

Amanda Rutherford

Office Address:

O'Neill School of Public and Environmental Affairs
Indiana University
1315 E. Tenth Street
Bloomington, IN 47405

Office: (812) 856-0828
Cell: (214) 803-3114
Fax: (812) 855-7802
Email: aruther@indiana.edu

Academic Positions:

Associate Professor, Paul H. O'Neill School of Public and Environmental Affairs, Indiana University, July 2020-present
Director, Paul H. O'Neill School Undergraduate Honors Program, January 2019-present
Adjunct Associate Professor, Department of Political Science, College of Arts and Sciences, Indiana University, August 2020-present
Faculty Affiliate, Educational Leadership and Policy Studies, Indiana University, March 2020-present
Faculty Fellow, Public Policy Institute, Indiana University, January 2017-present
Assistant Professor, Paul H. O'Neill School of Public and Environmental Affairs, Indiana University, July 2015-June 2020

Education:

Ph.D. Political Science, Texas A&M University, May 2015
Fields: Public Administration and Public Policy, Race and Ethnic Politics
Committee: Kenneth J. Meier (chair), Guy D. Whitten, Manuel P. Teodoro, Ann O'M. Bowman
Dissertation: *Politics, Perceptions, and Performance in Higher Education*
M.P.A. Education Policy, University of Oklahoma, May 2011
Advisor: Alisa Hicklin Fryar
Thesis: "The Power of Standardized Tests: Evaluating High School Performance in Oklahoma"
B.A. Journalism: Advertising, University of Oklahoma, May 2009
B.B.A. Marketing and Supply Chain Management, University of Oklahoma, May 2009
Advisor: Daniel Pullin
Honors Thesis: "Developing a Business Model: Synthesized Nano Coatings LLC"

Professional Experience:

Texas Regional Admissions Counselor, Recruitment Services, University of Oklahoma, 2011-2014
Part-time consultant to increase matriculation from specific regions in Texas
Coordinator of Research and Strategic Development, Recruitment Services, University of Oklahoma, 2009-2011
Implementation Manager for Hobsons Connect Customer Relations Management
Admissions counselor for Oklahoma City, OK; Amarillo, TX; San Antonio, TX

Publications:

- Rutherford, Amanda and Emily Mee. Forthcoming. "Does Altering the Avenue of Accountability Matter? Linking Representation in Campus Police Departments to Crime." *Public Administration Review*.
- Rutherford, Amanda and Taha Hameduddin. Forthcoming. "Vacancies among appointees in U.S. federal agencies: Implications for employee attitudes and intentions." *Governance*.
- Bello-Gómez, Ricardo A. and Amanda Rutherford. Forthcoming. "Predicting executive vacancies: An organizational approach." *Public Administration*.
- Rutherford, Amanda and Breck Wightman. Forthcoming. "The Push for Good Governance: Identifying Predictors of Executive Search Transparency in Public Organizations." *American Review of Public Administration*.
- Wightman, Breck, Sergio Fernandez, and Amanda Rutherford. 2022. "Job Vacancy and Organizational Performance: Are Managers or Employees Missed Most?" *Public Administration Review* 82(4): 660-670.
- Rutherford, Amanda, Thomas Rabovsky, and Megan Darnley. 2021. "Compared to whom? Social and historical reference points and performance appraisals by managers, students, and the general public." *Journal of Behavioral Public Administration* 4(1).
- Rutherford, Amanda and Denisa Gándara. 2020. "Completion at the Expense of Access? The Relationship Between Performance-Funding Policies and Access to Public 4-Year Universities." *Educational Researcher* 49(5): 321-334.
- Jung, Yoo Sun, Flavio D. S. Souza, Andrew Q. Philips, Guy D. Whitten, and Amanda Rutherford. 2020. "A Program to Examine Dynamic Compositional Dependent Variables: New Features for Dynsimpic." *Stata Journal* 20(3):584-603.
- Rutherford, Amanda and Nathan Favero. 2020. "Organizational Turnaround: Moving Beyond One-Size-Fits-All Solutions." *International Public Management Journal* 23(3): 315-335.
- Favero, Nathan and Amanda Rutherford. 2020. "Will the Tide Lift All Boats? Examining the Equity Effects of Performance Funding Policies in U.S. Higher Education." *Research in Higher Education* 61(1): 1-25.
- Darnley, Megan, Amanda Rutherford, and Thomas Rabovsky. 2019. "Tipping the Scales: The Causes and Consequences of Administrative Spending." *Public Administration* 97(2): 567-482.
- Rutherford, Amanda and Joris van der Voet. 2019. "Shifting Administrative Intensity and Employee Composition: Cutback Management in Education." *American Review of Public Administration* 49(6): 704-719.
- Zhu, Ling and Amanda Rutherford. 2019. "Managing the Gaps: How Performance Gaps Shape Managerial Decision Making." *Public Performance & Management Review* 42(5): 1029-1061.

- Lipsmeyer, Christine, Andrew Philips, Amanda Rutherford, and Guy D. Whitten. 2019. "Comparing Dynamic Pies: A Strategy for Modeling Compositional Variables in Time and Space." *Political Science Research and Methods* 7(3): 523-540.
- Rutherford, Amanda, Jeryl Mumpower, Ricardo Andrés Bello-Gómez, and Marlisa Griffin. 2019. "Understanding Vacancy Time: A Theoretical Framework Informed by Cross-Sector Comparison." *Perspectives on Public Management and Governance* 2(1): 3-20.
- Gándara, Denisa and Amanda Rutherford. 2018. "The Effects of Premiums for Underserved Populations in Performance Funding Policies for Higher Education." *Research in Higher Education* 59(6): 681-703.
- Rutherford, Amanda and Thomas Rabovsky. 2018. "Does the Motivation for Market-Based Reform Matter: The Case of Responsibility Centered Management." *Public Administration Review* 78(4): 626-639.
- Rutherford, Amanda and Jon Lozano. 2018. "Top Management Turnover: The Role of Governing Board Structures." *Public Administration Review* 78(1): 104-115.
- Zambrano-Gutiérrez, Julio César, Amanda Rutherford, and Sean Nicholson-Crotty. 2017. "Types of Coproduction and Differential Effects on Organizational Performance: Evidence from the New York City School System." *Public Administration* 95(3): 776-790.
- Rutherford, Amanda. 2017. "The Role of Managerial Fit in Determining Organizational Performance: An Empirical Assessment of Presidents in U.S. Higher Education." *American Review of Public Administration* 47(7): 764-778
- Rutherford, Amanda. 2016. "The Effect of Top Management Team Heterogeneity on Performance in Institutions of Higher Education." *Public Performance and Management Review* 40(1): 119-144.
- Philips, Andrew Q., Amanda Rutherford, and Guy D. Whitten. 2016. "Dynsimpie: A Program to Examine Dynamic Compositional Dependent Variables." *Stata Journal* 16(3): 662-677.
- Rabovsky, Thomas and Amanda Rutherford. 2016. "The Politics of Higher Education: University President Ideology and External Networking." *Public Administration Review* 76(5): 754-777.
- Rutherford, Amanda. 2016. Goal Ambiguity in Financial Aid and the Contingency of Organizational Mission." *Journal of Student Financial Aid* 46(2): 2-24.
- Marschall, Melissa and Amanda Rutherford. 2016. "Voting Rights for Whom?: Examining the Effects of the Voting Rights Acts on Latino Political Incorporation." *American Journal of Political Science* 60(3): 590-606.
- Rutherford, Amanda. 2016. "Reexamining Causes and Consequences: Does Administrative Intensity Matter for Organizational Performance?" *International Public Management Journal* 19(3): 342-369.

Philips, Andrew, Amanda Rutherford, and Guy D. Whitten. 2016. "Dynamic Pie: A Strategy for Modeling Trade-Offs in Compositional Variables over Time." *American Journal of Political Science* 60(1): 268-283.

Related Stata program: Philips, Andrew, Amanda Rutherford, and Guy D. Whitten. 2015. "DYNSIMPIE: Stata module to examine dynamic compositional dependent variables." <http://EconPapers.repec.org/RePEc:boc:bocode:s458074>.

Favero, Nathan and Amanda Rutherford. 2016. "For Better or for Worse: Organizational Turnaround in New York City Schools." *Public Management Review* 18(3): 437-455.

Philips, Andrew, Amanda Rutherford, and Guy D. Whitten. 2015. "The Dynamic Battle for Pieces of the Pie—Modeling Party Support in Multi-Party Nations." *Electoral Studies* 39: 264-274.

Rutherford, Amanda. 2015. "Conquering the 'Lumbering Dinosaur': Graduate Student Experiences at Political Science Conferences." *PS: Political Science & Politics* 48(2): 324-327.

Rutherford, Amanda and Kenneth J. Meier. 2015. "Management Decisions in a Performance Driven System: Theory and Empirical Tests in Higher Education." *Public Administration* 93(1): 17-33.

Rutherford, Amanda and Thomas Rabovsky. 2014. "Evaluating Impacts of Performance Funding Policies on Student Outcomes." *The Annals of the American Academy of Political and Social Science* 655(1): 185-208.

Meier, Kenneth J. and Amanda Rutherford. 2014. "Partisanship, Structure, and Representation: The Puzzle of African American Education Politics." *American Political Science Review* 108(2): 265-280.

Rutherford, Amanda. 2014. "Organizational Turnaround and Educational Performance: The Impact of Performance-Based Monitoring Analysis Systems." *The American Review of Public Administration* 44(4): 440-458.

Book Manuscripts:

Rutherford, Amanda and Kenneth J. Meier, eds. 2020. *Race and Public Administration*. Routledge.

"The Common Denominator: Persistent Racial Gaps in the Administration of Policy," with Kenneth J. Meier

"Race and Public Administration: Current Status and Future Issues," with Kenneth J. Meier

Meier, Kenneth J., Amanda Rutherford, and Claudia Avellaneda, eds. 2017. *Comparative Public Management: Why Context Matters in Public Administration*. Georgetown University Press.

"Do Public-Private Differences Matter? Managerial Characteristics and Organizational Performance across Sectors of U.S. Higher Education," with Claire Stieg.

"The Role of Context Moving Forward: The International Research Agenda," with Laurence J. O'Toole and Kenneth J. Meier.

Meier, Kenneth J. and Amanda Rutherford. 2017. *The Politics of African American Education: Representation, Partisanship and Educational Equity*. Cambridge University Press.

Book Reviews:

Privatization and the Public Good: Public Universities in the Balance by Matthew Lambert. 2015. *Journal of Student Financial Aid* 45(1): 45-47.

Funded Grants:

Rutherford, Amanda. "School Safety for All or for Some? Considering the Competing Roles of School Resource Officers as Law Enforcement, Teachers, and Mentors" Racial Justice Research Fund. Indiana University-Bloomington. \$14,832.

Rutherford, Amanda in partnership with the Indiana University Public Policy Institute. "Comparative Consolidated Council Analysis." Indianapolis-Marion County City-County Council. \$26,500.

Merritt, Cullen and Amanda Rutherford in partnership with the Indiana University Public Policy Institute. "Understanding City-County County Effectiveness." Indianapolis-Marion County City-County Council. \$100,000.

Press:

Moody, Josh. December 2, 2022. "Why Does Florida Have so Many Failed Leadership Searches?" *Inside Higher Ed*.

McCann, Adam. September 19, 2022. "2022 Best & Worst States for Teachers." *WalletHub*.

Pak-Harvey, Amelia. April 29, 2022. "Indianapolis Councilors to Consider More than Doubling Their Base Salaries." *Indianapolis Star*.

Chapman, Jim. April 6, 2022. "Salaries: PFW's leader at No. 1" *The Journal Gazette*.

Murakami, Kery, July 7, 2020. "Erasing Equity Gaps With State Funding" *Inside Higher Ed*.

Brown, Alex. March 11, 2020. "Study Shows Room for Improvement at Indy Council" *Inside Indiana Business*.

Sheridan, Jill. March 11, 2020. "New Study Examines City-County Council" *WFYI Indianapolis*.

Daudelin, Drew. August 19, 2019. "60,000 Emails a Year: How Some Part-Time City Councilors Deal with Full-Time Hours." *WFYI Indianapolis*.

Zambrano-Gutiérrez, Julio César, Amanda Rutherford, and Sean Nicholson-Crotty. November 9, 2017. "It's good for students when parent work with teachers to design and produce their

education.” *The London School of Economics and Political Science American Politics and Policy* blog.

Meier, Kenneth J. and Amanda Rutherford. September 7, 2017. “Book Talk: The Politics of African-American Education Representation, Partisanship, and Educational Equity.” Book Talk Webinar Series. *American Society for Public Administration*.

Bernardo, Richie. December 13, 2016. “2016’s Best College Towns & Cities in America.”

Schmidt, Peter. November 10, 2016. “Why University Chiefs Head Out the Door.” *The Chronicle of Higher Education*.

Mastropasqua, Kristina. September 2, 2016. “Do More U.S. Latinos Win Political Offices if Election Materials are Printed in English and Spanish?” *Shorenstein Center on Media, Politics and Public Policy*.

Brackemyre, Anne. April 15, 2016. “Panel to Address Rising Cost of College.” *Indiana University Newsroom*.

Inside Higher Ed. February 24, 2016. “Study: Why Presidents’ Political Ideologies Matter.” *Inside Higher Ed*.

Masterson, Julie. September 8, 2015. “Professor Discusses Language Instruction Policy in Schools.” *Indiana Daily Student*.

Marschall, Melissa and Amanda Rutherford. July 6, 2015. “School boards were more likely to have Latino members in counties covered by the language assistance provisions of the now defunct Section 4 of the Voting Rights Act.” *The London School of Economics and Political Science American Politics and Policy* blog.

Marschall, Melissa and Amanda Rutherford. May 27, 2015. “Latino Board Members More Likely to Achieve Representation in Counties Covered by Language Assistance Provisions of the Voting Rights Act.” *American Journal of Political Science* blog.

Rutherford, Amanda and Thomas Rabovsky. August 26, 2014. “Performance Funding Policies in Higher Education Have Had Little Effect on Student Outcomes.” *The London School of Economics and Political Science American Politics and Policy* blog.

Meier, Kenneth J. and Amanda Rutherford. June 9, 2014. “In Majority Democratic School Districts, African Americans Gain Significantly More Representation in At-Large Elections.” *The London School of Economics and Political Science American Politics and Policy* blog.

Manuscripts under Review:

Rutherford, Amanda and Megan Darnley. “Can External Actors Influence Internal Organizational Behavior? The Case of School Resource Officers and Disproportionate Student Discipline.”

Rutherford, Amanda and Cullen Merritt. "Information Framing of Unpopular Public Policies: Perceptions of City-County Council Salaries." Revise and Resubmit.

Works in Progress:

Conley, Shannon, John Stavick, and Amanda Rutherford. "Do Echelons Matter? Disaggregating the Effect of Turnover on Performance in Public Agencies."

Lipsmeyer, Christine, Andrew Philips, Amanda Rutherford, and Guy D. Whitten. "Bad Times Keep Us Together: Policy Priorities and Economic Shocks." EU Center Conference on "Analyzing Compositional Variables in the Study of Politics and Policy."

Rutherford, Amanda and Nathan Favero. "Bureaucratic Environments, Discretion, and Moving against Clients: A Experimental Study of School Resource Officers."

Rutherford, Amanda and Shaun Khurana. "Understanding the Socio-Political Antecedents of Role Ambiguity: The Case of School-Based Law Enforcement Officers."

Rutherford, Amanda and Emily Mee. "Taken to Heart or Turning a Deaf Ear? Understanding Drivers of Bureaucratic Change."

Rutherford, Amanda and Thomas Rabovsky. "Reach for the Stars but Stay in Your Lane: Predicting the selection of women to lead public agencies."

Rutherford, Amanda and Jiaen Wu. "Can Political Pressure Mediate Representation? Examining the Composition of Congressional Staff."

Zhu, Ling, Amanda Rutherford, and Ohbet Cheon. "Does Sector Performance Matter for Innovation? A Cross-Sector Comparison of Organizational Responses to Performance Gaps."

Conference and Invited Presentations:

"Bad Times Keep Us Together: Policy Priorities and Economic Shocks" with Christine Lipsmeyer, Andrew Philips, Amanda Rutherford, and Guy D. Whitten. June 2022.

"Reach for the Stars but Stay in Your Lane: Predicting the selection of women to lead public agencies" with Thomas Rabovsky. May 2022. Public Management Research Conference. Phoenix, AZ.

"Understanding the Socio-Political Antecedents of Role Ambiguity: The Case of School-Based Law Enforcement Officers" with Shaun Khurana. April 2022. Annual Meeting of the Midwest Political Science Association. Chicago, IL.

"Taken to Heart or Turning a Deaf Ear? Understanding Drivers of Bureaucratic Change" with Emily Mee. April 2022. Annual Meeting of the Midwest Political Science Association. Chicago, IL.

- “Does Altering the Avenue of Accountability Matter? Linking Representation in Campus Police Departments to Crime” with Emily Mee. June 2021. Public Management Research Conference. Virtual Meeting.
- “Job Vacancy and Organizational Performance: Are Managers or Employees Missed Most?” with Sergio Fernandez and Breck Wightman. June 2021. Public Management Research Conference. Virtual Meeting.
- “The Push for Good Governance: Identifying Predictors of Executive Search Transparency in Public Organizations” with Breck Wightman. April 2021. Annual Meeting of the Midwest Political Science Association. Virtual Meeting.
- “Information Framing of Unpopular Public Policies: Perceptions of City-County Council Salaries” with Cullen Merritt. September 2020. Annual Meeting of the American Political Science Conference. Virtual Meeting.
- “Job Vacancy and Organizational Performance: Are Managers or Employees Missed Most?” with Sergio Fernandez and Breck Wightman. June 2020. Public Management Research Conference. Chapel Hill, NC. Cancelled due to COVID-19.
- “The Push for Good Governance: Identifying Predictors of Executive Search Transparency in Public Organizations” with Breck Wightman. April 2020. Midwest Political Science Association Annual Meeting. Chicago, IL. Cancelled due to COVID-19.
- “Executive Vacancies in Federal Agencies: Symbolic or Substantive Crises?” with Taha Hameduddin. August 2019. Annual Meeting of the American Political Science Conference. Washington, D.C.
- “Leaving the Pilot Seat Empty: Determinants of Vacancy Instances in Top Executive Positions” with Ricardo Andrés Bello-Gómez. June 2019. Public Management Research Conference. Chapel Hill, NC.
- “Performance-Based Funding Policies in Higher Education.” April 2019. University of Colorado-Denver. Denver, CO.
- “Experimental Research in Public Administration.” April 2019. University of Colorado-Denver. Denver, CO.
- “Performance Gaps, Management Responses, and Negativity Bias: Evidence from Cross-Sector Comparisons” with Ling Zhu and Ohbet Cheon. April 2019. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “Can External Actors Influence Internal Organizational Behavior? The Case of School Resource Officers and Disproportionate Student Discipline” with Megan Darnley. April 2019. Midwest Political Science Association Annual Meeting. Chicago, IL.

- “Compared to Whom? Social and Historical References Points and Performance Appraisals by Students, Managers, and the General Public” with Megan Darnley and Thomas Rabovsky. January 2019. Southern Political Science Association Annual Meeting. Austin, TX.
- “Tipping the Scales: The Causes and Consequences of Administrative Spending” with Megan Darnley and Thomas Rabovsky. April 2018. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “Leaving the Pilot Seat Empty: Determinants of Vacancy Instances at Top Executive Positions” with Ricardo Andrés Bello-Gómez. April 2018. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “Understanding Vacancy Time: A Theoretical Framework Informed by Cross-Sector Comparisons.” January 2018. University of Missouri. Columbia, MO.
- “Completion at the Expense of Access? The Effects of Performance-Funding Policies on Access to Public Four-Year Universities” with Denisa Gándara. November 2017. Annual Meeting of the Association for the Student of Higher Education. Houston, TX.
- “Understanding Vacancy Time: A Cross-Sector Comparison” with Jeryl Mumpower, Ricardo Andrés Bello-Gómez, and Marlisa Griffin. September 2017. Annual Meeting of the American Political Science Conference. San Francisco, CA.
- “Shifting Administrative Intensity and Front-Line Employee Composition: Cutback Management in Institutions of Education” with Joris van der Voet. August 2016. Annual Meeting of the Academy of Management. Atlanta, GA.
- “Does Sector Performance Matter for Innovation? A Cross-Sector Comparison of Organizational Responses to Performance Gaps” with Ling Zhu and Ohbet Cheon. June 2017. Public Management Research Conference. Washington, DC.
- “The Politics of African-American Education: Representation, Partisanship and Educational Equity” with Kenneth J. Meier. April 2017. American University. Washington, DC.
- “Top Management Turnover: The Role of Governing Board Structures” with Jon Lozano. April 2017. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “Does Motivation for Market-Based Reform Matter? The Case of Responsibility Centered Management in U.S. Higher Education.” February 2017. Ohio State University. Columbus, OH.
- “Executive Turnover: The Role of Managerial Characteristics and Environmental Factors in Determining Exit Strategy” with Jon Lozano. November 2016. Annual Meeting of the Association for the Study of Higher Education. Columbus, OH.
- “Will the Tide Lift All Boats? Examining the Equity Effects of Performance Funding Policies in Higher Education” with Nathan Favero. November 2016. Annual Meeting of the Association for the Study of Higher Education. Columbus, OH.

- “The Politics of African-American Education: Representation, Partisanship and Educational Equity” with Kenneth J. Meier. October 2016. University of Oklahoma. Norman, OK.
- “The Voting Rights Act and Latino Participation and Turnout” with Melissa Marschall and John Lappie. September 2016. Annual Meeting of the American Political Science Conference. Philadelphia, PA.
- “Organizational Turnaround: Moving Beyond One-Size-Fits-All Solutions” with Nathan Favero. August 2016. Annual Meeting of the Academy of Management. Anaheim, CA.
- “Strategic or Symbolic? Identifying the Causes of Decentralization through Responsibility Centered Management in U.S. Higher Education” with Thomas Rabovsky. June 2016. Public Management Research Conference. Aarhus, DK.
- “Managing the Gaps: How Performance Gaps Shape Managerial Decision Making” with Ling Zhu. January 2016. Southern Political Science Association Annual Meeting. San Juan, PR.
- “The Effect of Top Management Team Heterogeneity on Performance in Institutions of Higher Education.” November 2015. Association for Public Policy Analysis and Management Annual Meeting. Miami, FL.
- “Performance-based Accountability for Higher Education: How is it Measuring Up?” with Denisa Gándara. November 2015. Association for the Study of Higher Education Annual Meeting, Denver, CO.
- “Organizational Turnaround: Moving Beyond One-Size-Fits-All Solutions” with Nathan Favero. June 2015. Public Management Research Conference. Minneapolis, MN.
- “The Voting Rights Act and Latino Participation in School Board Elections: How Efficacious are the Language Assistance Provisions?” with Melissa Marschall. April 2015. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “Here, There, Everywhere: Modeling the Dynamics of State Expenditures” with Christine Lipsmeyer, Andrew Philips, and Guy D. Whitten. April 2015. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “Policy Change and Reform in Higher Education” roundtable with William Doyle, Alisa Hicklin Fryar, Michael McLendon, and Kenneth J. Meier. April 2015. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “Do Public-Private Differences Matter? Managerial Characteristics and Organizational Performance” with Claire Stieg. January 2015. Southern Political Science Association Annual Meeting. New Orleans, LA.
- “Strategic Management: Much Ado about Nothing?” with George A. Boyne and Kenneth J. Meier. January 2015. Southern Political Science Association Annual Meeting. New Orleans, LA.

- “Strategic Choices of Leaders: The Role of Fit in Presidential Performance.” November 2014. Association for the Study of Higher Education Annual Meeting. Washington, DC.
- “The Strategic Choice of University Leaders: The Role of Managerial Fit in the Recruitment & Selection of University Presidents.” November 2014. Association for Public Policy Analysis and Management Annual Meeting. Albuquerque, NM.
- “Race, Structure and Partisanship: Effective Substantive Representation in Urban Education” with Kenneth J. Meier. August 2014. American Political Science Association Annual Meeting. Washington, DC.
- “The Dynamic Battle for Pieces of Pie: Modeling Party Support in Multi-Party Nations” with Andrew Philips. July 2014. Society for Political Methodology Annual Meeting. Athens, GA.
- “Do Voting Rights Matter for the Classroom? Exploring the Link between Voting Rights, Representation, and Educational Equity” with Melissa Marschall. June 2014. Education and Civil Rights Conference. Pennsylvania State University, State College, PA.
- “Balancing Bureaucratic Control and Performance Accountability: Institutional Reactions to Decreasing Oversight” with Justin Shepherd. April 2014. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “The Dynamic Battle for Pieces of Pie—Modeling Party Support in Multi-Party Nations” with Andrew Philips and Guy D. Whitten. April 2014. Midwest Political Science Association Annual Meeting. Chicago, IL.
- “Environmental Determinants of Internal and External Networking: The Case of Higher Education” with Thomas Rabovsky and Alisa Hicklin Fryar. January 2014. Southern Political Science Association Annual Meeting. New Orleans, LA.
- “Voting Rights for Whom?: Examining the Effects of the Voting Rights Acts on Latino Political Incorporation” with Melissa Marschall and Paru Shah. August 2013. American Political Science Association Annual Meeting. Chicago, IL.
- “Management Decision in a Performance Driven System: Theory and Empirical Tests in Higher Education” with Ken Meier. June 2013. Public Management Research Association Conference. Madison, WI.
- “For Better or Worse: Organizational Turnaround in New York City Schools” with Nathan Favero. June 2013. Public Management Research Association Conference. Madison, WI.
- “Administrative Intensity in U.S. Higher Education: When Size and Structure Matter.” January 2013. Southern Political Science Association Annual Meeting. Orlando, FL.
- “Organizational Turnaround and Educational Performance: The Impact of Performance-Based Monitoring Analysis Systems.” October 2012. APPAM/INVALSI/UMD Conference “Improving Education through Accountability and Evaluation: Lessons from Around the World.” Rome, Italy.

“African American Educational Equity: The Role of Politics” with Kenneth J. Meier. September 2012. University of Texas, Austin, TX.

“How Do Structure and Trust Affect Accountability Policies” with Alisa Hicklin Fryar. April 2012. Midwest Political Science Association Annual Meeting. Chicago, IL.

“Managing Education Performance: A Look at Outside Intervention.” January 2012. Southern Political Science Association Annual Meeting. New Orleans, LA.

Research Interests:

Managerial Values and Decision Making, Performance Accountability Policies, Organization Theory, Representative Bureaucracy, Higher Education Policy, Research Design and Methodology

Courses Taught:

Undergraduate: V263, Public Management, Indiana University, Fall 2015, Fall 2016
V185, Managing Public Problems and Solutions, Spring 2019, Spring 2020, Spring 2022

Graduate: V502, Public Management, Indiana University, Fall 2015, Fall 2016, Fall 2017, Fall 2019, Fall 2020, Fall 2021
M652, Managing Diversity in Public Organizations, Indiana University, Fall 2017
V680/V780, Research Design and Methods in Public Affairs, Indiana University, Spring 2018, Spring 2019, Spring 2020, Fall 2021, Fall 2022

Doctoral Committees

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|-------------|--|--------------------------------|
| In Progress | Shannon Conley – Chair (O’Neill School) | |
| In Progress | Shaun Khurana – Chair (O’Neill School) | |
| In Progress | Emily Mee – Chair (O’Neill School) | |
| In Progress | Shelly McLean Bent (School of Education) | |
| In Progress | Aaron Harmon (School of Education) | |
| In Progress | Lance Vanderberg (School of Education) | |
| 2022 | Kimberly Madsen - Chair (O’Neill School) | State of Utah Legislature |
| 2022 | Breck Wightman – Chair (O’Neill School) | Brigham Young University |
| 2022 | Megan Darnley - Chair (O’Neill School) | Learn Fresh/Harvard University |
| 2022 | Jessica Sherrod Hale (O’Neill School) | U.S. Department of Labor |
| 2021 | Michelle Graff (O’Neill School) | Cleveland State University |
| 2021 | Angel Nathan (School of Education) | Indiana University |
| 2020 | Ricardo A. Bello-Gómez (O’Neill School) | Texas Tech University |
| 2019 | Roy Chan (School of Education) | Lee University |
| 2019 | Youngsik Hwang (School of Education) | Chungnam National University |
| 2018 | Shinwoo Lee (O’Neill School) | University of South Florida |
| 2018 | Jon Lozano (School of Education) | Johns Hopkins University |

Honors and Awards:

Department/ School

Graduate Teaching Award, O'Neill School of Public and Environmental Affairs, Indiana University, 2021

Graduate Teaching Award, O'Neill School of Public and Environmental Affairs, Indiana University, 2019

Leader for the Greater Good Award, Graduate Student Choice Awards, School of Public and Environmental Affairs, Indiana University, 2017

Vision 2020 Dissertation Enhancement Award, College of Liberal Arts, Texas A&M University, 2014-2015

Bryan D. Jones Outstanding Political Science Graduate Student, Texas A&M University, 2013

Professional Development Grant, Texas A&M University College of Liberal Arts, 2012

Vision 2020 Fellowship, College of Liberal Arts, Texas A&M University, 2011-2015

Emerging Scholar Award, Department of Political Science, Texas A&M University, 2011

University

Inclusive Excellence Award, Indiana University, 2022

George W. Kunze Endowed Graduate Fellowship for Outstanding Graduating Ph.D. Student, Texas A&M University, 2015

Distinguished Graduate Student Award for Research, Association of Former Students, Texas A&M University, 2015

Southerland Aggie Leader Scholarship, Texas A&M University, 2014

Academic Excellence Award, Texas A&M University, 2014

Former Students Pooled Memorial Endowment Scholarship, Texas A&M University, 2013

Graduate Student Council Travel Award, Texas A&M University, 2013

National/ Discipline

Emerging Education Policy Scholars, Thomas B. Fordham Institute and American Enterprise Institute, 2020 cohort

Prominent Public Affairs Scholar Award, PhD Student Association, School of Public Affairs, University of Colorado-Denver, 2019

Donald A. Gatzke Dissertation Award, American Association of University Administrators, 2017

Paul A. Volcker Endowment for Public Service Research and Education, Junior Scholar Research Grant, 2014

Scholar Award Dissertation Fellowship, P.E.O. International, 2014-2015

Prestage-Cook Travel Award, Southern Political Science Association, 2013

Empirical Implications of Theoretical Models Travel Scholarship for American Political Science Association Annual Meeting, 2012

Graduate Fellowship, Delta Gamma Fraternity Foundation 2009-2013

Professional Service:

Department/ School

Director, Undergraduate Honors Program, O'Neill School of Public and Environmental Affairs, Indiana University, 2019-present

Faculty Hiring Committee, Governance and Management, O'Neill School of Public and Environmental Affairs, Indiana University, 2021-2022

Chair, Policy Committee, O'Neill School of Public and Environmental Affairs, Indiana University, 2020-2021

Member, Policy Committee, O'Neill School of Public and Environmental Affairs, Indiana University, 2019-2020, 2022-2023

Member, Budgetary Affairs Committee, O'Neill School of Public and Environmental Affairs, Indiana University, 2019-2021

Member, MPA Admissions Committee, School of Public and Environmental Affairs, Indiana University, 2015-present

Board of Advisors, Journal of Public and Environmental Affairs, 2017-2019

Faculty Advisor, Students for Equity in Public Affairs, School of Public and Environmental Affairs, Indiana University, 2015-present

Member, Public Affairs PhD Program Committee, School of Public and Environmental Affairs, Indiana University, 2016-2018; 2022-present

Governance and Management Faculty Group Speaker Series Coordinator, School of Public and Environmental Affairs, Indiana University, 2016-2018

Member, Public Policy PhD Program Committee, School of Public and Environmental Affairs, Indiana University, 2016-2017

Member, Texas A&M Department of Political Science Faculty Search Committee, Fall 2014

Organizer, "The Power of Higher Education for Latinos in Social and Economic Outcomes," Sponsored by the Carlos Cantu Hispanic Education and Opportunity Endowment and the Department of Political Science, March 5-7, 2015, Texas A&M University

Organizer, "Sixth Conference on Empirical Studies of Organizations and Public Management," Sponsored by the Project of Equity, Representation, and Governance and the Department of Political Science, May 16-18, 2014, Texas A&M University

Assistant Director, Undergraduate Student Research Academy, Department of Political Science, June 3- July 8, 2013, Texas A&M University

Graduate Assistant, "Reconsidering Race: Interdisciplinary Approaches," Sponsored by the Department of Political Science and the College of Liberal Arts, May 3-4, 2013, Texas A&M University

Organizer, "Equity, Excellence, and Accountability: Current Issues in Higher Education Policy," Sponsored by the Project of Equity, Representation, and Governance and the Department of Political Science, April 18-20, 2013, Texas A&M University

Organizer, Graduate Student Fall Recruitment, Sponsored by the Project of Equity, Representation, and Governance and the Department of Political Science, October 26-28, 2012, Texas A&M University

Organizer, "Fifth Conference on Empirical Studies of Organizations and Public Management," Sponsored by the Project of Equity, Representation, and Governance and the Department of Political Science, May 4-5, 2012, Texas A&M University

Co-Organizer, Graduate Student Fall Recruitment, Sponsored by the Project of Equity, Representation, and Governance and the Department of Political Science, October 21-23, 2011, Texas A&M University

University

Selection Committee Member, "Provocations: Conversation Towards a Bold University in the 21st Century" Grants, Institute for Advanced Study and the Indiana University Bicentennial Committee, 2019

Graduate Student Council Executive Vice President, Texas A&M University, 2013-2015

Diversity Committee Member, College of Liberal Arts, Texas A&M University, 2013-2015

Strategic Reallocation Sub-Council Member, Texas A&M University, 2012-2013
Graduate Student Council Representative, Texas A&M University, 2012

National/Discipline

Editorial Board, *Journal of Public Administration Research and Theory*, 2022-present

Editorial Board, *Research in Higher Education*, 2021-present

Editorial Board, *Public Administration Review*, 2020-present

Editorial Board, *Journal of Student Financial Aid*, 2013-present

Reviewer, *American Political Science Review*, *American Journal of Political Science*, *Journal of Politics*, *Political Research Quarterly*, *Policy Studies Journal*, *Journal of Public Administration Research and Theory*, *Public Administration Review*, *Public Administration*, *International Public Management Journal*, *American Review of Public Administration*, *Public Performance & Management Review*, *Governance*, *Administration & Society*, *Journal of Public and Nonprofit Affairs*, *Public Management Review*, *Research in Higher Education*, *Journal of Higher Education*, *Journal of Student Financial Aid*, *Education Policy*

Discussant or Panel Chair, Meetings of the Southern Political Science Association, Midwest Political Science Association, American Political Science Association, Association for Public Policy Analysis and Management Annual Meeting, Public Management Research Association

Book Review Editor, *Journal of Public Administration Research and Theory*, 2015-2020

Best Book Award Committee Chair, Public and Nonprofit Division, Academy of Management Conference, 2021-2022

Herbert Simon Award Committee Member, Midwest Public Administration Caucus, Midwest Political Science Association, 2022

Herbert Simon Best Book Award Committee Member, Public Administration Section, American Political Science Association, 2020

Associate Editor, Public and Nonprofit Division, Academy of Management Conference, 2020

Associate Editor, Public and Nonprofit Division, Academy of Management Conference, 2019

Program Committee, Public Management Research Conference, 2019

Section Chair, Public Administration Section, 2019 Annual Meeting, Southern Political Science Association

Kenneth J. Meier Award selection committee, Midwest Political Science Association, 2018 and 2019
Communication Chair, Public Administration Section, American Political Science Association, 2015-2018

Member, Midwest Public Administration Caucus presidential selection committee, 2018

Co-Chair, Public and Non-Profit Division Doctoral Consortium, 2017 Annual Meeting, Academy of Management

Section Chair, Bureaucratic Politics Section, 2017 Annual Meeting, Midwest Political Science Association

Volcker Junior Scholar Research Grant Award selection committee, Public Administration Section, American Political Science Association 2016

Section Co-Chair, Public Administration Section, 2016 Annual Meeting, Midwest Political Science Association

Chair, Graduate Student Research and Career Development Section, 2015 Annual Meeting, Southern Political Science Association

Editorial Assistant, *Journal of Public Administration Research and Theory*, 2012-2015

Other

Human Relations Chair, Great Plains Association for College Admissions Counseling, 2010-2011

Board Member, United Way, Norman, OK, 2008-2009

Professional Memberships:

American Political Science Association
Midwest Political Science Association
Southern Political Science Association
Public Management Research Association
Academy of Management
American Society for Public Administration
Association of Public Policy Analysis and Management
Association for the Study of Higher Education