

# Kenneth Anderson Taylor, Ph.D.

## 2024 CURRICULUM VITAE

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### Profile

Scholar-practitioner with more than 9 years of higher education classroom instruction in nonprofit management, leadership studies, and social justice pedagogy. Mission focused leader with greater than 20 years of practice in the nonprofit sector; consultant, CEO, national field staff, and case management administration. 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

### Academic Appointments

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

Associate Professor of the Practice (academic professional track); 2023 – Present  
Assistant Professor of the Practice (academic professional track); 2017 – 2023  
Director of Outreach and Professional Development; 2017 – Present  
Younger-Carter Distinguished Practitioner-in-Residence (professorship); 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 (2<sup>nd</sup> 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

### ***Teaching and Classroom Management***

ARNOVA – Diversity Scholars and Leaders Professional Development Program  
2023

### ***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  
PSAA 636 – Grant and Project Management in the Public and Nonprofit Sectors (online)  
PSAA 675 – Public Service and Administration Consulting Capstone Seminar  
PSAA 676 – Public Service and Administration Consulting Capstone Seminar II  
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

### **Continuing and Professional Education**

CNL – Leadership in Times of Change  
CNL – Performing as a Leader in Times of Uncertainty  
CNL – Nonprofit Strategic Management Cycle  
CNL – Utilizing Strategic Management to Organize Priorities  
CNL – Key Roles and Responsibilities of Nonprofit Board Members  
CNL – How to Assess and Improve Board Performance  
CNL – Creating a Balanced Scorecard for Mission Advancement  
CNL – Sustaining Outcomes and Performance Drivers at Nonprofits  
CNL – Understanding the Situational Approach to Effective Leadership  
CNL – Using Leader Behaviors to Develop Nonprofit Stakeholders  
CSJL – Social Justice Leadership at Nonprofit Organizations  
CSJL – Barriers to Racial Equity Within Nonprofits  
CSJL – Workplace Culture and Dimensions of DEI  
CSJL – Employing Leader Behaviors that Impact Equity  
CSJL – Cultural Competence and its Role in Public Service  
CSJL – Understanding the Cultural Competency Cycle  
CSJL – Successful Approaches to Managing Diversity  
CSJL – Why Ethical Leadership Matters  
CSJL – Validating Strengths and Opportunities for Leader Development  
CSJL – Taking Action and Creating Social Change  
CFL – Understanding Fundraising and Philanthropy  
CFL – Impact Components for Effective Fundraising  
CFL – Vital Competencies for Fundraising Professionals  
CFL – Leadership Roles in Support of Fundraising  
CFL – Key Principles for Successful Fundraising I  
CFL – Key Principles for Successful Fundraising II  
CFL – Creating and Sustaining a Culture of Philanthropy  
CFL – Utilizing Board Members in the Process of Fundraising  
CFL – Donor Prospecting and Ethical Considerations  
CFL – Engaging Volunteers and Stakeholders in Fundraising

### **Supervised Consulting Capstone Projects**

*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](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 & Project Lead), 2021 – 2023  
\$500,000

*Assessing Diversity, Equity, and Inclusion in Associations* award by the American Society of Association Executives (Co-Principal Investigator), 2022 – 2023  
\$75,000

*Nonprofit Career Development Certificate* award by the OneStar Foundation (Principal Investigator), 2022 – 2023  
\$104,000

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

### **Funded – In Progress**

*Nonprofit Career Development Certificate* award by the Mississippi Commission for Volunteer Service (Principal Investigator), 2024 – Present  
\$40,000

*Nonprofit Career Development Certificate* award by the OneStar Foundation (Principal Investigator), 2023 – Present  
\$104,000

*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**

*Collaboration on Open Education Resources (OER): Context-Driven Professional Communication Curriculum* award by the Department of Education (Co-Principal Investigator), 2023  
\$2,125,000

*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; 2022 – 2023

**Association for Research on Nonprofit Organizations and Voluntary Action**  
Governance Section Chair; 2021 – 2023  
Governance Section Chair-Elect; 2020 – 2021

## **Departmental Service**

### **Texas A&M University – Public Service and Administration**

Undergraduate Minor Committee; 2023 – 2023  
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 – 2023  
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

National Forum for Black Public Administrators  
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 business development and securing consulting contracts with public, educational, and 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. Projects mostly comprised facilitating Board of Director planning sessions, diversity coaching, building corporate partnerships, professional development education, applied research projects, government advocacy initiatives with an eye towards securing local/state/federal funds, executive searches, fund development counsel, and providing interim Executive Director/CEO services.

With its original footprint in Austin, Taylorred Strategies eventually expanded to serve organizations in San Antonio and Houston whose operational budgets ranged in size from \$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 responsible for conceptualizing and executing strategic plan, operational oversight, fiscal accountability, human capital management, and limiting legal exposure. Partnered with the Board of Directors in fundraising while ensuring they were highly in-tune with agency performance metrics and internal/external strengths and opportunities. Developed direct staff reports in a manner so they, in-turn,

prioritized professional development to those they were responsible for leading. As the one ultimately charged with advancing the mission, personally built loyal and long-term relationships with volunteers, donors, partners, and other stakeholders. Managed child safety from a perspective of *quality* growth, versus a *growth-for-the-sake-of-growth* mentality, and by consistent adherence to national service delivery standards. Developed agency budget, watched over all vital performance measures, invested in organization infrastructure, made tough decisions when necessary, and took calculated risks to advance the mission at hand.

Accomplishments include a successful agency turnaround in as little as three years. Highlights include growing revenue from \$1.3 to \$2.1 million and serving 1728 children with 1728 adults...the largest number of mentor-mentee relationships in the organization's history.

**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' affiliates in Arizona, Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, and Texas; ultimate responsibility was to grow revenue in the assigned region and to then serve more children. This was accomplished by facilitating in-person trainings on fund development and service delivery protocols, conducting strategic planning sessions with agency executives and boards, and lending best practices expertise to organizations and its leaders on a bevy of issues.

Other duties included conducting audits of affiliates against national standards of practice, leading integrations/mergers/consolidations, engaging with state organizations and guiding advocacy activities to influence policy and funding, implementing data conversions, and ensuring those within the region benefitted from national corporate partner investments. Overarching goal was to provide extreme customer service out to all Big Brothers Big Sisters' affiliates on behalf of the national headquarters in efforts to align strategic direction of the entire federation.

Realized achievements include board leveraged dollars having increased by 15% year-over-year and reaching the highest growth rate of children served for two consecutive years as a by-product of leading 100% of affiliates in their implementation of a nationally piloted service delivery model.