







Stephen B. Holt, Ph.D.

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 <https://stevebholt.github.io>  Stephen B. Holt - Google Scholar

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. 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.
- 2 J. S. Piatak and S. B. Holt, *Public Service Motivation and Public Opinion: Examining Antecedents and Attitudes*, 1st ed. Cambridge University Press, Feb. 2021, ISBN: 978-1-108-96667-2 978-1-108-96400-5.  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).
 -  Dollars and sense: 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).






Grants

Funded







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

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.

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
- 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

Miscellaneous Experience (continued)

	■ 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

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


Teaching (continued)


Doctoral Courses


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

Undergraduate Honors Thesis

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