

# Kenneth Anderson Taylor, Ph.D.

## 2020-2021 RESUME

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4220 TAMU, 2122 Allen Bldg  
College Station, TX 77843

kataylor@tamu.edu  
979.845.6332

### **Profile**

Scholar-practitioner with more than 6 years of higher education classroom instruction experience in nonprofit management and leadership studies. Possess greater than 12 years of executive leader experience within the nonprofit sector; including 5+ years as a full time consultant, 3+ years of CEO experience, and 4+ years as national field staff for the world's largest youth mentoring organization. Credentialed Mediator licensed by the State of Texas.

### **Experience**

#### *Assistant Professor of the Practice*

#### *Director of Outreach and Professional Development*

#### *Holder of the Younger-Carter Endowed Practitioner-in-Residence*

Texas A&M University: College Station, TX, September 2017 – Present

Serve as the Holder of the Younger-Carter Endowed Practitioner-in-Residence within The Bush School of Government and Public Service at Texas A&M University. Faculty responsibilities encompass supervising capstone seminars, teaching graduate level nonprofit and leadership courses, assist in the development of student enriched-learning opportunities such as internships and other service activities, and overall program administration with an unwavering eye toward accountability.

As the Director of Outreach and Professional Development within the Center for Nonprofits & Philanthropy, duties encompass serving as a liaison to the social sector community at-large...building on the Center's existing fee-based professional development programs, leading efforts in assessing/identifying other relevant professional development offerings, overseeing branding activities, coordinating accompanying service delivery, and ensuring team exploration of options to sustain programmatic services.

In alignment with Texas A&M University's designation as a land-grant institution, personally commit to creative research activity, and provide service to the local communities of Bryan and College Station / State of Texas / United States / and the World.

Most importantly, positively contribute to the school's commitment to President George H.W. Bush's philosophy of educating principled leaders for public service.

#### *Academic Program Director, Nonprofit Leadership Studies*

#### *Assistant Professor, Nonprofit Leadership Studies*

Murray State University: Murray, KY, July 2013 – June 2014

As Program Director of the Nonprofit Leadership Studies program, provided leadership to ongoing program development and operational activities within the department. Served as the Campus Executive Director supporting the university's relationship with the Nonprofit Leadership Alliance. Tracked and reported on student learning outcomes, program assessment plans, service learning requirements, and all program data related to university accreditation standards. As Assistant Professor taught undergraduate courses across the nonprofit

leadership curriculum (in-residence, web, interactive television), researched in the area of nonprofit leadership, provided service to the university, and served as an advisor to students in the academic discipline.

Successfully initiated a program name change, updated curriculum so students developed necessary competencies required for future nonprofit leaders, redesigned the internship experience to allow for greater flexibility for students, and grew the program in terms of number of students declaring Nonprofit Leadership Studies as their academic major or minor.

### ***Continuing Education Instructor (part time)***

Alamo Colleges: San Antonio, TX November 2011 – July 2013

Developed, lectured, and facilitated a variety of workshops on leadership theory in accordance with the Guidelines for Instructional Programs in Workforce Education. Topics included: servant leadership, leader attribute development, leadership and electronic communication, non verbal communication, appearance and leadership, leader ethics, and cultural competent leadership. Courses were specifically designed for City of San Antonio employees and students who were members of the Phi Theta Kappa Honor Society.

### ***Founder & Principal***

Taylor Strategies, LLC: Austin, TX, April 2008 – July 2013

Responsible for securing contracts with nonprofit organizations. Clients included City Year San Antonio, Drive-a-Senior, Houston Communities for Safe Indoor Air, KIPP Austin Public Schools, and The University of Texas at Austin. Projects consisted of facilitating Board of Director planning sessions, diversity training, building relationships with corporate entities, professional development training, population demographic research, advocacy initiatives with an eye towards securing local/state/federal funds, executive searches, interim fund development counsel, and interim Executive Director/CEO services.

With its original footprint in Austin, Taylor Strategies eventually expanded to serve nonprofit organizations in San Antonio and Houston whose operational budgets ranged from just under \$1 million to \$18 million dollars.

### ***Chief Executive Officer***

Big Brothers Big Sisters of Central Texas: Austin, TX, February 2005 – April 2008

Face of the organization and was responsible for long-range planning, development of annual operational plans, and fiscal oversight. Partnered with the Board of Directors in fund raising while ensuring they were highly in-tune with agency performance metrics and overall strengths and challenges. Developed direct staff reports in a manner so they in-turn prioritized professional development out to those who reported to them. As the one ultimately responsible for advancing the mission, personally built loyal and long term relationships with volunteers, donors, and partners. Managed child safety from a perspective of *quality* growth, versus a *growth-for-the-sake-of-growth* mentality, and by service delivery performance metrics. Developed agency budget, recommended financial changes when necessary to the Board of Directors, and measured Key Performance Indicators.

Accomplishments include growing agency revenue from \$1.3 to \$2.1 million from the end of 2004 to the end of 2006, serving 1728 children with 1728 adult mentors-the most ever in the agency's history, and what most considered a successful turnaround in just over three years.

## **Education**

*Our Lady of the Lake University: San Antonio, TX*

Doctor of Philosophy, Leadership Studies – May 2017

*Bellarmino University: Louisville, KY*

Master of Business Administration, Management – December 2000

Bachelor of Arts, Sociology – May 1998

## **Civic Involvement**

*The Salvation Army of Bryan/College Station*, Advisor Board Member, 2019 – Present

*Murray-Calloway County United Way*, Community Investment Team, 2013 – 2014

*American Heart Association*, You're the Cure Advocate, 2008 – 2013

*Leadership Austin*, Board of Directors, 2008 – 2011

*Smoke Free Texas*, Leadership Council, 2008 – 2010

*United Way for Greater Austin*, Lifelong Learning & Development Impact Council, 2006

*Omega Psi Phi Fraternity Inc.*, Lifetime Member

## **Honors + Awards**

*Best Presentation Award*, OLLU McNair Scholars & Student Research Symposium, 2016

*Leadership Austin Graduate*, Leadership Austin, 2007

*CEO of the Year Finalist*, Big Brothers Big Sisters of America, 2007

*Sri Sri Ravi Shankkar Uplifting Human Values Award*, Art of Living Foundation, 2007

*Youth & Education Finalist*, Austin Under 40, 2007

*Healthy Hero Award*, Amerigroup Foundation, 2006

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### Education

#### **Ph.D.**

School of Business and Leadership  
Our Lady of the Lake University  
May 2017

Dissertation Title: *Authenticating nonprofit leader behavior styles: An investigative report on authentic leadership, leader behavior styles, and follower job satisfaction within nonprofit organizations.*

#### **M.B.A.**

Business Administration Department  
Bellarmine University  
December 2000

#### **B.A.**

Sociology Department  
Bellarmine University  
May 1998

### Professional Academic Appointments

#### **Texas A&M University**

The Bush School of Government and Public Service

*\*Assistant Professor of the Practice*

*\*Director of Outreach and Professional Development*

*\*Holder of the Younger-Carter Endowed Practitioner-in-Residence*

2017 – Present

#### **Murray State University**

Department of Community Leadership and Human Services

*\*Academic Program Director, Nonprofit Leadership Studies*

*\*Assistant Professor, Nonprofit Leadership Studies*

2013 – 2014

### Conference Activity

#### Workshop Sessions:

#### ***Bridging the Researcher-Practitioner Gap***

Nonprofit Academic Centers Council Biennial Conference

2019

***The Link Between Leader Behavior Within Nonprofit Organizations and its Impact on Employee Job Satisfaction***

Nonprofit Academic Centers Council Biennial Conference  
2019

***Volunteer Leaders: How to Select and Engage Capable Leaders***

Points of Light Conference  
2019

***Authenticating Leader Behavior Styles and Job Satisfaction Within Nonprofit Organizations***

University of Georgia J.W. Fanning Institute Community Leadership Conference  
2018

**Papers Presented:**

***Nonprofit Leader Behavior Styles***

Our Lady of the Lake University McNair Scholars and Student Research Symposium  
2016

***Leadership Development from Within***

Nonprofit Leadership Alliance – Alliance Management Institute  
2014

***A Situational Approach to Cultural Competent Leadership***

International Conference of Cultural and Social Aspects of Research  
2012

***A Situational Approach to Cultural Competent Leadership***

Society of Educators and Scholars Conference  
2011

**Teaching Experience**

**Graduate:**

PSAA 643 – Foundations of the Nonprofit Sector  
PSAA 643 – Foundations of the Nonprofit Sector (online)  
PSAA 602 – Tools of Leadership in Public Service Organizations  
PSAA 685 – Directed Studies  
PSAA 636 – Grant and Project Management in the Public and Nonprofit Sectors (online)  
PSAA 636 – Grant and Project Management in the Public and Nonprofit Sectors  
PSAA 676 – Public Service and Administration Consulting Capstone Seminar II  
PSAA 675 – Public Service and Administration Consulting Capstone Seminar  
NLS 502 – Financial Resource Management and Fund Development

**Undergraduate:**

ALED 340 – Survey of Leadership Theory (international study abroad)  
NLS 465 – Policy, Legal Issues, Advocacy for Social Change in Nonprofit Organizations  
NLS 402 – Financial Resource Management and Fund Development  
NLS 400 – Professional Internship  
NLS 350 – Program Development  
NLS 290 – Community Engagement and the Nonprofit Sector

## Grants and Research Experience

### Consultant

Nonprofit Long-Term Recovery Group Training Program grant awarded by TAMU College of Architecture (Hazard Reduction and Recovery Center) via the National Science Foundation  
\$22,000

### Co-Principal Investigator

Child Care Business Training grant awarded by Collaborative for Children via Texas Workforce Commission  
\$1,000,000

### Principal Investigator

Diversity, Equity and Inclusion grant to explore experiences of People of Color on Nonprofit Boards awarded by the Department of Public Service and Administration at the TAMU Bush School of Government and Public Service  
\$5,000

### Research Assistant

Published book titled *Leading and Managing Nonprofit Organizations*:  
Weis, R. & Muller, S. (2015). *Leading and managing nonprofit organizations* (2<sup>nd</sup> ed.). Peosta, IA: Eddie Bowers.

## Service to Profession

### Journal Manuscript Review(s)

Journal of Nonprofit Education and Leadership  
*Student Association Activities Contribute to the Leadership Development of Students in Nonprofit Management and Leadership*  
2014

## Departmental Service

Texas A&M University  
The Bush School of Government and Public Service  
Diversity, Equity and Inclusion Committee Member (at-large)  
2020 – Present

Texas A&M University  
The Bush School of Government and Public Service  
Student Recruitment Committee Member  
2018 – 2019

Texas A&M University  
The Bush School of Government and Public Service  
Administrative Processes Strategic Planning Committee Member  
2018 – 2019

Texas A&M University  
The Bush School of Government and Public Service  
Dean's Leadership Committee Member  
2017 – 2018

Texas A&M University  
The Bush School of Government and Public Service  
Admissions Committee Member  
2018 – 2019  
2017 – 2018

Murray State University  
Department of Community Leadership and Human Services  
Chair, Internship Committee  
2013 – 2014

### **Extracurricular University Service**

Texas A&M University  
Omega Psi Phi Fraternity Inc. – Nu Delta Delta Undergraduate Chapter  
Faculty Advisor  
2018 – Present

Texas A&M University College of Architecture  
Center for Health Systems & Design Faculty Fellow  
2018 – Present

Texas A&M University Office of Graduate and Professional Studies  
Diversity Fellowship Reviewer  
2018 – 2019  
2017 – 2018

Murray State University  
Office of Multicultural Affairs – Marvin D. Mills Multicultural Center  
Faculty Mentor  
2013 – 2014

Murray State University  
Office of the Provost – Diversity Committee  
Committee Member  
2013 – 2014

Murray State University  
Omega Psi Phi Fraternity Inc. – Alpha Beta Undergraduate Chapter  
Faculty Advisor  
2013 – 2014

## Professional Memberships

Association for Research on Nonprofit Organizations and Voluntary Action  
International Leadership Association  
Association for Leadership Educators

## Non-Academic Work

***Taylorred Strategies, LLC***: Austin, TX, 2008-2013  
Founder & Principal

Responsible for securing contracts with nonprofit organizations. Clients included City Year San Antonio, Drive-a-Senior, Houston Communities for Safe Indoor Air, KIPP Austin Public Schools, and The University of Texas at Austin. Projects consisted of facilitating Board of Director planning sessions, diversity training, building relationships with corporate entities, professional development training, population demographic research, advocacy initiatives with an eye towards securing local/state/federal funds, executive searches, interim fund development counsel, and interim Executive Director/CEO services.

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***Big Brothers Big Sisters of Central Texas***: Austin, TX, 2005-2008  
Chief Executive Officer

Face of the organization and was responsible for long-range planning, development of annual operational plans, and fiscal oversight. Partnered with the Board of Directors in fund raising while ensuring they were highly in-tune with agency performance metrics and overall strengths and challenges. Developed direct staff reports in a manner so they in-turn prioritized professional development out to those who reported to them. As the one ultimately responsible for advancing the mission, personally built loyal and long term relationships with volunteers, donors, and partners. Managed child safety from a perspective of *quality* growth, versus a *growth-for-the-sake-of-growth* mentality, and by service delivery performance metrics. Developed agency budget, recommended financial changes when necessary to the Board of Directors, and measured Key Performance Indicators.

Accomplishments include growing agency revenue from \$1.3 to \$2.1 million from the end of 2004 to the end of 2006, serving 1728 children with 1728 adult mentors-the most ever in the agency's history, and what most would consider a successful turnaround in just over three years.

***Big Brothers Big Sisters of America (National Headquarters)***: Tampa, FL, 2000-2005  
Associate Director, Agency Development

Provided consulting services to Big Brothers Big Sisters' agencies in Arizona, Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, and Texas; purpose was to contribute to growth in revenue and the number of children served within the assigned region. This was accomplished by facilitating the sharing of best practices via on-site staff trainings, conference calls, and online discussion forums.

Other duties included conducting on-site audits of agencies against national standards of practice, leading and managing agency integrations/mergers/consolidations, managing state



organizations and guiding advocacy activities in the direction of influencing policy decisions and grant dollars, leading data conversions, and providing nationally leveraged corporate dollars to regional agencies. Ensure data provided to agencies was done effectively, utilizing the most efficient communication vehicles with the goal of providing information agencies could both utilize and put into action.

While in this role region achieved the highest growth rate in terms of children served for two consecutive years, Board leveraged dollars increased by 15%, and 100% of agencies within region implemented a standardized service delivery model based on best practices of the Big Brothers Big Sisters federation.