

Kenneth Anderson Taylor, Ph.D.

2023 CURRICULUM VITAE

Mail Stop 4220 TAMU
College Station, TX 77843

kataylor@tamu.edu
979.845.6332

Profile

Scholar-practitioner with more than 9 years of higher education classroom instruction experience in nonprofit management, leadership studies, and social justice leadership. 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 in Texas.

Education

Ph.D. (Leadership Studies)
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. (Management)
W. Fielding Rubel School of Business
Bellarmine University
December 2000

B.A. (Sociology)
College of Arts and Sciences
Bellarmine University
May 1998

Professional Academic Appointments

Texas A&M University – Bush School of Government and Public Service

Associate Professor of the Practice (effective September 1, 2023)
Assistant Professor of the Practice (Academic Professional Track); 2017 – Present
Director of Outreach and Professional Development; 2017 – Present
Younger & Carter Practitioner-in-Residence (endowed); 2017 – Present

Murray State University – Community Leadership and Human Services

Academic Program Director, Nonprofit Leadership Studies; 2013 – 2014
Assistant Professor, Nonprofit Leadership Studies (Tenure-Track); 2013 – 2014

Alamo Colleges District – St. Philip’s College

Continuing Education Instructor (Part-Time); 2011 – 2013

Publications

Peer-Reviewed

Meyer, M. A., Alexander-Hawk, M., Purdum, J. C., Yelle, H., Vick, J., Rodriguez, A., Romero, S., & Taylor, K. A. (2022). Resilience in Recovery? Understanding the Extent, Structure, and Operations of Nonprofits Meant to Address Disaster Survivors’ Unmet Needs. *Nonprofit and Voluntary Sector Quarterly*. 089976402211382-089976402211382. Sage Publications.

Policy Briefs

Taylor, K. A. (2018). Nonprofit Donor Motivation Under the Tax Cuts and Jobs Act. Mosbacher Institute for Trade, Economics, & Public Policy. *The Takeaway*. <https://bush.tamu.edu/wp-content/uploads/2020/05/V9-4-Nonprofit-Donor-Motivation.pdf>.

How Houston Nonprofits are Affected by the New Tax Cuts and Jobs Act. *Houston Business Journal*. <https://www.bizjournals.com/houston/news/2018/11/16/how-houston-nonprofits-are-affected-by-the-new-tax.html>.

Online

Taylor, K. A. (2018). Why Most Nonprofit Boards Resemble Whiteboards and How to Fix That. *The Conversation*. <https://theconversation.com/why-most-nonprofit-boards-resemble-whiteboards-and-how-to-fix-that-89623>.

Former Nonprofit CEO Asks Why Boards Are So White and Suggests Steps. *Nonprofit Quarterly*. <https://nonprofitquarterly.org/former-nonprofit-ceo-asks-boards-white-suggests-steps/>.

Manuscript Reviews

Sanford, A. A. (2023). From thought to action: Developing a social justice orientation (2nd ed.). Cognella.

Cote, P. (2021). Equity in literacy: highlighting three black women of literacy. *COABE Journal*, 9(2), 109-113. Retrieved from <https://www.proquest.com/openview/5360fa00d3e7b2a99edb673a4a1e6d55/1?cbl=2042767&pq-origsite=gscholar&parentSessionId=FXhT3OfYP%2Bj6KuPIPG5la%2BKTyq2DArSDte7Qx%2FQb9XU%3D>.

Weis, R. & Muller, S. (2015). Leading and managing nonprofit organizations (2nd ed.). Peosta, IA: Eddie Bowers.

Gassman, J., Reed, D., & Widner, A. (2014). Student association activities contribute to leadership development of students in nonprofit management and leadership. *Journal of Nonprofit Education and Leadership*, 4(2), 92-113. <https://js.sagamorepub.com/jnel/article/view/5935/0>.

Workshop Sessions

Beyond Volunteer Weekend: Ways to Build Capacity Working with Universities

OneStar Foundation Texas Nonprofit Summit

2023

Assessing and Building Racial Equity in Nonprofit Governance

Association for Research on Nonprofit Organizations and Voluntary Action Conference

2022

Assessing and Building Racial Equity at Nonprofit Organizations

Bank of America Neighborhood Builders Program

2022

Social Justice Leadership in Nonprofit Organizations

University of San Diego Nonprofit Governance Symposium

2021

Building Diverse and Inclusive Boards and Teams

Colorado Society of CPAs Not-for-Profit Conference

2021

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

Teaching Experience

Graduate

PSAA 639 – Social Justice Leadership at Nonprofit Organizations

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

Continuing and Professional Education (non-credit)

Nonprofit Leadership

- Nonprofit Leadership in Turbulent Times
- Introduction to Nonprofit Strategic Management
- Board Governance for Executives
- Introduction to Nonprofit Performance Measurement
- Introduction to the Situational Leadership Model

Social Justice Leadership

- Social Justice Leadership at Nonprofit Organizations
- Leading Diversity, Equity and Inclusion within Public Service Organizations
- Introduction to Cultural Competency in Nonprofit Management
- Managing Workplace Diversity in Public and Nonprofit Organizations
- Social Justice Policy + Partnerships for Social Change

Fundraising Leadership

- Understanding Fundraising
- Leadership Roles in Fundraising
- Making the Ask
- Engaging Your Board and Others in Fundraising
- Building the Culture and Systems for Fundraising Success

Supervised Consulting Capstone Projects (PSAA 675 and 676 above):

Compassion International. By Congyi Dai, Jair Gonzales, Will Horton, Katie Leach, Emily McGuckin, Abby Trahan, Emily Tucker, and Jinhua Zhao. (2020). <https://bush.tamu.edu/wp-content/uploads/2020/10/FINAL.pdf>.

Launching into the Future: How the Center for Nonprofits and Philanthropy Can Build a Sustainable Operation. By Kayla Brumley, Lourdes Gracia, Georgia Osburn, Joshua Rebello, Jon Soriano, Aunja Staymates, Yashwant Prakash Vyas, and Rocio Caravantes Wofford. (2019). https://bush.tamu.edu/wp-content/uploads/2020/02/Taylor-K._Capstone-Report_May-20192.pdf.

Exploring Income Inequality and Economic Mobility in the City of Bryan. By Alexa Aragonez, Elizabeth Brumleve, Jonah Chen, Alex Ducoffe, Allie Hackley, Taylor Morian, Nicole Pompilio, and Karla Prado-Corona. (2018). <https://bush.tamu.edu/wp-content/uploads/2020/02/Taylor-Capstone-Final-Report.pdf>.

Grants and Contracts

Completed

Child Care Business Training award by Collaborative for Children via Texas Workforce Commission (Co-Principal Investigator), 2019 – 2021
\$1,000,000

Funded – In Progress

Nonprofit Career Development Certificate award by the OneStar Foundation (Principal Investigator), 2022 – Present
\$115,000

Assessing Diversity, Equity, and Inclusion in Associations award by the American Society of Association Executives (Co-Principal Investigator), 2022 – Present
\$75,000

Child Care Business Training award by Collaborative for Children via Texas Workforce Commission (Co-Principal Investigator), 2021 – Present
\$500,000

Nonprofit Long-Term Recovery Group Training award by the Texas A&M University College of Architecture via the National Science Foundation (Co-Investigator), 2020 – Present
\$22,000

Exploring the Experiences of People of Color on Nonprofit Boards award by the Texas A&M University Bush School of Government and Public Service (Principal Investigator), 2019 – Present
\$5,000

Submitted for Review

Center for Environmental and Energy Justice Leadership in Texas, Arkansas, Louisiana, Oklahoma, and New Mexico award by the Environmental Protection Agency (Co-Investigator), 2023
\$9,900,000

Revealing Promising Practices in Inclusion, Diversity, Equity, and Leadership Providing Guidance to Association Leaders award by the American Society of Association Executives (Co-Principal Investigator), 2020
\$90,000

Service to the Profession

OneStar Foundation Texas Nonprofit Summit
Advisory Committee – 2023

Association for Research on Nonprofit Organizations and Voluntary Action
Governance Section Chair; 2021 – Present
Governance Section Chair-Elect; 2020 – 2021

Departmental Service

Texas A&M University – Public Service and Administration

Undergraduate Minor Committee; 2023 – Present
Admissions Committee Member; 2022 – 2023, 2018 – 2019, and 2017 – 2018
Search Committee Member, Environmental Policy & Management; 2021 – 2022
Diversity, Equity and Inclusion Committee Member (at-large); 2020 – Present
Student Recruitment Committee Member; 2018 – 2019
Administrative Processes Strategic Planning Committee Member; 2018 – 2019
Dean's Leadership Committee Member; 2017 – 2018

Murray State University – Community Leadership and Human Services

Internship Committee Chair; 2013 – 2014

Extracurricular University Service

Texas A&M University

Center for Health Systems & Design Faculty Fellow; 2018 – Present
Omega Psi Phi Fraternity Undergraduate Chapter Faculty Advisor; 2018 – 2021
Diversity Fellowship Reviewer; 2018 – 2019 and 2017 – 2018

Murray State University

Office of the Provost Diversity Committee Member; 2013 – 2014
Office of Multicultural Initiatives Faculty Mentor; 2013 – 2014
Omega Psi Phi Fraternity Undergraduate Chapter Faculty Advisor; 2013 – 2014

Professional Memberships

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

Civic Involvement

The Arts Council of Brazos Valley, Board Member; 2021 – 2022
The Salvation Army of Bryan/College Station, Advisor Board Member; 2019 – 2021
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
Omega Psi Phi Fraternity Inc.; Lifetime Member

Honors and Awards

Best Presentation Award, OLLU McNair Scholars 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

Non-Academic Work

Taylorred Strategies, LLC: Austin, TX, 2008-2013
Founder and 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.

With its original footprint in Austin, Taylored 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.

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 (Nat'l Headquarters): Tampa, FL, 2000-2005
Associate Director of 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.