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

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

Center for Humanities Associate
Virginia Polytechnic Institute and State University (Virginia Tech)
College of Liberal Arts and Human Sciences (CLAHS) August 2025-May 2026

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 (IUJSoM)*
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-5014: Public Administration Concepts & Approaches,
Virginia Tech. MPA-level. Online Spring 2027

Instructor, PAPA-5316: Government Administration II: Systems Skills,
Virginia Tech. MPA-level. Online/Hybrid. Spring 2027

Instructor, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Online. Spring 2027

Instructor, UAP-3744: Public Policy Analysis, Fall 2026
Virginia Tech. Undergraduate level. In-Person.

Instructor, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Online. Fall 2026

Instructor, PAPA-6454: Ethical Management in Public Service,
Virginia Tech. MPA-level. Online. Fall 2026

Instructor, PAPA-5316: Government Administration II: Systems Skills,
Virginia Tech. MPA-level. Online. Summer 2026

Instructor, PAPA-5014: Public Administration Concepts & Approaches,
Virginia Tech. MPA-level. Online — Spring 2026

Instructor, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Online. — Spring 2026

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

Phillips, Helen, Public Administration; with Sharon Mastracci 2026-

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, Chair
Center for Public Administration and Policy, Virginia Tech

Erika Anthony	Spring 2026
Christopher Brumback	Spring 2026
Josette Bulova	Spring 2026
Marcus Divers	Spring 2026
Anna Goltz	Spring 2026
Courtney Klein	Spring 2026
Daniel Oduro Konadu	Spring 2026
Pamela Loftis	Spring 2026
Travis Preau	Spring 2026
Morgan Ralph	Spring 2026

Master of Public Administration ePortfolio Committee, Supporting Member
Center for Public Administration and Policy, Virginia Tech

Jonathan Ridge	Spring 2026
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
Research Methods: Getting Evidence from Surveys & Interviews 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
Qualifying Exam Informational Session
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
Conference Presentation Tips & Tricks
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
Ethics and Integrity for CPAP PhDs
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
Qualifying Exam Informational Session
Center for Public Administration and Policy, Virginia Tech October 2020

Doctoral Mentoring Workshop, Presenter
Current Research & Conference Presentations: Works in Progress, Tips, & Tricks
Center for Public Administration and Policy, Virginia Tech April 2019

Doctoral Mentoring Workshop, Presenter
Current Research & Conference Presentations: Works in Progress, Tips, & Tricks
Center for Public Administration and Policy, Virginia Tech April 2019

Guest Instructor/Lecturer,
SPEA-V522 Nonprofit HR Mgmt.: *Discrimination & Diversity: Faith & Religion* January 2014
SPEA-V561 Public HR Mgmt.: *Impact of HR Activities: Reducing Turnover Costs* November 2012
SPEA-V450 Strategic HR Mgmt.: *Strategic Compensation Systems* April 2012
SPEA-V373 HR Mgmt. in the Public Sector: *Compensation Strategies and Legislation* 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

Design Accessible Canvas Content, Virginia Tech TLOS, Participant Spring 2026

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

DEPARMENTAL & COLLEGE SERVICE

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

CPAP High Table 2026 Faculty Lead
Center for Public Administration and Policy
Virginia Tech. Fall 2025-Spring 2026

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)