

HEATHER GETHA-TAYLOR

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Department of Political Science
University of South Carolina
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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

2009	Best Article Award, <i>Review of Public Personnel Administration</i>
2008	Minnowbrook III New Scholars Workshop
2007	Annual Dissertation Award, National Association of Schools of Public Affairs and Administration
2007	Finalist, Public Management Syllabus Competition, Smith Richardson Foundation
2006	Volcker Junior Scholar Research Award, American Political Science Association
2005	Syracuse University Dissertation Fellowship
2004, 2005	Graduate Summer Research Award, Public Administration Dept, 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	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)
- Courses Taught:
 - Managing Human Resources
 - Nonprofit Management
 - Executive Leadership
 - Organizational Behavior
 - Motivation and Performance
 - Organizational Learning and Change
 - Contemporary Administration
 - MPA Capstone
 - Independent Study in Public Administration
- 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

PEER-REVIEWED PUBLICATIONS

Getha-Taylor, H., Husar-Holmes, M., Jacobson, W., Morse, R. & Sowa, J. (forthcoming). Focusing the Lens of Public Leadership. *Journal of Public Administration Research and Theory*.

Getha-Taylor, H. (2009). Managing the “New Normalcy” with Values-Based Leadership: Lessons from Admiral James Loy. *Public Administration Review*. 69(2); 200-206.

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.

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.

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, and 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. 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. & 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.

OTHER PUBLICATIONS

Getha-Taylor, H. (forthcoming). Human Relations 2.0: Envisioning the Organization of the Future. *Public Administration Review*.

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*. Jack Pinkowski, Ed. Taylor & Francis. 281-300.

Getha-Taylor, H. (2007). Critical Disconnect: Pay-for-Performance Reform, Public Service Motivation, and the Department of Homeland Security. *Personnel Mix*.

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. & 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 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. & Getha-Taylor, H. (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).

WORKS IN PROGRESS/UNDER REVIEW

Getha-Taylor, H. & Haddock-Bigwarfe, A. Considering Public Service Motivation in an Era of Governance without Boundaries: Survey Evidence from Homeland Security Partners in South Carolina.

Getha-Taylor, H. Pay-for-Performance Rises Again: Cross-Sector Applications of Contemporary Pay Reforms.

Getha-Taylor, H. Collaborative Competencies Redux.

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

Getha-Taylor, H. The Challenges of Succession Planning in Turbulent Times.

CONFERENCE PRESENTATIONS

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

Getha-Taylor, H. & A. Haddock-Bigwarfe. "Public Service Motivation in an Era of Governance without Boundaries: Applications and Challenges for Homeland Security." International Public Service Motivation Conference. Indiana University, Bloomington, Indiana. June 8, 2009.

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

Getha-Taylor, H. "Teaching Collaborative Governance." National Association of Schools of Public Affairs and Administration Conference. Charleston, SC. October 16, 2008.

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

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.

OTHER PRESENTATIONS

"Preparing for Success." Zeta Phi Beta Career Workshop. Columbia, SC. September 26, 2009.

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

"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." 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

University/Department

Advisor, USC MPA Student Association, 2008-present

Advisor, Pi Alpha Alpha Honor Society, USC Chapter, 2009-present

Member, Chair's Advisory Committee, USC Department of Political Science, 2008-present

Member, Admissions Committee, USC-College of Charleston Joint MPA, 2008-present

Member, Admissions Committee, USC MPA Program, 2009-present

Member, Coordinating Committee, USC-College of Charleston Joint MPA, 2007-present

Member, Sam Carter Fellowship Selection Committee, USC MPA Program, 2009
Member, PA Search Committee, USC Department of Political Science, 2008, 2009
Member, Chair Search Committee, USC Department of Political Science, 2008
Coordinator, USC MPA Accelerated Program, 2008-2009
Reader, Undergraduate and Graduate Student Thesis Committees, 2009
Judge, Undergraduate Research, University of South Carolina Discovery Day, 2008, 2009

Academic Community

Member, Editorial Board, *Review of Public Personnel Administration*, 2008-present
Member, Emerging Scholar Selection Committee, ARNOVA, 2008, 2009
Member, Burchfield Award Committee, *Public Administration Review*, 2009
Member, Program Committee, NASPAA Annual Conference, 2008
Panel Chair, Dimensions of Leadership, SECOPA Annual Conference, 2009
Panel Discussant, Doctoral Student Advice Session, SECOPA Annual Conference, 2009
Panel Discussant, ARNOVA Annual Conference, 2007
Judge, Byrd Undergraduate Conference Paper Award, SC Political Science Assoc., 2008

Other

Executive Council, American Society for Public Administration SC Chapter, 2009-2010
University Liaison, Presidential Management Fellowship Program, 2008-present
Reviewer, *Guidelines for South Carolina Nonprofit Charitable Organizations*, 2007
Mentor, Youth Leadership Symposium, Junior Achievement, 2006
Associate, Conflict Management Center, Syracuse University, 2006
PhD Student Representative, Campbell Public Affairs Institute Advisory Committee, 2005
Executive Editor, *Maxwell Review*, Syracuse University, 2004