

# 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

## 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

Sorensen C., Lucy, and **Stephen B. Holt**. (Forthcoming). 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. (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, and Seth Gershenson. "Stress Test: Examining the Evolution of Teachers' Mental Health." (under review).

**Holt, Stephen B.**, and Katie Vinopal. "It's About Time: Examining Inequality in the Time Cost of Waiting." (under review).

Media mentions: The Economist

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.

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.

Gershenson, Seth, and **Stephen B. Holt**. (2021). "Chapter 5: Time-use data reveals gender differences in out-of-school learning." In *Harnessing Time-Use Data for Evidence-based Policy, the 2030 Agenda for Sustainable Development and the Beijing Platform for Action* Eds. Michael Bittman and Maria Floro. United Nations Economic and Social Commission for Asia and the Pacific: Bangkok, Thailand.

IN PROGRESS

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

Vinopal, Katie, Stephen B. Holt, Heasun Choi, 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.”

#### HONORS AND AWARDS

2020 FRAP B Award, University at Albany, SUNY

2018 FRAP B Award, University at Albany, SUNY

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 - \$10,000

2016 Charles H. Levine Doctoral Research Award, American University

#### GRANTS

Fall 2020 Spender Foundation Research Communications Grant Award (with Seth Gershenson) - \$15,000 (Awarded Spring 2021)

#### CONFERENCE PAPERS

2021: Association for Education Finance and Policy Annual Conference

2020: 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

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), Fall 2020 (Online)

Scholarly Foundations of Politics and Administration (Ph.D.), University at Albany - SUNY, Spring 2019, Fall 2020

UNDERGRADUATE COURSES

Methodological Tools in Public Policy, University at Albany - SUNY, Fall 2019, Spring 2020

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

UNDERGRADUATE COURSES, OTHER INSTITUTIONS

Administrative Politics, American University, Spring 2015

DOCTORAL CANDIDACY COMMITTEES

2021-current: Arzana Myderrizi (*member*)

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*  
Reviewer, *AERA Open*  
Reviewer, *Studies in Educational Evaluation*  
Reviewer, *Review of Public Personnel Administration*  
Reviewer, *Education Policy Analysis Archives*  
Reviewer, *International Review of Administrative Sciences*

DEPARTMENTAL  
SERVICE

2021-current: Co-chair, Northeast Conference of Public Administration Organizing 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  
2017-current: MPA Student Adviser  
2017-current: Faculty Adviser, Generation Vote, University at Albany chapter  
Fall 2018: Volunteer, Food for Finals

UNIVERSITY  
SERVICE

2021: Member, Grievance Committee

PROFESSIONAL  
MEMBERSHIPS

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