

DENEEN M. HATMAKER

School of Public Policy
University of Connecticut
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Education

University at Albany, State University of New York, Nelson A. Rockefeller College of Public Affairs and Policy

Ph.D. in Public Administration and Policy, May 2009

Concentration: Organizational Behavior and Theory

Dissertation: *Engineering Identity: The Negotiation of Self Among Women Engineers*

Rensselaer Polytechnic Institute, Lally School of Management & Technology

M.S. in Environmental Management and Policy, May 1996

Concentration: Management and Environmental Engineering and Science

George Washington University, School of Engineering and Applied Sciences

B.S. in Systems Analysis and Engineering, May 1989

Academic Appointments

Department of Public Policy, College of Liberal Arts and Sciences, University of Connecticut.

Associate Professor, 2014 – present

Director, MPA and MPP Programs, Aug 2016-Aug 2018

MPA Program Director, Aug 2014- Aug 2016

Assistant Professor, 2009 - 2014

Instructor, 2008 - 2009

Department of Public Administration and Policy, Nelson A. Rockefeller College of Public Affairs & Policy, University at Albany, State University of New York.

Lecturer, January 2007 - December 2008

Research Affiliations

Academic Fellow, Local Government Workplaces Initiative, School of Government, University of North Carolina-Chapel Hill, <http://lgwi.web.unc.edu/>.

Honors and Awards

Review of Public Personnel Administration Best Article Award, awarded in 2022. With Amy Smith, Leisha DeHart-Davis, Russell Hassan, and Nicole Humphrey for “Gender, race, and experiences of workplace incivility in public organizations.”

Honors and Awards (continued)

Academy of Management Charles J. Levine Best Conference Paper award, Public and Nonprofit Division, in 2022. With Russell Hassan and Amy E. Smith for “Should I stay or should I go? Workplace incivility and the search for new employment.”

Faculty Excellence Award, Department of Public Policy, University of Connecticut. 2019. For excellence in teaching.

Academy of Management Best Paper Proceedings (2022, 2009, 2008, and 2007).

Top Reviewer Award, Academy of Management Public and Nonprofit Division, sponsored by the *Journal of Public Administration Research and Theory*, Academy of Management Annual Meeting, Vancouver, Canada, August 2015.

Distinguished Professor Award, Department of Public Policy, University of Connecticut. Received in 2013 and 2011. For excellence in teaching.

Accenture Advances in Public Management Award for best *International Public Management Journal* article in 2008. With R. Karl Rethemeyer for “Mobile Trust, Enacted Relationships: Social Capital in a State-Level Policy Network.”

Distinguished Dissertation Award, Department of Public Administration and Policy, Rockefeller College of Public Affairs and Policy, University at Albany, State University of New York, May 2009.

Journal Editorial Service

Associate Editor, *Journal of Public Administration Research and Theory*, January 2019 – December 2023.

Board of Editors, *Journal of Public Administration Research and Theory*, January 2014 – December 2018, and February 2024 – present.

Board of Editors, *Perspectives on Public Management and Governance*, January 2015 – present.

Board of Editors, *Public Management Review*, 2017-present.

Board of Editors, *Public Administration Review*, January 2019-2021.

Publications

Peer Reviewed

Hatmaker, D. M. Smith, A. E., and Hassan, S. (2024) How workplace incivility experiences affect employee job search behavior. *Public Personnel Management*.
<https://doi.org/10.1177/00910260241228658>

- Smith, A. E. and Hatmaker, D. M. (2024). Individual Stresses and Strains in the Ascent to Leadership: Gender, Work, and Family. In S.R. Madsen (Ed.), *Handbook of Research on Gender & Leadership* (2nd Edition). Northampton, MA: Edward Elgar Publishing.
- Hatmaker, D. M. and Hassan, S. (2023). When do women receive managerial support? The effects of gender congruence and the manager-employee relationship. *Public Management Review*, 25(1): 22-41.
- Hatmaker, D.M., Hassan, S., and Smith, A. E. (2022). Should I stay or should I go? Workplace incivility and the search for new employment. *Academy of Management Proceedings*. (Publishes abridged versions of awarded best papers.) [winner of Charles H. Levine Award for the Best Conference Paper, Public and Nonprofit Division, Academy of Management Annual Meeting, 2022].
- Smith, A., Hassan, S., Hatmaker, D.M, DeHart-Davis, L. and Humphrey, N. (2021). Gender, Race, and Experiences of Workplace Incivility in Public Organizations. *Review of Public Personnel Administration*, 41(4), 674-699. [Review of Public Personnel Administration Best Article Award for 2021]
- Young, K., Hassan, S. and Hatmaker, D. M. (2021). Towards Understanding Workplace Incivility: Gender, Personal Control, and Ethical Leadership. *Public Management Review*, 23(1), 31-52. doi.org/10.1080/14719037.2019.1665701.
- DeHart-Davis, L., Hatmaker, D.M., Nelson, K., Pandey, S., Pandey, S. and Smith, A. (2020). *Gender Imbalance in Public Sector Leadership: The Glass Cliff in Public Service Careers* Cambridge: Cambridge University Press. (Cambridge Elements in Public and Nonprofit Administration).
- DeHart-Davis, L., Hatmaker, D. M., Oberfield Z. and Smith, A. E. (2018). Public Sector Diversity Research: Taking Stock. In G. Frederickson and E. Stayzk (Eds.), *Handbook of American Public Administration* (pp. 272-288). Northampton, MA: Edward Elgar Publishing.
- Hatmaker, D. M., Smith, A. E., Pandey, S. K. and Subedi, S. (2017). Co-Authorship Networks in Public Service Motivation Scholarship: Implications for the Evolution of a Field. *Review of Public Personnel Administration*, 37(3), 295-322.
- Smith, A. E. and Hatmaker, D. M. (2017). Individual Stresses and Strains in the Ascent to Leadership: Gender, Work, and Family. In S.R. Madsen (Ed.), *Handbook of Research on Gender & Leadership* (pp. 304-315). Northampton, MA: Edward Elgar Publishing.
- Hassan, S. and Hatmaker, D. M. (2015). Leadership and Performance of Public Employees: Effects of the Quality and Characteristics of Manager-Employee Relationships. *Journal of Public Administration Research and Theory*, 25(4): 1127-1155.

- Hatmaker, D. M. (2015). Bringing Networks In: A Model of Organizational Socialization in the Public Sector. *Public Management Review*, 17(8): 1146-1164.
- Hatmaker, D. M. and Park, H. H. (2014). Who are All These People? Longitudinal Changes in New Employee Social Networks within a State Agency. *American Review of Public Administration*, 44(6): 718-739.
- Smith, Amy E. and Hatmaker, D. M. (2014). Knowing, Doing, and Becoming: Professional Identity Construction among Public Affairs Doctoral Students. *Journal of Public Affairs Education*, 20(4): 545-564.
- Abolafia, M. Y. and Hatmaker, D. M. (2013). Fine-tuning the Signal: Image and Identity at the Federal Reserve. *International Public Management Journal*, 16(4): 532-556.
- Hatmaker, D. M. (2013). Engineering Identity: Gender and Professional Identity Negotiation Among Women Engineers. *Gender, Work and Organization*, 20(4): 382-396.
- Hatmaker, D. M. (2012). Practicing Engineers: Professional Identity Construction Through Role Configuration. *Engineering Studies*, 4(2): 121-144.
- Hatmaker, D. M., Park, H. H. and Rethemeyer, R. K. (2011). Learning the Ropes: Communities of Practice and Social Networks in the Public Sector. *International Public Management Journal*, 14(4): 395-419.
- Park, H. H., Rethemeyer, R. K. and Hatmaker, D. M. (2009). The Politics of Connections: Assessing the Determinants of Social Structure in Policy Networks. *Academy of Management Proceedings*. (Publishes abridged versions of awarded best papers.)
- Hatmaker, D. M. and Rethemeyer, R. K. (2008). Mobile Trust, Enacted Relationships: Social Capital in a State-Level Policy Network. *International Public Management Journal*, 11(4): 426-462. [Awarded the “Accenture Advances in Public Management Award” for best article in Volume 11 of *International Public Management Journal*.]
- Rethemeyer, R. K. and Hatmaker, D. M. (2008). Network Management Reconsidered: An Inquiry into Management of Network Structures in Public Sector Service. *Journal of Public Administration Research and Theory*, 18(4): 617-646.
- Hatmaker, D. M., Park, H. H. and Rethemeyer, R. K. (2008). Who Are All These People? Managing Expansion and Succession in the Public Sector. *Academy of Management Proceedings*. *Academy of Management Proceedings*. (Publishes abridged versions of awarded best papers.)
- Rethemeyer, R. K. and Hatmaker, D. M. (2007). Mobile Trust, Enacted Relationships: Social Capital in a State-Level Policy Network. *Academy of Management Proceedings*. (Publishes abridged versions of awarded best papers.)

Other Publications

DeHart-Davis, L., Hatmaker, D., Nelson, K. L., Pandey, S. K., Pandey, S. and Smith, A. E. (2020). Near the Top: Understanding Gender Imbalance in Local Government Management. *Local Government Review* 5: 6–19.

Hatmaker, D. M., Moyson, S. and Raaphorst, N. (2017). Organizational socialization. In A. Farazmand (Ed.), *Global encyclopedia of public administration, public policy and governance*. Cham, Switzerland: Springer.

Hatmaker, D. M. and Rethemeyer, R. K. (2009). Network Management Reconsidered: An Inquiry into Management of Network Structures in Public Sector Service Provision. PUBLIC: ESADE's Newsletter of the Institute of Public Governance and Management. Online article, September 30, 2009 issue.

Invited Book Reviews

Hatmaker, D. M. (2016). Book Review: *Becoming Bureaucrats: Socialization at the Front Lines of Government Service* by Zachary W. Oberfield. *American Review of Public Administration*, 41(1): 148-150.

Hatmaker, D. M. (2015). Breaking the Silence: How Conversations about Race Can Influence Work Practices and Interactions. *Journal of Public Administration Research and Theory*, published online October 19, 2015, doi:10.1093/jopart/muv031. (Review of *The Color Bind: Talking (and not Talking) about Race at Work* by Erica Gabrielle Foldy and Tamara R. Buckley.)

Hatmaker, D. M. (2012). Toward Further Humanization of Public Administration Theory. *Public Administration Review*. 72(1): 156-158. (Review of *Emotional Labor and Crisis Response: Working on the Razor's Edge* by Sharon H. Mastracci, Mary E. Guy, and Meredith A. Newman.)

Work In-Progress

Humphrey, N., DeHart-Davis, L., Hatmaker, D. M., Hassan, S., and Smith, A. E. Does workplace inclusion mitigate emotional exhaustion? (2nd R&R)

Hatmaker, D. M. Inclusion, engagement and identification in a virtual public sector organization. (Manuscript in progress)

Smith, A. E., Hatmaker, D. M. and Subedi, S. Climbing the Ladder: Gender Differences in the Careers of Federal Agency Leaders. (Preparing for submission)

Hatmaker, D. M., Hassan, S., & Smith, A. E. Diversity, Censorship, and Professional Identity among Public Librarians. (data analysis and preparation for IRSPM 2024 conference presentation)

Hatmaker, D. M. and Smith, A. E. Through the Tenure Years: Balancing Work and Life after Graduate School. (Data collected, data analysis ongoing)

Funding – Pending and Received

Resource Challenges: Community Perceptions, Staff Well-being, and Professional Effectiveness. Pending – under review. Institute for Museum and Library Services. PI, with co-PIs Amy E. Smith and Russell Hassan. \$391,577.

College of Liberal Arts and Sciences 2023 Summer Funding Initiative, University of Connecticut, \$30,662.

Scholarship Facilitation Fund Award, University of Connecticut, \$2000. Fall 2022.

Scholarship Facilitation Fund Award, University of Connecticut, \$1500. Fall 2019.

Near the Top: Understanding Gender Imbalance and Local Government Management, January to May 2018, \$15,000, International City/County Management Association (ICMA). Leisha DeHart-Davis (University of North Carolina-Chapel Hill), Deneen Hatmaker (University of Connecticut), Kim Nelson (University of North Carolina-Chapel Hill), Sanjay Pandey (George Washington University), Sheela Pandey (Penn State-Harrisburg), and Amy E. Smith (University of Massachusetts-Boston).

Scholarship Facilitation Fund Award, University of Connecticut, \$1875. Fall 2015.

Faculty Large Grant, University of Connecticut, \$10,008.00.

Graduate Student Organization Research Grant, University at Albany, State University of New York, 2007.

The Karen R. Hitchcock New Frontiers Fund Award, Initiatives for Women, University at Albany, State University of New York, 2006.

Conference Presentations

Hatmaker, D. M., Hassan, S., & Smith, A. E. (2024 – upcoming). Diversity, Censorship, and Professional Identity among Public Librarians. International Public Management Research Association (IRSPM) Conference 2024. Tampere, Finland.

Hatmaker, D. M. (2023). Inclusion, engagement and identification in a virtual public sector organization. Public Management Research Conference, Utrecht, Netherlands. June 30, 2023.

Hatmaker, D.M., Hassan, S., and Smith, A. E. (2022). Should I stay or should I go? Workplace incivility and the search for new employment. Academy of Management Annual Meeting. Seattle, WA. August 2022.

- DeHart-Davis, L., Hatmaker, D. M., Humphrey, N., Hassan, S., and Smith, A. E. (2022). Does workplace inclusion mitigate emotional exhaustion? Evidence from local government. Public Management Research Conference, Phoenix, AZ, May 28, 2022.
- Hatmaker, D.M., Smith, A. E., & Berriochoa, K. (2020) Claiming legitimacy: Gender and narrative identity among U.S. Federal regulatory agency leaders. Academy of Management Annual Meeting. Virtual paper presentation, August 2020.
- Hassan, S. and Hatmaker, D. M. (2019). Supportive leadership behavior in the public sector: Gender and the manager-employee relationship. Academy of Management Annual Meeting. Boston, MA, August 2019.
- DeHart-Davis, L., Hassan, S., Smith, A. E. and Hatmaker, D. M. (2018). Antecedents and Consequences of Workplace Incivility in Public Organizations. International Public Management Research Association (IRSPM) Conference 2018, Edinburgh, UK.
- Hatmaker, D. M., Smith, A. E., DeHart-Davis, L. and Berriochoa, K (2017). Near The Top: Glass Cliffs and Labyrinths in Local Government Career Paths. International Public Management Research Association (IRSPM) Conference 2017, Budapest, Hungary.
- Young, Kim A., Hassan, S. and Hatmaker, D. M. Civil service and civil society? The effects of leadership on workplace incivility towards women. International Public Management Research Association (IRSPM) Conference 2017, Budapest, Hungary.
- Hatmaker, D. M., Smith, A. E. and Berriochoa, K. (2016) Claiming legitimacy: Gender and narrative identity among U.S. Federal regulatory agency leaders. Public Management Research Conference, Aarhus, Denmark, June 24, 2016.
- Smith, Amy E., Hatmaker, D. M. and Subedi, S. (2015). Climbing the Ladder: Gender Differences in the Careers of Federal Agency Leaders. Academy of Management Annual Meeting. Vancouver, Canada, August 2015.
- Hassan, S., Hatmaker, D. M. and Young, K. A. (2015). Compliance and Citizen Perceptions of Procedural Fairness: Evidence from Bangladesh. International Public Management Research Association (IRSPM) Conference 2015, Birmingham, UK.
- Park, H. H. and Hatmaker, D. M. (2015). Resocialization of Managers: A Longitudinal Study of Managerial Role Transitions in a State Agency. Presented at the International Public Management Research Association (IRSPM) Conference 2015, Birmingham, UK.
- Hatmaker, D. M., Hassan, S. and Wright, B. E. (2014). Encouraging Innovative Behavior: The Effects of Manager-Employee Relationship Quality and Public Service Motivation. Academy of Management Annual Meeting. Philadelphia, PA: August 5, 2014.

- Hassan, S. and Hatmaker, D. M. (2013). The Interactive Effects of Leadership, Gender Dissimilarity and Dyad Tenure on Employee Performance Ratings. Academy of Management Annual Meeting. Orlando, FL: August 12, 2013.
- Hatmaker, D. M. and Park, H. H. (2013). Resocialization of Managers: A Longitudinal Study of Managerial Role Transitions in a State Agency. 2013 Public Management Research Conference. Madison, WI: June 21, 2013.
- Hatmaker, D. M. and Park, H. H. (2011). Organizational Socialization in the Public Sector: A Framework for Research and Practice. 2011 Public Management Research Conference. Syracuse, NY: June 3, 2011.
- Hatmaker, D. M. (2010). Becoming and Belonging: Organizational Socialization and Communities of Practice in the Public Sector. Association for Public Policy Analysis and Management 32nd Annual Research Conference. Boston, MA: November 6, 2010.
- Hatmaker, D. M., Park, H. H. and Rethemeyer, R. K. (2010). Learning the Ropes: Communities of Practice and Social Networks in the Public Sector. 26th EGOS (European Group of Organizational Studies) Colloquium. Lisbon, Portugal: July 2, 2010.
- Hatmaker, D. M. (2010). Talking about Engineering: How Engineers Practice Masculinities and Femininities. Gender, Work and Organization 6th International Interdisciplinary Conference. Keele University, Staffordshire, UK : June 21-23, 2010.
- Hatmaker, D. M., Park, H. H. and Rethemeyer, R. K. (2009). Learning the Ropes: Communities of Practice and Social Networks in the Public Sector. Public Management Research Association Conference. Columbus, OH: October 3, 2009.
- Abolafia, M. Y. and Hatmaker, D. M. (2009). Fine-tuning the Signal: Sensegiving Practices at the Federal Reserve. Academy of Management Annual Meeting. Chicago, IL: August 10, 2009.
- Park, H. H., Rethemeyer, R. K. and Hatmaker, D. M. (2009). The Politics of Connections: Assessing the Determinants of Social Structure in Policy Networks. Academy of Management Annual Meeting. Chicago, IL: August 10, 2009.
- Hatmaker, D. M., Park, H. H. and Rethemeyer, R. K. (2008). Who Are All These People? Managing Expansion and Succession in the Public Sector. Academy of Management Annual Meeting. Anaheim, CA: August 2008.
- Hatmaker, D. M., Park, H. H. and Rethemeyer, R. K. (2007). Who Are All These People? Managing Expansion and Succession in the Public Sector. Association of Public Policy Analysis and Management Fall Research Conference. Washington, DC: November 9, 2007.
- Abolafia, M. Y. and Hatmaker, D. M. (2007). Signal Construction at the Federal Reserve. Public

Management Research Association Conference. Tucson, AZ: October 27, 2007.

Hatmaker, D. M. (2007). Status-bounded Interactions: Gender and Professional Identity Negotiation Among Women Engineers. Academy of Management Annual Meeting. Philadelphia, PA: August 6, 2007.

Rethemeyer, R. K. and Hatmaker, D. M. (2007). Mobile Trust, Enacted Relationships: Social Capital in a State-Level Policy Network. Academy of Management Annual Meeting. Philadelphia, PA: August 6, 2007.

Hatmaker, D. M. and Rethemeyer, R. K. (2006). Mobile Trust, Enacted Relationships: Social Capital in Network Structures of Public Policy and Service Provision. APPAM Fall Research Conference. Madison, WI: November 4, 2006.

Rethemeyer, R. K. and Hatmaker, D. M. (2006). Where the Money Meets the Network: Managing at the Intersection of Fiscal, Policy, and Collaborative Networks. Association of Public Policy Analysis and Management Fall Research Conference. Madison, WI: November 4, 2006.

Rethemeyer, R. K. and Hatmaker, D. M. (2006). Network Management Reconsidered: An Inquiry into Management of Network Structures in Public Sector Service Provision. Academy of Management Annual Meeting. Atlanta, GA: August 15, 2006.

Rethemeyer, R. K. and Hatmaker, D. M. (2005). Policy Networks Over Time: Assessing the Internet's Impact on a State-Level Policy Network Using Longitudinal Data. Association of Public Policy Analysis and Management Fall Research Conference. Washington, DC: November 5, 2005.

Conference Program Committees and Conference Track/Panel Organizing

Conference Program Committee, 2024 Social Equity Leadership Conference, National Academy of Public Administration. Conference Theme: Achieving Diversity, Equity, Inclusion, and Access in an Increasingly Divided World. Track co-chair for Workplace Diversity, Equity, Inclusion, Accessibility, and Social Justice (w/ Evelyn Rodriguez-Plesa, North Carolina Central University).

Organizing Chair, Perspectives on Workforce Diversity, Equity and Inclusion track (submitted description, solicited paper proposals, managed review process, organized session schedule), *International Research Society for Public Management*, Tampere, Finland. 2024. w/ Rachel Ashworth, Cardiff University, Russell Hassan, The Ohio State University, Sarah Maria Lysdal Krøtel, Aarhus University, and Amy E. Smith, University of Massachusetts Boston.

Planning Committee, Public Management Research Conference (PMRC), 2024.

Review Committee, Public Management Research Conference (PMRC), 2019.

Organizing Chair, Perspectives on Workforce Diversity track (submitted description, solicited paper proposals, managed review process, organized session schedule), *International Research Society for Public Management*, Edinburgh, Scotland. 2018. w/ Zachary Oberfield, Haverford College, Daphne Van Kleef, Leiden University, and Amy E. Smith, University of Massachusetts Boston.

Co-Chair, Academic Women in Public Administration Mentoring Roundtable, *International Research Society for Public Management*, Edinburgh, Scotland. 2018. W/ Mary K. Feeney, Arizona State University and Helen Dickinson, UNSW Canberra.

Organizing Chair, Dynamics of Diverse Workforces track (submitted description, solicited paper proposals, managed review process, organized session schedule), *International Research Society for Public Management*, Budapest, Hungary. 2017. w/ Daphne Van Kleef, Leiden University and Amy E. Smith, University of Massachusetts Boston.

Co-Organizer, Doctoral Student Research Development Workshop (inaugural workshop), *Public Management Research Association Conference*, 2015.

Organizing Chair, Organizational Socialization in Public Organizations: Learning the Ropes in Complex Times track (submitted description, solicited paper proposals, managed review process, organized session schedule), *International Research Society for Public Management*, 2015. w/ Stéphane Moyson, Erasmus University, and Zachary Oberfield, Haverford College

Professional Service

Research Advisory Committee, *Solving the Equation: The Variables for Women's Success in Engineering and Computing*. (2015). AAUW Research Report funded by a grant from the National Science Foundation, Research on Gender in Science and Engineering award number 1420214, and contributions from the Mooneen Lecce Giving Circle.

JPART virtual issue on qualitative research (2023): Advancing Public Administration Research through Qualitative Studies (<https://academic.oup.com/jpart/pages/advancing-public-administration-research>) (Co-curated papers (w/ Mary Feeney) and wrote the introduction as JPART Associate Editor.)

Co-moderated (w/ Stephanie Moulton) JPART webinar (2020): Framing the Study of Racism, Power, and Inequality in Public Administration, September 2020 (as JPART Associate Editor).

Leadership Roles in Professional Associations

Archivist, *Public and Nonprofit Division, Academy of Management*, 2019-2021. (Appointed executive committee role)

Division Chair & Past-Division Chair, *Public and Nonprofit Division, Academy of Management*, 2018-2019. (Elected)

Chair, Best Dissertation Committee, *Public and Nonprofit Division*, Academy of Management, 2018 (Elected executive committee position)

Division Professional Development Workshop Chair, *Public and Nonprofit Division, Academy of Management Annual Meeting*, 2015. (Appointed executive committee position)

Founding Member, Academic Women in Public Administration (AWPA), 2015.

Public Management Research Association (PMRA) Liaison, *Public and Nonprofit Division, Academy of Management*, 2012-2015. (Elected executive committee role)

Co-Chair, Doctoral Student Professional Development Consortium, *Public and Nonprofit Division of the Academy of Management*, 2010, 2011. (Appointed executive committee role)

Committees for Professional Associations

Committee Member, Keith Provan Award Committee, *Public and Nonprofit Division*, Academy of Management, 2024.

Committee Member, Best Dissertation Committee, *Public and Nonprofit Division*, Academy of Management, 2022.

Committee Member, Best Book Award Committee, *Public and Nonprofit Division, Academy of Management*, 2021.

Five-year Review Committee, *Public and Nonprofit Division, Academy of Management*, August 2020-August 2021.

Committee Member, Best Paper based on a Dissertation Award, *Gender and Diversity in Organizations Division*, Academy of Management, 2019.

Associate Editor, *Public and Nonprofit Division*, Academy of Management Annual Conference, 2019.

Committee Member, Beryl Radin Award for the best article published in the *Journal of Public Administration Research and Theory*, Public Management Research Association, 2017.

Panelist and faculty advisor, Doctoral Student Professional Development Workshop, Public Management Research Conference, Aarhus, Denmark, 2016.

Five-year Review Committee, *Public and Nonprofit Division, Academy of Management*, 2015.

Committee Member, Best Article by a Practitioner Award Committee, *Public Administration Review*. December 2013-January 2014.

Committee Member, Best Article Award Committee, *Public and Nonprofit Division, Academy of Management*, 2012.

Peer Reviewer for Journals, Granting Agencies, Conferences, Edited Volumes

Academy of Management Annual Meeting (Public and Nonprofit Division, Gender and Diversity Division) <i>Administration & Society</i> <i>European Journal of Work and Organizational Psychology</i> <i>Engineering Studies</i> <i>Gender & Society</i> <i>Gender, Work & Organization</i> <i>Human Relations</i> <i>International Public Management Journal</i> <i>Journal of Engineering Education</i> <i>Journal of Management Studies</i> <i>Journal of Policy Analysis and Management</i> <i>Journal of Public Administration Research and Theory</i>	National Science Foundation <i>Organization</i> <i>Organization Management Journal</i> <i>Perspectives on Public Management and Governance</i> <i>Policy Studies Journal</i> <i>Public Administration</i> <i>Public Administration Reformation: Market Demand from Public Organizations</i> <i>Public Administration Review</i> <i>Public Budgeting and Finance</i> <i>Public Management Review</i> <i>Public Personnel Management</i> <i>Review of Public Personnel Administration</i> <i>Sociological Perspectives</i> <i>Scandinavian Journal of Management</i>
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Doctoral Committees (External to the School of Public Policy)

Declan Gilmer, Department of Psychological Sciences, University of Connecticut: *Do the People Make the Place? Relational Affect, Interpersonal Experiences, and Organizational Attachment*. Defended December 2023. (Review Committee Member)

Jennie Law, University at Albany – SUNY: *When it hits the fan does network management matter? A study on service delivery networks providing cancer screenings to uninsured women under the Affordable Care Act*. Defended 2021. (Doctoral Committee Member)

Daphne Van Kleef, Leiden University: *Changing the Nature of the Beast: How Organizational Socialization Contributes to the Development of the Organizational Role Identity of Dutch Veterinary Inspectors*. Defended 2016. (Doctoral committee member)

Jeongyoon Lee, University at Albany – SUNY: *Collaborative Policymaking in Regulatory Contexts: The Case of Hydraulic Fracturing Policy Networks in New York State*. Defended 2016. (Doctoral committee member)

University and School/Department Service

Crandall Cordero Fellowship Award Committee, Graduate School, University of Connecticut (2021-present)

Chair, School of Public Policy School Director Search Committee (2023-2024)

Member, School of Public Policy Executive Committee (2023-present)

University and School/Department Service (continued)

Chair, School of Public Policy Awards Committee (2023-present)
Chair (2014-2018) and Member (2008-2014, 2019-present) MPA Program Committee
Chair (2014-2018) and Member (2010-2014, 2019-present), Admissions Committee
Member, Promotion, Tenure and Review Committee (2014-present)
Department of Public Policy Strategic Planning Committee (2020-2021)
Member, MPA and MPP Assessment Committee (2018).
Member, Diversity, Equity and Inclusion Committee (2016-2022)
Member, Faculty Search Committee Member (multiple searches in 2021)
Member, Master in Nonprofit Management Exploratory Committee. (2019).
Member, Department of Public Policy Department Head Search (2017).
Member, Department of Public Policy (DPP) Executive Committee. (2014 -2018).
Member, DPP Policy Committee. (2013 - 2018).
Member, Internship and Professional Practice (IPP) Committee. (2009 - 2018).
Member, DPP Writing Guide Committee. (2009)

Courses Taught

PP 5345 Project Management in the Public Sector
PP 5365 Human Resource Management
PP 5340 Introduction to Public Management and Policy
PP 3020W Cases in Public Policy
PP 5316 Capstone in Public Administration II
PP 5315 Capstone in Public Administration I
PP 5361 Theory of Public Organizations
PP 5362 Organizations & Management
PP 3031 Public Administration Theory & Practice
PP 3098 Introduction to Public Organizations

Professional Association Membership

Academy of Management, *Public and Nonprofit Division* and *Gender and Diversity in Organizations Division* (now *Diversity, Equity and Inclusion Division*) (2005 to present)
Public Management Research Association (2007 to present)
International Research Society for Public Management (2015 to 2021, 2023-present)
Academic Women in Public Administration (2015 to present)
Association of Public Policy Analysis and Management (2005 to 2008, 2010)

Additional Professional Experience

MapInfo Corporation, Troy, New York, 1999 – 2004.

Manager, Core Information Products

Senior Product Manager

Product Manager

Science and Technology Law Center, Albany Law School, Albany, New York, 1999.

Assistant Director

Compaq Computer/Digital Equipment Corporation, Albany, New York, 1997 – 1999.

Project Manager

Energy Answers Corporation, Albany, New York, 1995 – 1997.

Project Manager

Intern

IBM Corporation, Poughkeepsie, New York, 1989 – 1994.

Staff Programmer/Team Leader

Senior Associate Programmer/Team Leader

Programmer/Systems Test Analyst