

# 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>  
👤 Google Scholar

## 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.

## BOOKS

Piatak, Jaclyn, and **Stephen B. Holt**. (2021). *Public Service Motivation and Public Opinion: Examining Antecedents and Attitudes*. Cambridge Elements Series. Cambridge University Press: Cambridge, UK.

## PUBLICATIONS

Sorensen C., Lucy, and **Stephen B. Holt**. (2021). Sorting it Out: The Effects of Intensive Charter Expansion on Teacher and Student Composition at Traditional Public Schools. *Economics of Education Review*.

**Holt, Stephen B.** and Heasun Choi<sup>†</sup>. (2020). When Knowing is Caring: Examining the Relationship Between Diversity Exposure and PSM. *Review of Public Personnel Administration*.

Piatak, Jaclyn and **Stephen B. Holt**. (2020). Disentangling Altruism and Public Service Motivation: Who Exhibits Organizational Citizenship Behaviour?. *Public Management Review*.

Piatak, Jaclyn and **Stephen B. Holt**. (2019). Volunteering: A Matter of Altruism or Public Service Motivation? *Journal of Public Administration Research and Theory*.

Johnston, Jocelyn and **Stephen B. Holt**. (2019). Examining the Influence of Representative Bureaucracy in Public and Private Prisons. *Policy Studies Journal*.

AbouAssi, Khaldoun, Jasmine M. Johnson, and **Stephen B. Holt**. (2019). Job Mobility Among Millennials: Do They Stay or Do They Go? *Review of Public Personnel Administration*.

Vinopal, Katie and **Stephen B. Holt**. (2019). Rookie Mistakes: The Interplay of Professional Experience and Demographic Representation. *Educational Researcher*.  
Media Mentions: AERA News Release

**Holt, Stephen B.** (2019). Giving Time: Examining sector differences in volunteering intensity. *Journal of Public Administration Research and Theory*, 30(1), 22-40.

Amirkhanyan, Anna A., **Stephen B. Holt**, Austin M. McCrea, and Kenneth J. Meier. (2018). Managing Racial Diversity: Matching Internal Strategies to Environmental Needs. *Public Administration Review*.

**Holt, Stephen B.** (2019). The Influence of High Schools on Developing Public Service Motivation. *International Public Management Journal*, 22(1), 127-175.

**Holt, Stephen B.** (2018). For Those Who Care: The Effect of Public Service Motivation on Sector Selection. *Public Administration Review*, 78(3), 457-471.

**Holt, Stephen B.**, and Seth Gershenson. (2019). The Impact of Teacher Demographic Representation on Student Attendance and Suspensions. *Policy Studies Journal*, 47(4), 1069-1099.  
Media Mentions: Brookings Institute

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, New York Times, Forbes, World Bank, Brookings Institute

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

UNDER REVIEW **Holt, Stephen B.**, Rui Wang<sup>†</sup>, and Seth Gershenson. "Stress Test: Examining the Evolution of Teachers' Mental Health." (under review).

BOOK CHAPTERS **Holt, Stephen B.** (Forthcoming). "Teacher Motivation and Accountability Policy Design." In *The Handbook of Research on Motivation in Public Administration*. Eds. Randall S. Davis and Edmund C. Stazyk. Edward Elgar Publishing: Cheltenham, UK.

IN PROGRESS Gershenson, Seth, **Stephen B. Holt**, and Adam Tyner. "Making the Grade: The effect of teacher grading standards on student outcomes."

**Stephen B. Holt**, Katie Vinopal, Heasun Choi<sup>†</sup>, , and Lucy C. Sorensen. "Estimating the Effect of School Leadership on Teacher Bias."

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

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.** and Seth Gershenson. "Gender gaps in the sequencing and timing of students' homework time."

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

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

Note: † denotes a student co-author.

## HONORS AND AWARDS

2020 Emerging Scholar Special Issue Selection for *Journal of Public Administration Research and Theory*.

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

2016 Staats Emerging Scholar Award, NASPAA

2016 Neil and Ann Kerwin Doctoral Dissertation Fellowship, American University

2016 Charles H. Levine Doctoral Research Award, American University

## GRANTS

### Foundations

Role: Co-Principal Investigator (Seth Gershenson, Co-Investigator)

Project: Teachers’ Mental Health

Source: Spender Foundation Research Communications Grant Award

Time period: 5/1/2021-8/31/2021

Amount: \$15,000

### University at Albany

Role: Principal Investigator

Project: Leadership and Goal Clarity: The Influence of Principals on School Direction and Performance

Source: Faculty Research Awards Program (FRAP)

Time Period 5/1/2020-4/30/2022

Amount: \$3,480

Role: Principal Investigator

Project: Trading Spaces: Examining the Relationship Between School Performance Perceptions and Neighborhood Wealth Gaps

Source: Faculty Research Awards Program (FRAP)

Time Period 5/1/2018-4/30/2020

Amount: \$3,480

### Proposals Not Funded

Role: Co-Principal Investigator (Lucy Sorensen, Co-Investigator)

Project: Won’t You Be My Neighbor? Examining the Links Between School Choice and Neighborhood Wealth Gaps

Source: Spender Foundation Research Grant Award

Time period: 7/1/2019-6/30/2021  
Amount: \$48,180

Role: Co-Principal Investigator (Lucy Sorensen, Co-Investigator)  
Project: Choosing Right: The Impact of Charter School Growth and Policies on Student Segregation  
Source: American Educational Research Association (AERA) Research Grants  
Time period: 7/1/2018-6/30/2020  
Amount: \$48,180

Role: Co-Principal Investigator (Lucy Sorensen, Co-Investigator)  
Project: Trading Spaces: Examining the Relationship Between School Performance Perceptions and Neighborhood Wealth Gaps.  
Source: Spender Foundation Research Grant Award  
Time period: 7/1/2018-6/30/2020  
Amount: \$48,180

CONFERENCE  
PAPERS

2021:

Heasun Choi<sup>†</sup>, Katie Vinopal, **Stephen B. Holt**, and Lucy C. Sorensen. “Raising Expectations: Estimating the Effect of Principals and Senior Teachers on Teacher Bias.” *Association for Education Finance and Policy Annual Conference*. Virtual Conference (Role: Presenter).

2020:

**Stephen B. Holt** and Lucy C. Sorensen. “Raising the roof or the floor? Examining the distributional effects of street-level bureaucrats’ job experience.” *Association for Public Policy Analysis & Management International Conference*. Virtual Conference. (Role: Presenter).

2019:

Lucy C. Sorensen and **Stephen B. Holt**. Charter school growth and the evolution of teacher labor markets. *Association for Education Finance and Policy Annual Conference*. Denver, CO. (Role: Presenter).

Jaclyn Piatak and **Stephen B. Holt**. “Disentangling Altruism and Public Service Motivation: Who Exhibits Organizational Citizenship Behaviour?.” *Public Management Research Association Annual Meeting*. Chapel Hill, NC. (Role: Co-Author).

Jaclyn Piatak and **Stephen B. Holt**. “Disentangling Altruism and Public Service Motivation: Who Exhibits Organizational Citizenship Behaviour?.” *Elevating Public Service Motivation Conference*. Sundance, UT. (Role: Co-Author).

**Holt, Stephen B.** and Heasun Choi<sup>†</sup>. (2020). “When Knowing is Caring: Examining the Relationship Between Diversity Exposure and PSM.” *Elevating Public Service Motivation Conference*. Sundance, UT. (Role: Presenter).

2018:

**Stephen B. Holt**. Panel: Immigration Enforcement: Evidence on Management and Policy Consequences. *Association for Public Policy Analysis and Management Annual Meeting*. Washington, DC. (Role: Discussant).

**Stephen B. Holt.** Panel: Program Implementation: Exploring Boundaries of Representative Bureaucracy and Public Service Delivery. *Association for Public Policy Analysis and Management Annual Meeting*. Washington, DC. (Role: Discussant).

**Stephen B. Holt** and Chris Birdsall. “Protect and Serve: Representation and Perceptions of Interactions with Police.” *American Society for Public Administration Annual Meeting*. Denver, CO. (Role: Presenter).

**Stephen B. Holt.** Panel: Managing Program Implementation. *Midwest Political Science Association Annual Conference*. Chicago, IL. (Role: Chair and Discussant).

**Stephen B. Holt**, Jocelyn M. Johnston, and Heasun Choi<sup>†</sup>. “Gender Dynamics in Prison: The Effect of Gender Representation on Organizational Performance and Accountability.” *Midwest Political Science Association Annual Conference*. Chicago, IL. (Role: Co-Author).

Katie Vinopal and Stephen B. Holt. “Keeping Hopes High: Exploring the Relationship between Time at a School and Teacher Expectations of Different-Race Students.” *Association for Education Finance and Policy Annual Conference*. Portland, OR. (Role: Co-Author).

Lucy C. Sorensen and **Stephen B. Holt**. Charter school growth and the evolution of teacher labor markets. *Association for Public Policy Analysis & Management International Conference*. Mexico City, Mexico. (Role: Presenter).

**Stephen B. Holt**, Rui Wang<sup>†</sup>, and Seth Gershenson. “Stress Test: Examining the Evolution of Teachers’ Mental Health.” *Association for Public Policy Analysis & Management International Conference*. Mexico City, Mexico. (Role: Co-Author).

Jaclyn Piatak and **Stephen B. Holt**. “Disentangling Altruism and Public Service Motivation: Who Exhibits Organizational Citizenship Behaviour?.” *International Research Society for Public Management Annual Conference*. Edinburgh, Scotland. (Role: Co-Author).

2017:

**Stephen B. Holt** and Chris Birdsall. “Protect and Serve: Representation and Management Strategies in Policing.” *American Political Science Association Annual Meeting*. San Francisco, CA. (Role: Co-Author).

Zachery Bauer, **Stephen B. Holt**, and Jocelyn M. Johnston. “Immigration Enforcement Governance and the Performance of Detention Facilities.” *American Political Science Association Annual Meeting*. San Francisco, CA. (Role: Co-Author).

Raymond Zuniga and **Stephen B. Holt**. “Paying for College: The effect of access to state financial aid for foreign-born noncitizens on college enrollments.” *Association for Budgeting and Financial Management Annual Meeting*. Washington, DC. (Role: Co-author).

**Stephen B. Holt** and Chris Birdsall. “Protect and Serve: Representation and Management Strategies in Policing.” *Public Management Research Association Annual Meeting*. Washington, DC. (Role: Co-Author).

2016:

Katie Vinopal and **Stephen B. Holt**. “Getting to Know You: The Effect of Time Spent at an Organization on Representation.” *Association for Public Policy Analysis and Management Annual Meeting*. Washington, DC. (Role: Presenter).

**Stephen B. Holt.** “For Those Who Care: The Effect of Public Service Motivation on Sector Choice.” *American Political Science Association Annual Meeting*. Philadelphia, PA. (Role: Presenter).

Jocelyn M. Johnston and **Stephen B. Holt.** “Examining Representation in Public and Private Corrections Facilities.” *American Political Science Association Annual Meeting*. Philadelphia, PA. (Role: Presenter).

Jocelyn M. Johnston, **Stephen B. Holt,** and James E Wright. “Incarcerating Our Own: Examining Representation in Public and Private Corrections Facilities.” *Midwest Political Science Association Annual Meeting*. Chicago, IL. (Role: Presenter).

2015:

**Stephen B. Holt.** “From Whence It Came: An Empirical Study of the Influence of Education on Developing Public Service Ethos.” *Association for Public Policy Analysis and Management Annual Meeting*. Miami, FL. (Role: Presenter).

Seth Gershenson, **Stephen B. Holt,** and Nicholas Papageorge. “Who Believes in Me? the Effect of Student-Teacher Demographic Match on Teachers’ Beliefs.” *Association for Public Policy Analysis and Management Annual Meeting*. Miami, FL. (Role: Co-Author).

**Stephen B. Holt** and Seth Gershenson. “Teachers Like Us: Representation, Teachers, and Public Support.” *Association for Public Policy Analysis and Management Annual Meeting*. Miami, FL. (Role: Presenter).

**Stephen B. Holt** and Seth Gershenson. “Teachers Like Us: Representation, Teachers, and Public Support.” *American Political Science Association Annual Meeting*. San Francisco, CA. (Role: Presenter).

2014:

Gershenson, Seth, and **Stephen B. Holt.** “Gender Gaps in High School Students’ Homework Time.” *Eastern Economic Association Annual Meeting*. Boston, MA. (Role: Presenter).

Note: † denotes student co-author.

## TEACHING EXPERIENCE

### GRADUATE COURSES

RPAD 500 - Intro. to the Foundations of Public Administration (MPA) (in-person and online) (F17, S18, F18 (2 sections) S19, F19 (Online), F20 (Online))

RPAD 702 - Scholarly Foundations of Politics and Administration (Ph.D.) (S19, F20)

### UNDERGRADUATE COURSES

RPAD 316 - Methodological Tools in Public Policy (F19, S20)

RPAD 303 - Public Administration and Management (F17)

## UNDERGRADUATE COURSES, OTHER INSTITUTIONS

PUAD 260 - Administrative Politics, American University, Spring 2015

## DOCTORAL CANDIDACY COMMITTEES

2021-current: Arzana Myderrizi. University at Albany, SUNY. **Member.**  
2020-current: Soohyun Park. University at Albany, SUNY. **Member.**  
2019-current: Haelee Kim. University at Albany, SUNY. **Member.**  
2018-current: Heasun Choi. University at Albany, SUNY. **Co-Chair.**

## UNDERGRADUATE STUDENTS MENTORED

Carly Dettman. 2018-2019. *A Descriptive Analysis of Segregation within Schools.* University at Albany, SUNY. **Honors Thesis Adviser.**

## OTHER ACADEMIC ADVISING

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

### DEPARTMENTAL SERVICE

2020-current: Member, Product Mix Strategic Planning Committee  
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  
2021: Member, Grievance Committee

### UNIVERSITY SERVICE

2017-current: Faculty Adviser, Generation Vote, University at Albany chapter  
Fall 2018: Volunteer, Food for Finals

### PROFESSIONAL SERVICE

2021-current: Co-chair, Northeast Conference of Public Administration Planning Committee  
Reviewer, *Journal of Public Economics* (1 review)  
Reviewer, *Public Administration Review* (6 reviews)  
Reviewer, *Journal of Public Administration Research and Theory* (6 reviews)  
Reviewer, *Educational Evaluation and Policy Analysis* (4 reviews)  
Reviewer, *American Review of Public Administration* (1 review)  
Reviewer, *The Elementary School Journal* (2 reviews)  
Reviewer, *Economics of Education Review* (3 reviews)  
Reviewer, *Policy Studies Journal* (1 review)  
Reviewer, *International Public Management Journal* (13 reviews)  
Reviewer, *Public Personnel Management* (2 reviews)  
Reviewer, *Public Management Review* (4 reviews)  
Reviewer, *Education Economics* (1 review)  
Reviewer, *AERA Open* (6 reviews)  
Reviewer, *Studies in Educational Evaluation* (4 reviews)  
Reviewer, *Review of Public Personnel Administration* (3 reviews)  
Reviewer, *Education Policy Analysis Archives* (1 review)  
Reviewer, *International Review of Administrative Sciences* (2 reviews)

Reviewer, *Public Performance and Management Review* (1 review)  
Reviewer, *International Journal of Public Administration* (1 review)  
Reviewer, *Educational Researcher* (2 reviews)

PROFESSIONAL  
MEMBERSHIPS

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