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ACADEMIC APPOINTMENTS

Professor, School of Public Affairs and Administration, University of Kansas
2021 -present

Associate Professor, School of Public Affairs and Administration, University of Kansas
2015 – 2021

Assistant Professor, School of Public Affairs and Administration, University of Kansas
2010 – 2015

Assistant Professor, Department of Political Science, University of South Carolina (joint
appointment: College of Charleston
2007-2010

Instructor, Department of Public Administration, Maxwell School of Citizenship and Public
Affairs, Syracuse University
2007

Research Associate, Alan K. Campbell Public Affairs Institute, Maxwell School of Citizenship and
Public Affairs, Syracuse University
2002-2006

EDUCATION

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), 2007.

Master of Public Administration, University of Georgia, 2002.

Bachelor of Arts, Communications, Augusta State University, 2000.

EDITORIAL LEADERSHIP ROLES

Editor-in-Chief, *Public Personnel Management*, 2019-present

Book Review Editor, *Public Integrity*, 2015-2017

Co-Editor (with Ed Gibson) Symposium on "The Changing Bureaucratic Compact." *International Journal of Organization Theory and Behavior*, 2014

PEER-REVIEWED PUBLICATIONS

Getha-Taylor, H. (2021). Workforce planning: Shifting assumptions in a precarious reality. In *Human Resource Management in the Public Sector*. B. Steijn and E. Knies, Eds.

Borry, E.L., **Getha-Taylor, H.** and Holmes, M. (2021). Promoting diversity and inclusion in the federal workforce: Executive Order 13583 and demographic trends. *Public Administration Quarterly*.

Getha-Taylor, H. (2019). *Partnerships that Last: Identifying the Keys to Resilient Collaboration*. Cambridge University Press. Elements Series in Public and Nonprofit Administration. A. Whitford and R. Christensen, Eds.

Getha-Taylor, H. (2019). Revitalize the Public Service, Revitalize the Middle Class. *Public Administration Review*, 79(5); 772-776.

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*

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.

Getha-Taylor, H., Holmes, M., Moen, J.R. (2018). Evidence-Based Interventions for Cultural Competency Development within Public Institutions. *Administration & Society*. 52 (1); 57-80.

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.

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.

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.

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.

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.

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.

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.

Getha-Taylor, H. (2012). Cross-Sector Understanding and Trust. *Public Performance and Management Review*. 36(2); 216-229.

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.

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.

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.

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.

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.

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.

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*

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.

Getha-Taylor, H. (2007). Collaborative Governance: Lessons Learned from Hurricane Katrina. *The Public Manager*. 36(3); 7-11.

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.

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.

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.

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)

***Getha-Taylor, H.** (forthcoming) Cultural competence. *Encyclopedia of Nonprofit Management, Leadership, and Governance*. Kevin Kearns and Jiun Wang, Eds. Edward Elgar.

***Getha-Taylor, H.** and Farnworth, M. (forthcoming). What Happened to You? Understanding Trauma and Motivation in the Public Service Workplace. *Handbook of Motivation Research in Public Administration*. E.C. Stazyk and R.S. Davis, Eds. Edward Elgar.

***Getha-Taylor, H.** and Moen, J.R. (2020). Facing Collaborative Setbacks: The Nystrom United Revitalization Effort (NURVE). SAGE Business Cases.

***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.

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*.

***Getha-Taylor, H.** (2018). Workforce Planning in Turbulent Times. In *Public Personnel Management: Current Concerns, Future Challenges*, Sixth Edition. N. Riccucci, Ed.

***Getha-Taylor, H.** (2017). Leading Across Hierarchy. *Global Encyclopedia of Public Administration, Public Policy, and Governance*. C. Jurkiewicz, Ed.

***Getha-Taylor, H.** (2016). Leaders, Followers, and Failures at the VHA. In *Followership in Action*. R. Koonce, Ed. Emerald. pp. 163-170.

***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.

***Getha-Taylor, H.** (2016). 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.

***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.

***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. Hondgehem, & E. Schwella, Eds. Palgrave. pp. 56-72.

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).

***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.

Getha-Taylor, H. (2014). Cross-Sector Collaboration Should Emphasize Public Sector Values. *PA TIMES*. 37(3); 1-2.

***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.

***Getha-Taylor, H.** (2010). Human Relations 2.0: Envisioning the Organization of the Future. *Public Administration Review*. 70(S1); 170-172.

***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

***Getha-Taylor, H.** (2009). Where's (Dwight) Waldo? *Public Performance and Management Review*. 32(4); 574-578.

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.

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.

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.

*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.

***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.

***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.

Getha-Taylor, H. (2003). When an Employee is Grieving. *PA Times*. 26(11); 3.

Getha-Taylor, H. (2003). Fostering a Commitment to Public Service Prior to Graduation. *PA Times Education Supplement*. 26(10); 10.

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)

OTHER REPORTS AND CONTRIBUTIONS

Getha-Taylor, H. (2021). Two steps forward on the road to gender equity...and many more needed. Initiative for Gender Equity in the Public Service. <https://igeps.org/blog/>

Getha-Taylor, H. (2020). For Resilient Collaboration, Start with “Why” and Finish with “How.” PUBLIC governance e-bulletin, Esade Ramon Llull University (Barcelona).
<http://esadepublic.esade.edu/posts/post/for-resilient-collaboration-start-with-why-and-finish-with-how>

Getha-Taylor, H. (2019). Why Confidence Is Not Enough: Reframing the Women’s Leadership Gap in Government. ICMA Blog: <https://icma.org/blog-posts/why-confidence-not-enough-reframing-womens-leadership-gap-government>

Getha-Taylor, H. (2018). Overcoming Problem Solving Myopia. The Biden Institute Blog. University of Delaware:
<https://www.sppa.udel.edu/bideninstitute/PublishingImages/Pages/Forms/EditForm/Overcoming%20Problem%20Solving%20Myopia.pdf>

Getha-Taylor, H. (2018). Epidemic: A Community Health Collaborative Simulation. EPARCC Collaborative Governance Initiative. Maxwell School of Syracuse University:
https://www.maxwell.syr.edu/parcc/eparcc/simulations/Epidemic-A_Community_Health_Collaborative_Simulation/

Getha-Taylor, H. and Odell, H. (2017). Ripe for Change: Just Food’s Recovery after Executive Misconduct. Hubert Project E-Case: <https://www.hubertproject.org/hubert-material/439/>

Getha-Taylor, H. (2017). Reflections. KU Center for Civic and Social Responsibility Blog. Spring.

Getha-Taylor, H. (2016). Guest Editorial: The Problem with Automated Ethics. *Public Integrity*.

Getha-Taylor, H. (2016). Sins and Virtues of Service Learning. KU Center for Civic and Social Responsibility Blog. Fall.

Getha-Taylor, H. (2016). How Engaged is Your Department? KU Center for Civic and Social Responsibility Blog. Spring.

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>

Getha-Taylor, H. (2014). Revisiting Public Service Motivation in the Era of New Public Service. CH2MHill Research Report.

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>

Getha-Taylor, H., Blackmar, J., & Borry, E. (2013). Human Resource Management Implications. Information Network of Kansas Data Sharing Grant Report.

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>

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/

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

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.

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.

Getha-Taylor, H. Addressing the Gender Gap in Government: Leadership from the Inside Out. Oxford Women's Leadership Symposium. Oxford, England: March 2019.

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.

Getha-Taylor, H. The Bureaucrat's Dilemma: Balancing Neutrality and Responsiveness. NASPAA Annual Conference. Atlanta, GA. October 11, 2018.

Getha-Taylor, H. Creating and Teaching with Multimedia Case Studies: The Case of Just Food. ARNOVA Annual Conference. Grand Rapids, Michigan: November 2017.

Borry, E.L. and H. Getha-Taylor. Workplace Automation: Potential Impacts on the Public Sector. SECOPA Conference. Hollywood, FL: October 5, 2017. Presented by Erin Borry.

Getha-Taylor, H. Cultivating Cultural Competency: Some Difficult Truths. NASPAA Annual Conference. Washington, DC: October 2017.

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.

Getha-Taylor, H. Automation and the Public Workforce: Guiding Ethics for a New Reality. ASPA Annual Conference. Atlanta, GA. March 2017.

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.

Getha-Taylor, H. The Seven Deadly Sins of Service Learning. Academy of Management Teaching and Learning Conference. Anaheim, California. August 7, 2016.

Getha-Taylor, H. Examining the Life Cycle of Collaborative Contexts. Public Management Research Association Conference. Minneapolis, Minnesota. June 12, 2015.

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.

Getha-Taylor, H. Building Catalytic Skills. Association for Public Policy Analysis & Management, Spring Conference, Washington, DC. April 12, 2014.

Getha-Taylor, H. Employee Engagement in Theory and Practice. American Society for Public Administration Annual Conference, Washington, DC. March 16, 2014.

Getha-Taylor, H. Who is the Trusted Collaborator? American Society for Public Administration Annual Conference, Washington, DC, March 16, 2014.

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.

Getha-Taylor, H. & Morse, R. Toward More Holistic Theorizing About Public Leadership. Public Management Research Association Conference. Madison, Wisconsin. June 2013.

Getha-Taylor, H. The Collaborative Life Cycle. American Society for Public Administration. New Orleans, Louisiana. March 17, 2013.

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.

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.

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.

Getha-Taylor, H. Training and Line of Sight: Connections and Impact. American Society for Public Administration. Las Vegas, Nevada. March 3, 2012.

Getha-Taylor, H. The Collaborative Power Paradox. Tobias Leadership Center Conference. Colorado Springs, Colorado. February 25, 2012.

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.

Getha-Taylor, H. Trust and Collaboration: Interpreting Meaning and Exploring Impact. International Conference on Government Performance Management and Leadership. Portland, Oregon. October 2011.

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.

Getha-Taylor, H. Collaborative Competencies Redux: Introducing Cross-Sector Evidence. Public Management Research Assoc. Conference. Columbus, Ohio. October 2, 2009.

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, Indiana. June 8, 2009.

Getha-Taylor, H. Institutional Collaboration. National Association of Schools of Public Affairs and Administration Conference. Charleston, South Carolina. October 16, 2008.

Getha-Taylor, H. Teaching Collaborative Governance. NASPAA Conference. Charleston, South Carolina. October 16, 2008.

Getha-Taylor, H. Value Congruence and Collaborative Governance. Minnowbrook III Conference, Phase II. New York. September 6, 2008.

Getha-Taylor, H. The Civil Service Reform Act: Thirty Years Later. South Carolina Political Science Association Annual Meeting, Orangeburg, South Carolina. March 1, 2008.

Getha-Taylor, H. Collaborative Competencies: Contrasting Evidence from Criterion and Expert Samples. Public Management Research Assoc. Conference, Tucson, Arizona. October 25-27, 2007.

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.

Ingraham, P. W. & Getha-Taylor, H. Incentivizing Collaborative Governance: Aligning Policy and Performance. Collaborative Public Management Conference, Washington, DC. September 28-30, 2006.

Getha-Taylor, H. Nonprofit and Public Sector Information Campaigns as Homeland Security Policy Tools. Association for Research on Nonprofit Organizations and Voluntary Action Conference, Washington, DC. November 17-19, 2005.

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.

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.

Ingraham, P.W. & Getha-Taylor, H. Growing or Buying Leaders? American Society for Public Administration Annual Conference, Portland, Oregon. March 27-30, 2004.

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.

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.

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

“Inclusion in Public Sector Workplaces,” Initiative for Gender Equity in the Public Sector. November 17, 2021.

“Connecting Bold Public Service Goals and Individual Efforts: Three Steps to Improving Your Collaborative Competencies,” Texas State MPA Lunch and Learn. October 15, 2021.

“Achieving Shared Community Goals: The Keys to Collaborative Resilience,” Kansas Nonprofit Chamber. September 27, 2021.

“How to Achieve Big Dreams Together: What Makes Collaborations Last,” KU Self Memorial Scholars, October 9, 2020.

“Public Employee Health and Well-Being in the Era of COVID-19,” IPMA-HR Greater Kansas City Chapter Meeting, September 10, 2020. Also offered for Marist College MPA Students, October 29, 2020.

“Employee Health and Resilience in the COVID-19 Era,” Ad Astra Per Aspera Webinar, KU Public Management Center, July 3, 2020.

“How to Get Published in An Academic Journal,” SAGE Webinar, March 3, 2020.

“Leadership Transitions and Public Employees,” Keynote address for IPMA-HR-Kansas City Spring Conference, May 3, 2019.

“Exploring Cultural Competency.” Midamerica Nazarene University, Honors Freshman Seminar, Olathe, KS. October 3, 2018.

“Revitalizing the Public Service, Revitalizing the Middle Class.” The Biden Challenge. University of Delaware. September 28, 2018.

“Community Building in an Era of Precariousness.” Kansas City County Management Conference, Lawrence, KS, April 28, 2017.

“Exploring Cultural Competency.” With Justin R. Moen. Emerging Leaders Academy, Lawrence, KS, April 26, 2017. Also offered at Certified Public Manager Collaboration Conference, Lawrence, KS, June 14, 2017.

“Pursuing Community Goals: Cultural Competence as a Value and Priority,” ICMA Annual Conference, Kansas City, MO, September 2016. Also offered at National Forum of Black Public Administrators Conference, Lawrence, KS, November 2016.

“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.

“Four Steps to Better Collaboration,” University of Kansas - Edwards Campus Lunch and Learn. April 16, 2015.

“Thinking about Collaboration: The Opportunity and the Challenge,” Emerging Leaders Academy, Kansas City, April 15, 2015. Also offered at November 2015 Emerging Leaders Academy.

“Leading Discussions,” University of Kansas Graduate Teaching Assistant Conference. January 13, 2015. Also offered at Fall 2015, 2016, 2018, 2019, and 2020 GTA conferences.

“A Collaboration Challenge,” Kansas City County Management Conference. April 17, 2014.

“Sustaining a Strong Municipal Workforce,” League of Kansas Municipalities Annual Conference. Topeka, Kansas. October 7, 2012.

“Recognizing Public Values at the Local Government Level: A Study of the All America City Awards,” KUCIMAT Meeting, Lawrence, Kansas. September 14, 2012.

“Taking Charge of Your Professional Development: Competencies and Goal Setting.” Western Missouri City Clerks Annual Meeting. Kansas City, Missouri. June 20, 2012.

“Collaborative Leadership: The Opportunity and the Challenge,” National Urban Fellows Forum. San Diego, California. June 11, 2012. Also offered at Certified Public Manager Program. Topeka, KS. June 13, 2012.

“Becoming a More Collaborative Leader,” America’s Leaders of Change Webinar. May 7, 2012.

“Collaborative Competencies and Kansas Data Sharing Initiatives: Findings and Future Directions,” KU School of Public Affairs and Administration Research Seminar, May 7, 2012.

“Collaborative Trust,” University of Colorado – Boulder, Department of Communication Research Seminar, February 22, 2012.

“Leadership Training Evaluation Results,” City of Olathe, Kansas. October 19, 2011.

“A Field Guide to Nonprofit Organizations,” Self Graduate Fellows Annual Program Speaker, University of Kansas, August 8, 2011.

“Challenges and Opportunities in Nonprofit Management,” Women’s Civic Leadership Institute, University of Kansas, June 21, 2011. Also offered January 2012.

“Competencies for Collaborative Leadership,” America’s Leaders of Change Forum, University of Kansas, April 27, 2011.

“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.

“Collaborative Relationships.” Executive Leadership Institute, National Forum for Black Public Administrators. Lawrence, Kansas. February 12, 2011. Also offered February 2012.

“Considering Compensation for the “New Normal”: Compensation Myths, Methods, and Trends.” Kansas Association of Counties Meeting. Overland Park, KS. Nov. 15, 2010.

“Identifying and Developing Boundary-Spanning Skills.” Kansas City County Management Conference. April 23, 2010.

“Preparing for Success.” Zeta Phi Beta Career Workshop. Columbia, South Carolina. September 26, 2009.

“Chapter Revitalization.” American Society for Public Administration – South Carolina Chapter, May 21, 2009.

“Why Public Administration?” Clemson University. November 24, 2008.

“Succession Planning.” Town of Mount Pleasant, South Carolina. October 28, 2008.

“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.

“Improving Motivation in the Workplace.” American Society for Public Administration - South Carolina Chapter, April 24, 2008.

“Motivation: Theory and Practice.” Fire Officer Training, Johns Island, South Carolina. March 11, 2008.

“Why is Collaboration So Difficult?” College of Charleston MPA Student Association Research Forum. Charleston, South Carolina. February 6, 2008.

“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.

TEACHING

University of Kansas

Doctoral

Intellectual History of Public Administration

Directed Readings

MPA

Human Resource Management

Nonprofit Management

Collaboration

Managing Public Organizations

Directed Readings

Undergraduate

Human Resource Management

Managing Nonprofit Relationships

Collaboration

Public Service Leadership

Undergraduate Research Experience

University of South Carolina

MPA

Human Resource 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

Erin Borry, Randall Davis, Eric Hartunian, Wendy Hildenbrand, Jason Hirst (Applied Behavioral Science), Veronica Howard (Applied Behavioral Science), Marren Leon (Applied Behavioral Science), Leonard Lira, Cullen Merritt, Justin Moen (Chair), Suzette Myser, Meredith Pyle (University of Maryland, Baltimore), Can Sakar (Educational Leadership), Linda Williams, Nathaniel Wright, Michael Wu

THESIS COMMITTEE MEMBERSHIP

Alexa Haddock (MPA), Turkhan Sadigov (MA), Michelle Swanson (Undergraduate)

RESEARCH GRANTS AND OTHER FUNDED WORK

Addressing the Gender Gap in Public Service Leadership. University of Kansas, General Research Fund. \$8,000. 2020.

Ripe for Change: Just Food's Recovery from Executive Misconduct. Hubert Project, University of Minnesota - Kresge Foundation, \$3,000 (with H. Odell). 2017.

A Longitudinal Analysis of Community Collaboration and Sustainability. CH2MHill Research Grant, \$7,000 (with J. Blackmar and J.C. Pierce). 2013.

Revisiting Public Service Motivation in the Era of New Public Service. CH2MHill Research Grant, \$15,000. 2012.

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). 2011.

PROFESSIONAL DEVELOPMENT

Revolutionizing Academia Learning Community, University of Kansas CTE, 2021

Public Service Motivation Conference, Aspen Grove at BYU, 2019

International Travel Award, Office of International Programs, KU, 2019

Research Sabbatical, University of Kansas, 2018

Lilly Teaching Conference, Asheville NC, 2017

Collective Leadership Workshop, NYU-Wagner School of Public Service, 2014

Faculty Seminar, Center for Teaching Excellence, KU, 2012

Documenting and Advancing Learning Project, KU, 2012

International Travel Award, Office of International Programs, KU, 2012

Best Practices Institute, Center for Teaching Excellence, KU, 2011

HONORS AND AWARDS

Invited Member, Review College, Research Foundation-Flanders (FWO), 2021

Town and Gown Address, Augusta University MPA Program, 2021

Faculty Teacher of the Year, KU School of Public Affairs and Administration, 2021

Invited Member, College of Expert Reviewers, European Science Foundation, 2021

Eldon Fields Colloquium Address, ICMA Annual Conference, 2020

Keynote Address, IPMA-HR Kansas City Annual Conference, 2019

Volcker Alliance Government-to-University Initiative, Kansas City, 2018

Honorable Mention Award, E-PARCC Teaching Case/Simulation Competition, 2018

Hubert Project Fellow, University of Minnesota Humphrey School, 2017

Steeple Service to Kansans Award, University of Kansas, 2016

Invited Participant, National Science Foundation Workgroup, UT-Austin, 2015

Nominee, University of Kansas Graduate Mentor Award, 2014

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

SERVICE

Departmental Service

Coordinator/Chair:

Stene Distinguished Professor Search Chair, KU SPAA, 2021-2022
Tenure and Promotion Review - Research, KU SPAA, 2021
Doctoral Specialization Exam, KU Public Affairs and Admin., 2013, 2019-2020
Public Mgmt. Working Group, KU Public Affairs and Admin., 2018-2019
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:

Faculty Mentoring Committee, KU Public Affairs and Admin., 2019-present
Doctoral Committee, KU Public Affairs and Admin., 2017-present
Teaching Award Committee, KU Public Affairs and Admin., 2022
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., 2010-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, 2019-2021
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

Program Committee, Public Management Research Association Conference, 2021
Member, Executive Board, SPALR-ASPA, 2017-2021
Public Management Research Association Secretariat Manager/Treasurer, 2018-2020
Editorial Panels at SECOPA, PMRC, and BYU Aspen Grove PSM Conferences, 2019
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, 2021
Panel Chair, Public Management Research Association Conference, 2015
ASPA-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
Johnson Co. Workforce Development COVID Relief Funds Strike Team, 2020
Miami Co. Workforce Development COVID Relief Funds Strike Team, 2020
Diversity, Equity, and Inclusion Workgroup, Church of the Resurrection, 2020
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

TENURE AND PROMOTION REVIEWER

Indiana University – Kokomo; John Jay College of Criminal Justice - City University of New York;
University of Delaware; University of Hawaii; University of Maryland - Baltimore County;
University of New Mexico

EDITORIAL BOARD MEMBERSHIPS

American Review of Public Administration
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 Journal of Public Leadership, International Public Management Journal, Jossey-Bass, Journal of Public Administration Research and Theory, Melvin and Leigh, National Science Foundation, Nonprofit and Voluntary Sector Quarterly, Perspectives on Public Management and Governance, 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, Society & Natural Resources, State and Local Government Review