

MAJA HUSAR HOLMES

School of Public Affairs and Administration
University of Kansas
Lawrence, KS
Maja.Holmes@ku.edu

ACADEMIC EXPERIENCE

University of Kansas School of Public Affairs and Administration

- Director, 2024-Present
- Professor of Public Administration, 2024-Present

Initiative for Gender Equity in the Public Sector

- Faculty Affiliate, 2025-Present

West Virginia University

- Associate Professor, Public Administration 2014-2023
- Master of Legal Studies (MLS) Director 2020-2023
- Associate, WVU ADVANCE Center 2014-2023
- Chair, Department of Public Administration 2016-2022
- Master of Public Administration (MPA) Director 2013-2022
- Academic Leadership Fellow, WVU Office of the Provost 2019-2020
- Assistant Professor of Public Administration 2008-2014

American University School of Public Affairs

Assistant Professor of Public Administration 2006-2008

EDUCATION

PhD in Public Administration

Maxwell School of Citizenship & Public Affairs, Syracuse University

Master of Public Administration

Maxwell School of Citizenship & Public Affairs, Syracuse University

Bachelor of Science in Business Administration

John M. Olin School of Business, Washington University in St. Louis

RESEARCH AREAS

Public Leadership

Diversity and Inclusion in Public Management

Equity in Higher Education

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COURSES TAUGHT

Public and Nonprofit Management	Public Service Research
MPA Capstone Seminar	Public Service Leadership
Team Facilitation and Development	Human Resource Management
Public Policy and Administration	Collaborative Public Management

BOOKS

2025. Elias, Nicole M., Holmes, Maja H., & D'Agostino, Maria J. (Editors), [Making Sense of Identity and Equity in Public Sector Workplaces](#). Routledge.

2023. Jackson J. Kasi., Anderson, Amena, Dilks, Lisa D., Holmes, Maja H., Kunkle, Christine, Nolan, James & Latimer, Melissa, [Engaging Faculty in Group-Level Change for Institutional Transformation: Disrupting Inequity and Building Inclusive Academic Departments](#), Routledge.

JOURNAL ARTICLES

2023. Holmes, Maja H., Elias, Nicole M., & D'Agostino, Maria J.. "Inclusion in Public Sector Workplaces: Charting a Path for Theory and Practice." *Public Personnel Management*. 52(4), 491-497. <https://doi.org/10.1177/00910260231191273>

2023. Glance, Christina, Luzynski, Cheyenne, Petrone, Ashley, Holmes, Maja H., Dagen, Alison S., & Lockman, Julie. "The Effectiveness of a Strengths-based Leadership Coaching Program for Women." *Journal of Leadership Education*. January 2023, 38-50.
<http://doi.org/10.12806/V22/I1/R9>

2022. Dula, Lauren, Holmes, Maja H., Jacobson, Willow S., & Marty, Kristina T. "When Things Go Off the Rails: Leadership Derailment in Local Government." *State and Local Government Review*, 54(4), 362-374 <https://doi.org/10.1177/0160323X221115424>

2021. Borry, Erin, Getha-Taylor, Heather & Holmes, Maja. "Promoting Diversity and Inclusion in the Federal Workforce: Executive Order 13583 and Demographic Trends" *Public Administration Quarterly*. 45(4), 392-417. <https://doi.org/10.37808/paq.45.4.3>

2021. Dula, Lauren, Holmes, Maja, Lambright, Kristina, & Jacobson, Willow. "What She Said, What He Said: Local Elected Officials' Views of Effective Leadership Behaviors" *International Journal of Public Leadership*. 17(2), 133-144. <https://doi.org/10.1108/IJPL-10-2020-0107>

2020. Getha-Taylor, Heather, Holmes, Maja, and Moen, Justin. "Evidence-Based Interventions for Cultural Competency Development within Public Institutions." *Administration and Society*. 52(1), 57-80. <https://doi.org/10.1177/0095399718764332>

2019. Lauren Hamilton Edwards, Maja Husar Holmes & Jessica E. Sowa "Including Women in Public Affairs Departments: Diversity is not Enough." *Journal of Public Affairs Education*. 25(2), 163-184. doi.org/10.1080/15236803.2018.1565051

2016. Jackson, Kasi J., Meija, Joel A., Holmes, Maja H. & Stoiko, R. "Dialogues Toward Gender Equity: Engaging Engineering Faculty to Promote an Inclusive Department Climate." Proceedings from 123rd Annual Conference of American Society for Engineering Education. June 26-29, New Orleans, LA.

2016. Holmes, M., Jackson, K., & Stoiko, R. Departmental Dialogues: Facilitating Positive Academic Climates to Improve Equity. *Innovative Higher Education*. 41(5), 381-394.

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2015. Chapman, Carrie, Getha-Taylor, Heather, Holmes, Maja Husar, Jacobson, Willow S., Morse, Ricardo S. & Sowa, Jessica E. "How Public Service Leadership is Studied: An Examination of a Quarter Century of Scholarship." *Public Administration*. 94(1):111–128.
2013. Stout, Margaret and Holmes, Maja H. "From Theory to Practice: Utilizing Integrative Seminars as Bookends to the Master of Public Administration Program of Study." *Teaching Public Administration*. 31(2):186–203.
2013. Holmes, Maja Husar. "Voices, Geography, and Technical Complexity: Exploring Project Contexts and Public Participation Goals." *International Journal of Public Administration*. 36:1-14.
2012. Lai, Xianjin, Ye, Zhonghua, Xu, Zhengzhong, Holmes, Maja Husar & Lambright, W. Henry. "Carbon Capture and Sequestration (CCS) Technological Innovation System in China: Structure, Function evaluation and Policy Implication of CCS in China." *Energy Policy*. 50:635-646.
2012. Holmes, Maja Husar. "Raising the Ranks of Public Service Leaders: Results of a National Survey of Executive Masters of Public Administration (MPA) Programs." *Public Personnel Management*. 41(3): 449-463.
2011. Getha-Taylor, Heather, Holmes, Maja Husar, Jacobson, Willow S., Morse, Ricardo S. & Sowa, Jessica E. "Focusing the Public Leadership Lens: Research Propositions and Questions in the Minnowbrook Tradition." *Journal of Public Administration Research and Theory*. 21(suppl 1): i83-i97.
2010. Holmes, Maja Husar. "Translating Goals to Practice: An Analysis of U.S. Army Corps of Engineers Public Participation Practices." *Public Administration and Management*. 15(1): 177-220.
2010. Holmes, Maja Husar. "Modeling Team Development Lifecycle in Public Administration Courses." *Journal of Public Affairs Education*. 16(1).
2009. Holmes, Maja Husar. "Validating the Relevance of Leadership in Public Administration." *International Journal of Organization Theory and Behavior*. 12(2): 254-265.
2002. O’Leary, Rosemary & Husar, Maja. "Public Managers, Attorneys, and Alternative Dispute Resolution of Environmental and Natural Resources Conflict: Results and Implications of National Survey." *International Journal of Public Administration* 25(11):1271-1284.

BOOK CHAPTERS

2023. Holmes, M. H. "Making in the Invisible Visible: The Photographers and Videographers in Public Service." In *Serving in Silence: Profiles in Public Service*. Eds. Staci Zavatarro, Jessica Sowa, Alex Henderson, & Lauren Edwards. SUNY Press
2020. Holmes, Maja Husar. "The Accreditation Process." In *The Public Affairs Faculty Manual: A Guide to the Effective Management of Public Affairs Programs*. Eds. William Hatcher and Bruce McDonald. Routledge Publishing
2014. Holmes, Maja Husar and Lambright, W. Henry. "Paradoxes of Cross-Sector Partnerships: Public Value and Large-Scale Energy Innovation." in *Creating Public Value in Practice*, Eds. John M. Bryson, Barbara C. Crosby, & Laura Bloomberg, CRC Press.

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FUNDED PROJECTS

2025. Racial Equity Grant. Strengthening Racial Equity Through Local Communities: Advancing Practices and Adaptive Resources. University of Kansas Office of Research, \$10,000
2023. Change Agent Group Development for Transformation to Retain Diverse Faculty for Oklahoma State University College of Arts and Sciences. Maja Holmes, Kasi Jackson, Amena Anderson & Christine Kunkle. May-September \$63,000
- 2010-2012. WV Campus Compact Campus-Community LINK Project, \$11,000
2011. WVU Advanced Energy Initiative Energy Policy Grant \$18,000
2011. WVU Faculty Senate Research Grant, \$7,400
- 2008-2015. West Virginia University Faculty Senate Travel Grant (6 awards)
2006. American University Distance Education Course Development Grant, \$2,500

CONSULTING

2021. *ADVANCE Dialogues: Creating Inclusive Annual Reviews for University of Colorado – Colorado Springs (UCCS)* with Maja Holmes, Kasi Jackson & Heather Henderson, August-September
2017. *WVU ADVANCE Dialogues Research Workshop*. Three-day workshop for Oklahoma State University with Melissa Latimer, Kasi Jackson, Maja Holmes & James Nolan May 22-25. Stillwater, OK.
2016. *WVU ADVANCE Dialogues Research Workshop*. Three-day workshop for Montana State University with Melissa Latimer, Kasi Jackson, Maja Holmes, Presha Neidemeyer & James Nolan August 22-24. Bozeman, MT.
2016. *WVU ADVANCE Dialogues Research Workshop*. Three-day workshop with North Dakota State University with Melissa Latimer, Kasi Jackson, Maja Holmes & Jim Nolan June 6-8. Fargo, ND.

OTHER PUBLICATIONS AND DISSEMINATIONS

2023. Dula, Lauren, Holmes, Maja H., Jacobson, Willow S., & Marty, Kristina T. “Local Elected Officials’ Leadership Derailment.” *University of North Carolina Chapel Hill School of Government* Podcast.
2022. Dula, Lauren, Holmes, Maja H., Jacobson, Willow S., & Marty, Kristina T. “Local Elected Officials’ Leadership Derailment.” *University of North Carolina Chapel Hill School of Government Bulletin*, 143.
2021. Holmes, Maja Husar. “Introduction to the Fall 2021 Blog Series: Inclusion in Public Sector Workplaces.” Initiative for Gender Equity in the Public Sector, October 2021.
2012. Holmes, Maja Husar. “Belief Systems and the Endurance of Public Agencies” Book Review of *Mission Mystique: Belief Systems in Public Agencies* by Charles Goodsell. *Public Administration Review*, 74(2): 626-628.
2010. Holmes, Maja Husar and Henry, Alix W. “Building Sustainable Building Ordinances in Taos, NM” *Public Manager*. 39(1).

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2008. Holmes, Maja Husar. Book Review of “The Greening of the U.S. Military: Environmental Policy, National Security, and Organization Change.” *Public Management Review*. 10(1).

2006. Holmes, Maja, Marc Holzer, Byron E. Price. “The Executive MPA: An Efficient Pathway to Effective Government.” *PA Times* 29(10): 4, 10.

2002. O’Leary, Rosemary and Husar, Maja. “What Environmental and Natural Resource Attorneys Think About Alternative Dispute Resolution: A National Survey.” *Natural Resources and Environment* 16(4):262-264.

CONFERENCE PAPERS AND PRESENTATIONS

2025. Holmes, Maja and Jacobson, Willow. “Meeting public officials where they are: Reaffirming public service values through professional leadership development programs.” NASPAA Annual Conference, October 6-8. Flagstaff, AZ.

2024. Holmes, Maja. “It ain’t over: U.S. State Legislative Agendas and Public Service Education,” NASPAA Annual Conference, October 24-26, Washington, D.C.

2023. Holmes, Maja. “Reorienting Towards Context: Teaching Public Leadership as Form of Governance and Institutional Analysis.” European Group on Public Administration, September 5-8, Zagreb, Croatia.

2023. Jackson, J.K., Holmes, M.H., & Henderson, H. “Creating Inclusive Academic Departments Within an Inequitable Academy.” Advance Equity in STEM Community Convening, June 5-7, 2023, Raleigh, NC.

2023. Holmes, Maja H. & Sweeting, K. “Women in Public Administration: Building an Academic Mentoring Network,” American Society of Public Administration, March 20-24, 2023, Virtual.

2022. Holmes, Maja H. “Employee Climate Surveys: Defining Inclusion Within Public Sector Workspaces.” Southeast Conference on Public Administration (SECOPA), September 30-October 2, Lexington, KY.

2022. Holmes, Maja H. “Drawing from the Disciplines: Applying Constructs of Inclusion to Advance Public Sector Workforce.” Social Equity Leadership Conference, June 8-10, Virtual.

2022. Holmes, Maja H. “Employee climate surveys: Measuring inclusion within public sector workspaces.” Public Management Research Conference, May 26-28, Phoenix, AZ.

2021. Holmes, Maja Husar. “Toward a public sector model of inclusion in the workplace.” Public Management Research Conference, June 24-27, Honolulu, HI (virtual).

2019. Dula, Lauren, Edwards, Torri, Holmes, Maja Husar, Lambright, Kristina, & Jacobson, Willow. “Gender, Demographics, and Perception: Elected Officials’ Views of Leadership Effectiveness.” Public Management Research Conference, June 11-14, Chapel Hill, NC.

2019. Borry, Erin, Getha-Taylor, Heather, & Holmes, Maja “Cultivating the Public Service Workforce of the Future: Lessons from Federal Diversity and Inclusion Strategic Plans.” Public Management Research Conference, June 11-14, Chapel Hill, NC.

2019. Edwards, Lauren, Holmes, Maja & Sowa, Jessica. “Theorizing Workforce Diversity: From Social Equity to Inclusion.” Public Administration Theory Network (PATNet) May 31- June 2, Denver, CO.

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2019. Edwards, Lauren, Holmes, Maja & Sowa, Jessica. "From Diversity to Inclusion: Promoting Inclusive Practices in Public Affairs Departments." American Society for Public Administration. March 8-12, Washington, DC.
2018. Holmes, Maja. "Facilitation and Dialogue: Teaching Our Students Facilitation and Dialogue Skills in Disruptive Times." Network of Schools of Public Affairs and Administration Annual Conference October 10-13, Atlanta, GA.
2018. Holmes, Maja. "Client-Based Capstone Projects: Facilitating Critical Public Service Skills through Lived Experiences." Network of Schools of Public Affairs and Administration Annual Conference October 10-13, Atlanta, GA.
2018. Holmes, Maja & Jackson, Kasi. "Mapping a Theory of Relational Leadership through a Dialogues Process." Co-Lead Net Research Workshop, May 1-3, Montreal, Canada.
2017. Holmes, Maja. "Successful Recruitment Strategies for On-Campus Small Programs." NASPAA Annual Conference, October 12-15, Washington, DC
2017. Getha-Taylor, Heather, Holmes, Maja, & Moen, Justin. "Evidence-Based Interventions for Cultural Competency Development Within Public Institutions." Public Management Research Conference, June 8-10, Washington, DC.
2016. Holmes, Maja, Jackson, Kasi, & Latimer, Melissa "Dialogues: Leadership Practices to Promote Inclusive Workplace Climates." International Leadership Association Annual Conference, November 2-5, Atlanta, GA.
2016. Holmes, Maja. "Dialogues as a Cultural Competency Process." Network of Schools of Public Affairs and Administration Annual Conference October 18-22, Columbus, OH.
2016. Holmes, Maja. "Constructing a DICCe Framework to Assess the Microprocesses of Relational Leadership. Co-Lead Workshop, September 29 – October 1, New York, NY.
2016. Holmes, Maja. "Relational Leadership Theory: The Dynamics and Impact of Micro-Processes to Promote Public Value." Public Management Research Conference, June 22-24, Aarhus, Denmark.
2015. Holmes, Maja Husar, Jackson, Kasi, Latimer, Melissa, & Dilks, Lisa, "Relational Leadership Practices, Dialogues, and Positive Academic Climates" International Leadership Association Annual Conference, October 14-18, Barcelona, Spain.
2015. Holmes, Maja Husar, Jackson, Kasi, Dilks, Lisa, & Latimer, Melissa. "Departmental Dialogues: Facilitating Workplace Relationships to Support, Retain, and Promote Women in Engineering Departments" National Science Foundation ADVANCE PI Conference, May 31-June 3, Baltimore, MD.
2014. Holmes, Maja Husar. "Developing today's team members: Intentional team development strategies, courses, and assessments," Network of Schools of Public Affairs and Administration Annual Conference, November 3-5, Albuquerque, NM.
2013. Holmes, Maja Husar, Sowa, Jessica, Morse, Ricardo & Jacobson, Willow. "Development a MPA Curriculum that Meets the Emerging Character, Function, and Jurisdiction of Public Leadership" Network of Schools of Public Affairs and Administration Annual Conference, October 9-12, Washington, DC.

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2013. Holmes, Maja Husar and Jacobson, Willow. “Up, Down and All Around: Public Leadership Jurisdictions and Applications.” Public Management Research Conference, June 20-22, Madison, WI.

2013. Holmes, Maja. “Commercializing Large-Scale Energy Technology: Government-Industry Partnership and ARRA” American Society of Public Administration Annual Conference, March 18-22, New Orleans, LA.

2012. Holmes, Maja Husar and Lambright, W. Henry. “Initiating and Sustaining Innovation in Large-Scale Energy Generation: Public Value and Decision-Making” Center for Integrative Leadership Conference “Creating Public Value in a Multi-Sector, Shared Power World,” Minneapolis, MN, September 20-22.

2012. Holmes, Maja and Lai, Xianjin. “Government-Supported Large-Scale CCS Demonstration Projects in US and China: A Comparative Analysis of the Implementation Process of FutureGen and GreenGen” Poster Presentation at 11th Annual Carbon Capture and Sequestration Conference, April 30- May 3, Pittsburgh, PA.

2011. Holmes, Maja Husar and Lambright, W. Henry. “Building Government-Industry Capacity for Accelerating Large-Scale Energy Innovation: The Case of Carbon Capture and Sequestration.” Atlanta Conference on Science and Innovation Policy, September 15-17, Atlanta, GA.

2011. Holmes, Maja Husar and Lambright, W. Henry. “The Dynamics of Large-Scale Collaboration: Government-Industry Partnership for Innovations in Energy Development.” Public Management Research Conference, June 2-4, Syracuse, NY.

2011. Holmes, Maja Husar. “Framing the Boundaries of Public Leadership: Balancing Public Accountability and Jurisdictional Authority to Achieve Public Value.” Public Management Research Conference, June 2-4, Syracuse, NY.

2010. Holmes, Maja Husar. “Advancing Carbon Capture and Sequestration: Government-Industry Relations in Energy Policy.” The Policy Studies Organization Dupont Summit - Report Card at Midstream: The Obama Administration Faces Science, Technology & Environmental Policy Issues, December 3, Washington, D.C.

2010. Holmes, Maja Husar. “Developing Affective Leadership by Modeling Team Development Lifecycle in Public Administration Courses.” American Society of Public Administration Annual Conference, April 9-13, San Jose, CA.

2009. Holmes, Maja Husar. “Integrating Public Values into the Lifecycle of Public Leadership Curricula.” National Association of Schools of Public Affairs and Administration Annual Conference, October 15-17, Crystal City, VA.

2009. Holmes, Maja Husar. “Developing Affective Leadership by Modeling Team Development Lifecycle in Public Administration Courses.” 32nd Annual National Teaching Public Administration Conference, May 27th-28th, Frankfort, KY.

2008. Holmes, Maja Husar. “Critical Questions for Sustainable Leadership Development of the Next Generation of Public Servants.” Minnowbrook III: Phase 2. The Future of Public Service Administration, Public Management, and Public Service Around the World, September 5-7, Lake Placid, NY.

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2007. Holmes, Maja Husar. "Survey of Executive MPA Curriculum Models: Core Courses to Cohorts." National Association of Schools of Public Affairs and Administration Annual Conference, October 11-13, Seattle, WA.

2007. Holmes, Maja Husar. "Developing the Capacity of Today's Public Service Leaders: Reflections on Executive MPA Curriculum Models." Third Transatlantic Dialogue, May 31-June 2, Newark, DE.

2006. Holmes, Maja Husar. "Public Affairs Executive Education: Results of National Survey." National Association of Schools of Public Affairs and Administration Annual Conference, October 19-21, Minneapolis, MN.

2006. Holmes, Maja Husar. "Antecedents of Collaboration in Public Participation Strategies: Reconciling Relationships, Rationales and Roles." Collaborative Public Management Conference, September 28-30, Washington, D.C.

2002. Holmes, Maja Husar. "Federal Court Decisions and Canadian and U.S. Environmental Impact Assessment Programs: Impact on Public Participation." Paper presented at 24th Annual APPAM Research Conference, November 7-9, Dallas, TX.

2002. Holmes, Maja Husar. "Impact of Federal Court Decisions on Canadian and U.S. Environmental Impact Assessment Programs: Exploring Diffusion of Policy Innovation." Paper presented at Western Social Science Association Conference, April 11-13, Albuquerque, NM.

2001. Husar, Maja. "Transboundary Policy Making: Evolution of Epistemic Communities in North America." Paper presented at Great Lakes Research Conference, SUNY College of Environmental Science and Forestry, March 13-14, Syracuse, NY.

INVITED PRESENTATIONS AND WORKSHOPS

2021. *Inclusion in Public Sector Workplaces*. Webinar for Initiative for Gender Equity in the Public Sector. November 17.

2020. *ADVANCE Inclusive Hiring Initiative*. Created and facilitated workshop supported by the Office of the Provost with Maja Holmes, Kasi Jackson, Amena Anderson, Christine Rittenour, Malayna Bernstein, & Melissa Latimer, in Morgantown WV, July-November, 2020.

2020. *Public Administration and Policy Education in the Transformational Age: NASPAA Accreditation Perspective*. Yonsei University International Workshop on Public Administration Education Seoul, South Korea February 26-28. (COVID cancellation)

2019. *ADVANCE Dialogues: Creating Sustainable Governance*. Three-day workshop for the WVU College of Law with Maja Holmes, Kasi Jackson, Amena Anderson, Christine Rittenour, Malayna Bernstein, & Rob Lyons, in Morgantown WV, August-September, 2019.

2019. *ADVANCE Dialogues: Strategic Transformation*. Created and facilitated three day coding of Strategic Transformation unit level data supported by the Office of the Provost with Maja Holmes, Kasi Jackson, Amena Anderson, Christine Rittenour, Malayna Bernstein, & Rob Lyons, in Morgantown WV, May-June, 2019.

2019. *ADVANCE Dialogues: Strategic Transformation*. Created Dialogues training for the WVU Office of the Provost implemented with over 60 units with Maja Holmes, Kasi Jackson, Amena Anderson, Christine Rittenour, Malayna Bernstein, & Rob Lyons, in Morgantown WV, March-May, 2019.

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2018. West Virginia University *Dialogues* three-day training for WVU Libraries, North Dakota State University, Oklahoma State University, and University of Nevada at Las Vegas, presented with Maja Holmes, Kasi Jackson, Jim Nolan, Malayna Bernstein, Amena Anderson, Presha Neidermeyer, Rob Lyons & Lisa Dilks, Morgantown, WV, August 5-8, 2018.

2018. *ADVANCE Dialogues: Creating and Sustaining Learning Organizations*. Two-day training for the WVU Libraries Systems with Maja Holmes, Kasi Jackson, Amena Anderson & Rob Lyons, in Morgantown WV, May 25-27, 2018.

2017. *WVU ADVANCE Dialogues Research Workshop*. Three-day workshop for West Virginia University Women's Leadership Initiative and Equity Advocates. Facilitated with Melissa Latimer, Kasi Jackson, Jim Nolan. May 8-10. Morgantown, WV.

2016. *WVU ADVANCE Dialogues Facilitation Workshop*. WVU Women's Leadership Initiative. November 11. Morgantown, WV.

2014. *Beyond the Here and Now: Developing Sustainable Practices for Strategic Planning*. WVU Division of Social Work Continuing Education, April 21, Martinsburg WV.

2013. Eberly Ideas. *Inclusive Leadership: Embracing Diverse Perspectives*. October 24, 2013, Washington, DC.

2013. *Strategic Action through Community Collaboration: A West Virginia Model*. Community Leadership Academy, October 3, Morgantown, WV.

2013. *Facilitating Strategic Action*. National Association of Social Work West Virginia Chapter 27th Fall Conference and Management Institute. August 23, Morgantown, WV.

2012. *Facilitating Conflict and Consensus For Effective Meetings*. West Virginia University Extension Service 2012 Community Resource Leadership Academy. October 3-5, Morgantown, WV.

2012. *Fast Facilitation*, National Association of Social Work West Virginia Chapter 26th Fall Conference and Management Institute. August 24, Morgantown, WV.

2011. *Beyond the Here and Now: Developing Sustainable Practices for Strategic Planning*. WVU Division of Social Work Continuing Education, September 29, Morgantown, WV.

2010. *Bring Your Own Brownfields Expert Panel*, West Virginia Brownfield Annual Conference, September 8-9, Charleston, WV.

2010. *Developing Managerial Skills*. West Virginia Association of Housing Agencies Fall Conference. September 13-14th, Morgantown, WV.

2010. *Beyond the Here and Now: Developing Sustainable Practices for Strategic Planning*. WVU Division of Social Work Continuing Education, February 25, Morgantown, WV.

2009. *Engaging the Public -Transparency in a Web 2.0 Environment*. Strengthening Trust in Government: Public Manager and American Society of Public Administration Annual Conference, November 2-3, Washington, D.C..

2009. *Political Leadership Roundtable. Status of America: Changing Priorities*. West Virginia Political Science Association and West Virginia Chapter of American Society of Public Administration, September 24-25th, Morgantown, WV.

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2008. *Minnowbrook III – Preconference Workshop for New Scholars*, Syracuse University Minnowbrook Conference Center, NY.

2008. Symposium on Public Leadership Competencies & Curricula. University of Maryland – James McGregor Burns Academy of Leadership. College Park, Maryland.

2007. Symposium on Succession Planning and the Human Capital Crisis in Government, American Society of Public Administration, Section on Personnel Administration and Labor Relations, April 13th, Washington D.C.

AWARDS

2019 Emerald Press Outstanding Reviewer *International Journal of Public Leadership*

2013 Eberly College of Arts and Sciences Outstanding Public Service Award

2003 Maxwell School Public Administration Summer Research Grant

2001 Maxwell School Graduate Student Travel Award

FELLOWSHIPS

2019-2020 WVU Office of the Provost Academic Leadership Fellow

2020 Big XII Academic Fellowship to University of Kansas (COVID-cancellation)

2003 Syracuse University Dissertation Fellowship

2001 National Network for Environmental Management Studies Fellowship (U.S. EPA)

2001 Syracuse University Graduate School Summer Fellowship

EDITORIAL AND REVIEW SERVICE

2025 Manuscript Review for *Public Administration Review*

2018-2025 Editorial Board for *International Journal of Public Leadership*

2018-2025 Manuscript Review for *International Journal of Public Leadership*

2019-2025 Manuscript Reviewer for *Public Personnel Management*

2017- 2025 Manuscript Review for *Review of Public Personnel Administration*

2017 Manuscript Review for *Public Administration*

2015- 2016 Manuscript Review for *American Review of Public Administration*

2016 Manuscript Review for *Administration and Society*

2014, 2010 Reviewer Academy of Management Annual Meeting Papers

2012-2014 Manuscript Reviewer for *Energy Policy*

2013 Manuscript Reviewer for *International Journal of Organizational Behavior and Theory*

2013 Manuscript Reviewer for *Local Environment*

2011-2012 NSF Science of Science Policy Grant Proposal reviewer

2012 Manuscript Reviewer for *Environmental Practice*

2011 Manuscript Reviewer for *Politics and Policy*

2011 Reviewer for Book Proposal for CQ Press

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PROFESSIONAL SERVICE

2025-Present NASPAA Standards Committee Chair
2024-2025 NASPAA Conference Committee
2024-2025 NASPAA Committee Leslie Whittington Excellence in Teaching Award
2024 NASPAA Committee Alumni Spotlight Award
2022-2025 NASPAA Standards Committee Member
2021-2024 NASPAA Executive Council Member
2021, 2014-2016 NASPAA Commission on Peer Review and Accreditation Site Visitor
2021-2023 NASPAA Staats Emerging Scholar Award Committee
2020-2021 ASPA Section on Women in Public Administration Faculty Mentor
2020-2023 Eligibility Committee, NASPAA COPRA
2019-2020 Chair, NASPAA Commission on Peer Review and Accreditation Member
2016-2020 NASPAA Commission on Peer Review and Accreditation Member
2018-2019 NASPAA Standards Colloquium Steering Committee
2019 Promotion and Tenure Review for Colleague at Florida International University

UNIVERSITY SERVICE

2025 KU Staff Leadership Summit Presenter
2025 KU Teaching Summit Presenter
2021-2023 WVU College of Law Endowed Positions Review Committee
2021-2022 Faculty Associate for WVU Teaching and Learning Commons
2021-2022 WVU Women's Leadership Initiative Workshop Presenter
2020-2022 WVU Women's Leadership Initiative Strengths Leadership Coaching
2019-2020 WVU Office of the Provost Administrative Fellow
2020-2021 Search Committee, Director, Rockefeller Institute for Policy Research & Public Affairs
2020-2021 Eberly College COSSA Social Science Committee
2019 WVU Eberly Scholars Selection Committee
2018-2019 WVU Eberly College Curriculum Committee
2017-2018 WVU Eberly College Graduate Curriculum Committee
2017-2018 WVU Eberly College Workload Document Committee
2017-2018 WVU Graduate Admissions and Recruitment Council
2016-2017 WVU Eberly College Budget Innovation and Efficiency Task Force
2014-2016 WVU Eberly College Promotion and Tenure, Chair of Social Science Subcommittee
2013-2017 WVU Extension Community Leadership Academy Conference Committee
2014-2015 WVU Center for Service and Learning Program Coordinator Search Committee

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2014 WVU Department of Communications Faculty Search Committee

2017, 2016, 2014, 2013, 2010 WVU Milan Puskar Leadership Scholars Selection Committee

2013 WVU Faculty Senate Student Evaluation of Instruction Committee

2012 WVU Eberly College Search Committee for College Grant Development Positions

2011- 2014 WVU Faculty Senate Representative

2011-2012 WVU Faculty Senate Curriculum Committee

2011 Eberly College Strategic Planning Discovery Committee

2011 WVU Mountaineer Leadership Academy Mentor

2011 Capstone Reviewer for WVU Disabilities Studies program

2010 Reviewer for WVU Extension Service educational program resources

2010 WVU Multidisciplinary Studies/Leadership Studies Faculty Search Committee

2009-2011. WVU Eberly College Curriculum and Academic Quality Committee

DEPARTMENT SERVICE

2024-present KU SPAA Undergraduate Committee Co-Chair
2008-2022 WVU Master of Public Administration Student Admission Committee
2014 WVU Department of Public Administration Program Coordinator Search Committee
2011-2014 WVU Department of Public Administration Faculty Search Committee
2008 WVU Division of Public Administration Faculty Search Committee
2007 At-Large Member, Education Policy Committee, American University
2006-2007 NASPAA Reaccreditation Self-Study Report, American University.

ADDITIONAL PROFESSIONAL EXPERIENCE

2006-2008	Executive MPA Coordinator, National Association of Schools of Public Affairs and Administration, Washington, D.C.
1999-2002	Graduate Research Associate, Campbell Public Affairs Institute, Syracuse University <i>Alternative Dispute Resolution in Environment and Natural Resources Government Performance Project</i>
1996-1998	Team Leader, AmeriCorps, Charleston, SC and Waterbury, VT
1994-1995	Consultant, Syskopos Consulting, Munich, Germany and Rijeka, Croatia

PROFESSIONAL MEMBERSHIPS

American Society for Public Administration
Public Management Research Association