: 44**

Teaching Assistant, PMAP 8431 Leadership and Organizational Behavior, Georgia State University, Atlanta, GA.

Spring 2022,
2021, 2020

Conference Presentations

Not Too Much, Not Too Little: Centralized/Decentralized Decision Making and Organizational Change (with Qiaozhen Liu and Benedict Jimenez). Presented at the Midwest Political Science Association annual conference (MPSA) in Chicago, IL, April 2022 and Public Management Research conference (PMRC) in Phoenix, AZ, May 2022.

Too Flexible: The Impact of Flexible Labor on Nonprofit Performance (with Qiaozhen Liu). Presented virtually at PMRC, June 2021, the Association for Public Policy Analysis and Management conference (APPAM), November 2020, and at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference, November 2020.

The Nonprofit Starvation Cycle: Impact of Underfed Overhead on Program Outcomes (with Qiaozhen Liu). Presented at the Academy of Management (AoM) conference, August 2019, Boston MA, and at the Association for Public Policy Analysis and Management conference (APPAM), November 2019 at Denver, CO, and at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference, November, 2019 San Diego, CA.

Red Tape and Work Motivation: Evidence from the Public Sector. Presented at the Public Management Research conference (PMRC), June 2019, Chapel Hill, NC.

A Parent Matters? Impact of Nonprofit Parenting on the Financial Health of Subsidiary Organizations. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) conference, November 2017, Grand Rapids MI, and at the Association for Public Policy Analysis and Management (APPAM) conference, November 2017, Chicago IL.

Awards and Fellowships

Best Doctoral Student Award 2022
Andrew Young School of Policy Studies, Georgia State University

Frédéric Bastiat Fellowship 2022
The Mercatus Center at George Mason University

Michael and Enid Mescon Fellowship 2021
Georgia State University

Emerging Scholar Award 2021
Lilly Family School of Philanthropy, Indiana University–Purdue University Indianapolis (IUPUI)

Research Fellowship Institute for Humane Studies (IHS)	2021
Don Lavoie Fellowship The Mercatus Center at George Mason University	2020
Frédéric Bastiat Fellowship (<i>replaced by Don Lavoie Fellowship due to COVID-19</i>) The Mercatus Center at George Mason University	2020
Diversity Scholars and Leaders Award II Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)	2019
Equity and Inclusion Student Fellowship Association for Public Policy Analysis and Management (APPAM)	2019
Best Student Conference Paper Award for the paper “The Nonprofit Starvation Cycle: Impact of Underfunded Overhead on Program Outcomes.” Public and Nonprofit Division (PNP) of the Academy of Management (AoM)	2019
Travel Inclusion Award Public Management Research Association (PMRA)	2019
Diversity Scholars and Leaders Award I Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)	2018
Conference Travel Award Georgia State University	2018
Emerging Scholar Award Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)	2017
Andrew Young School Graduate Fellowship Georgia State University	2016-present
Master’s Scholarship Program Recipient (Merit-Based) U.S. Agency for International Development (USAID)	2014-2016

Academic
Service
(Reviewer)

Public Administration Review (PAR)
Journal of Public Administration Research and Theory (JPART)
Academy of Management (AoM)

Memberships and Affiliations	<p>The Virtual Museum of Public Service (Founding Member)</p> <p>Public Budgeting and Management Lab (Faculty Affiliate)</p> <p>Midwest Political Science Association</p> <p>Public Management Research Association</p> <p>Academy of Management</p> <p>American Society for Public Administration</p> <p>Association for Public Policy Analysis and Management</p> <p>Association for Research on Nonprofit Organizations and Voluntary Action</p> <p>International City/County Management Association</p>
Languages and Skills	<p>Arabic (native), English (fluent), French and Italian (basic)</p> <p>Stata, SPSS, L^AT_EX, ArcGIS, iCollege Learning Platforms</p>