

DENEEN M. HATMAKER

Department of Public Policy

University of Connecticut

10 Prospect Street, 4th Floor • Hartford, CT 06103

Phone: 959.200.3750 • deneen.hatmaker@uconn.edu

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

Distinguished Professor Award, Department of Public Policy, University of Connecticut.

Received in 2019, 2013 and 2011. Awarded by graduate students for excellence in teaching.

Honors and Awards (continued)

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.

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 – present.

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

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

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

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

Publications

Refereed Journal Articles

Smith, A., 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*. doi.org/10.1177/0734371X20927760.

Young, K., Hassan, S. and Hatmaker, D. M. (2019). Towards Understanding Workplace Incivility: Gender, Personal Control, and Ethical Leadership. *Public Management Review*. doi.org/10.1080/14719037.2019.1665701.

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.

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.

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.

Peer Reviewed Books and Book Chapters

DeHart-Davis, L., Hatmaker, D., Nelson, K., Pandey, S., Pandey, S. and Smith, A. (2020). *Gender Imbalance in Public Sector Leadership: The Glass Cliff in Public Service Careers* (Elements in Public and Nonprofit Administration). Cambridge: Cambridge University Press.

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). Northhampton, MA: Edward Elgar Publishing.

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). Northhampton, MA: Edward Elgar Publishing.

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.)

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.

Refereed Conference Proceedings

Park, H. H., Rethemeyer, R. K. and Hatmaker, D. M. (2009). "The Politics of Connections: Assessing the Determinants of Social Structure in Policy Networks." *2009 Academy of Management Best Paper Proceedings*.

Hatmaker, D. M., Park, H. H. and Rethemeyer, R. K. (2008). "Who Are All These People? Managing Expansion and Succession in the Public Sector." *2008 Academy of Management Best Paper Proceedings*.

Rethemeyer, R. K. and Hatmaker, D. M. (2007). "Mobile Trust, Enacted Relationships: Social Capital in a State-Level Policy Network." *2007 Academy of Management Best Paper Proceedings*.

Work In-Progress

Hatmaker, D. M. and Hassan, S. Women Supporting Women at Work: The Effects of the Manager-Employee Relationship Quality. (under review)

Smith, A. E., Hatmaker, D. M. and Subedi, S. Climbing the Ladder: Gender Differences in the Careers of Federal Agency Leaders. (Drafted, ready for submission October 2020)

Hatmaker, D. M., Smith, A. E., and Berriochoa, K. Claiming legitimacy: Professional identity and legitimacy of leaders in government regulation. (Early draft, additional data analysis underway)

Hassan, S., Hatmaker, D. M. and Smith, A. E. How Workplace Incivility Experiences Affect Employee Job Search Behavior. (Data collection complete)

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

Conference Presentations

Hatmaker, D.M., Smith, Amy E., & Ber Berriochoa, K. (2020) "Claiming legitimacy: Gender and narrative identity among U.S. Federal regulatory agency leaders." Academy of Management Annual Meeting. Virtual paper session 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.

Professional Service

Division Chair & Past-Division Chair, *Public and Nonprofit Division, Academy of Management*, August 2018-present.

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.

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

Chair, Best Dissertation Committee, *Public and Nonprofit Division, Academy of Management*, 2018.

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.

Research Advisory Committee, *Solving the Equation: The Variables for Women's Success in Engineering and Computing*, an 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.

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

Professional Development Workshop Chair, *Public and Nonprofit Division, Academy of Management Annual Meeting*, 2015.

Academy of Management Public and Nonprofit Division, 5-year review committee, 2015.

Reviewer, *Public and Nonprofit* and *Gender and Diversity in Organizations* divisions, *Academy of Management Annual Meeting*, 2006, 2009 – 2011, 2014-2019.

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

Public Management Research Association (PMRA) Liaison, *Public and Nonprofit Division, Academy of Management*, elected 3 year term beginning August 2012.

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

Co-Chair, Doctoral Student Professional Development Consortium, *Public and Nonprofit Division of the Academy of Management*, 2010, 2011.

Ad-Hoc Reviewer

Academy of Management Annual Meeting, Administration & Society, European Journal of Work and Organizational Psychology, Engineering Studies Gender & Society, Gender, Work & Organization, Human Relations, International Public Management Journal, Journal of Engineering Education, Journal of Management Studies, Journal of Policy Analysis and Management, Journal of Public Administration Research and Theory, Organization, Organization Management Journal, Perspectives on Public Management and Governance, Policy Studies Journal, Public Administration, Public Administration Review, Public Budgeting and Finance, Public Management Review, Public Personnel Management, Review of Public Personnel Administration, Sociological Perspectives, Scandinavian Journal of Management

Doctoral Committees (external to the University of Connecticut)

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.* (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.* (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*. (Doctoral committee member)

Grants

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.

Professional Association Membership

Academy of Management (2005 to present)

Public Management Research Association (2007 to present)

International Research Society for Public Management (2015 to present)

Association of Public Policy Analysis and Management (2005 to 2008, 2010)

Additional Professional Experience

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

Manager, Core Information Products

Senior Product Manager

Product Manager

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

Assistant Director

Additional Professional Experience (continued)

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

Project Manager

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

Project Manager

Intern

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

Staff Programmer/Team Leader

Senior Associate Programmer/Team Leader

Programmer/Systems Test Analyst