Stephen B. Holt, Ph.D.

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Employment History

2023 – · · · · **Associate Professor.** Department of Public Administration and Policy, Rockefeller College of Public Affairs and Policy, University at Albany, SUNY.

2017 – 2023 **Assistant Professor.** Department of Public Administration and Policy, Rockefeller College of Public Affairs and Policy, University at Albany, SUNY.

2011 – 2013 **Policy Analyst.** Education Studies Group, Westat, Inc.

Education

2013 – 2017 **Ph.D., American University** Public Administration and Policy.
Dissertation title: *The dynamics of motivation and representation in the public sector workforce.*

2012 **MPP, George Washington University** in Program Evaluation.

2009 **B.A. Political Science/English, University of Florida**

Research Publications

Journal Articles

1. L. C. Sorensen, A. M. Headley, and S. B. Holt, "On the margin: Who receives a juvenile referral in school and what effect does it have?" *Journal of Policy Analysis and Management*, 2025.
2. S. Gershenson, S. B. Holt, and A. Tyner, "Making the grade: The effect of teacher grading standards on student outcomes," *Contemporary Economic Policy*, vol. 42, no. 2, pp. 305–318, 2024.
3. S. B. Holt and J. S. Piatak, "Job sector or PSM? Examining the relative effects of sector and public service motivation on prosocial behaviour," *Public Management Review*, 2023.
4. S. B. Holt and K. Vinopal, "Examining inequality in the time cost of waiting," *Nature Human Behaviour*, vol. 7, no. 4, pp. 545–555, 2023.
5. S. B. Holt and H. Choi, "When Knowing is Caring: Examining the Relationship Between Diversity Exposure and PSM," *Review of Public Personnel Administration*, vol. 42, no. 2, pp. 226–257, Jun. 2022, ISSN: 0734-371X, 1552-759X. DOI: 10.1177/0734371X20966652.
6. K. AbouAssi, J. McGinnis Johnson, and S. B. Holt, "Job Mobility Among Millennials: Do They Stay or Do They Go?" *Review of Public Personnel Administration*, vol. 41, no. 2, pp. 219–249, Jun. 2021, ISSN: 0734-371X, 1552-759X. DOI: 10.1177/0734371X19874396.
7. J. M. Johnston and S. B. Holt, "Examining the influence of representative bureaucracy in public and private prisons," *Policy Studies Journal*, vol. 49, no. 2, pp. 516–561, May 2021, ISSN: 0190-292X, 1541-0072. DOI: 10.1111/psj.12367.
8. L. C. Sorensen and S. B. Holt, "Sorting it out: The effects of charter expansion on teacher and student composition at traditional public schools," *Economics of Education Review*, vol. 82, p. 102 095, 2021.
9. S. B. Holt, "Giving time: Examining sector differences in volunteering intensity," *Journal of Public Administration Research and Theory*, vol. 30, no. 1, pp. 22–40, 2020.

10. J. S. Piatak and S. B. Holt, "Prosocial Behaviors: A Matter of Altruism or Public Service Motivation?" *Journal of Public Administration Research and Theory*, vol. 30, no. 3, pp. 504–518, Jun. 2020, ISSN: 1053-1858, 1477-9803. DOI: 10.1093/jopart/muz041.

11. J. S. Piatak and S. B. Holt, "Disentangling altruism and public service motivation: Who exhibits organizational citizenship behaviour?" *Public Management Review*, vol. 22, no. 7, pp. 949–973, Jul. 2020, ISSN: 1471-9037, 1471-9045. DOI: 10.1080/14719037.2020.1740302.

12. A. A. Amirkhanyan, S. B. Holt, A. M. McCrea, and K. J. Meier, "Managing racial diversity: Matching internal strategies with environmental needs," *Public Administration Review*, vol. 79, no. 1, pp. 69–81, Jan. 2019, ISSN: 00333352. DOI: 10.1111/puar.12977.

13. S. B. Holt, "The influence of high schools on developing public service motivation," *International Public Management Journal*, vol. 22, no. 1, pp. 127–175, 2019.

14. S. B. Holt and S. Gershenson, "The impact of demographic representation on absences and suspensions," *Policy Studies Journal*, vol. 47, no. 4, pp. 1069–1099, 2019.

15. K. Vinopal and S. B. Holt, "Rookie mistakes: The interplay of teacher experience and racial representation," *Educational Researcher*, vol. 48, no. 7, pp. 421–437, 2019.

16. S. B. Holt, "For those who care: The effect of public Service motivation on sector selection," *Public Administration Review*, vol. 78, no. 3, pp. 457–471, May 2018, ISSN: 00333352. DOI: 10.1111/puar.12906.

17. S. Gershenson, S. B. Holt, and N. W. Papageorge, "Who believes in me? the effect of student–teacher demographic match on teacher expectations," *Economics of education review*, vol. 52, pp. 209–224, 2016.

18. S. Gershenson and S. B. Holt, "Gender Gaps in High School Students' Homework Time," *Educational Researcher*, vol. 44, no. 8, pp. 432–441, Nov. 2015, ISSN: 0013-189X, 1935-102X. DOI: 10.3102/0013189X15616123.

Books and Chapters

1. S. Gershenson and S. B. Holt, "Moving between different levels of hierarchical time use data files: Studying gender gaps in the sequencing and timing of students' homework time using atus," in *The Routledge International Handbook of Time Use Data and Methods*, Routledge, 2026, pp. 233–244.

2. S. B. Holt, "For the children? Teachers motivation and systems for recruitment, retention, and evaluation," in *Research Handbook on Motivation in Public Administration*, Section: Research Handbook on Motivation in Public Administration, Edward Elgar Publishing, Mar. 2022, pp. 264–283, ISBN: 978-1-78990-680-6.

3. J. S. Piatak and S. B. Holt, *Public Service Motivation and Public Opinion: Examining Antecedents and Attitudes*, 1st ed. Cambridge University Press, Feb. 2021. DOI: 10.1017/9781108966672.

Working Papers

2024
- Strictly speaking: Examining teacher use of punishments and student outcomes. (w/ Hea-sun Choi, Katie Vinopal, Lucy Sorensen).
- Contemporary Child Labor and Declining School Attendance in the U.S. (w/ Lucy Sorensen, Ji-Hyun Byeon, Melissa A. Lyon).
- Paid family leave and caregivers' time use. (w/ Madeleine Maylath, Taryn Morrissey, Katie Vinopal).
- You had to be there: Examining the peer effects of teacher absences. (w/ Lucy Sorensen).

2025
- When Do States Erode Protections? The Case of Contemporary Child Labor in the United States (w/ Melissa A. Lyon, Ji Hyun Byeon, Lucy Sorensen)

Working Papers (continued)

2026
- Market Reactions to Expected and Unexpected News: Evidence from Hall of Fame Inductions (w/ Ethan Osier, Seth Gershenson)
- What's the harm? The effect of enrollment decline fiscal offset policies on enrollment recovery and school spending (w/ Melissa A. Lyon, Hannah Kistler)
- Going, Going, Gone: The Effect of Scarcity and Third-Party Assessor Ratings on Sports Card Values (w/ Ji Hyun Byeon, Seth Gershenson)

Grants and Other Funding

Funded

2020 **Spencer Foundation.** Research Communications Grant Award, Co-PI, $15,000

2026 **New York State Education Department.** Assessment of Special Education Program Tuition Reimbursement Rates, PI, $190,365 - MOU

Miscellaneous Experience

Awards and Achievements

2016
- **Charles H. Levine Doctoral Research Award**, American University.
- **Neil and Ann Kerwin Doctoral Dissertation Fellowship**, American University.
- **Staats Emerging Scholar Award**, NASPAA.

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

2022 **Best Public Sector Human Resources Book Award**, American Society for Public Administration, Section on Personnel Administration and Labor Relations.

Service to the Profession

2021 **Northeast Conference on Public Administration**, Conference Co-Chair.

2022 **Academy of Management**, Public and Non-profit Best Article Selection Committee, Member.

2023
- **Academy of Management**, Public and Non-profit Best Article Selection Committee, Member.
- **Association for Public Policy Analysis and Management**, Public and Non-profit Finance and Management Section, Co-Chair.

2024
- **Academy of Management**, Public and Non-profit Best Article Selection Committee, Chair.
- **Association for Public Policy Analysis and Management**, Public and Non-profit Finance and Management Section, Co-Chair.

2025 **Academy of Management**, Public and Non-profit Best Book Selection Committee, Chair.

Conference Presentations

2014 Eastern Economic 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

Miscellaneous Experience (continued)

2016	Association for Public Policy Analysis and Management Annual Meeting
	American Political Science Association Annual Meeting
	Midwest Political Science Association Annual Meeting
2017	Association for Budgeting and Financial Management Annual Meeting
	American Political Science Association Annual Meeting
	Public Management Research Association Annual Meeting
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
2019	Association for Education Finance and Policy Annual Conference
	Public Management Research Association Annual Meeting
	Elevating Public Service Motivation Conference
2020	Association for Public Policy Analysis & Management International Conference
2021	Association for Education Finance and Policy Annual Conference
2022	Association for Education Finance and Policy Annual Conference
	Association for Public Policy Analysis and Management Annual Meeting
2023	Association for Education Finance and Policy Annual Conference
	Association for Public Policy Analysis and Management Annual Meeting
2024	Association for Education Finance and Policy Annual Conference
	Association for Public Policy Analysis and Management Annual Meeting
2025	Association for Education Finance and Policy Annual Conference
	Association for Public Policy Analysis and Management Annual Meeting
	Midwest Political Science Association
	Population Association of America Annual Conference
	University of Maryland Time-Use Research Conference
2026	Association for Education Finance and Policy Annual Conference
	Association for Public Policy Analysis and Management Annual Meeting
	Work and Family Researchers Network Annual Conference
	UMBC Conference on Sports Economics

Service to the Department

2017 – · · · · · ·	Faculty Adviser, Generation Vote, University at Albany chapter
2018 – 2023	Chair, NASPAA Competency Self-Assessment Committee
2021	Junior Representative, Executive Committee
2021 – 2023	MPA Program Committee
2024 – · · · · · ·	Undergraduate Program Committee

Teaching

Undergraduate Courses

2017 — Public Administration and Management, in-person

2019 – 2022 — Methodological Tools in Public Policy, in-person

2023 — Policy Research: The Art of Creating Convincing Evidence, in-person

2025 — Policy Analysis, in-person

Masters Courses

2017 – 2022 — Intro. to the Foundations of Public Administration, in-person

2019 – 2021 — Intro. to the Foundations of Public Administration, online

2024 – · · · · — MPA Integrative Capstone, online

2025 – · · · · — MPA Integrative Capstone, in-person

2024 – · · · · — Data, Models, and Decisions, in-person

Doctoral Courses

2025 – · · · · — Quantitative Methods of Causal Inference, in-person

2019 – 2021 — Scholarly Foundations of Politics and Administration, in-person

Doctoral Student Mentoring

2018 – 2023 — Heasun Choi, dissertation co-chair

2020 – 2024 — Jisang Kim, candidacy committee member

2021 – 2024 — Arzana Myderrizi, dissertation committee member

2022 – · · · · — Ji Hyun Byeon, dissertation chair

2023 – · · · · — Seunghwa Kim, candidacy committee member

2025 – · · · · — Adam Shepardson, committee member

— Miyeun Jung, dissertation co-chair

Undergraduate Honors Thesis

2018 — Carly Dettman, “A Descriptive Analysis of Segregation within Schools"

2026 — Natalie Specht, “Expanding Access to Higher Education: An Evaluation of SUNY’s Free College Application Policies"