

David M. Bredenkamp

Curriculum Vitae

Collegiate Associate Professor
Center for Public Administration & Policy (CPAP)
School of Public & International Affairs (SPIA)
Virginia Polytechnic Institute and State University (VT)
bredenkamp@vt.edu

ACADEMIC APPOINTMENTS

Collegiate Associate Professor

Virginia Polytechnic Institute and State University (Virginia Tech)
College of Liberal Arts and Human Sciences (CLAHS)
School of Public & International Affairs (SPIA)
Center for Public Administration and Policy (CPAP) August 2025-present

Center for Humanities Associate

Virginia Polytechnic Institute and State University (Virginia Tech)
College of Liberal Arts and Human Sciences (CLAHS) August 2025-present

Assistant Professor

Virginia Polytechnic Institute and State University (Virginia Tech)
College of Liberal Arts and Human Sciences (CLAHS)
School of Public & International Affairs (SPIA)
Center for Public Administration and Policy (CPAP) August 2018-August 2025

EDUCATION

Indiana University Bloomington, School of Public and Environmental Affairs (SPEA)

Ph.D., Public Affairs: Public Management, Policy Analysis June 2018

Minor: Org. Behavior & Human Resources Management (*Kelley School of Business*)

Committee: M. Baggetta, M. McGuire (co-chairs); S. Fernandez; B. Gazley

Dissertation: *Serving Alongside the Shadow: Civil Servants and Contracted Public Work*

Master of Public Affairs: Public Management, Nonprofit Management May 2012

Indiana University Bloomington, Jacobs School of Music (IJSOM)

Bachelor of Science: Voice; Outside Field: Theater May 2002

RESEARCH

PUBLICATIONS

Baggetta, M. and **Bredenkamp, D.** 2021. "Systematic Social Observation in the Study of Civil Society Organizations." *Sociological Methods and Research*.

CONFERENCE PAPERS & PRESENTATIONS

- Bredenkamp, D.;** Abdelrasol, S.; Boyette, C.; Comer, C. C.; Stoval, C.; Talukdahar, S. (2024) "Health Worker Potential for Expanded Exploration of Public "Frontlineness": A Scientometric Analysis." (Presented by Coauthor at the Public Management Research Conference 2024 in Seattle, WA).
- Bredenkamp, D.;** Dull, M.; LaRiviere, L.; Comer, C. C.; Boyette, C.; Abdelrasol, S. (2023) "Health Worker Potential for Expanded Exploration of Public 'Frontlineness': A Systematic Scoping Review." Draft manuscript produced in Advanced Topics in Management: Frontlineness Course (PAPA 6354; Fall 2022). APSA 2023 Mini-Conference for Junior Scholars (Invited; Presented in Los Angeles, CA).
- Bredenkamp, D.;** Dull, M.; LaRiviere, L.; and Sogodogo, A. (2022). "Frontline Service Narratives and Workplace Identities in Behavioral Health and Developmental Services." DC Public Management Research Consortium (Presented with coauthors October 2022).
- Bredenkamp, D.;** Dull, M.; LaRiviere, L.; and Sogodogo, A. (2022). "Aspiration and Autonomy: Frontline Narratives and Workplace Values in Behavioral Health and Developmental Services." Public Management Research Conference (PMRC) (Presented May 2022).
- Bredenkamp, D.;** Dull, M.; LaRiviere, L.; and Sogodogo, A. (2022). "Frontline Service Narratives and Workplace Values in Behavioral Health and Developmental Services." Midwest Political Science Association (MPSA) Conference (Coauthors presented April 2022).
- Bredenkamp, D.** 2019. "Is Perception Reality? A Management-Based Theory for Post-Truth Society." Public Administration Theory Network Annual Conference (PAT Net) (Presented).
- Bredenkamp, D.** 2018. "Does Outsourcing Lead to Team Discord? U.S. Government Contracting and Work Group Cooperation." Midwest Political Science Association (MPSA) Annual Conference. Junior Scholar Symposium.
- Baggetta, M. and **Bredenkamp, D.** 2017. "Systematic Social Observation in the Study of Civic Activity." West Coast Nonprofit Data Conference.
- Bredenkamp, D.** 2017. "Working with the Shadow: Public Worker Satisfaction and the Private Government Workforce." Midwest Political Science Association (MPSA) Annual Conference.
- Bredenkamp, D.** 2016. "Entering and Staying in Public Service: Is the Hurdle Getting Higher?" Midwest Political Science Association (MPSA) Annual Conference.
- Bredenkamp, D.** 2016. "Attracting and Keeping Public Servants: Are the Magnets Getting Weaker?" Association of SPEA Ph.D. Students (ASPS) Annual Conference, Indiana University.
- Baggetta M. and **Bredenkamp, D.** 2015. "Systematic Social Observation in the Study of Associations and Civic Engagement: The Case of Student Groups." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference.

Baggetta M. and **Bredenkamp, D.** 2015. "Systematic Social Observation in the Study of Associations and Civic Engagement: The Case of Student Groups." American Sociological Association (ASA) Annual Conference.

Baggetta M. and **Bredenkamp, D.** 2015. "Systematic Social Observation in the Study of Associations and Civic Engagement: The Case of Student Groups." Public Management Research Association (PMRA) Annual Conference.

Bredenkamp, D. 2014. "Work Group Cooperation and Job Satisfaction in the Public Sector." Association of SPEA Ph.D. Students (ASPS) Annual Conference, Indiana University. Conference Paper Submission. Conference Award Recipient: Best Public Management Paper.

Baggetta M. and **Bredenkamp, D.** 2014. "The Civic Extracurriculum: Opportunities for Civic Engagement and Development in Collegiate Associations." American Sociological Association (ASA) Annual Conference. Round Table Discussion.

WORKS IN PROGRESS

Bredenkamp, D. "Serving with the Shadow: Contracting and Cooperation in Public Sector Work."

Bredenkamp, D. "Work Group Cooperation and Job Satisfaction in the Public Sector."

Bredenkamp, D. "Contracting and Civil Servant Job Satisfaction: How are they Related?"

Baggetta, M. and **Bredenkamp, D.** "The Civic Extra-Curriculum: Opportunities for Civic Engagement and Development in Collegiate Associations."

RESEARCH AWARDS

"Best Public Management Paper" Conference Award [\$250]

Association of SPEA PhD Students (ASPS) Annual Conference, Indiana University 2014

RESEARCH GRANTS & GRANT WRITING

Virginia Department of Behavioral Health and Developmental Services;

Virginia Tech, Richmond. [\$59,500]

Lead Faculty Researcher. Organizational Values and Aspirations.

Funded for individual work and research assistant support. May 2019-December 2019

Spencer Foundation. Research Grant in The New Civics [\$49,693]

Baggetta, Matthew. "Uncovering the Civic Extracurriculum:

Systematic Social Observation of Collegiate Associations." Funded. 2014

Diversity Scholar Grant [\$250]

Association for Research on Nonprofit Organizations and Voluntary Action 2012

RESEARCH EXPERIENCE

Lead Faculty Researcher

Virginia Department of Behavioral Health and Developmental Services;
Virginia Tech, Richmond
Graduate Research Assistants Managed: 3

May 2019-2022

Graduate Assistant, *Public Administration Review*, Indiana University

Fall 2012-Fall 2017

Graduate Research Assistant, Prof. Matthew Baggetta

Research Assistant Manager for Systematic Social Observation Study
Indiana University
Graduate Research Assistants Managed: 1
Undergraduate Research Assistants Managed: 3

May 2013-August 2015

RESEARCH INTERESTS

Public Management, Organizational Behavior, Public Service, Civil Service Employee Attitudes,
Human Resources

TEACHING

COURSES

Instructor, PAPA-5904: Project and Report (Portfolio),
Virginia Tech. MPA-level. Online.

Fall 2025

Instructor, PAPA-5316: Government Administration II: Systems Skills,
Virginia Tech. MPA-level. Online.

Fall 2025

Instructor, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Online.

Fall 2025

Instructor, PAPA-6324 (replacement): Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Independent Study (one student).

Spring 2025

Instructor, PAPA-5014: Public Administration Concepts & Approaches,
Virginia Tech. MPA-level. Online

Spring 2025

Instructor, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Online

Spring 2025

Instructor, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Online.

Fall 2024

Instructor, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Special Section for the National
Reconnaissance Office (NRO), Chantilly, VA. Hybrid/Online.

Fall 2024

Instructor , PAPA-6324: Personnel Processes and Their Policy Implications, Virginia Tech. MPA-level. Intensive Online 6-Week Course.	Summer 2024
Instructor , PAPA-6454: Ethical Management in Public Service, Virginia Tech. MPA-level. Online.	Spring 2024
Instructor , PAPA-5315: Government Administration I: Behavioral Skills, Virginia Tech. MPA-level. Online.	Spring 2024
Instructor , PAPA-5315: Government Administration I: Behavioral Skills, Virginia Tech. MPA-level. Online.	Fall 2023
Instructor , PAPA-6252: Advanced Topics in Ethics Virginia Tech. PhD-level. Research Process Learning Lab. Online.	Fall 2023
Instructor , PAPA-5014: Public Administration Concepts & Approaches, Virginia Tech. MPA-level. Large Online section; Co-Instructed (Rees; Sharp)	Summer 2023
Instructor , PAPA-5315: Government Administration I: Behavioral Skills, Virginia Tech. MPA-level. Online.	Spring 2023
Instructor , PAPA-6324: Personnel Processes and Their Policy Implications, Virginia Tech. MPA-level. Online.	Spring 2023
Instructor , PAPA-6252: Advanced Topics in Management: “Frontlineness,” Virginia Tech. PhD-level. Research Process Learning Lab. Online.	Fall 2022
Instructor , PAPA-5014: Public Administration Concepts & Approaches, Virginia Tech. MPA-level. Large Online section; Co-Instructed (Rees; Sharp)	Fall 2022
Instructor , PAPA-6324: Personnel Processes and Their Policy Implications, Virginia Tech. MPA-level. Online.	Summer 2022
Instructor , PAPA-5316: Government Administration II: Systems Skills, Virginia Tech. MPA-level. Arlington and Richmond.	Spring 2022
Instructor , PAPA-5315: Government Administration I: Behavioral Skills, Virginia Tech. MPA-level. Online.	Spring 2022
Instructor , PAPA-6344: Leadership & Management, Virginia Tech. PD-level. Online.	Fall 2021
Instructor , PAPA-6454: Ethics in the Public Sector, Virginia Tech. MPA-level. Arlington.	Fall 2021
Instructor , PAPA-5315: Government Administration I: Behavioral Skills, Virginia Tech. MPA-level. Two sections, Blacksburg and Richmond.	Spring 2021

- Instructor**, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Arlington. Fall 2020
- Instructor**, PAPA-6344: Leadership & Management,
Virginia Tech. PD-level. Blacksburg and Arlington. Spring 2020
- Instructor**, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Blacksburg. Spring 2020
- Instructor**, PAPA-6252: Advanced Topics in Management: Government in Partnership,
Virginia Tech. PhD-level. Cross-location, Blacksburg and Alexandria. Fall 2019
- Instructor**, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Blacksburg. Fall 2019
- Instructor**, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Cross-location, Blacksburg and Alexandria. Summer 2019
- Instructor**, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Two sections, Blacksburg and Alexandria. Spring 2019
- Instructor**, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Blacksburg. Fall 2018
- Associate Instructor**, SPEA-V236: Management Concepts and Applications I,
Indiana University. Undergraduate -level. Six semesters. Fall 2015-Spring 2018

ACADEMIC ADVISING

Doctoral Dissertation Co-Chair

Joseph Daniel, Public Administration, “Discretion at work: How academic advisors
work with post-secondary education probationary students” 2020-

Doctoral Dissertation Committee Member

Center for Public Administration and Policy, Virginia Tech

Stigers, Katherine, Public Admin., “Narratives of Street Level Executives in Public
Housing Authorities in Southern Appalachia.” Prospectus phase. 2025

Abdelrasol, Saif, Public Admin., “From Reaganism to Trumpism: The Evolution of
Anti-Government Narratives and the Future of Public Service in the U.S.
Federal Executive Branch.” Prospectus Phase 2025

Miskovic, Phil, Public Admin. Prospectus Phase 2025

Sogodogo, Amady, Public Admin., “Cultivating Professional Meaning and
Organizational Commitment: Frontline Nurses’ Stories about
Peer Support.” 2024

Boyette, Charity, Public Admin., “Career Public-Sector Employee Attitudes About
Political Appointments: A Study of the U.S. Department of State.” 2024

Sogodogo, Amady, Public Admin., “Cultivating Prof. Meaning and Organizational
Commitment: Frontline Nurses’ Stories about Peer Support.” 2024

Layou, Thomas, Public Admin., “Staffing for Adequate Fire and Emergency Responders (SAFER) Grant Program: An Analysis of Fiscal Federalism and How Local Governments Utilize SAFER Grant Funding.”	2024
Ingram, L. Maria, Public Administration, “Contracting in the Sunshine: Fairness and Federal Procurement.”	2024
Talukdar, Shahidur Rashid, Public Administration, “The Implementation of Sustainability across Regional Organizations in the U.S.”	2023
Yang, Huishan, Public Administration, “Organizational Collaborative Motivations and Purpose-oriented Networks: Linking Organizational Theories with Network Characteristics.”	2023
Banee, Rabita, Public Administration, “Examining the Association Between Transformational Leadership and Public Organizational Performance.”	2022
Hollandsworth, Edgar, Public Administration, “Performance Management Reform in the U.S. Federal Government: An Analysis of Institutional and Organizational Influences on the Implementation of the Government Performance and Results Modernization Act of 2010.”	2021

Master of Public Administration ePortfolio Committee, Supporting Member

Center for Public Administration and Policy, Virginia Tech

Nathalia Villarroel-Teran	Fall 2025
Kalli Jackson	Fall 2025
Nicholas Baker	Spring 2025
Haley Bennett	Spring 2025
Joshua Crawford	Spring 2025
Emma Ruby	Spring 2025
Juanita Victoria	Spring 2025
Gerald Wynn	Spring 2025
Glenda Bradley Paul	Fall 2024
Monica Elder	Fall 2024
Elle Smith	Fall 2024
Jaejin Sul	Fall 2024
Jennifer Alemanni	Fall 2024
Rafael Arancibia	Fall 2024
Leslie Stevens	Spring 2024
Jennifer Brogan	Spring 2024
Rachel Meadows	Spring 2024
Andrew Trivette	Spring 2024
Evan Wright	Spring 2024
Jon Apfelbaum	Spring 2024
Rebekah Gunn	Fall 2023
Tanya Wilcox	Fall 2023
Briana Schwam	Spring 2023
Natalie Rios	Spring 2023
William Garrett	Spring 2023
Lauren Gilbert	Spring 2023
Ramos, Andrew	Fall 2022
Bustamante, Reagan	Fall 2022
Kitts, Derek	Fall 2022
Robertson, Catherine	Fall 2022

Webber, Stephen	Spring 2022
Roman, Joseph,	Spring 2022
Manteghi, Mohsen	Spring 2022
Woods, Jon	Spring 2022
Heo, James	Spring 2022
Collins, Stephanie	Spring 2022
Simpson, Stephanie	Spring 2022
Quill, Elizabeth	Spring 2022
Reeger, Claire	Spring 2022
Cooke, Olivia	Spring 2022
Fields, Grant	Spring 2022
Veillette, Nathalie	Spring 2022
Castaneda, Maribel	Spring 2022
McBride, Stacey Hill	Fall 2021
Colten, Jennifer Hana	Fall 2021
Mason Jr, James E	Fall 2021
Evans, Ryan Michael	Fall 2021
Asante, Albert P.	Fall 2021
Richards, Edward Prince	Spring 2021
Tankersley, Cole Patrick	Spring 2021
English, David Joseph	Spring 2021
Marshall, Ericka Mahvash	Spring 2021
Overholt, Meleah Brooke	Spring 2021
Reynal, Matthew George	Spring 2021
Harding, Brandon Allen	Spring 2021
Buscaglia, Caroline Olivia	Spring 2021
Sadie Remington-Gilbert	Fall 2020
Lashawnda Singleton	Summer 2020
Alexis Denny	Spring 2020
Mackenzie Morris	Spring 2020
Amy Southall	Spring 2020
Alberto Jaimes	Spring 2020
Samantha Dunn	Spring 2020
Zane Grey	Spring 2020
Emily Lafon	Spring 2020
Lesley Hunley	Spring 2020
Elliott Abbotts	Fall 2019
Jonathan McCoy	Fall 2019
Trang Vu	Fall 2019
Christjahn Beck	Spring 2019
Olyvia Simone Brown-Coles	Spring 2019
Gregory Tyler Edmunds	Spring 2019
Lawrence Markus Harris	Spring 2019
Aaron Christian Taylor	Spring 2019

CONSULTING, WORKSHOPS, GUEST LECTURES, & ASSISTANTSHIPS

Level-Up Your Presentations: Delivering Compelling Messages, Breaking Down Barriers, Connecting with Your Audience

Virginia Housing; Two Half-Day Workshops	September 2025
Level-Up Your Presentations: Delivering Compelling Messages, Breaking Down Barriers, Connecting with Your Audience Virginia Housing; Full-Day Workshop	April 2025
Deploying the Fundamentals of Public Speaking VPSL I: Deploying the Fundamentals of Public Speaking and Presentations	April 2025
Doctoral Mentoring Workshop, Faculty Attendee <i>Research Methods: Getting Evidence from Surveys & Interviews</i> by Dr. Stephanie Davis Center for Public Administration and Policy, Virginia Tech	March 2025
Level-Up Your Presentations VPSL III: Public Speaking and Presentations	March 2025
Doctoral Mentoring Workshop, Panelist <i>Qualifying Exam Informational Session</i> Center for Public Administration and Policy, Virginia Tech	October 2024
Delivery and Reach: Connecting with Various Audiences, Changing and Adapting Approaches, Successfully Delivering Valuable Information Virginia Housing; One Half-Day Workshop	August 2024
Level-Up Your Presentations: Delivering Compelling Messages, Breaking Down Barriers, Connecting with Your Audience Virginia Housing; Two Half-Day Workshops	August 2024
Level-Up Your Presentations: Delivering Compelling Messages, Breaking Down Barriers, Connecting with Your Audience Virginia Housing; Full-Day Workshop	March 2024
Deploying the Fundamentals of Public Speaking VPSL I: Deploying the Fundamentals of Public Speaking and Presentations	July 2024
Level-Up Your Presentations VPSL III: Level-Up Your Presentations	May 2024
Deploying the Fundamentals of Public Speaking VPSL I: Deploying the Fundamentals of Public Speaking and Presentations	July 2023
Virginia Management Fellows Training VMF/VPSL I: Deploying the Fundamentals of Public Speaking and Presentations	June 2023
Virginia Management Online Lunch and Learn Fellows Training VMF/VPSL I: Deploying the Fundamentals of Public Speaking and Pres.	January 2023
Richmond Information Office Hours, Coordinator & Planner (6 dates) Center for Public Administration and Policy, Virginia Tech	Summer 2022

Virginia Management Fellows Training	VPSL I: Deploying the Fundamentals of Public Speaking and Presentations	June 2022
Doctoral Mentoring Workshop, Panelist	<i>Conference Presentation Tips & Tricks</i> Center for Public Administration and Policy, Virginia Tech	February 2022
Richmond New and Prospective Student Orientation and Information Session, Panelist	Center for Public Administration and Policy, Virginia Tech	December 2021
Doctoral Mentoring Workshop, Panelist	<i>Ethics and Integrity for CPAP PhDs</i> Center for Public Administration and Policy, Virginia Tech	September 2021
Richmond New Student Orientation and Information Session, Coordinator & Planner	Center for Public Administration and Policy, Virginia Tech	October 2020
Doctoral Mentoring Workshop, Panelist	<i>Qualifying Exam Informational Session</i> Center for Public Administration and Policy, Virginia Tech	October 2020
Doctoral Mentoring Workshop, Presenter	<i>Current Research & Conference Presentations: Works in Progress, Tips, & Tricks</i> Center for Public Administration and Policy, Virginia Tech	April 2019
Doctoral Mentoring Workshop, Presenter	<i>Current Research & Conference Presentations: Works in Progress, Tips, & Tricks</i> Center for Public Administration and Policy, Virginia Tech	April 2019
Guest Instructor/Lecturer,	SPEA-V522 Nonprofit HR Mgmt.: <i>Discrimination & Diversity: Faith & Religion</i>	January 2014
	SPEA-V561 Public HR Mgmt.: <i>Impact of HR Activities: Reducing Turnover Costs</i>	November 2012
	SPEA-V450 Strategic HR Mgmt.: <i>Strategic Compensation Systems</i>	April 2012
	SPEA-V373 HR Mgmt. in the Public Sector: <i>Compensation Strategies and Legislation</i>	April 2012
Teaching Assistant, Prof. Daniel Grundmann, SPEA-V450 Strategic HR Management	School of Public and Environmental Affairs, Indiana University	Spring 2012
Teaching Assistant, Dr. James L. Perry, SPEA-V160 National and International Policy	School of Public and Environmental Affairs, Indiana University	Fall 2011
PROFESSIONAL DEVELOPMENT		
Safe Zone Certification: “Zoned In,”	Virginia Tech Pride Center	Spring 2025
Virtual Safe Zone Elective: Pre-Stonewall,	Virginia Tech Pride Center, Participant	Spring 2025
Virtual Trans* Safe Zone Course,	Virginia Tech Pride Center, Participant	Spring 2025

Virtual Safe Zone 101 Course, Virginia Tech Pride Center, Participant Fall 2024

New Faculty Community Training Course

Twelve (12) hours of resource training on teaching, learning, and computing resources. Virginia Tech.

Fall 2018

SERVICE

DEPARTMENTAL & COLLEGE SERVICE

CPAP High Table 2026 Faculty Lead

Center for Public Administration and Policy
Virginia Tech.

Fall 2025-present

Master of Public Administration Admissions Committee

Center for Public Administration and Policy
Virginia Tech.

Fall 2023-present

Master of Public Administration Governance Committee

Center for Public Administration and Policy
Virginia Tech.

Fall 2018, Spring 2019, Fall 2020-present

Master of Public Administration Governance Committee

Center for Public Administration and Policy
Virginia Tech. **Co-Chair.**

Fall 2019-Spring 2020

Honorifics Committee

College of Architecture and Urban Studies
Virginia Tech.

Fall 2020-Spring 2022

UNIVERSITY SERVICE

LGBTQ+ Faculty Caucus

Virginia Tech. Member.

August 2018-present

OTHER SERVICE

Midwest Political Science Association (MPSA) Annual Conference

Chicago, IL, Paper Session Chair
Outsourcing and Procurement in Public Sector

April 2018

Midwest Political Science Association (MPSA) Annual Conference

Chicago, IL, Lightning Talk Chair
Policy in Practice: Bureaucracies and the Politics of Program Implementation

April 2018

School of Public and Environmental Affairs Budget Committee

Indiana University, Graduate Student Member

Spring 2015

LGBTQ+ Culture Center Advisory Board

Indiana University, Graduate Student Member

October 2011-April 2015

WFIU, Indiana Public Media

Community Events/Public Announcement Intern

October 2010-August 2013

PROFESSIONAL EXPERIENCE

J. Crew

Indianapolis, IN, Associate Store Manager, Human Resources August 2007-August 2010

Trained new associates and implemented the on-boarding process

Ran diversity experience training seminar for new and experienced employees

Interviewed, hired, and scheduled for a staff of 25-60 associates (varied seasonally)

Managed/leveraged payroll and scheduling according to budget

Chicago, IL, Client Specialist

August 2004-August 2006

Excelled in client sales (>\$1 Million for FY2005, Chicago)