

David W. Pitts

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Department of Public Administration & Policy
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Academic Appointments

American University, Washington, DC
Associate Professor of Public Administration & Policy, 2011-
Assistant Professor of Public Administration & Policy, 2008-2011

Georgia State University, Atlanta, Georgia
Assistant Professor of Public Management & Policy, 2005-2008

Education

PhD, Department of Public Administration & Policy, University of Georgia, 2005
MPA, School of Public & Environmental Affairs, Indiana University, 2002
BA, Birmingham-Southern College, 1999

Honors

School of Public Affairs Award for Outstanding Teaching, American University, 2010
Robert Bailey Award for best paper in LGBT politics, American Political Science Association, 2009
Leonard White Award for best dissertation in the field of public administration, American Political Science Association, 2006
Outstanding Ph.D. Student Manuscript, National Association of Schools of Public Affairs & Administration, 2003

Research Interests

Representative bureaucracy
Race, ethnicity, and sexual orientation in public management and policy
Workforce diversity programs
Public management
Higher education policy

Journal Articles

- Roch, C. H., & Pitts, D. W. (in press). Differing effects of representative bureaucracy in charter schools and traditional public schools. *American Review of Public Administration*.
- Fernandez, S., & Pitts, D. W. (2011). What encourages public employees to innovate? Evidence from the front lines of the American federal bureaucracy. *Australian Journal of Public Administration*, 70(2), 202-222.
- Lewis, G. B., & Pitts, D. W. (2011). Representation of lesbians and gay men in federal, state, and local bureaucracies. *Journal of Public Administration Research and Theory*, 21(1), 159-180.

- Pitts, D. W. (2011). A little less conversation, a little more action: Using empirical research to promote social equity. *Journal of Public Administration Research and Theory*, 21(s1), 77-82.
- Pitts, D. W., Marvel, J. D., & Fernandez, S. (2011). So hard to say goodbye? Turnover intention among U.S. federal government employees. *Public Administration Review*, 71(5), 753-762.
- Pitts, D. W. (2010). Organizational diversity and performance. In G. Boyne, G. Brewer, & R. Walker (Eds.), *Public management performance: Research directions* (pp. 178-206). Cambridge, UK: Cambridge University Press.
- Pitts, D. W., Hicklin, A. K., Hawes, D. P., & Melton, E. (2010). What drives the implementation of diversity management programs? *Journal of Public Administration Research & Theory*, 20(4), 867-886.
- Pitts, D. W., & Wise, L. R. (2010). Workforce diversity in the new millennium: Prospects for research. *Review of Public Personnel Administration*, 30(1), 44-69.
- Poister, T. H., Pitts, D. W., & Edwards, L. (2010). Strategic management research in the public sector. *American Review of Public Administration*, 40(5), 522-545.
- Roch, C. H., Pitts, D. W., & Navarro, I. (2010). Representative bureaucracy and policy tools: Student discipline, and representation in public schools. *Administration & Society*, 42(1), 38-65.
- Pitts, D. W. (2009). Diversity management, job satisfaction, and organizational performance: Evidence from U.S. federal agencies. *Public Administration Review*, 69(2), 328-338.
- Pitts, D. W., & Fernandez, S. (2009). The state of public management research: An analysis of scope and methodology. *International Public Management Journal*, 12(4), 399-420.
- Pitts, D. W., & Jarry, E. M. (2009). Getting to know you: Time, ethnicity, and performance in public organizations. *Public Administration*, 87(3), 503-518.
- Fernandez, S., & Pitts, D. W. (2007). Under what conditions do public managers favor and pursue organizational change? *American Review of Public Administration*, 37(3), 324-341.
- Pitts, D. W. (2007). Representative bureaucracy and ethnicity in public schools: Examining the link between representation and performance. *Administration & Society*, 39(4), 497-526.
- Pitts, D. W. (2007). Implementation of diversity management programs in public organizations: Lessons from policy implementation research. *International Journal of Public Administration*, 30(12), 1573-1590.
- Pitts, D. W., & Jarry, E. M. (2007). Ethnic diversity and organizational performance: Assessing diversity effects at the managerial and street levels. *International Public Management Journal*, 10(2), 233-254.
- Pitts, D. W. (2006). Modeling the impact of diversity management. *Review of Public Personnel Administration*, 26(3), 245-268.
- Kellough, J. E., & Pitts, D. W. (2005). Who submits to *PAR*? Examining the characteristics of authors who submit manuscripts to the journal. *Public Administration Review*, 65(1), 3-7.
- Pitts, D. W. (2005). Diversity, representation, and performance: Evidence about race and ethnicity in public organizations. *Journal of Public Administration Research and Theory*, 15(4), 615-631.
- Pitts, D. W. (2005). Leadership, empowerment, and public organizations. *Review of Public Personnel Administration*, 25(1), 5-28.
- Pitts, D. W., & Wise, L. R. (2004). Diversity in professional schools: A case study of public affairs & law. *Journal of Public Affairs Education*, 10(2), 142-160.
- Bingham, L. B. & Pitts, D. W. (2002). Highlights of mediation at work: The report of the national REDRESS® evaluation project. *Negotiation Journal*, 18(2), 149-160.

Conference Papers

Academy of Management (2006)
American Political Science Association (2005-2011)
Association for Public Policy Analysis & Management (2003, 2004, 2008-2011)
International Conference on Diversity in Organizations, Communities, & Nations (2009)
International Research Society for Public Management (2008)
Midwest Political Science Association (2006, 2007, 2010, 2011)
National Association of Schools of Public Affairs & Administration (2001, 2003, 2009)
Public Management Research Conference (2003, 2005, 2007, 2009, 2011)
Southern Political Science Association (2012)
Urban Affairs Association (2010)

Dissertation Committees

(Placements noted in parentheses)

Chairperson

In progress: Andrew Hoburg, John Marvel, Pablo Sanabria (Universidad de los Andes), Jaclyn Schede Piatak

Committee Member

In progress: Michele Frazier, Jiaqi Liang, Jane Palmer, Tracy Salmons
2011: Lauren Edwards (Sam Houston State University), William Resh (Indiana University)
2010: Sue Frank

Service to the Profession

Invited Committee Service

Selection committee, Beryl Radin Award for the best paper published in the *Journal of Public Administration Research & Theory* (2011)
Selection committee (chair), NASPAA Annual Dissertation Award (2010)
Selection committee, NASPAA Annual Dissertation Award (2007)
Reviewer, Edmund Muskie Graduate Fellowship Program (2006)

Conference Panel Chair/Discussant

Academy of Management (2006)
American Political Science Association (2008)
Association for Policy Analysis and Management (2009)
International Research Society for Public Management (2008)
Midwest Political Science Association (2007, 2011)
Public Management Research Conference (2009, 2011)
Urban Affairs Association (2010)

Editorial Boards

International Public Management Journal (2009-present)
Journal of Public Administration Research & Theory (2011-present)
Review of Public Personnel Administration (2010-present)

Occasional Manuscript Referee

Administration & Society, American Journal of Political Science, American Political Science Review, American Review of Public Administration, CQ Press, Georgetown University Press, International Review of Administrative Sciences, Journal of Policy Analysis & Management, Journal of Substance Abuse Treatment, Oxford University Press, Policy Studies Journal, Politics & Policy, Public Administration Review, Public Management Review, Public Performance & Management Review, Sage Publications, State & Local Government Review

Service to the University

American University

University-wide

Doctoral Education Advisory Council (2011-present)

Doctoral dissertation completion grants selection committee (2010-present)

School of Public Affairs

Dean search committee (2011-12)

Doctoral admissions committee (2009-present)

Doctoral dissertation fellowship selection committee (2009)

Department of Public Administration & Policy

Ph.D. program coordinator (2009-present)

Faculty search committee, department chair (2011-12)

Coordinator, departmental research seminars (2009-2011)

Ad-hoc committee on AU Faculty Manual implementation (2010-2011)

Faculty search committee, policy analysis/applied microeconomics (2010-2011)

Faculty search committee, comparative public policy/administration (2009-2010)

Ad-hoc committee to evaluate the Key Executive MPA program (2009)

Georgia State University

Andrew Young School of Policy Studies

Diversity plan committee (2007-2008)

Student fees committee (2006-2008)

Department of Public Management & Policy

Faculty advisor, Pi Alpha Alpha honor society (2007-2008)

Faculty advisor, PAUS Network student organization (2006-2008)

Faculty advisor, JD/MPA joint degree program (2006-2008)

Coordinator, Presidential Management Fellows program (2007-2008)

Faculty search committee (economic development) (2007-2008)

International programs committee (2007-2008)

MPA curriculum committee (2005-2008)

MPP exploratory committee (2006-2007)