

# Galia Cohen, PhD.

**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

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## Research Interests

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*Strategic Human Resource Management, public sector leadership, street level bureaucracy, public safety administration, and law enforcement collaboration.*

## Education

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**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"*

*Advisor: Paul Battaglio*

**Masters in Organizational Sociology** **May 2008**

Bar-Ilan University, Israel. Department of Sociology

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

Bar-Ilan University, Israel. Department of Psychology

## Pracademic Experience

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**Associate Director, Justice Administration and Leadership (JAL) Program** [1/2014- to Present]

**Senior Lecturer, Public and Nonprofit Management Program**

*The University of Texas at Dallas, Richardson, Texas*

- Teach graduate level courses for executives and professionals in law enforcement agencies across the Dallas-Fort Worth metroplex.
- Conduct professional development workshops to law enforcement officers in executive schools.
- Develop and implement comprehensive program recruiting plan for public safety agencies in the DFW 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.

**Instructor, Justice Administration and Leadership (JAL) Program** [1/2011-12/2014]

*The University of Texas at Dallas, Richardson, Texas*

- Teach graduate level courses for executives and professionals in law enforcement agencies across the Dallas-Fort Worth metroplex.

## Graduate Assistant

The University of Texas at Dallas, Richardson, Texas

[8/2010-12/2013]

- Teach courses at the undergraduate level.

## Academic Courses Taught or Currently Teaching

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### 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.

## Invited Presentations and Professional Development Workshops

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*"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

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### Peer-Reviewed Articles

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



Administration.

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. (forthcoming). "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**. (2016). 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 21<sup>st</sup> Century Governance." PA TIMES Online. American Society for Public Administration.  
<http://patimes.org/accountability-challenges-21st-century-governance/>

### **Work in Progress**

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Cohen, Galia. "Understanding Informal Collaboration in Street-Level Policing: The First-Line Officer as Street-Level Bureaucrat."

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

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

### **Conference Presentations**

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"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

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Institute for Law Enforcement Administration (ILEA), 2015 to Present  
Advisory Board Member, 2016- to Present

Public Administration Review (PAR)  
Book Review Editor, 2018 to Present

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

Young Scholars Workshop 2015, Mexico City, Mexico  
Executive Co-Chair



The University of Texas at Dallas

Academic Senate, member 2017 to Present  
Center for Teaching and Learning (CTL), EPPS Teacher Leader 2017 to Present

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

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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

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

Pi Alpha Alpha, 2011-present

Academy of Management (AOM), 2011 –present