**Leisha DeHart-Davis**

**Curriculum Vita**

**Education**

Ph.D. Public Policy, Georgia Institute of Technology, August 2000

M.S. Public Policy, Georgia Institute of Technology, 1993

B.A. Interdisciplinary Studies, University of South Carolina, 1986

**Professional Experience**

University of North Carolina-Chapel Hill

2020- 2022 Albert and Gladys Coates Distinguished Term Professor of Public Administration and Government

April 2018-October 2020 Professor

March 2015-2017 Albert and Gladys Coates Distinguished Term Associate Professor

May 2012-2015 Associate Professor

2012-Present Director, Local Government Workplaces Initiative

University of Kansas

July 2011-May 2012 Doctoral Program Director

2009- May 2012 Associate Professor of Public Administration

2002-2009 Assistant Professor of Public Administration

Georgia Institute of Technology

1997-2002 Research Associate II

Air Quality Laboratory

School of Civil and Environmental Engineering

1993-1997 Research Associate I

Air Quality Laboratory, School of Earth and Atmospheric Sciences

1992-1993 Graduate Research Assistant

Air Quality Laboratory, School of Earth and Atmospheric Sciences

1991-1992 Graduate Research Assistant, School of Public Policy

**Honors**

2018-Current National Academy of Public Administration Fellow

2019 Georgia Institute of Technology School of Public Policy Distinguished Alumni Award

2019 Gary Cornia Distinguished Lecturer, Brigham Young University’s Romney Institute of Public Service and Ethics

2016-Current UNC Thorp Faculty Engaged Scholar

2010 John C. Wright Graduate Mentorship Award, University of Kansas

2009 Kemper Fellowship for Teaching Excellence, University of Kansas

**Research Interests**

Public sector organizational behavior, bureaucratic structure, diversity dynamics in the workplace.

**Publications**

***Books***

DeHart-Davis, L. (2017). *Creating Effective Rules in Public Sector Organizations*. Washington D.C: Georgetown University Press. Co-winner of the 2018 Best Book Award given by the American Society for Public Administration; winner of the Academy of Management Public and Nonprofit Division Best Book Award.

DeHart-Davis, Leisha, D.M. Hatmaker, K. Nelson, S.K. Pandey, S. Pandey, A.E. Smith. (2020). *Understanding Gender Imbalance in Public Sector Leadership.* Elements Series, Cambridge University Press.

***Book Chapters***

DeHart-Davis, Leisha, D. M. Hatmaker, Z.W. Oberfield, and A.E. Smith. (2018). "Public Sector Diversity Research: Taking Stock" *Handbook of American Public Administration*, North Hampton, MA, Edward Elgar Publishing Limited, 272-288.

***Refereed Articles***

Pandey, S., DeHart-Davis, L., Pandey, S., & Ahlawat, S. (2022). Fight or flight: How gender influences follower responses to unethical leader behaviour. *Public Management Review*, 1-21.

Jiang, Z., DeHart‐Davis, L., & Borry, E. L. (2022). Managerial Practice and Diversity Climate: The Roles of Workplace Voice, Centralization, and Teamwork. *Public Administration Review*.

Kaufmann, W., Borry, E. L., & DeHart-Davis, L. (2022). Can effective organizational rules keep employees from leaving? a study of green tape and turnover intention. *Public Management Review*, 1-22.

Whetsell, Travis. A., Kroll, A., & DeHart-Davis, L. (2021). “Formal Hierarchies and Informal Networks: How Organizational Structure Shapes Information Search in Local Government”. *Journal of Public Administration Research and Theory*

Smith, Amy E., Hassan, S., Hatmaker, D.M., DeHart-Davis, L. and Humphrey, N., (2020). “Gender, Race, and Experiences of Workplace Incivility in Public Organizations”. *Review of Public Personnel Administration*, p.0734371X20927760. Co-Winner of the 2022 ROPPA Best Article Award.

Kroll, A., DeHart-Davis, L., & Vogel, D. (2019). “Mechanisms of Social Capital in Organizations: How Team Cognition Influences Employee Commitment and Engagement”. *The American Review of Public Administration*, *49*(7), 777–791. <https://doi.org/10.1177/0275074019851894>

Hassan, S., DeHart‐Davis, L., & Jiang, Z. (2019). “How Empowering Leadership Reduces Employee Silence in Public Organizations”. *Public Administration*, *97*(1), 116-131.

Kaufmann, W., Borry, E. L., & DeHart‐Davis, L. (2019). “More Than Pathological Formalization: Understanding Organizational Structure and Red Tape”. *Public Administration Review*, *79* (2), 236-245.

Borry, E.L., DeHart‐Davis, L., Kaufmann, W., Merritt, C.C., Mohr, Z., Tummers, L. (2018). “Formalization and Consistency Heighten Organizational Rule Following: Experimental and Survey Evidence”, *Public Administration,* 96, 368–385.

Pandey, Sheela, Pandey, Leisha DeHart-Davis, Sanjay K. Pandey. (2017). ‘Follower Response to Deviant Leader Behavior: Does Leader Gender Matter?’, *Academy of Management Annual Meeting Proceedings* 7(1), 13006. Winner of the 2017 Charles H. Levine Award for Best Conference Paper in the Public and Nonprofit Division of the Academy of Management

DeHart-Davis, L., Davis, R.S., Mohr, Z. (2014). “Green Tape and Job Satisfaction: Can Organizational Rules Make Employees Happy?” *Journal of Public Administration Research and Theory*, 25(3), p849-876.

DeHart-Davis, L., Chen, J., & Little, T.D. (2013). ‘Written Versus Unwritten Rules: The Role of Rule Formalization in Green Tape’, *International Public Management Journal* 16 (3), p331-356.

Nesbit, R., Moulton, S., Robinson, S., Smith, C., DeHart-Davis, L., Feeney, M.K., Gazley, B., and Hou, Y. (2011). ‘Wrestling with Intellectual Diversity in Public Administration: Avoiding Disconnectedness and Fragmentation While Seeking Rigor, Depth, and Relevance’, *Journal of Public Administration Research and Theory,* 21(1), i13-i28.

Feeney, M.K. & DeHart-Davis, L. (2009). ‘Bureaucracy and Public Employee Behavior: A Case of Local Government’, *Review of Public Personnel Administration,* 29 (4), p311-326.

DeHart-Davis, L. (2009). ‘Green Tape and Public Employee Rule Abidance: Why Organizational Rule Attributes Matter’, *Public Administration Review,* 69 (5), p901-910.

DeHart-Davis, L. (2009). ‘Can Bureaucracy Benefit Organizational Women? An Exploratory Study’, *Administration and Society,* 41 (3), p340-363.

Portillo, P. & DeHart-Davis, L. (2009). ‘Gender and Organizational Rule Abidance’, *Public Administration Review,* 69 (2), p339-347.

DeHart-Davis, L. (2009). ‘Green Tape: A Theory of Effective Organizational Rules’, *Journal of Public Administration Research and Theory* 19 (2), p361-384.

DeHart-Davis, L. (2007). ‘The Unbureaucratic Personality’, *Public Administration Review* 67 (5), p892-903.

DeHart-Davis, L., Marlowe, J., and Pandey, S.K. (2006). ‘Gender Dimensions of Public Service Motivation’, *Public Administration Review* 66 (6), p873-887.

Zia, A., Norton, B.G., Noonan, D.S., Rodgers, M.O., and DeHart-Davis, L. (2006). ‘A Quasi-Experimental Evaluation of High-Emitter Non-Compliance and Its Impact on Vehicular Tailpipe Emissions in Atlanta, 1997-2001’, *Transportation Research Part D* 11 (1), p77-96.

DeHart-Davis, L., & Kingsley, G. (2005). ‘Managerial Perceptions of Privatization: Evidence from a State Department of Transportation’, *State and Local Government Review,* 37 (3), p228-241.

DeHart-Davis, Leisha & R. Guensler. (2005). ‘Employers as Mediating Institutions in Public Policy: The Case of Commute Option Programs’, *Policy Studies Journal,* 33(4), p675-697.

DeHart-Davis, Leisha & Sanjay K. Pandey. (2005). ‘Red Tape and Public Employees: Does Perceived Rule Dysfunction Alienate Managers?’, *Journal of Public Administration Research and Theory,* 15 (1), p133-148.

Corley, E., DeHart-Davis, L. & Rodgers, M.O. (2003). ‘Inspection/Maintenance Program Evaluation: Replication of the Denver Step Method for an Atlanta Fleet’, *Environmental Science and Technology,* 37 (12), p2801-2806.

DeHart-Davis, L., Corley, E., & Rodgers, M.O. (2002). ‘Evaluating Vehicle Inspection/Maintenance Programs Using Onroad Emissions Data: The Atlanta Reference Method’, *Evaluation Review,* 26 (2), p111-146.

DeHart-Davis, L. & Bozeman, B. (2001). ‘Regulatory Compliance and Air Quality Permitting: Why Do Firms ‘Overcomply?’”, *Journal of Public Administration Research and Theory,* 11 (4), p471-508.

Bozeman, B. & DeHart-Davis, L. (1999). ‘Red Tape and Clean Air: Title V Air Pollution Permitting Implementation as a Test Bed for Theory Development’, *Journal of Public Administration Research and Theory,* 9(1), p141-177.

***Symposia***

Guest Editor, Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance. Symposium for *Public Administration Review*. 2019-2022.

Co-Editor, Reappraising Bureaucracy in the 21st Century, Symposium for *Public Perspectives on Management and Governance*. 2020-2022

***Book Reviews***

DeHart-Davis, L. (2014). ‘Emotional Labor and Crisis Response: Working on the Razor's Edge’, *International Public Management Journal,* by Sharon H. Mastracci, Mary E. Guy, & Meredith A. Newman, 17 (3), p433-436.

DeHart-Davis, Leisha. (2014). ‘Opening the Black Box of Red Tape Research’, *Journal of Public Administration Research and Theory,* 24 (4), p1072-1076.

***Invited Lectures***

Indiana University, November 2022

Texas Tech University, November 2021

Southern Illinois University, January 2021

American University, November 5, 2020.

George Washington University, October 24, 2018

Arizona State University, April 20, 2016

Florida International University, October 17, 2015

**Professional Service**

*To the Profession*

2022 Nominations Committee Member, National Academy of Public Administration

2022 Best Book Award Committee Member, Academy of Management Public and Nonprofit Division

2021-2023, President, Public Management Research Association

2019-2021, Vice President, Public Management Research Association

2021, Chair, Board Member Nominating Committee, Public Management Research Association

2020-2021, Co-Chair, Ethics Committee, Public Management Research Association

2020-2022, Co-Editor, Perspectives on *Public Management and Governance* Symposium on Reappraising Bureaucracy in the 21st Century

2020-2021, Guest Editor, *Public Administration Review* Symposium on Beyond Representative Bureaucracy Symposium

2019-2021 Vice President, Public Management Research Association

2020 Member, Program Committee, Public Management Research Conference-University of Hawaii at Manoa

2020 Member, National Academy of Public Administration, Steering Committee of the Standing Panel on Public Service

2020 Member, Academy of Management Public and Nonprofit Division Best Book Award

2019 Member, National Academy of Public Administration Study Panel, Defense Nuclear Facilities Safety Board (DNFSB).

2019 Chair of Public Management Research Conference, held at University of North Carolina at Chapel Hill, June 11th-13th.

2019-Member, League of Women in Government Board of Directors

2019 Chair, Public Management Research Conference

2018 Chair, Public Management Research Association Best Dissertation Award

2017 Member, Frederickson Award, Public Management Research Association

2016-2019 Member, Editorial Board, *Public Administration Review*

2017 Past Division Chair, Public and Nonprofit Division, Academy of Management

2015-2017 Member, Editorial Board, *American Review of Pubic Administration*

2016 Division Chair, Public and Nonprofit Division, Academy of Management

2016 Co-Convener, Academic Women in Public Administration

2015 Program Chair, Public and Nonprofit Division, Academy of Management

2015 Member, Public Administration Review Best Paper Award Committee.

2015 Chair, Leonard White Award for Best Dissertation, American Political Science Association.

2015 Program Chair, Academy of Management Public and Nonprofit Division

2015 Academic Advisor, Women Leading Government Coalition.

2015-2018 Chair, Board of Advisors, Arizona State University Center for Organizational Research and Design

2014, Member, Simon Best Book Award Committee, American Political Science Association.

2014-2017 Member, Public Management Research Association Board of Directors

2014 Member, Emerging Local Government Leaders, Southeast Chapter Advisory Board

2014 Chair, Academy of Management Public and Nonprofit Division Best Book Award

2013 and 2015 Professional Development Workshop Chair, Academy of Management Public and Nonprofit Division.

2013 Fulbright Specialist Program Reviewer

*Reviewer:*

Administration and Society

Administration Theory and Praxis

American Review of Public Administration

Governance

International Public Management Journal

International Review of Administrative Science

Journal of Behavioral Public Administration

Journal of Management Studies

Journal of Public Administration Research and Theory

Journal of Public Affairs Education

Public Administration

Public Administration Review

Public Management Review

Public Personnel Management

Review of Public Personnel Administration

Social Science Journal

*To UNC-Chapel Hill*

Fall 2021-Current, Appointments and Tenure Committee

2021-2023, Faculty Council Member

2017-2018, Member, Carolina Women’s Center Advisory Board

2015-2018, Member, Community and Diversity Committee

March 23rd, 2017. Panelist, Equal Means Equal Film Screening, UNC’s Sonja Haynes Stone Center, Carolina Women’s Center.

*To the UNC School of Government*

2021-Current Faculty Mentor, Kimalee Dickerson

2021-Current Chair, Faculty Advisory Committee for Teshanee Williams

2021-Current MPA Thesis Substitute Committee

2021 Current Library and Research Support Planning Committee

2016-Current Chair, School of Government Institutional Review Board

2016-Current Faculty Liaison to the MPA Student Diversity Committee

2016 Member, Strategic Foresight Planning Subcommittee

2016 Member, MPA Admissions Committee

2016 Member, Dean's Advisory Council

2016 Co-Convener, Multidisciplinary Mash Up

2014-Current Member, MPA Portfolio Committees

2014-Current Co-Chair, Public Management Research Conference Planning Committee

2014-Current Chair, MPA Portfolio Committees

2013-Current Chair, MPA Rankings Workgroup

2013-2016 Director, NC County Salary Survey

2013-Current MPA@UNC Admissions Committee Member

2013 Member MPA Faculty Search Subcommittee

2013 Member Social Science Research Assistant Search Committee

2013 Co-chair External Speaker Series Coordinator with Whitney Afonso

2013 MPA Capstone Committee Member for Ebony Perkins, Wrenn Davidson, Renisha Howard, Chris Kenrick

Since 2014 Portfolio Committee Chair (19 committees)

Since 2014 Portfolio Committee Member (15 committees)