

Curriculum Vita

HEATHER GETHA-TAYLOR

University of South Carolina
Department of Political Science
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EDUCATION

Maxwell School of Citizenship and Public Affairs, Syracuse University

- Ph.D., Public Administration, 2007
- Concentrations: Human Resource Management, Organization Theory
- 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." Patricia W. Ingraham (advisor), Rosemary O'Leary (defense chair), Jeffrey L. Brudney, Soonhee Kim, David Van Slyke, Kristi Andersen (external chair).

University of Georgia

- Master of Public Administration, Concentration: Organization Theory, 2002

Augusta State University

- Bachelor of Arts in Communications, 2000

HONORS AND AWARDS

2007	Annual Dissertation Award, National Association of Schools of Public Affairs and Administration
2007	Finalist, Public Management Syllabus Competition, Smith Richardson Foundation
2006	Paul A. Volcker Junior Scholar Research Award, American Political Science Association
2005	Syracuse University Dissertation Fellowship
2004, 2005	Graduate Summer Research Award, Dept. of Public Administration, Syracuse University
2002	Freeman Graduate Research Award, University of Georgia
2002	Co-President, Pi Alpha Alpha, Public Administration Honor Society, University of Georgia
2002	Outstanding Graduate Teaching Award, University of Georgia
2000	Phi Kappa Phi National Honor Society
1999	Alpha Mu Gamma 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

PROFESSIONAL EXPERIENCE

- 2007-present Assistant Professor, Department of Political Science, University of South Carolina (Joint appointment with the College of Charleston)
- Public Personnel Administration
 - Nonprofit Management
 - Executive Leadership
 - Organizational Behavior
 - Motivation and Performance
- 2007 Instructor, Department of Public Administration, Maxwell School of Citizenship and Public Affairs, Syracuse University
- Public Organizations and Management
- 2002-2005 Research Associate, Alan K. Campbell Public Affairs Institute, Syracuse University
- 2004-2005 Teaching Assistant, Department of Public Administration, Syracuse University
- Dispute Resolution for Public Managers
 - Executive Leadership
- 2000-2002 Teaching Assistant, Department of Political Science, University of Georgia
- Introduction to American Government
- 2001 Public Policy Board Member and Volunteer Lobbyist, March of Dimes, Georgia Chapter
- 2001 Public Policy Assistant, Governor's Council on Developmental Disabilities, Atlanta, Georgia

PEER-REVIEWED PUBLICATIONS

Getha-Taylor, H. (forthcoming) Reconsidering Leadership Theory and Practice for Collaborative Governance: Examining the U.S. Coast Guard. *Research in Social Movements, Conflicts and Change*.

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.

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. and H. Getha-Taylor. (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). Identifying Collaborative Competencies. *Review of Public Personnel Administration*. 28(2); 103-119.

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

Getha-Taylor, H. and J.L. Brudney (2006). Mentoring: The Unexamined Link in Strategic Human Capital Management. *International Journal of Learning and Change*, 1(4), 407-428.

Ingraham, P. W. and H. Getha-Taylor. (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. and H. Getha-Taylor. (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. and H. Getha-Taylor. (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.

OTHER PUBLICATIONS

Getha-Taylor, H. (forthcoming) Critical Disconnect: Pay-for-Performance Reform, Public Service Motivation, and the Department of Homeland Security. *Personnel Mix*.

Getha-Taylor, H. (2008). Collaborative Preparedness: The U.S. Department of Homeland Security's Ready Campaign. *Homeland Security Handbook*. Jack 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*. Ali Farazmand and Jack Pinkowski, Editors. Boca Raton: 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. and H. Getha-Taylor. (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 Ed., Norma 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.

Ingraham, P. W. and H. Getha-Taylor. (2003). "When Only the Best Will Do: Finding and Keeping Leaders for Government." White Paper and Case Studies, Commissioned by the Partnership for Public Service. Available online: www.ourpublicservice.org.

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 with permission by Dalhousie University's (Canada) Non-Profit Sector Leadership Program, Henson College of Public Affairs and Continuing Education. (Reprinted in the Dalhousie University Nonprofit Leadership Program's Winter 2004 newsletter).

IN PROGRESS/UNDER REVIEW

Getha-Taylor, H. *Leadership without Boundaries: Identifying, Developing, and Rewarding Collaborative Management Skills*. Under contract with Taylor & Francis. Expected completion: 2009.

Getha-Taylor, H. "Managing the "New Normalcy" with Values-Based Leadership: Lessons from Admiral James Loy." Under review: *Public Administration Review*.

Hays, S.W., Kearney, R. & Getha-Taylor, H. "Future Trends in Public Personnel Management."

Getha-Taylor, H. "Institutional Collaboration." Prepared for the National Association of Schools of Public Affairs and Administration Conference. October 2008.

Getha-Taylor, H. "Where's (Dwight) Waldo?" Prepared for the Minnowbrook III Conference, Phase I: The State of the Field. September 2008.

Getha-Taylor, H. "Value Congruence and Collaborative Governance: An Essay in the Minnowbrook Tradition." Prepared for the Minnowbrook III Conference, Phase II. September 2008.

CONFERENCE PRESENTATIONS

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

Getha-Taylor, H. "Collaborative Competencies: Contrasting Evidence from Criterion and Expert Samples." Public Management Research Association Conference, Tucson, AZ, 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 University, Syracuse, NY, September 27-28, 2007.

Ingraham, P. W. and H. Getha-Taylor. "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. and J. L. Brudney. "Volunteers and the Department of Homeland Security: Help or Hazard?" Public Management Research Association Conference, University of Southern 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." First Annual Graduate Conference on Terrorism and Security Studies, Syracuse, NY, February 26, 2005.

Ingraham, P.W. and H. Getha-Taylor. "Growing or Buying Leaders?" ASPA National Conference, Portland, OR., March 27-30, 2004.

Getha Taylor, H. and J. L. Brudney. "Room at the Top? The Views of Women in the Senior Executive Service." National Public Management Research Conference, Georgetown University, 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. and H. Getha-Taylor. "Leadership in the Public Sector: Models and Assumptions for Leadership Development in the Federal Government." Midwest Political Science Association National Conference, Chicago, Illinois. April 3-6, 2003.

INVITED PRESENTATIONS

"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." Officer Training, Johns Island Fire Department, March 11, 2008.

"Why is Collaboration So Difficult?" College of Charleston MPA Student Association Research Forum, 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.

SERVICE

- 2008 Advisor, USC MPA Student Association
Member, Editorial Board, *Review of Public Personnel Administration*
Member, PA Search Committee, USC Department of Political Science
Member, Chair Search Committee, USC Department of Political Science
Member, Program Committee, NASPAA Annual Conference
Judge, University of South Carolina Discovery Day
Judge, Mary Jean Byrd Undergraduate Conference Paper Award, SC Political Science Association
- 2007 Panel Discussant, Association for Research on Nonprofit Organizations and Voluntary Action
Coordinating Committee, University of South Carolina-College of Charleston MPA Program
Reviewer, *Guidelines for South Carolina Nonprofit Charitable Organizations*
- 2006 Mentor, Youth Leadership Symposium, Junior Achievement
Associate, Conflict Management Center, Syracuse University
Reviewer, *International Review of Administrative Sciences*
- 2005 PhD Student Representative, Campbell Public Affairs Institute Advisory Committee
Reviewer, *Maxwell Review*, Graduate Student Research Journal, Syracuse University
- 2004 Consultant, Spina Bifida Association of America and State University of New York (SUNY) Upstate Medical University
Program Designer, Leaders of Tomorrow, Tully High School, Tully, New York
Executive Editor, *Maxwell Review*, Graduate Student Research Journal, Syracuse University

PROFESSIONAL AFFILIATION

Public Management Research Association
American Society for Public Administration
American Political Science Association
Association for Research on Nonprofit Organizations and Voluntary Action
International Public Management Association for Human Resources

RESEARCH/TEACHING INTERESTS

Public and Nonprofit Management
Human Resource Management
Ethics

Organizational Behavior
Leadership
Homeland Security