

**Tenure with Hire Justification
Board of Trustees Meeting
April 16, 2025**

Dr. Bradley T. Heim, Professor

College of Community Innovation and Education, School of Public Administration

CV: https://bot.ucf.edu/wp-content/uploads/sites/5/2025/03/Heim-Bradley_CV_Redacted.pdf

Dr. Bradley T. Heim was **recruited to UCF from the University of Indiana** as the new **Director of the UCF School of Public Administration**. At Indiana, he was a tenured professor of public and environmental affairs, and he served as Associate Dean for Academic Affairs in the O'Neill School of Public and Environmental Affairs. Dr. Heim was the recipient of the **National Tax Association's Musgrave Prize** for best paper in the ***National Tax Journal***. He has published over 40 high-impact articles in peer-reviewed academic journals, and he is internationally recognized as a presenter. Dr. Heim serves on the editorial review board for ***Small Business Economics***, and he has served on the editorial advisory board for ***National Tax Journal***. He has extensive teaching experience in tax and fiscal management courses, and he has served on 15 dissertation committees. Bradley received his **Ph.D. in economics from Northwestern University in Chicago**. The faculty in the School of Public Administration and College of Community Innovation and Education support the recommendation for tenure with hire.

Dr. Samantha C. Paustian-Underdahl, Associate Professor

College of Business Administration, Department of Management

CV: https://bot.ucf.edu/wp-content/uploads/sites/5/2025/03/Paustian-Underdahl-Samantha_CV_Redacted.pdf

Dr. Samantha C. Paustian-Underdahl was **recruited to UCF from Florida State University**, where she was a tenured associate professor of management. While at Florida State University, Dr. Paustian-Underdahl served as the **Barry and Janice Anderson Director of the Organizational Effectiveness Institute**. She received a **Fulbright Scholar Award** and the FSU College of Business' **Outstanding Junior Faculty Research Award**. Dr. Paustian-Underdahl has published 30 high-impact peer-reviewed articles, with a profound global reputation as a speaker. She has also served on 10 dissertation committees. Dr. Paustian-Underdahl is the associate editor for the ***Journal of Management*** and serves on editorial boards for the ***Leadership Quarterly*** and ***Journal of Business and Psychology***. Samantha received her **Ph.D. in organizational science from the University of North Carolina Charlotte**. The faculty in the Department of Management and College of Business Administration support the recommendation for tenure with hire.