

## Deneen Hatmaker Joins DPP Faculty

The University Of Connecticut Department Of Public Policy is excited to announce the arrival of new faculty member, Deneen Hatmaker. Deneen is currently completing her Ph.D. in Public Administration and Policy at the Rockefeller College of Public Affairs and Policy, University at Albany, State University of New York.

Deneen brings a wide variety of academic and professional experience to the Department. Before beginning her Ph.D., she received an undergraduate degree in Systems Analysis and Engineering from George Washington University.

After receiving her undergraduate degree, Deneen went on to earn a Masters degree in Environmental Management and Policy from the Rensselaer Polytechnic Institute. She later spent several years in the high-tech and environmental industries in technical and managerial positions.

This fall, Deneen will be teaching Human Resource Management (PP 5365), part of the MPA core curriculum. Next spring, she will be teaching both Theory of Public Organizations (PP5361) and Organizations and Management (PP 5362). Deneen is looking forward to joining the DPP faculty and eager to begin working at UConn.

“I am very pleased to be joining UConn's Department of Public Policy, and I look forward to working with the Department's high caliber faculty, staff, and students,” she said. “I am particularly excited about contributing to the Department's breadth of expertise and diversity of research programs.”

Deneen's Ph.D. dissertation, *Engineering Identity: the Negotiation of Self among Women Engineers*, focuses on professional identity in organizations. Using sociological concepts, her study examines women engineers' identity construction in the workplace with a specific focus on gender and professional identity and the relationship between the two. Deneen's research analyzes workplace interpersonal interactions to describe identity challenges women engineers encounter in different work contexts and how they cope. This issue is particularly relevant for managers faced with the complexities of organizational diversity and gender equity generally and for managers of technical professionals specifically.

Deneen's research design uniquely includes women and men working in both public and private sector organizations to analyze a broad range of experiences and contexts. Her study advances theory in this area and informs organizational practices and policies seeking to better retain women in engineering, where they currently comprise only 11% of the workforce (National Science Board, 2008).

In addition to her dissertation research, Deneen has two other research projects ongoing with colleagues from the University at Albany, State University of New York. Professor Hatmaker is

working with Karl Rethemeyer and Hyun Hee Park studying the organizational socialization of newly hired auditors at the New York Office of the State Comptroller using longitudinal social network and interview data. Additionally, Deneen is working with Mitchel Abolafia on a paper analyzing the Federal Open Market Committee's monetary policy signaling using transcripts of their meetings.

As a follow-up to her dissertation, Deneen also plans to analyze egocentric social network data of the women and men engineers from her study. Deneen co-authored a paper recently published in the *Journal of Public Administration Research and Theory* on network management in a state-level policy network. She has presented at the Academy of Management Annual Meeting, the Association for Public Policy Analysis and Management Fall Research Conference, and the Public Management Research Association Conference.