

Galia Cohen, PhD
Associate Director and Senior Lecturer
Justice Administration and Leadership (JAL) Program
Public and Nonprofit Management Program
School of Economic, Political, and Policy Science
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Education

Doctor of Philosophy in Public Administration, May 2014

The University of Texas at Dallas, Department of Public Affairs

Dissertation: "An Agency-Level Analysis Of Turnover Intention And Behavior: Evidence from the U.S. Federal Government"

Committee: Paul Battaglio (Chair), Doug Goodman, Robert Taylor, and Meghna Sabharwal

Masters in Organizational Sociology, May 2008

Bar-Ilan University, Israel. Department of Sociology

Concentration: Organizational Sociology

Bachelors of Arts in Psychology with Minor in Biology, May 2001

Bar-Ilan University, Israel. Department of Psychology

Concentration: Organizational Psychology

Pracademic Experience

January 2014 to Present:

Associate Director, Justice Administration and Leadership (JAL) Program

Senior Lecturer, Public and Nonprofit Management Program

School of Economic, Political, and Policy Science

The University of Texas at Dallas, Richardson, Texas

- Teach courses at the graduate and undergraduate level.
- Conduct professional development workshops to law enforcement officers in leadership schools all over the country.
- Develop and implement comprehensive program recruiting plan for public safety agencies in the Dallas metroplex.
- Design and conduct recruitment presentations for future students at police departments and other public safety agencies in the Dallas metroplex.
- Take critical role in the general leadership and development of the JAL program.
- Organize and conduct academic workshops and orientations for current students.
- Prepare and maintain program budget.

Courses taught or currently teaching:

Graduate level:

- PA 6345 "Human Resource Management" On-Ground course.
- PA 6319 "Negotiations & Dispute Resolution" On-Ground course.
- PA 6316 "Leadership in Public and Nonprofit Organizations" On-Line course.

Undergraduate level:

- SOCI 1301 "Introduction to Sociology" On-Ground course.
- SOC 2303 "Media, Culture and Society" On-Ground course.
- PA 4345 "Negotiations & Dispute Resolution" On-Ground course
- PA 3333 "Human Resource Management." On-Ground course.

Graduate Assistant, August 2011 to December 2013

The Department of Public Affairs

The University of Texas at Dallas, Richardson, Texas

Invited Professional Development Workshops

"Collaboration between Law Enforcement Agencies in the Dallas–Fort Worth Metroplex: Practices, attitudes and barriers", at the Dallas County Criminal Justice Advisory Board Meeting (CJAB). Dallas County Department of Criminal Justice. Dallas, TX, September 2017.

"Leading Effective Meetings: A Management Skills Workshop", at the Midlothian Police Department Leadership Retreat and in collaboration with the Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2017.

"High-Performance Negotiation: Power Tools For Effective Conflict Resolution", at The Law Enforcement Executive Program (LEEP), NC State University, Raleigh, NC, February 2017.

"High-Performance Negotiation: Power Tools For Effective Conflict Resolution", at the Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2016; March 2017.

"Writers' Workshop: Fundamentals of Excellent Academic Writing", at the Institute for Law Enforcement Administration (ILEA), Plano, TX, February 2016; March 2017.

"Negotiation Power Tools for Women," at Women of Law Enforcement Annual Conference, Fort-Worth, Texas, September 2016.

"Gender-Based Stereotypes in Negotiation: What Women Say Without Saying", at The Section on Women in Public Administration (SWPA) Symposium, American Society for Public Administration (ASPA) Annual Conference, Seattle, Washington, March 2016.

Scholarly Contributions

Peer-Reviewed Articles

Goodman Doug and **Galia Cohen**. (2017) "*Public Sector Employment At Will: A Critical Analysis of Ethical Concerns and Recommendations for Public Administrator*". Public Integrity: 1-15. DOI: 10.1080/10999922.2017.1297672.(Online First April 19, 2017).

Cohen, Galia., Robert Blake, and Doug Goodman. (2015) "*Does Turnover Intention Predict Actual Turnover Among Federal Government Employees?*" Review of Public Personnel Administration, 36(4) 240-263. DOI: 10.1177/0734371X15581850.(Online First April 29, 2015).

Book Chapters

Cohen, Galia and Robert Taylor (2017--anticipated). "*Understanding Terrorism in the Modern Era.*" In P. L. Reichel & R. Randa (Eds.), Transnational crime and global security (Vol. 1). Santa Barbera, CA: Praeger.

Cohen, Galia and Robert Taylor (2014). "*Orlando Winfield (O.W.) Wilson.*" The Encyclopedia of Criminology & Criminal Justice. Wiley-Blackwell. DOI: 10.1002/9781118517383

Book Reviews

Cohen, Galia. Book Review of "*Why Public Service Matters: Public Managers, Public Policy, and Democracy*", Review of Public Personnel Administration, 36(4) 412-415.

Web-Based Articles

Cohen, Galia (2012). "*Accountability Challenges in the 21st Century Governance.*" PA TIMES Online. American Society for Public Administration.
<http://patimes.org/accountability-challenges-21st-century-governance/>

Work in Progress

Cohen, Galia. "*Perceptions of Law Enforcement Officials Towards Inter-Jurisdictional Collaboration: A Qualitative Study of Police Departments in the Dallas Metroplex.*" (Under Review).

Cohen, Galia. "*Informal Collaboration in Policing: The First-Line Officer as Street-Level Bureaucrat.*" Preparing for submission.

Ramirez, Edgar and Galia Cohen. "*Testing the ICA Framework: Informal mechanisms of Metropolitan Governance for Law Enforcement in the Dallas Metroplex.*" Preparing for submission.

Cohen, Galia. "*The Influence of Commitment Human Resource Practices on Collective Voluntary Turnover.*" Preparing for submission.

Cohen, Galia. "*How Important is Demographic Diversity? Exploring the Impact of Agencies' Demographic Diversity on Employee Turnover Rate in Federal Government.*"

Conference Presentations

“Perceptions of Law Enforcement Officials Towards Inter-Jurisdictional Collaboration: A qualitative study of Police Departments in the Dallas Metroplex”, American Society for Public Administration (ASPA) Annual Conference, March 17-22, 2017, Atlanta, GA.

“Testing the ICA Framework: Informal mechanisms of Metropolitan Governance for Law Enforcement in the Dallas Metroplex” Southeastern Conference for Public Administration (SECoPA), October 13-16, 2016, Raleigh, North Carolina.

“Ethical Concerns for Employment At Will in the Public Sector,” with Doug Goodman, Southeastern Conference for Public Administration (SECoPA), October 1-4, 2015, Charleston, South Carolina.

“Organizational Factors Affecting the Usefulness of Employees’ Turnover Intentions as a Predictor of Future Voluntary Separation Rates in U.S. Federal Agencies,” with Robert Blake and Doug Goodman, Southeastern Conference for Public Administration (SECoPA), October 3-6, 2012, Coral Springs, FL.

“Determinants of Turnover Intentions Among Federal Government Employees,” American Society for Public Administration (ASPA), March 2-6, Las Vegas, NV.

“Predicting Federal Government Job Satisfaction: The Role of Job, Organizational and Individual Variables,” Academy of Management (AOM), August 12-15, San Antonio, TX.

Service to Profession

Institute for Law Enforcement Administration (ILEA), 2015 to Present
Advisory Board Member

Public Administration Review (PAR)
Book Review Editor, 2018 -

American Society of Public Administration (ASPA), 2011 to Present
National Council
District V Representative 2016-Present
Student Representative 2014 to 2015

Founders Fellows Committee
Chair, 2017
Member, 2013 to 2016

Section on Personnel Administration and Labor Relations (SPALR)
Executive Board Member 2015-Present

PA TIMES Editorial Board
Board Member, 2016 to 2018
Board Member, 2013 to 2015

Young Scholars Workshop 2015, Mexico City, Mexico

Revised Aug 2017

Executive Chair

Finance Committee
Member, 2014 to 2015

Review of Public Personnel Administration (ROPPA)

Book Review Editor, 2016 to 2017
Reviewer, 2013 to present

Pi Alpha Alpha

President, 2013 to 2014
Vice President, 2012-2013
Treasurer, 2011-2012

Honors and Awards

EPPS Outstanding Teaching Comet Award. The University of Texas at Dallas, 2015.

Honorary Dissertation Award. The Global Standard in Public Service Education (NASPAA), Albuquerque, 2014.

Founder's Forum Fellowship. The American Society for Public Administrations (ASPA), Las Vegas, 2012.

Phi Alpha Alpha Public Affairs and Administration Honor Society: The University of Texas at Dallas, 2011.

Full Tuition Scholarship: The University of Texas at Dallas, School of Economic, Political and Policy Sciences, 2011-2014

Associations and Affiliations

American Society of Public Administration (ASPA), 2011-present.

Pi Alpha Alpha, 2011-present

Academy of Management (AOM), 2011 –present

Research Interests

Strategic Human Resource Management, Federal Government, Public Administration, Leadership, HR practices, Employee Turnover, Empowerment, Human Capital Crisis, Organizational Theory, Negotiation and Conflict Resolution.