

CURRICULUM VITAE

Gregory B. Lewis
Andrew Young School of Policy Studies
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Atlanta, GA 30306

PROFESSIONAL EMPLOYMENT

Georgia State University, Andrew Young School of Policy Studies
Professor, 1998-present
Department Chair, 2012-2019
Director, joint Georgia State-Georgia Tech doctoral program in public
policy, 1998-2000, 2002-2012

American University, School of Public Affairs
Professor, 1996-98
Associate Professor, 1990-96
Assistant Professor, 1987-90

University of Georgia, Department of Political Science
Assistant Professor, 1983-87

EDUCATION

Ph.D. Public Administration, Syracuse University, 1984
M.G.A. Governmental Administration, Georgia State University, 1980
B.A. Politics, University of California, Santa Cruz, 1974

HONORS AND AWARDS

Outstanding Reviewer Award, *Journal of Public Administration Research and Theory*, 2019.

Charles H. Levine Award for demonstrated excellence in teaching, research, and service to the community, American Society for Public Administration and Network of Schools of Public Policy, Affairs, and Administration, 2014.

Outstanding Scholarship in Public Sector Human Resources, Section on Personnel Administration and Labor Relations, American Society for Public Administration, 2013.

Fellow, National Academy of Public Administration, 2011-present.

2009 Andrew Young School Excellence in Teaching Award.

Robert W. Bailey Award for Best Paper on LGBT Politics presented at the 2008 American Political Science Association conference. With David W. Pitts.

Charles Redd Award for Best Paper on the Politics of the American West presented at the 2007 Western Political Science Association conference. With Charles W. Gossett.

Listed as one of 10 most productive scholars in American Society for Public Administration journals, 1993-2002, in Douglas J. Watson, Wendy L. Hassett, and Donna Milam Handley, "The ASPA Journals: Who is Publishing?" *Journal of Public Affairs Education* 11 (January 2005): 53-60.

Sparks Award for Exceptional Service to Georgia State University, 2001.

Commitment to Students/Kick A** Teacher Award, Georgia Tech School of Public Policy, 2001.

Faculty Appreciation Award, School of Public Affairs Graduate Student Council, American University, 1997.

Listed as one of 10 most productive scholars in mainstream public administration journals, 1986-93, in James W. Douglas, "Faculty, Graduate Student, and Graduate Productivity and Public Affairs Programs, 1986-93," *Public Administration Review* 56:5 (September/October 1996): 433-40.

Outstanding Teaching Award, Graduate Student Organization, American University, 1996.

Outstanding Scholarship Award, School of Public Affairs, American University, 1991 and 1989.

University Fellow, Syracuse University, 1982-1983

Honors in Politics, University of California, Santa Cruz, 1974

GRANTS AND FELLOWSHIPS

Wayne F. Placek Award, American Psychological Foundation, 2005.

Research Mentoring Grant, Georgia State University, 2002.

“Part-Time Employment: A Mommy Track in the Federal Service?” Faculty Senate Summer Research Grant, American University, 1996.

“Locality Pay and the Federal Civil Service,” Faculty Senate Summer Research Grant, The American University, 1992.

“Pay, Turnover, and the Federal Workforce,” Faculty Senate Summer Research Grant, The American University, 1990.

Sarah Moss Fellowship for Advanced Study, University of Georgia, Summer 1987.

“Promotions in the Federal Service: A Source of Employment Discrimination?” Faculty Research Grants Program, University of Georgia, February 1984.

EDITORIAL BOARD MEMBERSHIPS

American Political Science Review, 2007-2012.

American Review of Public Administration, 1996-present.

Member, best paper selection committee, 1999 and 2000.

Journal of Public Administration Research and Theory, 1996-2010, 2014-2018.

Chair, best paper selection committee, 2004.

Public Administration Review, 1989-92.

State and Local Government Review, 1988-91.

PROFESSIONAL ASSOCIATION ACTIVITIES

Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration

Member, 2004-07.

Sexuality and Politics section, American Political Science Association

Program chair, 2007-08

Chair, 2008-09

Public Administration section, American Political Science Association

Chair, 2001-02

Chair, Gaus Award selection committee, 2002, 2017

Chair-elect, 2000-01

Program chair, 1999-2000

Treasurer, 1996-99

Member, Kaufman Award selection committee, 1997

Lesbian, Gay, Bisexual, and Transgender Political Science Caucus, American Political Science Association
Chair, 1994-95
Program co-chair, 1993-94

Southern Political Science Association
Program chair for 2016 conference for Lesbian, Gay, Bisexual, and Transgender Politics section

ARTICLES IN REFEREED JOURNALS

“The Impact of Telework on Perceptions of the Federal Service,” *Public Management Review* (2023) With Ximena Pizarro Bore and M. Blake Emidy.
<https://www.tandfonline.com/doi/full/10.1080/14719037.2023.2200386>

“Sexual Orientation and Organizational Justice in the Federal Service: Exploring Differences through an Intersectional Lens,” *Journal of Public Administration Research and Theory* Vol. 32 (2022): 489–508. With M. Blake Emidy.

“Progress toward Increasing Women’s and Minorities’ Access to Top State Government Jobs?” *Public Personnel Management* Vol. 51 (2022): 213-234. With Rahul Pathak and Jonathan R. Boyd.

“History Majors in the Job Market,” *The History Teacher* Vol. 54 (2020): 107-28. With Howard Robert Baker, II.

“Cross-National Variation in Determinants of Climate Change Concern,” *Environmental Politics* Vol 28 (2019): 793-821. With Risa Palm and Bo Feng.

“Progress toward Pay Equity in State Governments?” *Public Administration Review* Vol. 78 (2018): 386-97. With Rahul Pathak and Jonathan R. Boyd.

“Diversity, Pay Equity, and Pay in Social Work and Other Professions” *Affilia: Journal of Women and Social Work* Vol 33 (2018): 286-299.

“Undergraduate Majors in Public Administration and Competitor Fields: How Do Student Characteristics and Career Outcomes Compare?” *Journal of Public Administration Education* Vol. 24 (2018): 173-194.

“Nonprofit Pay in a Competitive Market: Wage Penalty or Premium?” *Nonprofit and Voluntary Sector Quarterly* Vol. 46 (2017): 1073-1091. With Christian King.

“What Causes People to Change Their Opinion About Climate Change?” *Annals of the American Association of Geographers* Vol. 107 (2017): 883-96. With Risa Palm and Bo Feng.

“Trends in Public-Private Pay Parity in State and Local Governments,” *Review of Public Personnel Administration* Vol. 38 (2018): 303-331. With Rahul Pathak and Chester S. Galloway.

“Do Political Science Majors Succeed in the Labor Market?” *P.S.: Political Science & Politics* Vol. 50 (2017): 467-72.

“Does Pension Plan Structure Affect Turnover Patterns?” *Journal of Public Administration Research and Theory* Vol. 26 (2016): 787-799. With Rayna L. Stoycheva.

“Deciding to Retire from the Federal Service,” *Review of Public Personnel Administration* Vol. 38 (2018): 49-82. With David W. Pitts.

“LGBT-Heterosexual Differences in Perceptions of Fair Treatment in the Federal Service,” *American Review of Public Administration* Vol. 47 (2017): 574-587. With David W. Pitts.

“The Employment of Veterans in State and Local Government Service,” *State and Local Government Review* Vol. 46 (2014): 91-105. With Rahul Pathak.

“The Representation of Immigrants in Federal, State and Local Government Work Forces,” *Journal of International Migration and Integration* Vol. 15 (2014): 469-86. With Cathy Yang Liu and Jason T. Edwards.

“Sexual Orientation, Work Values, Pay, and Preference for Public and Nonprofit Employment: Evidence from Canadian Postsecondary Students,” *Canadian Public Administration* Vol. 56 (2013): 542-64. With Eddy S. Ng.

“Performance Ratings and Career Advancement in the U.S. Federal Civil Service,” *Public Management Review* Vol. 15 (2013): 740-61. With Seong Soo Oh.

“The Impact of Veterans’ Preference on the Composition and Quality of the Federal Civil Service,” *Journal of Public Administration Research and Theory* Vol. 23 (2013): 247-66.

“An Analysis of Gender Pay Disparity in the Nonprofit Sector: An Outcome of Labor Motivation or Gendered Jobs?” *Nonprofit and Voluntary Sector Quarterly* Vol. 42 (2013): 1268-87. With Lewis Faulk, Lauren Hamilton Edwards, and Jasmine McGinnis.

“Support for Gay and Lesbian Rights: How and Why the South Differs from the Rest of the Country,” *American Review of Politics* Vol. 34 (2013-2014): 271-297. With Reynold S. Galope.

“Gay, Lesbian, and Bisexual Voters in the 2000 US Presidential Election,” *Politics & Policy* Vol. 39 (2011): 655-78. With Marc A. Rogers and Kenneth Sherrill.

“The Polls and Proposition 8: Why Did Californians Reject Same-Sex Marriage?” *California Journal of Politics & Policy* Vol. 3 (2011): Article 19. With Charles W. Gossett.

“The Friends and Family Plan: Assessing the Impact of Knowing Someone Gay on Support for Gay Rights,” *Policy Studies Journal* Vol. 39 (2011): 217-38.

“Turnover Intention and Turnover Behavior: Implications for Retaining Federal Employees,” *Review of Public Personnel Administration* Vol. 32 (2012): 4-23. With Yoon Jik Cho.

“Stemming Inequality? Employment and Pay of Female and Minority Scientists and Engineers,” *Social Science Journal* Vol. 48 (2011): 397-403. With Seong Soo Oh.

“The Aging of the State Government Workforce: Trends and Implications,” *American Review of Public Administration* Vol. 41 (2011): 48-60. With Yoon Jik Cho.

“Modeling Nonprofit Employment: Why Do So Many Lesbians and Gay Men Work for Nonprofit Organizations?” *Administration & Society* Vol. 42 (2010): 720-68.

“Representation of Lesbians and Gay Men in Federal, State, and Local Bureaucracies,” *Journal of Public Administration Research and Theory*, Vol. 21 (2011): 159-80. With David W. Pitts.

“Does Believing Homosexuality Is Innate Increase Support for Gay Rights?” *Policy Studies Journal* Vol. 37 (2009): 669-93.

“Can Performance Appraisal Systems Inspire Intrinsically Motivated Employees?” *Review of Public Personnel Administration* Vol. 29 (2009): 158-67. With Seong Soo Oh.

“A Major Difference? Fields of Study and Male-Female Pay Differences in Federal Employment,” *American Review of Public Administration* Vol. 39 (2009): 107-24. With Seong Soo Oh.

“Graduate Education and Federal Career Success: How Well Does the MPA Stack Up?” *Journal of Public Affairs Education* Vol. 14 (2008): 463-74. With Seong Soo Oh.

“Changing Public Opinion on Same-Sex Marriage: The Case of California,” *Politics & Policy* Vol. 36 (2008): 4-30. With Charles W. Gossett.

“Public Opinion and State Action on Same-sex Marriage,” *State and Local Government Review* Vol. 40 (2008): 42-53. With Seong Soo Oh.

“Understanding State Spending on the Arts: 1976-1999,” *State and Local Government Review* Vol. 39 (2007): 107-14. With Michael Rushton.

“Public Spending on the Arts as Morality Policy: The Structure of Public Attitudes,” *Policy Studies Journal*, Vol. 34 (February 2006): 131-38.

“Same-Sex Marriage and the 2004 Presidential Election,” *P.S.: Political Science & Politics*, Vol. 38 (April 2005): 195-99.

“Information Technology Workers in the Federal Service: More than a Quiet Crisis?” *Review of Public Personnel Administration*, Vol. 25 (September 2005): 207-24. With Zhenhua Hu.

“A Question of Morality: Artists’ Values and Public Funding for the Arts,” *Public Administration Review*, Vol. 65 (January/February 2005): 8-17. With Arthur C. Brooks.

“Sexual Orientation and Demand for the Arts,” *Social Science Quarterly*, Vol. 85 (September 2004): 523-38. With Bruce A. Seaman.

“Government Employees: Working Hard or Hardly Working?” *American Review of Public Administration*, Vol. 34 (March 2004): 36-51. With Sue A. Frank.

“Black-White Differences in Attitudes Toward Homosexuality and Gay Rights,” *Public Opinion Quarterly*, Vol. 67 (Spring 2003): 59-78.

“Who Wants to Work for the Government?” *Public Administration Review*, Vol. 62 (July/August 2002): 395-404. With Sue A. Frank.

Listed among 75 most frequently cited articles in public administration in St. Clair, Rebekah, Diana Hicks, and Kimberley R Isett. 2017. "An Investigation into the Characteristics of Papers with High Scholarly Citations in Public Administration: The Relativity of Theory and Method." *Review of Public Personnel Administration*:0734371X17698188.

“Enhancing Policy Models with Exploratory Analysis,” *Journal of Public Administration Research and Theory*, Vol. 12 (January 2002): 129-36. With Arthur C. Brooks.

“Giving, Volunteering, and Mistrusting Government,” *Journal of Policy Analysis and Management*, Vol. 20 (Fall 2001): 765-69. With Arthur C. Brooks.

“Public Opinion Toward Gay and Lesbian Teachers: Insights for all Public Employees,” *Review of Public Personnel Administration*, Vol. 21 (Summer 2001): 133-51. With Howard E. Taylor.

“Public Service Motivation and Job Performance: Evidence from the Federal Sector,” *American Review of Public Administration*, Vol. 31 (December 2001): 363-80. With Pablo Alonso.

“Barriers to Security Clearances for Gay Men and Lesbians: Fear of Blackmail or Fear of Homosexuals?” *Journal of Public Administration Research and Theory*, Vol. 11 (October 2001): 539-57.

“Burning the Midnight Oil: Causes and Consequences of Gender Differences in Overtime in the Federal Service,” *American Review of Public Administration*, Vol. 29 (March 1999): 44-60.

“Pay, Productivity, and the Public Sector: The Case of Electrical Engineers,” *Journal of Public Administration Research and Theory* 8 (July 1998): 391-412. With Laura Langbein.

“Continuing Progress Toward Racial and Gender Pay Equality in the Federal Service: An Update,” *Review of Public Personnel Administration*, 18 (Spring 1998): 23-40.

“Part-Time Employment in the Federal Service: Do the Benefits Outweigh the Costs?” *American Review of Public Administration* 28 (March 1998): 61-74.

“Gender, Race, and Training in the Federal Civil Service,” *Public Administration Quarterly* 22 (Summer 1998): 204-28. With Philippa Smithey.

“Race, Sex, and Performance Ratings in the Federal Service,” *Public Administration Review* 57 (November/December 1997): 479-89.

“Lifting the Ban on Gays in the Civil Service: Federal Policy Toward Gay and Lesbian Employees since the Cold War,” *Public Administration Review* 57 (September/October 1997): 387-95.

“Asian Americans in the Federal Service: Education, Occupational Choice, and Perceptions of Discrimination: A Reply,” *Public Administration Review* 57 (May/June 1997): 267-69. With Pan Suk Kim.

“Guns, Butter, and Federal Careers: Growth, Decline, and Personnel in Defense and Domestic Agencies,” *Journal of Public Administration Research and Theory* 7 (January 1997): 59-84.

“Grade Creep in the Federal Service? Another Look,” *American Review of Public Administration* 27 (March 1997): 4-21.

“Gender Integration of Occupations in the Federal Civil Service: Extent and Effect on Male-Female Earnings Differences,” *Industrial and Labor Relations Review* 49 (April 1996): 472-83.

“Federal Pay Inside and Outside the Beltway: Why Do Federal Employees Earn More in Headquarters?” *Review of Public Personnel Administration* 15 (Fall 1995): 37-57.

“Will Locality Pay Solve Recruitment and Retention Problems in the Federal Civil Service?” *Public Administration Review* 55 (July/August 1995): 371-79. With Samantha L. Durst.

“Gays and the Workplace,” *Public Administration Review* 55 (March/April 1995): 201-203. (Review essay)

“Race, Sex, and Occupational Segregation in State and Local Governments,” *American Review of Public Administration* 24 (December 1994): 393-410. With David Nice.

“Asian Americans in the Public Service: Success, Diversity, and Discrimination,” *Public Administration Review* 54 (May/June 1994): 285-90. With Pan Suk Kim.

Reprinted as Chapter 12, pp. 179-92, in Walter D. Broadnax (ed.), *Diversity and Affirmative Action in Public Service*. Boulder, CO: Westview Press, 2000.

“Women, Occupations, and Federal Agencies: Occupational Mix and Interagency Differences in Sexual Inequality in Federal White-Collar Employment,” *Public Administration Review* 54 (May/June 1994): 271-76.

“Men and Women Toward the Top: Backgrounds, Careers, and Potential of Federal Middle Managers,” *Public Personnel Management* 21 (Winter 1992): 473-92.

“The Impact of Disabilities on Federal Career Success,” *Public Administration Review* 52 (July/August 1992): 389-397. With Cheryl Allee.

Reprinted as Chapter 19, pp. 415-32, in Walter D. Broadnax (ed.), *Diversity and Affirmative Action in Public Service*. Boulder, CO: Westview Press, 2000.

“Pay and Job Satisfaction in the Federal Civil Service,” *Review of Public Personnel Administration* 11 (Summer 1991): 17-31.

“Turnover and the Quiet Crisis in Federal Civil Service,” *Public Administration Review* 51 (March/April 1991): 145-155.

“In Search of the Machiavellian Milquetoasts: Comparing Attitudes of Bureaucrats and Ordinary People,” *Public Administration Review* 50 (March/April 1990): 220-227.

“Unions and Municipal Decline: Union Impact on Salaries, Employment, and Service Levels in Large and Small Cities,” *American Politics Quarterly* 17 (April 1989): 208-222. With Lana Stein.

“Turnover Rates in Federal White-Collar Employment: Are Women More Likely to Quit than Men?” *American Review of Public Administration* 18:1 (March 1989): 13-28. With Kyungho Park.

“Impact of the Baby Boom on Career Success in Federal Civil Service,” *Public Administration Review* 48:6 (November/December 1988): 951-956. With Meesung Ha.

“Progress Toward Racial and Sexual Equality in the Federal Civil Service?” *Public Administration Review* 48:3 (May/June 1988): 700-707.

Reprinted as Chapter 4, pp. 51-63, in Walter D. Broadnax (ed.), *Diversity and Affirmative Action in Public Service*. Boulder, CO: Westview Press, 2000.

“The Consequences of Fiscal Stress: Cutback Management and Municipal Employment,” *State and Local Government Review* 20:2 (Spring 1988): 64-71.

“How Much Is an MPA Worth? Public Administration Education and Federal Career Success,” *International Journal of Public Administration* 9:4 (1987): 397-416

“Changing Patterns of Sexual Discrimination in Federal Employment,” *Review of Public Personnel Administration* 7:2 (Spring 1987): 1-13.

“Public Support for Comparable Worth in Georgia,” *Public Administration Review* 46:5 (September/October 1986): 432-437. With James E. Campbell.

“Gender and Promotions: Promotion Chances of White Men and Women in Federal White-Collar Employment,” *Journal of Human Resources* 21:3 (Summer 1986): 406-419.

“Equal Employment Opportunity and the Early Career in Federal Employment,” *Review of Public Personnel Administration* 6:3 (Summer 1986): 1-18

Reprinted as Chapter 6, pp. 75-91, in Walter D. Broadnax (ed.), *Diversity and Affirmative Action in Public Service*. Boulder, CO: Westview Press, 2000.

“Race, Sex, and Supervisory Authority in Federal White-Collar Employment,” *Public Administration Review* 46:1 (January/February 1986): 25-30.

Reprinted as Chapter 11, pp. 167-77, in Walter D. Broadnax (ed.), *Diversity and Affirmative Action in Public Service*. Boulder, CO: Westview Press, 2000.

“The Sexual Division of Labor in Federal Employment,” *Social Science Quarterly* 67 (March 1986): 143-156. With Mark A. Emmert.

“Sexual Segregation of Occupations and Earnings Differentials in Federal Employment,” *Public Administration Quarterly* 9:3 (Fall 1985): 274-290.

“Pay Equity and Politics,” *Review of Public Personnel Administration* 5:4 (Summer 1985): 50-64. With Mark A. Emmert.

“Who Pays for Veterans’ Preference?” *Administration and Society* 16:3 (November 1984): 328-45. With Mark A. Emmert.

“Municipal Expenditures Through Thick and Thin,” *Publius* 14:2 (Spring 1984): 31-40.

OTHER ARTICLES AND BOOK REVIEWS

“Equality Will Come Sooner Rather Than Later,” *Atlanta Journal-Constitution* (July 5, 2013): A-10.

The Big Shift: Changing Views on Marriage for Gay Couples. Third Way: Fresh Thinking (October 2012). With Lanae Erickson Hatalsky.
<http://www.thirdway.org/publications/600>.

This report formed the basis for our OpEd “Op-ed: Thank Your Grandparents for Equality Surging in Polls,” *The Advocate* (October 28, 2012): <http://www.advocate.com/commentary/2012/10/28/think-tank-says-we-should-thank-grandma-equality-surging-polls>.

“If Same-Sex Marriage Is so Popular, Why Does It Always Lose at the Ballot Box? (Includes state-level data on support and legislation)” *The Monkey Cage* (May 15, 2012). <http://themonkeycage.org/blog/2012/05/15/if-same-sex-marriage-is-so-popular-why-does-it-always-lose-at-the-ballot-box-includes-state-level-data-on-support-and-legislation/>

Klein, Ezra, “A Public-Opinion Specialist Parses the Polls on Gay Marriage,” *Washington Post WonkBlog* (May 10, 2012). http://www.washingtonpost.com/blogs/ezra-klein/post/parsing-the-polls-on-gay-marriage/2012/05/10/gIQAPg3IGU_blog.html

“Coming Out in the Workplace,” *American Review of Public Administration* 27 (March 1997): 96-98. (Review essay on *Straight Jobs, Gay Lives; Straight Talk about Gays in the Workplace*; and *The Gay Male’s Odyssey in the Corporate World*.)

Review of Randy Shilts, *Conduct Unbecoming: Gays and Lesbians in the U.S. Military*, in *Public Administration Review* 56:2 (March/April 1996): 208-10.

“Is It Time to Drop the Glass Ceiling Metaphor?” *PA Times* (November 1992).

“Men & Women in the Federal Civil Service,” *American Inquiry* (1988): 35-37.

“Booze, Beds, Butts, and Bets’: Cities Increase Their Use of Minor Revenue Sources,” *Urban Georgia* 37:8 (October 1987): 19-23.

BOOK CHAPTERS

“Veterans’ Preference and the Federal Service,” in Richard C. Kearney and Jerrell D. Cogburn, (eds.), *Public Human Resource Management: Problems and Prospects*, 6th ed. (Washington, DC: CQ Press, 2016), pp. 267-279.

“DOMA and ENDA: Congress Votes on Gay Rights,” in Craig Rimmerman, Kenneth Wald, and Clyde Wilcox, (eds.), *The Politics of Gay Rights* (Chicago: University of Chicago Press, 2000). With Jonathan L. Edelson.

“Does the Public Support Equal Employment Rights for Gays and Lesbians?” in Ellen D.B. Riggie and Barry L. Tadlock, (eds.), *Gays and Lesbians in the*

Democratic Process: Public Policy, Public Opinion and Political Representation (New York: Columbia University Press, 1999). With Marc A. Rogers.

“Clerical Work and Women’s Earnings in the Federal Civil Service,” in Rita Mae Kelly and Jane Bayes (eds.), *Pay Equity, Comparable Worth, and Public Policy* (New York, Greenwood Press, 1988): 51-62.

“City-Suburban Variations in Police Expenditures,” in Robert Figlio, Simon Hakim, and George Rengert (eds.), *Metropolitan Crime Patterns* (Monsey, NY: Willow Tree Press, 1986). With Roy Bahl.

“Veterans Preference and the Merit System,” in David H. Rosenbloom (ed.), *Centenary Issues of the Pendleton Act of 1883: The Problematic Legacy of Civil Service Reform* (New York: Marcel Dekker, 1982). With Mark A. Emmert.

CONFERENCE PRESENTATIONS

“Progress toward Pay Equity in State Governments?” American Political Science Association, Philadelphia, September 3, 2016. With Jonathan R. Boyd and Rahul Pathak.

“The Effects of Non-Competitive Hiring on the Qualifications and Quality of the U.S. Federal Service,” American Political Science Association, San Francisco, September 4, 2015. With Tim Johnson.

“Support for Same-Sex Marriage: Trends and Patterns,” plenary session, American Sociological Association, Chicago, August 22, 2015.
Subsequently presented, by invitation, at the Southern Sociological Society annual meeting, Atlanta, Georgia, April 14, 2016

“Deciding to Retire from the Federal Service,” Public Management Research Association, Minneapolis, June 12, 2015. With David W. Pitts.

“Do Public Employee Turnover Patterns Differ under Defined Benefit and Defined Contribution Plans? Learning from the Federal Conversion from CSRS to FERS,” Midwest Political Science Association, Chicago, April 2015. With Rayna Stoycheva.

“Roundtable: Building Federal-Academic Research Collaborations on Evidence-Based Federal Personnel Practices,” NASPAA Conference, Albuquerque, New Mexico, November 5, 2014.

“Roundtable: Leadership Challenges in Programs that Integrate Public Policy &

Public Administration Perspectives,” NASPAA Conference, Albuquerque, New Mexico, November 6, 2014.

“Trends in Public-Private Pay Comparability: Differences by Sector, Race/Sex, Educational Attainment, and State,” Southeastern Conference for Public Administration Conference, Atlanta, Georgia, September 18, 2014. With Rahul Pathak.

“Deciding to Retire from the Federal Service,” Southeastern Conference for Public Administration Conference, Atlanta, Georgia, September 19, 2014.

“The Pay and Status of LGBTs in the Federal Service,” Public Management Research Conference, Madison, Wisconsin, June 21, 2013. With David W. Pitts.

“Changing Attitudes toward Same-Sex Marriage,” *Fair Play? LGBT People, Civic Participation, and the Political Process*, The Williams Institute, UCLA School of Law, Los Angeles, April 13, 2012.

“The Impact of Veterans’ Preference on the Federal Civil Service,” American Political Science Association, Seattle, WA, September 2, 2011.

“Work Values, Sexual Orientation, Pay, and Preference for Nonprofit and Public Sector Employment,” American Political Science Association, Seattle, WA, September 2, 2011. With Eddy S. Ng, Eric Meerkamper, and Graham Donald.

“Evaluation Bias or Reward Bias: Performance Appraisals and Gender/Racial Disparities in Federal Career Success,” Public Management Research Conference, Syracuse, June 4, 2011.

“Party Identification and Support for Torture,” Midwest Political Science Association, Chicago, April 2011.

“The Role of Cohort Replacement in Rising Support for Lesbian and Gay Rights,” Midwest Political Science Association, Chicago, April 2011. With Jason Thomas Edwards.

“Changing Attitudes toward Same-Sex Marriage,” American Political Science Association, Washington, DC, September 2, 2010.

“Turnover, Hiring, and the Changing Face of the Federal Service,” American Political Science Association, Washington, DC, September 4, 2010.

“Changing Opinion on Same-Sex Marriage,” Southern Political Science Association, Atlanta, January 2010.

“Explaining Gender Pay Disparities in Nonprofit Industries: A Multilevel Model,” Association for Research on Nonprofit Organizations and Voluntary Action, Cleveland, November 2009. With Lewis Faulk, Lauren Edwards, and Jasmine McGinnis.

“Trends in Federal Turnover and Hiring,” National Association of Schools of Public Affairs and Administration, Washington, DC, October 2009.

“Why Did Californians Pass Proposition 8?” American Political Science Association, Toronto, September 2009. With Charles W. Gossett.

“The Aging of the State Government Workforce: Trends and Implications” American Political Science Association, Toronto, September 2009. With Yoon Jik Cho.

“Are Gay-Straight Pay Disparities Smaller in the Public Sector?” Midwest Political Science Association, Chicago, April 4, 2009.

“A National Analysis of Public/Private Wage Differentials at the State and Local Levels by Race and Gender,” Midwest Political Science Association, Chicago, April 4, 2009. With Chester S. Galloway.

“The Impact of Performance Ratings on Personnel Decisions: Empirical Evidence from the Federal Civil Service,” Midwest Political Science Association, Chicago, April 3, 2009. With Seong Soo Oh.

“Wage Differentials and Gender Diversity in the Nonprofit Workforce: Are Nonprofits Really More Equitable?” Association for Research on Nonprofit Organizations and Voluntary Action, Philadelphia, November 2008. With Lewis Faulk.

“Representation of Lesbians and Gay Men in Federal, State, and Local Bureaucracies,” American Political Science Association, Boston, August 28, 2008. With David W. Pitts.

“Public Opinion on Homosexuality and Gay Rights: Trends, Causes, and Consequences,” keynote address for Georgia State University's Counseling & Psychological Services Chapter of the Association of Gay, Lesbian, Bisexual and Transgender Issues in Counseling, Atlanta, February 1, 2008.

“Why Do So Many Gay Men Work for Nonprofit Organizations?” Association for Research on Nonprofit Organizations and Voluntary Action, Atlanta, November 15, 2007.

“STEMming Inequality? Race, Gender, Science and Engineering in the Federal and Private Sectors,” Association for Public Policy Analysis and Management, Washington, DC, November 10, 2007. With Seong Soo Oh.

“The Friends and Family Plan: Personal Relationships and Support for Gay Rights,” American Psychological Association, San Francisco, August 19, 2007.

“Agencies, Occupations, and Gender Inequality in the Federal Service,” Midwest Political Science Association, Chicago, April 13, 2007. With William R. Stallings.

“Belief in Human Evolution: The Missing Link in Support for Same-Sex Marriage?” Midwest Political Science Association, Chicago, April 13, 2007.

Revised version presented at Association for Public Policy Analysis and Management, Washington, DC, November 9, 2007.

“Explaining Rising Support for Same-Sex Marriage in California,” Western Political Science Association, Las Vegas, March 8, 2007. With Charles W. Gossett.

Winner, Charles Redd Award for Best Paper on the Politics of the American West for the 2007 Western Political Science Association conference.

“Belief in a Biological Basis for Homosexuality and Support for Gay Rights,” Southern Political Science Association, New Orleans, January 5, 2007. Revised version presented at Western Political Science Association, Las Vegas, March 9, 2007. A further revision presented at the Southern Political Science Association, New Orleans, January 12, 2008.

“Intrinsic Motivation and Performance Appraisal Systems: Are They Compatible?,” Southern Political Science Association, New Orleans, January 5, 2007. With Seong Soo Oh.

“The Impact of Gay Rights Laws on Public Support for Gay Rights,” Southern Political Science Association, New Orleans, January 5, 2007. With Chester S. Galloway.

“Public Support and State Action on Same-sex Marriage,” American Political Science Association, Philadelphia, September 2, 2006. With Seong Soo Oh.

“Personal Relationships and Support for Gay Rights,” American Political Science Association, Philadelphia, September 2, 2006.

“Thinking about Gay Marriage: Putting the Moral Condemnation Back in Morality Policy,” Association for Public Policy Analysis and Management, Washington, DC, November 2005.

Also presented at Williams Institute Annual Update on Sexual Orientation and the Law, UCLA, February 24, 2006.

“How Valuable is the MPA? New Evidence from the Federal Civil Service,” National Association of Schools of Public Affairs and Administration, Washington, DC, October 2005. With Seong Soo Oh.

“What Can Federal Employees Teach Us About Productivity Improvement?” American Political Science Association, Washington, DC, September 1, 2005. With Sue A. Frank.

“Moral Condemnation of Homosexuality and Opposition to Same-Sex Marriage,” Southern Political Science Association, New Orleans, January 7, 2005.

“Contentious and Consensus Gay Rights Issues: Public Opinion and State Laws on Discrimination and Same-Sex Marriage,” Association for Public Policy Analysis and Management, Washington, DC, November 2003.

“Baby Boom, Clerical Crash, and Quiet Crisis: The Changing Shape of the Federal Civil Service,” American Political Science Association, Philadelphia, August 2003.

“Political Tolerance, Traditional Sexual Morality, Homophobia, and Public Attitudes toward Government Spending on the Arts,” American Political Science Association, Philadelphia, August 2003.

“Public Opinion and State Gay Rights Laws,” American Association for Public Opinion Research, Nashville, May 15, 2003.

“Sexual Identity, Sexual Behavior, and Group Socialization: Does Gay Sex Turn People into Liberal Democrats?,” American Association for Public Opinion Research, Nashville, May 2003.

“The Baby Boom and the Federal Civil Service,” Association for Public Policy Analysis and Management, Dallas, November 2002.

“Government Employees: Working Hard or Hardly Working?” American Political Science Association, Boston, August 2002. With Sue A. Frank.

“Lesbian, Gay, and Bisexual Voters in Presidential Elections, 1988-2000” American Political Science Association, Boston, August 2002. With Marc A. Rogers.

Roundtable participant, "Praxis Makes Perfect: A Remembrance of the Life and Work of Bob Bailey," American Political Science Association, August 2002.

"Who Wants to Work for the Government?" American Political Science Association, August 2001. With Sue A. Frank.

"Public Opinion and State Gay Rights Laws," American Political Science Association, August 2001.

Program chair, public administration section, American Political Science Association, September 2000, Washington, DC.

"Black-White Differences in Attitudes Toward Homosexuality and Gay Rights," Western Political Science Association, March 24, 2000, San Jose, California.

"Discrimination against Lesbian and Gay Teachers: The Role of Public Opinion," American Political Science Association, August 1999, Atlanta.

"Public Opinion and State Sodomy Laws," American Political Science Association, August 1999, Atlanta.

"Public Service Motivation and Job Performance: Evidence from the Federal Sector" American Society for Public Administration, April 11, 1999, Orlando. With Pablo Alonso.

"Continuing Progress Toward Racial and Sexual Pay Equality in the Federal Service: An Update," American Political Science Association, August 29, 1997, Washington, DC.

Participant in a roundtable on publishing in public administration, American Society for Public Administration, July 1997, Philadelphia.

"Gay Men and Lesbians in the Security Clearance Process: From Truman Through Clinton," American Political Science Association, August 31, 1995, Chicago.

Discussant, "Perspectives on Advancing Equality in Public Administration," American Political Science Association, August 31, 1995, Chicago.

Chaired panel, "Stonewall 25: Recent Developments in Gay and Lesbian Movements and Communities," American Political Science Association, September 1994, New York.

Program co-chair for Gay, Lesbian, Bisexual Political Science Caucus program at the annual meeting of the American Political Science Association, September 1994, New York.

“Lifting the Ban on Gays in the Civil Service: Federal Policy Toward Gay and Lesbian Employees, 1950-1993,” American Political Science Association, September 4, 1993, Washington, D.C.

“Locality Pay and the Federal Civil Service,” American Political Science Association, September 5, 1992, Chicago. With Samantha Durst.

“Evidence of a Glass Ceiling in the Federal Civil Service?” International Personnel Management Association Eastern Region Conference, June 8, 1992, Beltsville, MD.

“Interstate Differences in Racial and Sexual Segregation of Occupations by State and Local Governments: Causes and Consequences,” American Political Science Association, August 30, 1991, Washington, D.C. With David Nice.

“The Metropolitan Cathedral of Santa Maria de la Encarnacion, Santo Domingo: Toward an Understanding of Its Facade (c. 1537-1540),” 47th International Congress of Americanists, July 1991, New Orleans. With François-Auguste de Montêquin.

“Supervisors 2000: Implications of the Changing Federal Workplace for First-Line Supervisors,” American Society for Public Administration, March 1991, Washington, D.C. With Katherine W. Farquhar.

Chaired panel, “AIDS: Challenges for State and Local Governments,” American Society for Public Administration, March 1991, Washington, D.C.

“Pay, Job Satisfaction, and Turnover in the Federal Civil Service,” American Political Science Association, September 1990, San Francisco.

“Men and Women Toward the Top: Backgrounds, Careers, and Potential of Federal Middle Managers,” American Society for Public Administration, April 1990, Los Angeles.

“Integrating Occupations as a Strategy for Decreasing Pay Inequality of Male and Female Federal Workers,” American Society for Public Administration, April 1989, Miami.

“Determinants of Property Tax Assessment Accuracy: The Case of Georgia,” American Society for Public Administration, April 1989, Miami. With Jong Soon Kim.

“Increasing Profitability in the Local Public Sector?” Southeastern Conference on Public Administration, October 1988, Birmingham.

“Unions and Municipal Decline,” Southern Political Science Association, November 1987, Charlotte. With Lana Stein.

“Federal Workers of Hispanic and NonHispanic Descent: Relative Career Success,” American Society for Public Administration, April 1987, Boston.

“Progress Toward Racial and Sexual Equality in the Federal Civil Service?” American Society for Public Administration, March 1987, Boston.

Participant, roundtable discussion on “New Directions in Affirmative Action Research,” Southwestern Political Science Association, March 1987, Dallas.
“Declining Pay and Rising Turnover in Federal Employment,” American Society for Public Administration, April 1986, Anaheim.

“Clerical Occupations, Women, and Federal Salaries,” American Society for Public Administration, April 1986, Anaheim.

“Public Support for Comparable Worth,” Southeastern Conference of Public Administration, October 1985, Charleston. With James E. Campbell.

“Race, Sex, and Power in Federal White-Collar Employment,” American Society for Public Administration, March 1985, Indianapolis.

“The Politics of Comparable Worth,” American Political Science Association, August 1984, Washington, D.C. With Mark A. Emmert.

“The Budgetary Implications of Comparable Worth: An Alternative Approach,” American Society for Public Administration, April 1984, Denver. With Mark A. Emmert.

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The State and Local Government Workforce: Trends and Patterns in Georgia, the South, and the United States. CSLF Report #2, Center for State and Local Finance, Andrew Young School of Policy Studies, Georgia State University (September 24, 2014). With Rahul Pathak.

The Demographics of Georgia I: Lesbian and Gay Couples. FRC Brief 113, Fiscal Research Center, Andrew Young School of Policy Studies, Georgia State University (March 2006).

AIDS-Related Knowledge, Attitudes and Behavior of Virginia Health Care Providers: The Statewide Needs Assessment: Volume 2: Emergency Medical Technicians and Volume 3: Registered Nurses and Licensed Practical Nurses, prepared for Virginia Department of Health, Office of Epidemiology, AIDS Program, by Survey Research Laboratory, Virginia Commonwealth University (April 1989 and July 1989). With Judith Bradford.

Comprehensive Needs Assessment of the Richmond Metropolitan Area, 1989 prepared for the Richmond Metropolitan Area United Way by Survey Research Laboratory, Virginia Commonwealth University (September 1989). With Judith Bradford.