**Lauren Hamilton Edwards, Ph.D.**

**APPOINTMENTS**

Associate Professor (July 2022-Present)

School of Public Policy

University of Maryland, Baltimore County

Assistant Professor (August 2014-July 2022)

School of Public Policy

University of Maryland, Baltimore County

Assistant Professor (August 2011-August 2014)

Department of Political Science

Sam Houston State University

**EDUCATION**

Ph.D. of Public Policy, 2011

Andrew Young School of Policy Studies

Joint Program, Georgia State University and Georgia Institute of Technology

Master of Public Administration, 2007

University of North Texas

B.B.S. in Sociology and Church Ministry, 2003

Hardin-Simmons University

**RESEARCH INTERESTS**

Public Administration and Management

Strategic Management, Planning and Performance

Public Participation and Coproduction

Inclusion and Diversity in the Public Sector

Public Safety and Policing

Local Government

**RESEARCH**

**Peer-Reviewed Publications**

***Books***

Zavatarro, Staci M., Jessica E. Sowa, Alex C. Henderson, and Lauren Hamilton Edwards

(eds). (Expected publication, July 2023). *Portraits of Public Service: Untold Stories from the Front*

*Lines.* SUNY Press.

Bryson, John, M., Lauren Hamilton Edwards, David van Slyke (eds.). (2022).

*Toward a More Strategic View of Strategic Planning Research.* Routledge.

***Articles***

Ali, Mir Usman, Hamilton Edwards, Lauren, and Wright II, James E. (Under Review). Imperiling Victims of Domestic Violence: The Impact of Sheltering-at-home Policies and Firearm Availability on Murder-suicides.

Roberts, Patrick and Hamilton Edward, Lauren. (Under Review). Portfolio Management as Public Sector Strategy.

Dolamore, Stephanie, Jessica E. Sowa, and Lauren Hamilton Edwards. (Accepted, April 2022). Depicting the Work of Police Foundations on Social Media: A Visual Communication. *Journal of Public and Nonprofit Affairs.*

Hamilton Edwards, Lauren, Maja Holmes, and Jessica E. Sowa. (2019). Including Women in Public Affairs Departments: Diversity is not Enough. *Journal of Public Affairs Education.*

Hamilton Edwards, Lauren and Klein, Ian. (2018). Community Policing as a Solution: What is the Evidence? *Policing and Race in America: Economic, Political and Social Dynamics.* Lexington Books: Lanham, Maryland.

Pasha, Obed, Theodore H. Poister, and Lauren Hamilton Edwards. (2018). Mutual Relationship of Strategic Stances and Formulation Methods and their impacts on Performance in Public Local Transit Agencies. *Administration & Society*, 50(6), 884-910.

Bryson, John, and Lauren Hamilton Edwards. (2017). Public Agencies and

Strategic Planning. *Oxford Research Encyclopedia of Business and Management.* Oxford University Press.

Hamilton Edwards, Lauren, Theodore H. Poister, and Obed Pasha. (2016).

Operationalizing Strategy Content: An Example from the Transit Industry. *International Journal of Public Administration*, 39(5), 395-403.

Poister, Theodore H., Obed Pasha, and Lauren Hamilton Edwards. (2013) Does Performance Measurement Lead to Better Outcomes? Evidence from the U.S. Public Transit Industry. *Public Administration Review,* 73(4), 625-636.

Poister, Theodore H., Lauren Hamilton Edwards, and Obed Pasha. (2013). The Impact of Strategic Planning on Organizational Outcomes. *Public Performance and Management Review,* 36(4), 585-615.

Faulk, Lewis, Lauren Hamilton Edwards, Gregory B. Lewis, and Jasmine McGinnis. Explaining Gender Pay Disparities in Nonprofit Industries: A Multilevel Model. *Nonprofit and Voluntary Sector Quarterly* (available online, September 2012).

Theodore H. Poister, David Pitts, and Lauren Hamilton Edwards. (2010). Strategic Management Research in the Public Sector: Synthesis, Assessment and Future Directions. *American Review of Public Administration,* 40(5), 522-545.

**Publications not Reviewed**

Hamilton Edwards, Lauren and Deborah Williamson. (2019) Expanding Apprenticeships: Using Strategic Thinking for Plans that Matter. *Skilling Up: The Scope of Modern Apprenticeships.* Eds. Ervin Dimeny, Deborah Williamson, Lisa Yates, and David Hinson. Urban Institute Report.

Bryson, John, Hamilton Edwards, Lauren, and Van Slyke, David. (2017). Getting Strategic about Strategic Planning. *Public Management Review,* 20(3), 317-339*.*

Lauren Hamilton Edwards. (2017). Lessons from Pain. In*Reflections on Academic Lives: Identities, Struggles, and Triumphs in Graduate School and Beyond,* eds. Staci Zavattaro and Shannon Orr (New York: Palgrave Macmillan).

**Works in Progress**

Hamilton Edwards, Lauren, Sowa, Jessica E., and Dolamore, Stephanie. Evolving Public and Nonprofit Relations: Exploring the Purpose of Police Foundations.

Hamilton Edwards, Lauren. Public Administration through the Critical Race Lens.

Hamilton Edwards, Lauren and Danrui Lu. More than a Control Variable? Race in Nonprofit Research.

**Conference Presentations**

More than a Control Variable: Race in Nonprofit Research. With Danrui Lu. Annual Conference for the Association for Research on Nonprofit Organization and Voluntary Action, San Diego, CA, November 2019.

The Consequences of Diversity in Public Organizations: Moving Beyond ‘Happy Talk.’ Public Management Research Conference, Chapel Hill, N.C., June 2019.

Evolving Public and Nonprofit Relations: Exploring the Purpose of Police Foundations. With Jessica Sowa and Stephanie Dolamore. Public Management Research Conference, Chapel Hill, N.C., June 2019.

Theorizing workforce diversity: From social equity to inclusion. Annual Conference for the Public Administration Theory Network, Denver, C.O., June 2019.

Mediated publicness: Visual representations in police foundations. With Stephanie Dolamore and Jessica Sowa. Annual Conference for the Public Administration Theory Network, Denver, C.O., June 2019.

From Diversity to Inclusion: Promoting Inclusive Practices in Public Affairs Departments. With Maja Holmes and Jessica Sowa. American Society for Public Administration, Washington, D.C., April 2019.

Race in Public Management: A Review of the Research Updated. Northeast Conference on Public Administration, Baltimore, Maryland, November 2018.

What Gets Measured Gets Done: The Darker Side of Police Performance. With Ian Klein. Midwest Political Science Conference, Chicago, Illinois, April 2018.

Reconsidering Public-Nonprofit Relations: Police Foundations and the Role of Organized Philanthropy in Traditionally Public Services. With Jessica Sowa and Stephanie Dolamore. Association for Research on Nonprofit Organizations and Voluntary Action, Grand Rapids, Michigan, November 2017.

Participation in Planning: A Case Study. Public Management Research Conference, Washington, D. C., June 2017.

Participation in Planning: Does the Public Make a Difference? Public Management Research Conference, Aarhus, Denmark, June 2016.

Race in Public Management: A Proposed Theoretical Framework. Public Management Research Conference, Aarhus, Denmark, June 2016.

Policing and Race: Are Police Departments Changing Their Strategy? With Laura Mateczun. Mini Conference on Policing and Race, Cincinnati, Ohio, January 2016.

Looking Backward to Move Forward: Coproduction in the Public Sector. With Jasmine McGinnis Johnson. Public Management Research Conference, Minneapolis, Minnesota, June 2015.

Public Participation as a Strategy in Planning: Evidence from Texas Cities. With Amanda Koch. Midwest Political Science Conference, Chicago, IL, April 2015.

Local Government Strategy and Racial Inequality. International Research Society for Public Management Conference, Birmingham, England, April 2015.

Strategic Planning in Local Government: Is the Promise of Performance a Reality? Association for Public Policy Analysis and Management, Washington, D.C., November, 2013.

Does Performance Measurement Lead to Better Outcomes? Evidence from the U.S. Public Transit Industry. International Research Society for Public Management, Prague, Czech Republic, April 2013. Presented by Obed Pasha, with Theodore H. Poister.

Government Initiated Co-Production: A Case Study. Seminar on Co-Production, Budapest, Hungary, November 2012. With Sarah Arnett.

Performance Measurement and Outcomes in U.S. Public Transit Agencies. Midwest Political Science Association, Chicago, IL, April, 2012. Presented by Obed Pasha, with Theodore H. Poister.

The Impact of Strategic Stance and Development on Performance in Public Local Transit Agencies. Public Management Research Association Annual Conference, Syracuse, NY, June 2011. With Theodore H. Poister and Obed Pasha.

The Impact of Strategic Planning on Organizational Outcomes. Association for Public Policy Analysis and Management, Boston, MA, November, 2010. With Theodore H. Poister and Obed Pasha.

The Impact of Strategic Stance on Program Outcomes in Local Transportation Agencies. Midwest Political Science Association, Chicago, IL, April, 2010. With Theodore H. Poister, Jason Edwards, Sarah Arnett, and Anita Berryman.

Explaining Gender Pay Disparities in Nonprofit Industries: A Multilevel Model. Association for Research on Nonprofit Organization and Voluntary Action, Cleveland, OH, November, 2009. With Lewis Faulk, Gregory B. Lewis, and Jasmine McGinnis.

Identity Crisis: Examining Nonprofit Performance Measures. Association for Research on Nonprofit Organization and Voluntary Action (Poster Session), Cleveland, OH, November, 2009. With Jasmine McGinnis.

Diversity Management and Organizational Performance: Strengthening Causal Mechanisms in Empirical Research. Association for Public Policy Analysis and Management, Los Angeles, CA, November, 2008. With David Pitts.

Organizational Change and Human Resource Management Policy: The Characteristics of States with Domestic Partner Benefits. Southeastern Conference for Public Administration, Orlando, FL, September, 2008. With Jeremy Greenup.

Diversity in Local Responses to Hurricane Katrina. Managing Diverse Societies: A Panel Discussion, Turkish Institute of Police Studies and Public Administration Student Association, University of North Texas, October, 2006. With Lisa Dicke.

**Research Awards**

Howard G. and S. Louise Phanstiel Award for Best Paper in Public Management

at the Public Management Research Conference, 2011

**TEACHING AND ADVISING**

**Courses Taught**

Graduate Level Courses

*University of Maryland, Baltimore County*

 Managing Public Organizations

 Public Administration Theory

 Workforce Development in the Public Sector

 Political and Social Context of Public Policy

 The Politics and Administration of Program Evaluation

*Sam Houston State University*

Program Evaluation

Human Resource Management

Public Management

Scope and Methods of Political Science *(directed at MPA students)*

Policy Processes and Theory *(directed readings course)*

Undergraduate Level Courses

*Sam Houston State University*

Principles of American Government

Introduction to Public Administration

Local Political Systems

Research and Writing

Quantitative Methods for Political Science

*Georgia State University*

Introduction to Policy Analysis

Policy Data Analysis

*University of North Texas*

Financial Aspects of Government

**Awards and Recognitions**

Excellence in Teaching Policy Award, Georgia State University, 2010

**Doctorate Students**

*Chair, Dissertation Committees*

Vinny Cannizzaro. *Local Government Decision Making.* November 2022.

Robert Horner. *Why Millennial Military Officers Intend to Leave the Military*. May 2022.

Michael Hassett. *The Effect of Training, as a Job Resource, on Rates of Employee Engagement and Turnover Intent of Federal Employees*. August 2019.

Michelle Goddard. *Understanding the Influence of Strategic Management on Morale in the Federal Workforce.* August 2017.

John Moeller. *Implementation of Federal Strategic Plans Required by GPRA and GPRMA*. November 2015.

*Member, Dissertation Committee*

James Krueger, April 2021

Amanda Koch, April 2021

Jennifer Chrystle, November 2020

Ann Kellogg, June 2020

Beth Arman, June 2019

Anthony Lane, July 2019

Sam Rowe, November 2016

Lazslo Korossy, November 2016

*Chair, Dissertation Proposal Defended*

Grace DeOro, February 2023

Rudy DeLeon Dinglas, May 2022

Margaret Kaii-Zeigler, November 2021

Meredith Pyle, October 2017

*Member, Dissertation Proposal Defended*

Margarita Cardona, December 2020.

Lauren Hall, September 2020

Stephanie Blaher, April 2020

*Reader, Comprehensive Exam*

Spring 2022

Poulomi Banerjee

Spring 2021

Vinny Cannizarro

Rudy de Leon Dinglas

Grace De Oro

Spring 2019

Becca Scharf

Danrui Lu

Margaret Kaii-Ziegler

Margarita Cardona

**Masters Students**

*Reader, Policy Analysis Paper*

Spring 2021

Chase Bailey

Poulomi Banerjee

Justin Lane

Meghan Lynch

Fall 2020

Ali Knowles

Andrea Sallizoni

Spring 2020

Jose Godoy

Terrence Pinkston

Fall 2019

Makayla Gleeson

Marcus Jones

Terrance Pinkston

Celeste Valencia

Spring 2019

Micahyas Akama

Rebecca Potowski

Andrew Reinl

Spring 2018

Christopher Birch

Felipe Millan

Erica Peery

Fall 2017

Joseph Bevels

Kamilla Keldiyarova

Fall 2016

Dave Anguish

Summer 2016

Michael Hassett

Josh Hastings

Bridget Patton

Gidon Wiedner

Spring 2016

Kelsey Goering

Fall 2015

Alexandra Benedict

Michael Lessemeier

Spring 2015

Matthew Wood

*Advisor, ECPA Capstone*

Spring 2021

Brandee Blumenthal

**PROFESSIONAL EXPERIENCE**

Trainer, Collaborative strategic planning workshop for Friends of nonprofits in Pacific Island countries, January 2023

Facilitator, Strategic planning workshop for Friends of Tonga, Fall 2021

Evaluator, Process and outcome evaluation for Choice program (2019-2021)

Facilitator, Strategic planning workshop for the board of Suburban Crossroads Counseling (January 2019)

Trainer, Strategic planning workshop for the Department of Recreation and Parks, City of Baltimore (July 2018)

Facilitator, Strategic planning workshop for the Rosenberg Development Corporation (January 2014)

Trainer, Strategic planning workshop for heads of departments, City of Rosenberg (November 2013)

Graduate Intern, Office of Strategic Planning, City of Irving, TX (2006-2007)

Skills Trainer, Betty Hardwick Center, Mental Health Mental Retardation, Abilene, TX (2002-2005)

**SERVICE**

**Professional Associations and Service**

Editorial Board, *Administration Theory & Praxis*

Editorial Board, *Public Administration Quarterly*

Reviewer, Proposals for the annual Public Management Research Conference, annually

Co-Editor, Special issue on strategic planning, *Public Management Review*

Invited Presentation, American University, September 1, 2016

Member, Public Management Research Association

Manuscript Reviewer:

*Administrative Theory and Praxis*

*American Review of Public Administration*

*Equality, Diversity and Inclusion: An International Journal*

*International Review of Administrative Sciences*

*International Journal of Public Sector Management*

*Journal of Public Administration Research and Theory*

*Journal of Public and Nonprofit Policy*

*Nonprofit and Voluntary Sector Quarterly*

*Public Administration*

*Public Administration Review*

*Public Management Review*

*Public Management and Performance Review*

*Personnel Review*

*Public Personnel Review*

*Public Policy and Administration Review*

*Review of Public Personnel Administration*

Panel Chair/Discussant:

Association of Public Policy Analysis and Management

Midwest Political Science Association

Northeast Conference on Public Administration

 Public Management Research Conference

**University Service**

Fellow, STRIDE Program, 2022-present

Member, UMBC Community Reads planning team, 2021-present

Member, working group to improve diversity of recipients of faculty and staff awards, 2021-

2022

Member, working group on retention and diversity of faculty and staff at UMBC, Spring

2021

Mentor, McNair Scholars Program, 2019-present

Member, Executive Committee for Faculty Senate, August 2016-June 2018

Member, School of Public Policy Representative, Faculty Senate, August 2015-June 2018

Member, Social Science Forum Committee, April 2016-Present

Panelist, New Faculty Orientation, August 2016

Facilitator, New Student Book Experience, August 2015 and 2016

College of Humanities and Social Science Representative, University Retreat, August 2015

Member, Steering Committee for the National Conference for College Women Student Leaders, August 2017-August 2018

**College Service**

Member, planning team for Social Science Forum with Black Girls Vote (national), 2020-

2021

Member, Violence Prevention Working Group, 2019-present

Member, Faculty Advisory Committee for the MPS in Community Leadership,

Fall 2019-present

Member, Search Committee for Graduate Program Director for Community

Leadership, Spring 2019

Member, Planning Committee for Master of Professional Studies, Spring 2016-Fall 2018

Interviewer, Sondheim Public Affairs Scholar Program, annually 2016-present

**Department Service**

Graduate Program Director, July 2022-Present

Lead Advisor, Public Management Track, August 2014-Present

Member, Comprehensive Exam Revision Committee, 2018-2019

Member, Comprehensive Exam Committee, January 2015-Present

Faculty Advisor, Public Policy Graduate Student Association, August 2015-

Present

Various faculty search committees, including School Director

**Community Service**

Member, Board of Trustees, Two Rivers Public Charter School, Washington, D.C.

Member, Board of Directors, HASA, Baltimore, Md

Invited Panel Member, Panel on Performance at the Maryland Association of Counties

Coordinator and Panel Moderator, “Voices on Government” series at Baltimore County Public Library, Towson Branch

Member, B’More Civic Campus Coalition

Guest Speaker

“Becoming a Professional Woman: Finding Your Voice.” Given to the Women of

1520, Black Student Alliance at Sam Houston State University

“Opportunities for Year-Around Facility Use.” Given to the Walker County Democrats

“The Electoral College.” Given to the Thoreau Woods Unitarian Universalist

Church and to the American Association of University Women, Huntsville Chapter

“Local Government Contracting: The Benefits and Drawbacks.” Given to the

Montgomery County League of Women Voters

*Updated February 2023*