

Stephen B. Holt

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Academic History:

Ph.D. Public Administration and Policy, American University, expected May 2017

Interests: Representative Bureaucracy, Public Service Motivation, public organizations, public management, research methods

Committee: Seth Gershenson (co-chair), Jocelyn Johnston (co-chair), Anna Amirkhanyan

Dissertation: "The Dynamics of Motivation and Representation in the Public Sector Workforce."

M.P.P. Program Evaluation and Management, George Washington University, May 2012

B.A. Political Science and English, University of Florida, August 2009

Honors and Awards:

2016 Emerging Scholar Award, NASPAA - \$300

2016 Charles H. Levine Doctoral Research Award, American University

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

Pi Alpha Alpha Academic Honor Society, American University Chapter

Publications:

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

Gershenson, S., Holt, S.B., & Papageorge, N. (2016). "Who Believes in Me? The Effect of Student-Teacher Demographic Match on Teacher Expectations." *Economics of Education Review*, 52, 209-224.

Manuscripts Under Review:

Holt, Stephen B. "The influence of coursework and school-based community service on developing public service motivation." (under review at *Journal of Public Administration Research and Theory*)

Holt, Stephen B. and Seth Gershenson. "The impact of teacher demographic representation on student attendance and suspensions." (under review at *American Review of Public Administration*).

Holt, Stephen B. "Organizational Responses to Competition: Administrative Costs and Charter Schools." (resubmitted at *American Review of Public Administration*).

Works in Progress:

Holt, Stephen B. “For Those Who Care: An Empirical Analysis of the Motivational Bases of Selection into the Public Sector.”

Holt, Stephen B. “College diversity, representation, and student recruitment.”

Johnston, Jocelyn, Stephen B. Holt, and James A. Wright. “Incarcerating Our Own: Examining Representation in Public and Private Corrections Facilities.”

Vinopal, Katie and Stephen B. Holt. “Getting to know you: The effect of time spent at an organization on representation.”

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

Holt, Stephen B. and Chris Birdsall. “Giving time: Examining volunteerism and civic participation among public and non-profit workers.”

Birdsall, Chris and Stephen B. Holt. “Policing our own: The effect of community policing initiatives on police shootings.”

Conference and Research Presentations:

Vinopal, K., Holt, S.B. (2016). “Getting to know you: The effect of time spent at an organization on representation.” November 2016. Association for Public Policy Analysis and Management Annual Meeting. Washington, D.C. (Paper presentation, presented by Katie Vinopal).

Holt, S.B. (2016). “For Those Who Care: An Empirical Analysis of the Motivational Bases of Selection into the Public Sector.” September 2016. American Political Science Association Annual Meeting. Philadelphia, PA. (Paper presentation, presented by Stephen B. Holt).

Johnston, J., Holt, S.B., Wright, J.A. (2016). “Incarcerating Our Own: Examining Representation in Public and Private Corrections Facilities.” September 2016. American Political Science Association Annual Meeting. Philadelphia, PA. (Paper presentation, presented by James A. Wright).

Johnston, J., Holt, S.B., Wright, J.A. (2016). “Incarcerating Our Own: Examining Representation in Public and Private Corrections Facilities.” April 2016. Midwest Political Science Association Annual Meeting. Chicago, IL. (Paper presentation, presented by Stephen B. Holt)

Holt, S.B. (2015). “From Whence It Came: Estimating the Effects of Civics Coursework on Developing Public Service Motivation.” November 2015. Association for Public Policy Analysis and Management Annual Meeting. Miami, FL. (Paper presentation, presented by Stephen B. Holt).

Holt, S.B., & Gershenson, S. (2015). “Representation in the classroom: How teacher racial mismatch effects student absenteeism and suspensions.” November 2015. Association for Public Policy Analysis and Management Annual Meeting. Miami, FL. (Poster presentation, presented by Stephen B. Holt).

Gershenson, S., Holt, S.B., & Pappageorge, N. (2015). "Who Believes in Me? The Effect of Student-Teacher Demographic Match on Teacher Expectations." November 2015. Association for Public Policy Analysis and Management Annual Meeting. Miami, FL. (Paper presentation, presented by Seth Gershenson).

Holt, S.B., & Gershenson, S. (2015). "Representation in the classroom: How teacher racial mismatch effects student absenteeism and suspensions." September 2015. American Political Science Association Annual Meeting. San Francisco, CA. (Paper presentation, presented by Stephen B. Holt).

Holt, S.B. (2015). "Organizational Responses to Competition: Administrative Costs and Charter Schools." February 2015. National Education Finance Conference Annual Meeting. St. Louis, MO. (Paper presentation, presented by Stephen B. Holt).

Gershenson, S. & Holt, S.B. (2014). "Gender Gaps in High School Students' Homework Time" with Seth Gershenson. March 2014. Eastern Economic Association Annual Meeting. Boston, MA. (Paper presentation, presented by Stephen B. Holt).

Teaching Experience:

PUAD 260 – Administrative Politics, American University, Spring 2015

Professional 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.

Research Interests:

Public Management, Organization Theory, Representative Bureaucracy, Public Service Motivation, Prosocial Values, Non-Cognitive Skills, Education Policy

Teaching Interests:

Public Administration, Public Policy and Analysis, Education Policy, Public Management, Research Design and Methods

Professional Service:

Discipline

Reviewer, *The American Review of Public Administration*

Reviewer, *Journal of Public Administration Research and Theory*

Professional Memberships:

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