

Galia Cohen, PhD.

Department Head and Assistant Professor

Public Administration Department
School of Criminology, Criminal Justice and Public Administration
College of Liberal and Fine Arts
Tarleton State University
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Education

Doctor of Philosophy 'Ph.D.' in Public Administration	May 2014
The University of Texas at Dallas, Department of Public Affairs	
Master of Science 'M.S.' in Organizational Sociology	May 2008
Bar-Ilan University, Israel. Department of Sociology	
Bachelor of Arts 'B.A.' in Psychology with Minor in Biology	May 2001
Bar-Ilan University, Israel. Department of Psychology	

Professional Experience (Principal Positions)

Tarleton State University, Fort-Worth, Texas

[Jan 2020 – to Present]

Department Head and Assistant Professor, Public Administration Department

Provides leadership and administration to the public administration program which includes:

- Oversight of full time and part time faculty members
- Prepare and maintain program budget
- Prepare and maintain program assessments
- Prepare and maintain teaching and course schedules
- Oversee professional development and scholarship activities for all full-time faculty
- Perform annual evaluations and develop professional development plans for improvement
- Establish and cultivate strategic partnerships between the community and the university
- Advise students on academic requirements and needs
- Develop and execute innovative recruitment strategies to attract prospective graduate students to the program
- Teach graduate level courses

The University of Texas at Dallas, Richardson, Texas

[2010 – to Dec 2019]

Justice Administration and Leadership Program, Associate Director [1/2014-6/2018]

Senior Lecturer [2013-2019]

Program Management Experience (Executive Masters):

- Prepare and maintain program budget.
- Develop and execute diverse and innovative recruitment strategies to attract prospective graduate students to the program.
- Establish and cultivate strategic partnerships between law enforcement agencies and the university.
- Manage and grow the program's alumni network.
- Serve as liaison between students in the program and the university.
- Manage the daily admission operations of students in the program.
- Develop a robust social media presence.
- Develop academic curricula and teach academic courses at the undergraduate and graduate level. Principal courses include:



Professional Development Trainer

[2010 – Today]

- Develop and deliver professional development workshops and HR-related training programs for law enforcement executive schools and law enforcement agencies. Principal agencies include:
 - The Institute for Law Enforcement Administration (ILEA)
 - Law Enforcement Executive Program (LEEP), NC State University
 - The National Command and Staff College
 - Five-City Basic Police Academy (Plano, Frisco, Richardson, Allen, McKinney)
 - Local Law Enforcement Agencies
- Principal Workshops and programs include:
 - Managing for Employee Engagement
 - Understanding Inclusion and Cultural Competency
 - Leading a Diverse Workforce
 - Leading Effective Meetings
 - Power Tools for Effective Negotiation and Conflict Resolution
 - *Collaborative Leadership: Practices, attitudes and barriers*
 - Principles of Effective Communication and Public Speaking
- Consult law enforcement agencies on implementation of HR related initiatives and best practices.
- Provide one-on-one performance coaching for executive teams and command law enforcement staff.

Graduate Assistant

[2010-2013]

Scholarly Contributions

Peer-Reviewed Articles

Cohen, Galia and Brad Fortune (2021). Pandemic, Protest and Unrest: Lessons Learned from a New Chief's 'First Hundred Days. *Public Administration Review*. DOI: 10.1111/puar.13421

Cohen, Galia and Nissim Cohen (2021). Understanding Street-Level Bureaucrats' Informal Collaboration: Evidence from Police Officers Across the Jurisdictional Divide. *Public Management Review*, DOI: 10.1080/14719037.2021.1963824

Cohen, Galia. (2021). In Pursuit of Police Ethics: An Analysis of Ethics Content in State-Mandated Basic Police Training Curricula. *Public Integrity*, DOI: 10.1080/10999922.2021.1933340

Cohen, Galia (2021). Public Administration Training in Basic Police Academies: A 50-State Comparative Analysis. *The American Review of Public Administration*, 51(5) 345-359.


Cohen, Galia. (2018). Perceptions of Law Enforcement Officials Towards Inter-Jurisdictional Collaboration: A Qualitative Study of Police Departments in the Dallas Metroplex. *The American Review of Public Administration*, 48(8), 886-901

Goodman Doug and **Galia Cohen.** (2018). Public Sector Employment at Will: A Critical Analysis of Ethical Concerns and Recommendations for Public Administrators. *Public Integrity*, 20(2) 179-193.

Cohen, Galia., Robert Blake, and Doug Goodman. (2016). Does Turnover Intention Predict Actual Turnover Among Federal Government Employees? *Review of Public Personnel Administration*, 36(3) 240-263.

Book Chapters

Cohen, Galia and Robert Taylor. (2018). Understanding Terrorism in the Modern Era. In P. L. Reichel & R. Randa (Eds.), *Transnational crime and global security*, (Vol. 2), 281. 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). In Search of Common Purpose in the 21st Century [Review of the book *Why Public Service Matters: Public Managers, Public Policy, and Democracy*, by R. Durant]. *Review of Public Personnel Administration*, 36(4) 412–415.

Newspaper and Other Web-Based Articles

Cohen, Galia (2021). *Police academies dedicate 3.21% of training hours to ethics and other public service topics – new research* <https://theconversation.com/police-academies-dedicate-3-21-of-training-hours-to-ethics-and-other-public-service-topics-new-research-159877>

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

Matt Bagwell and **Cohen, Galia**. “An Examination of State-Mandated Disability Training for Police Recruits” (preparing for submission).

Cohen, Galia. Integrating Best Practices in Diversity Training in Basic Police Curricula (preparing for submission).

Invited Professional Development Workshops (Recent Years)

2021

“~~Complaining about~~ *Coaching the Millennials*”, at The Women of Law Enforcement Conference, Fort-Worth, TX, September 2021.

“*Rule of Engagement: How Leaders Build Engaged Work Teams*”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, August 2021.

“*Personality Differences and Conflict Management for Civilian Leadership*”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, June 2021.

“*Ethical Use of Power*”, at The City of Albany, City-Wide Training, Albany, GA, May 2021.

“*Developing and Sustaining High Performance Work Team*”, at The Allen Police Department, TX, May 2021.

“*Negotiation and Influence*” at The Executive Leadership Development Program (ELDP) – County of Los Angeles, University of Southern California (USC) Sol Price School of Public Policy, Alhambra, CA, April 2021.

“*Managing for Employee Engagement*” at The Law Enforcement Executive Program (LEEP), North Carolina State University (NCSU), Raleigh, NC, April 2021.

“*Power Tools and Strategies for Effective Conflict Resolution*”, at The Law Enforcement Executive Program (LEEP), North Carolina State University (NCSU), Raleigh, NC, April 2021.



“Tools for Effective Conflict Management”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2021.

“Writing Skills Workshop for Professionals”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2021.

“Managing for Employee Engagement” at The Institute for Law Enforcement Administration (ILEA), Plano, TX, September 2020.

2020

“Leadership Challenge: Managing for Employee Engagement”, U.S. Department of Justice (DOJ) - Office of the Inspector General (OIG), Washington DC, November 2020.

“Tools for Effective Conflict Management”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, September 2020.

“Managing for Employee Engagement” at The Institute for Law Enforcement Administration (ILEA), Plano, TX, September 2020.

“Developing and Sustaining High Performance Work Team”, at The Keller Police Department, TX, July 2020.

“Negotiation and Influence” at The Executive Leadership Development Program (ELDP) – County of Los Angeles, University of Southern California (USC) Sol Price School of Public Policy, Alhambra, CA, July 2020; October 2020.

“Tools for Effective Conflict Management”, at The Lakewood Police Department, CO, March 2020.

“Writing Skills Workshop for Professionals”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2020.

“Leading Effective Meetings: A Management Skills Workshop”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2020.

“Managing for Employee Engagement” at The Law Enforcement Executive Program (LEEP), North Carolina State University (NCSU), Raleigh, NC, February 2020.

“Power Tools and Strategies for Effective Conflict Resolution”, at The Law Enforcement Executive Program (LEEP), North Carolina State University (NCSU), Raleigh, NC, February 2020.

“Conflict Management for Civilian Leadership: Development for the Non-Sworn Public Employee”, at The Apache Junction Police Department, AZ, January 2020.

2019

“Ethical Use of Power”, at The City of Albany, City-Wide Training, Albany, GA, December 2019.

“Managing Change and Conflict” at The Georgia Local Government Personnel Association (GLGPA) Conference, University of Georgia (UGA) Center for Continuing Education, Athens, GA, November 2019.

“Managing for Employee Engagement: Understanding Job Misery and what Great Managers Do to Engage Employees” at The Georgia Local Government Personnel Association (GLGPA) Conference, University of Georgia (UGA) Center for Continuing Education, Athens, GA, November 2019.

“Ethical Use of Power” at The Georgia Local Government Personnel Association (GLGPA) Conference, University of Georgia (UGA) Center for Continuing Education, Athens, GA, November 2019.



“Conflict Management for Civilian Leadership: Development for the Non-Sworn Public Employee”, The Institute for Law Enforcement Administration (ILEA), Baylor University, Waco, TX, October 2019.

“Managing for Employee Engagement: Strategies for Building Motivated, Resilient and Invested Teams” The Institute for Law Enforcement Administration (ILEA), WatchGuard Headquarters, Allen, TX, October 2019.

“Negotiation and Influence” at The Executive Leadership Development Program (ELDP) – County of Los Angeles, University of Southern California (USC) Sol Price School of Public Policy, Alhambra, CA, September 2019.

“Conflict Management and Collaborative Negotiation for Civilian Leadership: Development for the Non-Sworn Public Employee” at The Institute for Law Enforcement Administration (ILEA), Plano, TX, June 2019.

“Breaking barriers: Unconscious Gender Bias in the Workplace” at The Institute for Law Enforcement Administration (ILEA), Plano, TX, April 2019.

“Tools for Effective Conflict Management”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2019.

“Writing Skills Workshop for Professionals”, at The Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2019.

“THANK GOD IT’S MONDAY! Managing for Employee Engagement” at The Law Enforcement Executive Program (LEEP), North Carolina State University (NCSU), Raleigh, NC, February 2019.

“High-Performance Negotiation: Power Tools for Effective Conflict Resolution”, at The Law Enforcement Executive Program (LEEP), North Carolina State University (NCSU), Raleigh, NC, February 2019.

2018

“Power Tools for Effective Negotiation and Conflict Management”, at The National Command and Staff College, New Orleans, LA, June 2018.

“Effective Conflict Management: Essential Skills for Police Officers”, at The Richardson Police Academy, TX, May 2018.

“High-Performance Negotiation: Power Tools for Effective Conflict Resolution”, at the Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2018.

“Writers’ Workshop: Fundamentals of Excellent Professional Writing”, at the Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2018.

“High-Performance Negotiation: Power Tools for Effective Conflict Resolution”, at The Law Enforcement Executive Program (LEEP), North Carolina State University (NCSU), Raleigh, NC, February 2018.

“Managing Multigenerational Workforce”, at The Law Enforcement Executive Program (LEEP), NC State University, Raleigh, NC, February 2018.

“Leading Effective Meetings: A Management Skills Workshop”, at The Law Enforcement Executive Program (LEEP), North Carolina State University (NCSU), Raleigh, NC, February 2018.

2017

“Collaborative Leadership: 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, TX, March 2017.

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

“Writers’ Workshop: Fundamentals of Excellent Professional Writing”, at 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), North Carolina State University (NCSU), NC, February 2017.

2016

“High-Performance Negotiation: Power Tools for Effective Conflict Resolution”, at the Institute for Law Enforcement Administration (ILEA), Plano, TX, March 2016

“Writers’ Workshop: Fundamentals of Excellent Professional Writing”, at the Institute for Law Enforcement Administration (ILEA), Plano, TX, February 2016.

“Negotiation Power Tools for Women,” at Women of Law Enforcement Annual Conference, Fort-Worth, TX, 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, WA, March 2016.

Conference Presentations

“From Warriors Guardians: Transforming Law Enforcement Culture Through Training”, American Society for Public Administration (ASPA) Annual Conference, March 7-12, 2019, Washington, D.C.

“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, NC.

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

“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.

Recognitions and Awards



- Chester A. Newland Presidential Citation of Merit. American Society for Public Administration (ASPA), 2021 (conference held online).
- Chester A. Newland Presidential Citation of Merit. American Society for Public Administration (ASPA), 2020 (conference held online).
- Chester A. Newland Presidential Citation of Merit. American Society for Public Administration (ASPA), 2019, Washington, D.C.
- Chester A. Newland Presidential Citation of Merit. American Society for Public Administration (ASPA), 2018, Denver, CO.
- Chester A. Newland Presidential Citation of Merit. American Society for Public Administration (ASPA), 2016, Seattle, WA.
- EPPS Outstanding Teaching Comet Award. The University of Texas at Dallas, 2015, Richardson, TX.
- Honorary Dissertation Award. Network of Schools of Public Policy, Affairs, and Administration (NASPAA), 2014, Albuquerque, NM.
- Founders' Fellows Award. The American Society for Public Administrations (ASPA), Las Vegas, NV. 2012.

Service to Profession

TCOLE 3939 Cultural Diversity - Review Committee

Committee Member, 2021 to Present

The Institute for Predictive Analytics in Criminal Justice (IPAC)

Member, 2020 to Present

Public Administration Review (PAR)

Book Review Editor, 2018 to Present

The Richardson Police Department

Advisory Board Member, 2018- to Present

Institute for Law Enforcement Administration (ILEA)

Advisory Board Member, 2015- to Present

American Society of Public Administration (ASPA), 2011 to Present

National Council

District V Representative 2016-Present

Student Representative 2014 to 2015

ASPA Annual Conference 2021

Conference Co-Chair 2021

Executive Council

Member 2019-2021

Founders Fellows Committee

Chair, 2017 to 2020

Member, 2013 to 2016

Section on Personnel Administration and Labor Relations (SPALR)

Executive Board Member 2015-Present

Young Scholars Workshop, Mexico City, Mexico


Executive Co-Chair, 2015, 2018

The University of Texas at Dallas

Academic Senate, member 2017 to 2018

Center for Teaching and Learning (CTL), EPPS Teacher Leader 2017 to 2018

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

Associations and Affiliations

- American Society of Public Administration (ASPA), 2011-present.
- Pi Alpha Alpha, 2011-present
- Academy of Management (AOM), 2011 –present