

Stephen B. Holt

CONTACT INFORMATION	University at Albany, SUNY Department of Public Administration and Policy 135 Western Ave. Albany, NY 12203	(518) 442-3855 sbholt@albany.edu @SteveBHolt http://www.stevebholt.com
RESEARCH INTERESTS	Representative bureaucracy, prosocial motivation, education policy, civic behaviors	
EDUCATION	American University , Washington, DC Ph.D., Public Administration, 2017 Fields: Public Administration, Public Policy, Research Methods Dissertation: The Dynamics of Motivation and Representation in the Public Sector Workforce Committee: Seth Gershenson, Jocelyn Johnston, Anna Amirkhanyan, Jennifer Steele George Washington University , Washington, DC Master of Public Policy, 2012 University of Florida , Gainesville, Florida B.A., Political Science and English, 2009	
ACADEMIC POSITIONS	Assistant Professor, University at Albany , State University of New York , Department of Public Administration & Policy, 2017-present	
PROFESSIONAL RESEARCH EXPERIENCE	Research Analyst, Westat, August 2011-August 2013 Research design team for Early Childhood Longitudinal Study, 2010 cohort. Program evaluation team for the Ohio Teacher Incentive Fund.	
PUBLICATIONS	Johnston, Jocelyn and Stephen B. Holt . (Accepted). Examining the Influence of Representative Bureaucracy in Public and Private Prisons. <i>Policy Studies Journal</i> . Vinopal, Katie and Stephen B. Holt . (Accepted). Rookie Mistakes: The Interplay of Professional Experience and Demographic Representation. <i>Educational Researcher</i> . Holt, Stephen B. (Forthcoming). Giving Time: Examining sector differences in volunteering intensity. <i>Journal of Public Administration Research and Theory</i> . Amirkhanyan, Anna A., Stephen B. Holt , Austin M. McCrea, and Kenneth J. Meier. (2018). Managing Racial Diversity: Matching Internal Strategies to Environmental Needs. <i>Public Administration Review</i> . Holt, Stephen B. (2018). The influence of high schools on developing public service motivation. <i>International Public Management Journal</i> . Holt, Stephen B. (2018). For Those Who Care: The effect of Public Service Motivation on Sector Selection. <i>Public Administration Review</i> , 78(3), 457-471. Holt, Stephen B. , and Seth Gershenson. (2017). The impact of teacher demographic representation on student attendance and suspensions. <i>Policy Studies Journal</i> .	

Gershenson, Seth, **Stephen B. Holt**, and Nicholas Papageorge. (2016). Who Believes in Me? The Effect of Student-Teacher Demographic Match on Teacher Expectations. *Economics of Education Review*, 52, 209-224.

Media mentions: vox.com, Education Week, Upjohn Institute, Washington Post

Gershenson, Seth, and **Stephen B. Holt**. (2015). Gender Gaps in High School Students' Homework Time. *Educational Researcher*, 44(8), 432-441.

UNDER REVIEW Piatak, Jaclyn and **Stephen B. Holt**. "Volunteering: A Matter of Altruism or Public Service Motivation?" (resubmitted).

AbouAssi, Khaldoun, Jasmine M. Johnson, and **Stephen B. Holt**. " Millennials' Sector and Employer Switching: Do They Stay or Do They Go?" (resubmitted).

Piatak, Jaclyn and **Stephen B. Holt**. "Disentangling Altruism and Public Service Motivation: Who Exhibits Organizational Citizenship Behaviour?" (resubmitted).

BOOK CHAPTERS Gershenson, Seth and **Stephen B. Holt**. (Forthcoming). "Gender gaps in the sequencing and timing of students' homework time." In *UNESCAP Timeuse Data Analysis and Training Manual* prepared for the United Nations Economic and Social Commission for Asia and the Pacific.

IN PROGRESS Holt, Stephen B. "College diversity, representation, and student recruitment."

Holt, Stephen B. "Organizational Responses to Competition: Administrative Costs and Charter Schools."

Gershenson, Seth, Stephen B. Holt, Taryn Morrissey, and Katie Vinopal. "The Effect of Universal Early Childhood Education on Parental Time Use."

Zuniga, Raymond, and Stephen B. Holt "Paying for College: The effect of access to state financial aid for foreign-born noncitizens on college enrollments."

Holt, Stephen B. "Gender gaps in the sequencing and timing of students' homework time."

Gershenson, Seth, Stephen B. Holt, and Rui Wang. "Teacher's Mental Health."

Holt, Stephen B., and Cesar Rentaria. "Does Disappointment Demotivate? The Effect of Shocks to Teachers' Expectations on Teacher Effort."

Holt, S.B., Jocelyn M. Johnston, and Heasun Choi. (2018). "Gender dynamics in prison: The effect of gender representation on organizational performance and accountability."

Holt, Stephen B. and Heasun Choi. "When Knowing is Caring: Examining the Relationship Between Diversity Exposure and PSM."

Sorensen, Lucy, and Stephen B. Holt. "The Effect of Charter Penetration on Teacher Sorting: Evidence from North Carolina."

Stephen B. Holt, and Lucy Sorensen. "Trading Spaces: Charter Schools, Public-Facing Accountability, and Property Values."

Holt, Stephen B., Katie Vinopal, and Lucy Sorensen. "Closing the Gap? Examining the relationship between teachers' experience and gaps in student achievement."

Gershenson, Seth, Stephen B. Holt, and Lucy Sorensen. "The effect of teacher demographic mismatch on student outcomes in charter schools."

HONORS AND AWARDS

2018 FRAP B Award, University at Albany, SUNY - \$3,480

2018 Finalist for Best Dissertation Award for the Public and Nonprofit Division, Academy of Management

2016 Staats Emerging Scholar Award, NASPAA - \$300

2016 Neil and Ann Kerwin Doctoral Dissertation Fellowship, American University - \$10,000

2016 Charles H. Levine Doctoral Research Award, American University

GRANTS

Spring 2019 Spencer Foundation Small Research Grant Award (with Lucy Sorensen) - \$50,000 (under review)

Fall 2018 American Educational Research Association (AERA) Research Grants - \$35,000 (not funded)

Spring 2018 Spencer Foundation Small Research Grant Award (with Lucy Sorensen) - \$50,000 (not funded)

CONFERENCE PAPERS

2019: Association for Education Finance and Policy Annual Conference; Public Management Research Association Annual Meeting; Elevating Public Service Motivation Conference

2018: American Society for Public Administration Annual Meeting; Association for Education Finance and Policy Annual Conference; Midwest Political Science Association Annual Conference; International Research Society for Public Management Annual Conference; Association for Public Policy Analysis & Management International Conference

2017: Association for Budgeting and Financial Management Annual Meeting; American Political Science Association Annual Meeting; Public Management Research Association Annual Meeting

2016: Association for Public Policy Analysis and Management Annual Meeting; American Political Science Association Annual Meeting; Midwest Political Science Association Annual Meeting

2015: Association for Public Policy Analysis and Management Annual Meeting; American Political Science Association Annual Meeting; National Education Finance Conference Annual Meeting

2014: Eastern Economic Association Annual Meeting

TEACHING EXPERIENCE

GRADUATE COURSES

Intro. to the Foundations of Public Administration (MPA) (in-person and online), University at Albany - SUNY, Fall 2017, Spring 2018, Fall 2018 (2 sections), Spring 2019, Fall 2019 (Online)

Scholarly Foundations of Politics and Administration (Ph.D.), University at Albany - SUNY, Spring 2019

UNDERGRADUATE COURSES

Methodological Tools in Public Policy, University at Albany - SUNY, Fall 2019

Public Administration and Management, University at Albany - SUNY, Fall 2017

UNDERGRADUATE COURSES, OTHER INSTITUTIONS

Administrative Politics, American University, Spring 2015

DOCTORAL CANDIDACY COMMITTEES

2019-current: Haelee Kim (*member*)

2018-current: Heasun Choi (*member*)

UNDERGRADUATE HONORS THESES

2018-2019: Carly Dettman, "A Descriptive Analysis of Segregation within Schools" (*chair*)

OTHER ACADEMIC ADVISING

2017-current: Academic Adviser for MPA, Certificate of Graduate Studies, and non-degree graduate students

PROFESSIONAL SERVICE

Reviewer, *Journal of Public Economics*
Reviewer, *Public Administration Review*
Reviewer, *Journal of Public Administration Research and Theory*
Reviewer, *Educational Evaluation and Policy Analysis*
Reviewer, *American Review of Public Administration*
Reviewer, *The Elementary School Journal*
Reviewer, *Economics of Education Review*
Reviewer, *Policy Studies Journal*
Reviewer, *International Public Management Journal*
Reviewer, *Public Personnel Management*
Reviewer, *Public Management Review*
Reviewer, *Education Economics*

DEPARTMENTAL SERVICE

2018-current: Chair, NASPAA Competency Self-Assessment Committee
2017-current: Member, MPA Admissions Committee
2019: Member, Ph.D. Admissions Sub-Committee, Public Management Concentration
2017-current: Member, Welcome Week Math Team
2017-current: MPA Student Adviser
2017-current: Faculty Adviser, Generation Vote, University at Albany chapter
Fall 2018: Volunteer, Food for Finals

PROFESSIONAL
MEMBERSHIPS

American Political Science Association
American Society for Public Administration
Association for Public Policy Analysis and Management
Public Management Research Association