

CURRICULUM VITAE

Brinck Kerr

Personal

Academic: Department of Political Science
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Education

Ph.D., Political Science, Texas A&M University, December 1993
Dissertation Title: *Structural Determinants of Party Voting in the U. S. Congress: 1877-1990*
Dissertation Chair: Dr. Patricia Hurley
B.A., Government, University of Texas at Austin, May 1988

Academic Experience/Other Relevant Employment

University Professor, Fall 2021-Present, University of Arkansas
Professor, American Politics, Fall 2007-Summer 2021, University of Arkansas
Director, Public Policy Ph.D. Program, May 2007-Present, University of Arkansas (Work assignment: 50% administration; 20% teaching; 20% research; 10% service)
Associate Professor, American Politics, Fall 2000-Summer 2007, University of Arkansas (Work assignment: 40% teaching; 40% research; 20% service)
Assistant Professor, American Politics, Fall 1994-Summer 2000, University of Arkansas (Work assignment: 40% teaching; 40% research; 20% service)
Research Analyst/Principal Investigator, U. S. Equal Employment Opportunity Commission, 2006-2012. On mobility assignment through an Intergovernmental Personnel Act Agreement in order to gain access to EEO-5 data
Research Analyst/Principal Investigator, U. S. Equal Employment Opportunity Commission, 1996-2004. On mobility assignment through an Intergovernmental Personnel Act Agreement in order to gain access to EEO-4 data

Visiting Professor, American Politics, Summer 1994, University of Arkansas
Instructor, American Government, Fall 1993-Spring 1994, Blinn College,
College Station, TX
Instructor, American Politics, Spring 1992-Spring 1994, Texas A&M University
Merit Assistantship, 1990-1991, Texas A&M University
Graduate Assistantship, 1988-1990, Texas A&M University

Awards and Honors

Outstanding Director, Interdisciplinary Graduate Programs, Graduate School and
International Education, 2020.
Off-Campus Duty Assignment (Sabbatical), University of Arkansas, Spring 2019
Fellow, Inducted into the University of Arkansas Teaching Academy, 2017
Rodney Higgins Best Faculty Paper Award, National Conference of Black Political
Scientists, 2017 (With Pearl Dowe, Grace Kerr, and Will Miller)
Master Teacher Award, J. William Fulbright College of Arts and Sciences, University of
Arkansas, 2016
Collis R. Geren Award for Excellence in Graduate Education, Graduate School &
International Education, University of Arkansas, 2015
Nolan Faculty Award for Outstanding Contributions to Graduate Education, J. William
Fulbright College of Arts and Sciences, University of Arkansas, 2012
Off-Campus Duty Assignment (Sabbatical), University of Arkansas, Spring 2011
Sigma Xi, International Honor Society of Scientific and Engineering Research, Member,
2011
Best Paper Award, American Political Science Association, Urban Politics, 2008
(With Will Miller, Margaret Reid, and William Schreckhise)
Jewell Prestage Best Paper Award for Paper on Race, Southwestern Political Science
Association, 2006 (With Will Miller, Margaret Reid, and William Schreckhise)
Off-Campus Duty Assignment (Sabbatical), University of Arkansas, Fall 2003
Jewell Prestage Best Paper Award for Paper on Race, Southwestern Political Science
Association, 2002 (With Will Miller and Margaret Reid)
Best Paper Award, Arkansas Political Science Association, 2000 (With Will Miller and
Margaret Reid)
Recognized for Excellence in Teaching, Associated Student Government and the
University of Arkansas Alumni Association, 1999, 2002
Golden Key National Honor Society, Most Improved Chapter, University of Arkansas,
1998
Golden Key National Honor Society, Honorary Member, University of Arkansas, 1996
McDonald's Restaurants Teaching Award, Texas A&M University, 1993
Phi Kappa Phi Honor Society, Texas A&M University, 1992

Courses Taught

Undergraduate

American National Government
U. S. Congress
Research Methods
State and Local Government
Introduction to Public Policy
Distributive Justice (Honors)

Graduate

Agenda Setting/Policy Formation (Ph.D.)
American Political Institutions (M.A.)
Legislative Process and Behavior (M.A.)
Institutions & the Policy Process (Ph.D.)
Public Policy Pro-seminar (Ph.D.)

Research Interests

Representation
Representative Bureaucracy
Race, Ethnicity, and Gender Employment Patterns
Employment Policy
Education Policy

Books

Reid, Margaret, Brinck Kerr, and Will Miller. *Glass Walls and Glass Ceilings: Women's Representation in State and Municipal Bureaucracies*. 2003. New York: Praeger Publishers.

Refereed Journal Articles

(* indicates student collaboration)

Rucker, Larra, Anna Zajicek, and Brinck Kerr. (2021) Variation in State Early Childhood Lead Educator Qualifications: Pre-Service versus In-Service Qualification, Professional Organization, and Geographical Proximity. *Early Childhood Education Journal*. First published November 7, 2021.*

Lisnic, Rodica, Anna Zajicek, and Brinck Kerr. (2020) Women Faculty in STEM Disciplines: Experience with the Tenure Process and Departmental Practices. *Humanity and Society*. DOI: 10.1080/02732173.2019.1691097
First published December 20, 2020.*

Zajicek, Anna, Valerie Hunt, Will Miller, and Brinck Kerr. (2020) An Intersectional Approach to Leadership: Employment Patterns Among Principals in U. S. School Districts. *Public Administration Quarterly*, 44(1):69-102.

- Lisnic, Rodica, Anna Zajicek & Brinck Kerr. (2019) Work–Family Balance and Tenure Reasonableness: Gender Differences in Faculty Assessment. *Sociological Spectrum*, 39:5, 340-358, DOI: [10.1080/02732173.2019.1691097](https://doi.org/10.1080/02732173.2019.1691097) First published November 26, 2019.*
- Hunt, Valerie, Larra Rucker, and Brinck Kerr. You’ve Come a Long Way, Baby, but you Still Have a Long Way to Go: Gender-Based Pay Equity Among Administrators in U. S. State-Level Bureaucracies, 1995-2015. *Public Personnel Management*. First published on line November 6, 2019
DOI.ORG/10.1177/0091026019886332.*
- Hunt, Valerie H., Larra Rucker, and Brinck Kerr. Two Tales of Cities: Revisiting Sex-Based Occupational Segregation in U. S. Municipal Bureaucracies, 1991-2015. *Public Personnel Management*. First published on line June 12, 2019
DOI.ORG/10.1177/0091026019854467.*
- Hunt, Valerie H., Melissa A. Taylor, Brett Fitzgerald, Eric D. Button, and Brinck Kerr. An Examination of the Characteristics and Perceptions of School Resource Officers in Rural and Urban Oklahoma Schools. *Journal of Rural Social Sciences*. (2019) 34(2):Article 1. Available at: <https://egrove.olemiss.edu/jrss/vol34/iss2/1>.*
- Hunt, Valerie, Larra Rucker, and Brinck Kerr. Reconsidering Sex-Based Occupational Segregation and Agency Missions: An Analysis of U. S. State Bureaucracies (1987-2015) Using Two Different Thresholds. *Administration & Society*. First published on line March 19, 2019.
DOI: 10.1177/0095399719836741.*
- Fitzgerald, Brett, Valerie H. Hunt, and Brinck Kerr. Incarcerating Exceptional Pupils: Is There a School-To-Prison Pipeline in Eastern Oklahoma? *Social Science Quarterly*. First published on line DOI: 10.1111/ssqu.12545. (February 2019) 100(1):233-244.*
- Kemper, Nathan, Jennie Popp, Rudy Nayga, and Brinck Kerr. Cultural Cognition, Query Theory, and Preferences for Genetically Modified Food Policy. *Food Policy* (2018) 80:68-83. First published on line doi.org/10.1016/j.foodpol.2018.09.003.*
- Villarraga-Orjuela, Alexander and Brinck Kerr. Educational Effects of State Actions Banning Access to In-State Resident Tuition Rates for Unauthorized Immigrant Students. *Educational Evaluation and Policy Analysis*. DOI: 10.3102/0162373717704303 | First Published April 28, 2017. (December 2017) 39(4):620-643.*

- Kerr, Brinck, Will Miller, Grace Kerr, and Renee Deshommes. Interethnic Competition for Classroom Teacher, Assistant Principal, Principal, and Administrator Jobs in Multiethnic U. S. School Districts, 2002-2008. *The American Review of Public Administration* (July 2016) 46:459-477.*
- Amundson, Kalynn, Anna Zajicek, and Brinck Kerr. Witnessing a Social Metamorphosis: Constructing Drug Addicts from the Poor. *Sociological Spectrum* (Fall 2015) 35(5):442-464.*
- Kerr, Brinck, Grace Kerr, and Will Miller. Bureaucratic, Leadership, and Workforce Representation Among Female Administrators, Principals, Assistant Principals, and Classroom Teachers in U. S. School Districts, 2002-2008. *Public Administration Quarterly* (Fall 2014) 38:371-404.
- Kerr, Brinck, Will Miller, William Schreckhise, and Margaret Reid. When Does Politics Matter? A Reexamination of the Determinants of African-American and Latino Municipal Employment Patterns. *Urban Affairs Review* (November 2013) 49:888-912.
- Ketcher, Linda, Brinck Kerr, Will Miller, and Valerie Hunt. The Determinants of Child Abuse and Neglect Among American Indians and Alaskan Natives Across States and Over Time: Does Policy Matter? *Midsouth Political Science Review* (Fall 2011) 12:43-68.*
- Warner, Barbara, Brinck Kerr, and Andrew Dowdle. Talking the Nation Into War Using Religious Rhetoric: A Study of Presidents Lyndon B. Johnson and George W. Bush. *White House Studies* (April 2011) 11:1-20.*
- Mwajjande, Francis, Eric Wailes, and Brinck Kerr. The Identification of Barriers for Agriculture-Tourism Linkages in the U. S. Virgin Islands: Production, Marketing, and Public Policy. *The Journal of Poverty Alleviation and International Development* (December 2010) 1:81-104.*
- Hunt, Valerie, Brinck Kerr, Linda Ketcher, and Jennifer Murphy. The Forgotten Minority: An Analysis of American Indian Employment Patterns in State and Local Governments, 1991-2005. *American Indian Quarterly* (Fall 2010) 34:409-434.*
- Miller, Will, Brinck Kerr, and Margaret Reid. Descriptive Representation by Sex, Race, And Ethnicity in Municipal Government Bureaucracies: Change in United States Multiethnic Cities From 1987 to 2001. *Women, Politics, & Policy* (Summer 2010) 31:217-242.

- Kerr, Brinck, Will Miller, Margaret Reid, and Ronald Edwards. An Unconventional Application of the Glass Ceiling Concept: African American and Latino Administrators in Municipal Government Bureaucracies, 1987-1997. *Public Administration Quarterly* (Winter 2008) 32:490-527.
- Miller, Will, Brinck Kerr, and Gary Ritter. School Performance Measurement: Politics and Equity. *The American Review of Public Administration* (March 2008) 38:100-117.
- Reid, Margaret, Will Miller, and Brinck Kerr. Sex-Based Glass Ceilings in U. S. State-Level Bureaucracies, 1987-1997. *Administration & Society* (September 2004) 36:377-404.
- Kerr, Brinck, Will Miller, Tiffini Jackson, and Jack Kern. The Determinants of Public School Quality in the State of Arkansas: A Time Series Analysis. *Midsouth Political Science Review* (2003) 7:41-54.
- Kerr, Brinck, Will Miller, and Margaret Reid. Sex-Based Occupational Segregation in U. S. State-Level Bureaucracies, 1987-1997. *Public Administration Review* (July/August 2002) 62:412-423.
- Braswell, Kevin, Brinck Kerr, and Will Miller. Private School Choice in the State of California and Implications for Arkansas. *Journal of Educational Research & Policy Studies* (Spring 2002) 2:38-51.*
- Kerr, Brinck. Party Voting in the U. S. Senate, 1877-1990: An Assessment of Long- and Short-Term Effects. *Congress & the Presidency: A Journal of Capital Studies* (Fall 2000) 27:189-206.
- Kerr, Brinck, Will Miller, and Margaret Reid. The Changing Face of Urban Bureaucracy: Is There Inter-Ethnic Competition for Municipal Government Jobs? *Urban Affairs Review* (July 2000) 35:770-793.
- Reid, Margaret, Brinck Kerr, and Will Miller. A Study of the Advancement of Women in Municipal Government Bureaucracies: Persistence of Glass Ceilings? *Women & Politics* (March 2000) 21:35-53.
- Hurley, Patricia and Brinck Kerr. The Effects of Party Advantage on the Partisan Support of New Members in the U. S. House of Representatives. *Legislative Studies Quarterly* (February 2000) 25:53-73.

- Miller, Will, Brinck Kerr, and Margaret Reid. Gender-Based Occupational Segregation in Municipal Bureaucracies: Persistence of Glass Walls? *Public Administration Review* (May/June 1999) 59:218-230.
- Kerr, Brinck. Equilibria and the Decline of Party Voting in the U. S. House of Representatives, 1877-1990. *Midsouth Political Science Review* (September 1998) 2:1-18.
- Kerr, Brinck, Will Miller, and Margaret Reid. Determinants of Female Employment Patterns in U. S. Cities: A Time Series Analysis. *Urban Affairs Review* (March 1998) 32:559-578.
- Hurley, Patricia and Brinck Kerr. The Partisanship of New Members in the 103rd and 104th Houses. *Social Science Quarterly* (December 1997) 78:992-1000.
- Kerr, Brinck and Will Miller. Latino Representation in the U. S. House, It's Direct and Indirect. *American Journal of Political Science* (July 1997) 41:1066-1071.
- Kerr, Brinck and Kenneth Mladenka. Does Politics Matter?: A Time Series Analysis of Minority Employment Patterns. *American Journal of Political Science* (November 1994) 38:918-943.

Book Chapters

- Valerie H. Hunt, Larra Rucker, Melissa Taylor, and Brinck Kerr. (Forthcoming 2022) "Examining Gender-Based Inequalities in US Public Sector Administrative Positions Over Time" in *The Handbook on Gender and Public Sector Employment*, Hazel Conley & Paula Koskinen Sandberg (eds.). Durham, UK: Edward Elgar Publishers.

Non-Refereed Publications

- An Unconventional Application of the Glass Ceiling Concept: African American and Latino Administrators in Municipal Government Bureaucracies, 1987-1997. Center for the Study of Representation, University of Arkansas, Working Paper #18, August 2003. With Will Miller and Margaret Reid.
- Descriptive Representation Among Latinas, African American Women, and White Women in Multiethnic U. S. Cities: Employment Inequalities in Municipal Bureaucracies. Center For the Study of Representation, University of Arkansas, Working Paper #15, July 2002. With Will Miller and Margaret Reid.

Economic Representation of Women: Determinants of Sex-Based Pay Disparities in State Governments, 1987-1997. Center for the Study of Representation, University of Arkansas, Working Paper #7, September 2000. With Steven Neuse.

Factors Influencing Sex-Based Employment Changes in U. S. Municipal Bureaucracies, 1985-1995. Center for the Study of Representation, University of Arkansas, Working Paper #4, May 2000. With Margaret Reid and Will Miller.

Sex-Based Occupational Segregation in U. S. State Bureaucracies, 1987-1997. Center for the Study of Representation, University of Arkansas, Working Paper #5, March 2000. With Margaret Reid and Will Miller.

The Impact of New Members on Partisanship in the U. S. House of Representatives: A Comparative Analysis of Six High-Turnover Congresses. Center for Presidential Studies, Texas A&M University, Working Paper #48, September 1996. With Patricia Hurley.

First-Term Members in the 103rd House: Their Effects on Partisanship and Policy. Center for Presidential Studies, Texas A&M University, Working Paper #35, July 1995. With Patricia Hurley.

Book Reviews

Review of Casellas, Jason, *Latino Representation in State Houses and Congress*. In *Perspectives on Politics* (March 2013) 11(1):311-313.

Reviews of Nelson, Garrison, *Committees in the U. S. Congress* and Kravitz, Walter, *American Congressional Dictionary*. In *The American Review of Politics* (Autumn 1994) 15:423-25.

Review of Stuckey, Mary, *The President as Interpreter-in-Chief*. In *Texas Journal of Political Studies* (Fall/Winter 1992/93) 15:96-98.

Service Publications

Figure 5-4. Party Votes in the House, 1877-1998. Party voting data published in *Vital Statistics on American Politics* by Harold Stanley and Richard Niemi. 2000. Washington, DC: CQ Press.

Work In Progress/Under Review

Shaping Arkansans Attitudes Toward LGBT Policies: Party Identification, Religious Identity, and LGBT Contact Experience. With Briana Kordsmeier, Valerie Hunt, Geoboo Song, and Janine Parry. Revisions resubmitted.*

How Policy Can Help Prepare Early Childhood Teachers: The Alignment between State Child Care Licensing Policy and Teacher Qualification Attainment. With Larra Rucker and Anna Zajicek. Revisions resubmitted.*

Evaluation of Women's Representation in Various Job Categories in US School Districts, 2002-2014. With Melissa Taylor, Valerie Hunt, and Larra Rucker. Manuscript complete and under review by U. S. Equal Employment Opportunity Commission desk officers. For submission to a journal.

Evaluation of Racial/Ethnic Representation in Various Job Categories in U. S. School Districts, 2002-2014. With Melissa Taylor, Valerie Hunt, and Larra Rucker. Manuscript in preparation. For presentation at a conference and submission to a journal.

Gender-Based Pay Equity Among Administrators in U. S. Municipal Bureaucracies, 1995-2015. With Valerie Hunt, Larra Rucker, and Melissa Taylor. For presentation at a conference and submission to a journal.*

Testing the Critical Mass Assumption: Gender-Based Occupational Segregation Among Administrators in U. S. Municipal Bureaucracies, 1995-2015. With Valerie Hunt, Larra Rucker, and Melissa Taylor. For presentation at a conference and submission to a journal.*

Over the next several years I will continue work with a research team on a series of academic manuscripts for national conferences and publication in peer-reviewed journals. The team includes Valerie Hunt (UA), Brinck Kerr (UA), Grace Kerr (UA), Will Miller (UIS), Larra Rucker (UA), Melissa Taylor (UA), and Anna Zajicek (UA). The papers will draw on EEO-4 data (State and Local Government Information) and EEO-5 data (Elementary and Secondary Staff Information) from the U. S. Equal Employment Opportunity Commission. The manuscripts address research questions in the areas of bureaucratic representation, intersectionality, and interethnic competition for government jobs.

I am also a member of an interdisciplinary research team examining the school-to-prison pipeline in the State of Oklahoma. Researchers from Northeastern State University (Tahlequah, OK) and the University of Arkansas have access to newly available data from the Oklahoma State Office of Juvenile Affairs and the Oklahoma State Department of Education. Several additional article-length manuscripts will be produced by the team addressing questions about the role of public schools and school resource officers in contributing to Oklahoma's school-to-prison pipeline. These research designs may be replicated for the State of Arkansas.

Conference Papers/Presentations

(* indicates student collaboration)

Perceptions of Tenure Clarity and Departmental Practices in STEM Disciplines. With Rodica Lisnic and Anna Zajicek. Presented at the 2019 meeting of Equity in STEM Community. Cleveland, OH, October 7-9, 2019.*

Women Faculty in STEM Disciplines: Perceptions of Tenure Clarity and Departmental Practices. With Rodica Lisnic and Anna Zajicek. Presented at the 2019 meeting of the American Sociological Association, New York City, August 10-13, 2019.*

Sex-Based Glass Walls and Parity: Two Tales of U.S. State Bureaucracies, 1987-2015. Presented at the Annual Meeting of the Southern Political Science Association, New Orleans, LA, January 4-6, 2018. With Valerie H. Hunt and Larra Rucker.*

Faculty Assessment of Clarity of Tenure Expectations: Does Gender Matter? With Rodica Lisnic and Anna Zajicek. Presented at the Annual Meeting of the American Sociological Association, Montreal, Canada, August 12-15, 2017.*

Employment Patterns Among Principals in U. S. School Districts: Exploring An Intersectional Approach to Leadership Representation. Presented at the Annual Meeting of the Western Political Science Association, Vancouver, British Columbia, April 13-15, 2017. With Anna Zajicek, Valerie Hunt, and Will Miller.

Gender and Tenure-Track Faculty Assessment of the Reasonableness of Tenure Expectations. Presented at the Work and Family Researchers Network, Annual Meeting. Washington, DC, June 23-25, 2016. With Rodica Lisnic and Anna Zajicek.*

Individualized Education Plans: The Fast Track to Juvenile Adjudication in Oklahoma. Presented at the Annual Meeting of the Academy of Criminal Justice Sciences. Denver, CO, March 29-April 2, 2016. With Brett Fitzgerald and Valerie Hunt.*

- What are the Determinants of Interethnic Competition for Principal Positions in Multiethnic U. S. School Districts? Presented at the Annual Meeting of the National Conference of Black Political Scientists. Jackson, MS, March 16-20, 2016. With Pearl Dowe, Will Miller, and Grace Kerr. (Best paper award.)
- Rethinking Interethnic Competition: What are the Determinants of Interethnic Competition for Principal Positions in Multiethnic U. S. School Districts? Presented at the Midwest Political Science Association meeting, Chicago, IL, April 16-19, 2015. With Pearl Dowe, Will Miller, and Grace Kerr.
- Incarcerating Exceptional Pupils: Is There a School-to-Prison Pipeline in Eastern Oklahoma? Presented at the Academy of Criminal Justice Sciences meeting, Orlando, FL, March 3-6, 2015. With Brett Fitzgerald.*
- The Diffusion of Safe Haven Legislation: An Examination of Four Early-Adopting States. With Otilia Iancu. Presented at the Midwest Political Science Association meeting, Chicago, IL, April 2012.*
- Interethnic Competition for Classroom Teacher, Assistant Principal, Principal, and Administrator Jobs in U. S. Multiethnic School Districts, 2002-2008. With Will Miller, Grace Kerr, and Renee Deshommes. Presented at Midwest Political Science Association meeting, Chicago, IL, April 2012.*
- Bureaucratic, Leadership, and Workforce Representation Among Female Administrators, Principals, Assistant Principals, and Classroom Teachers in U. S. School Districts, 2002-2008. With Grace Kerr and Will Miller. Presented at the Midwest Political Science Association meeting, Chicago, IL, April 2011.
- Talking Us Into War: An Analysis of Presidents Lyndon B. Johnson and George W. Bush. With Barbara Warner and Andrew Dowdle. Presented at the 2010 Southwestern Political Science Association meeting, Houston, TX, April 2010.*
- Another Reexamination of the Determinants of Ethnic-Based Municipal Employment Patterns: African American and Latino Political Power. With Will Miller, Margaret Reid, and Bill Schreckhise. Presented at the 2008 American Political Science Association meeting, Boston, MA, August 2008. (Best paper award.)
- The Forgotten Minority: An Analysis of American Indian Employment Patterns in State and Local Governments, 1991-2003. With Valerie Hunt, Linda K. Ketcher and Jennifer Murphy. Presented at the 2008 Southwestern Political Science Association meeting, Las Vegas, NV, March 2008.*

The Determinants of Child Abuse and Neglect Among American Indians and Alaskan Natives Across States and Over Time: Does Policy Matter? With Linda Ketcher and Will Miller. Presented at the 2008 Arkansas Political Science Association meeting, Fayetteville, AR, February 2008.*

When Does Politics Matter? A Reexamination of the Determinants of Ethnic-Based Municipal Employment Patterns. With Will Miller, Margaret Reid, and William Schreckhise. Presented at the 2006 Southwestern Political Science Association meeting, San Antonio, TX, April 2006. (Best paper award.)

An Unconventional Application of the Glass Ceiling Concept: African American and Latino Administrators in Municipal Government Bureaucracies, 1987-1997. Presented at the 2004 Southwestern Social Science Association meeting, San Antonio, TX, April 2004. With Will Miller and Margaret Reid.

The Determinants of Public School Quality in the State of Arkansas: A Time Series Analysis. Presented at the 2003 Arkansas Political Science Association meeting, Conway, AR, February 2003. With Tiffini Jackson, Will Miller, and Jack Kern.*

Descriptive Representation Among Latinas, African American Women, and White Women in Multiethnic Cities: Employment Inequalities in Municipal Bureaucracies. Presented at the 2002 Southwestern Social Science Association meeting, New Orleans, Louisiana, March 2002. With Will Miller and Margaret Reid. (Best paper award.)

Private School Choice in the State of California: The Effects of Public School Quality, Race, and Religion. Presented at the 2001 Arkansas Political Science Association meeting, Searcy, Arkansas, February 2001. With Kevin Braswell and Will Miller.*

Economic Representation: Determinants of Gender-Based Pay Disparities in State Government, 1985-1997. Presented at the 2000 American Political Science Association meeting, Washington, DC, September 2000. With Steven Neuse.

Workforce Changes in Municipal Agencies: The Case of New Hires. Presented at the 2000 Urban Affairs Association meeting, Los Angeles, California, May 2000. With Will Miller and Margaret Reid.

Sex-Based Occupational Segregation in U. S. State-Level Bureaucracies, 1985-1997. Presented at the 2000 Southwestern Social Science Association meeting, Galveston, Texas, March 2000. With Will Miller and Margaret Reid.

- Using EEOC Data to Evaluate the Nature and Extent of Sex-Based Occupational Segregation: The Case of U. S. State Bureaucracies. Presented at the Annual Meeting of the Arkansas Political Science Association, February 1999. With Will Miller and Margaret Reid. (Best paper award.)
- A Study of the Advancement of Women in Municipal Government Bureaucracies: Persistence of Glass Ceilings? Presented at the Fifth Annual Women's Policy Conference, Washington, DC, June 1998. With Margaret Reid and Will Miller.
- Gender-Based Occupational Segregation and Salary Disparities in Municipal Bureaucracies: Persistence of Glass Ceilings and Glass Walls? Presented at the Southwestern Social Science Association meeting, Corpus Christi, Texas, March 1998. With Will Miller and Margaret Reid.
- Local Self-Governance and Representative Bureaucracy: Persistence of Glass Ceilings and Glass Walls? Presented at the International Urban Affairs meeting, Toronto, Canada, April 1997. With Margaret Reid and Will Miller.
- Mayor-Manager: Are There Differences in Budgetary Policy? Presented at the Arkansas Political Science Association meeting, Fayetteville, Arkansas, February 1997. With Will Miller and Margaret Reid.
- Determinants of Female Employment Patterns in U. S. Cities: A Time-Series Analysis. Presented at the Southern Political Science Association meeting, Atlanta, Georgia, November 1996. With Will Miller and Margaret Reid.
- The Impact of New Members on Partisanship in the U. S. House of Representatives: A Comparative Analysis of Six High-Turnover Congresses. Presented at the Midwest Political Science Association meeting, Chicago, IL, April 1996. With Patricia Hurley.
- First Term Members in the 103rd House: Their Effects on Partisanship and Policy. Presented at the Midwest Political Science Association meeting, Chicago, Illinois, April 1995. With Patricia Hurley.
- Measuring Leadership Power in the U. S. House: An Index of Speakers' Formal Powers, 1877-1990. Presented at the Arkansas Political Science Association meeting, North Little Rock, Arkansas, February 1995.
- Structural Determinants of Party Voting in the U. S. House of Representatives: 1877-1990. Presented at the Midwest Political Science Association meeting, Chicago, Illinois, April 1994.

Partisanship and Presidential Approval: An Error Correction Model. Presented at the American Political Science Association meeting, Chicago, Illinois, September 1992.

A Pooled Time-Series Analysis of the Defense Subgovernment Theory. Presented at the Midwest Political Science Association meeting, Chicago, Illinois, April 1992. With Karl DeRouen and Clay Hanks.

Partisanship and Presidential Approval: A Time-Series Analysis. Presented at the Southwestern Social Science Association meeting, Austin, Texas, March 1992.

Rawls and Marx: The Difference Principle vs. the Need Principle. Presented at the Southwestern Social Science Association meeting, San Antonio, Texas, March 1991. With Aaron Knight.

Determinants of Minority Employment Patterns: A Time-Series Analysis. Presented at the Southwestern Social Science Association meeting, San Antonio, Texas, March 1991. With Kenneth Mladenka.

Other Conference Participation

Chair, roundtable discussion on Probable Effects of the 2018 and 2020 U. S. National Elections on Graduate Education, Council of Southern Graduate Schools, Fayetteville, Arkansas, February 2018.

Chair, panel on Public Service Motivation, Midwest Political Science Association meeting, Chicago, Illinois, April 2012.

Chair, panel on Public Administration and Gender Equity, Midwest Political Science Association meeting, Chicago, Illinois, April 2011.

Chair, panel on Agenda Setting and Policy Formation, Arkansas Political Science Association meeting, Fayetteville, Arkansas, February 2004.

Discussant, panel on Legislative Process, Arkansas Political Science Association meeting, Fayetteville, Arkansas, February 2004.

Chair, panel on Electoral Participation Among African Americans and Latinos, Southwestern Political Science Association meeting, New Orleans, LA, March 2002.

Chair, panel on Agenda Setting, Problem Definition and Non-decisionmaking, Arkansas Political Science Association meeting, Searcy Arkansas, February 2001.

Chair, panel on Conducting Employment Research with EEOC Data, American Political Science Association meeting, Washington, DC, September 2000.

Program Committee, Section Head for Legislatures and Executives, Southwestern Social Science Association meeting, Galveston, Texas, March 2000.

Chair, panel on Minority Politics, Southwestern Social Science Association meeting, Corpus Christi, Texas, March 1998.

Discussant, panel on Congressional Parties, Southern Political Science Association meeting, Atlanta, Georgia, November 1996.

Discussant, panel on Public Approval of Legislative Institutions, Midwest Political Science Association meeting, Chicago, Illinois, April 1995.

Discussant, panel on Campaigning for the Senate, Midwest Political Science Association meeting, Chicago, Illinois, April 1994.

Discussant, panel on Political Control of the Bureaucracy, Southwestern Social Science Association meeting, San Antonio, Texas, March 1994.

Discussant, panel on Politics in the U. S. Senate, Southwestern Social Science Association meeting, Fort Worth, Texas, March 1990.

Invited Lectures/Talks

Presentation on Public Policy Ph.D. Program to Graduate School and International Education/Research & Innovation Capital Campaign Committee, University of Arkansas, October 2019. With Valerie Hunt, Meredith Adkins, and Larra Rucker.

Presentation to visiting scholars from Egypt, Egypt Junior Scholar Development Program, College of Education and Health Professions, University of Arkansas, September 2018.

Baum Teaching Workshop, presentation on how to improve student writing using a research design paper assignment, Teaching and Faculty Support Center, University of Arkansas, August 2018.

Panelist, Preparing for a Doctoral Program, Graduate School Orientation, Graduate School and International Education. University of Arkansas, August 2017.

Rethinking Public Sector Employment Competition: What are the Determinants of Interethnic Competition for Principal Positions in Multiethnic U. S. School Districts? EEO DATANET Conference. U. S. Equal Employment Opportunity Commission Headquarters. Washington, DC, June 19-23, 2017. With Pearl Dowe, Will Miller, and Grace Kerr.

Presentation to the Research and Professional Development Series, Public Policy Ph.D. Program, University of Arkansas. The Successful Job Search: Goals and Strategies for Public Policy Ph.D. Students. Fayetteville, AR, March 2010, October 2011, November 2015, and November 2017.

Can EEO-4 and EEO-5 Data be used to Evaluate Interethnic Competition For Public Sector Jobs? Some Suggested Measurement and Modeling Strategies. Presentation on investigating interethnic competition with EEO-4 (state and local governments) and EEO-5 (public education) research to Fellow EEO researchers. EEO DATANET Conference. U. S. Equal Employment Opportunity Commission Headquarters. Washington, DC, May 14-15, 2015. With Will Miller.

Presentation on EEO-4 (state and local governments) and EEO-5 (public education) research to Fellow EEO researchers. EEO DATANET Conference. U. S. Equal Employment Opportunity Commission Headquarters. Washington, DC, May 13-14, 2014. With Will Miller.

Presentation on the Dysfunctional U. S. Congress. Osher Lifetime Learning Institute, College of Education and Health Professions, University of Arkansas, Fayetteville, AR, May 21, 2014.

Presentation to the Research and Professional Development Series, Public Policy Ph.D. Program, University of Arkansas. Interethnic Competition for Classroom Teacher, Assistant Principal, Principal, and Administrator Jobs in Multiethnic U. S. School Districts, 2002-2008. Fayetteville, AR, November 2, 2012. With Renee Deshommès, Grace Kerr, and Will Miller.

Presentation to the Research and Professional Development Series, Public Policy Ph.D. Program, University of Arkansas. Completing Your Dissertation: Practical Considerations. Fayetteville, AR, March 15, 2011. With Mike Miller and Valerie Hunt.

Presentation to the Research and Professional Development Series, Public Policy Ph.D. Program, University of Arkansas. Another Examination of the Determinants of Ethnic-Based Municipal Employment Patterns: African American and Latino Political Power. Fayetteville, AR, October 2010. With Bill Schreckhise, Will Miller, and Margaret Reid.

Presentation to the Washington County Historical Society and the Diane Blair Center for Southern Politics and Society. Why Do Members of Congress Make the Decisions They Do?, Fayetteville, AR, February 2004.

Presentation to U. S. Equal Employment Opportunity Commission staff on sex-based pay disparities in U. S. state bureaucracies, Washington, DC, September 2000. With Steven Neuse.

Grants and Fellowships Awarded

Chancellor's Discovery Grant Award, 2018. Funding for *Illustrating new pathways to commercialization: Treatment strategy for phenylketonuria via advancements in Microbiome Engineering*. (Team – Robert Beitle (PI), Hannah Jensen (Co-PI), Brinck Kerr (Co-PI), and Jeff Amerine (Co-PI)), \$97,000 (two years).
Role: Co-Primary Investigator

Robert Wood Johnson Health Foundation Policy Research Scholars Award, 2017-2020. Dissertation Research Funding for Electa Leigh Hare-RedCorn in connection with the Indigenous Food and Agriculture Initiative, School of Law, University of Arkansas. (PI – Janie Hipp; Co-PI – Brinck Kerr), \$120,000 (four years).
Role: Co-Primary Investigator

Winthrop Rockefeller Distinguished Lecture Award, 2010. Funding to bring Jonathan Kozol to Campus. (With Paul Hewitt and Tom Smith), \$25,000.
Role: Primary Investigator

Mack Blackwell Transportation Center (with Will Miller), 2002-03, \$55,000
Community Impact of Regional Transportation Infrastructure Growth: An Evaluation Of the Attitudes of Citizen and Community Leaders on Past and Projected Growth of the Regional Transportation Infrastructure in Northwest Arkansas. Role: Co-Investigator

SILO Advisory Council Research Fellowship, 1999-2000, (With Zane Wilson), \$2300.

Teaching Grant, Teaching and Faculty Support Center, University of Arkansas, 1999, \$500.

Service Grant, Pi Sigma Alpha Honor Society, 1998, \$500.

Research Incentive Grant, Fulbright College, University of Arkansas, 1996, (With Will Miller and Margaret Reid), \$2000.

Merit Fellowship, Texas A&M University, 1990, \$1200.

Research Grant, Department of Political Science, Texas A&M University, 1990, \$500.

Regent's Graduate Fellowship, Texas A&M University, 1988, \$1000.

Professional Development

Summer Teaching Camp, Teaching and Faculty Support Center, University of Arkansas, 1997, 1999, 2018

Compact for Faculty Diversity, Institute on Teaching and Mentoring, Southern Regional Education Board, Arlington, VA, October 22-25, 2009.

Doctoral Dissertations Directed

Legislating Social Inclusion: Social Interaction and Perceptions of Middle Level Students Toward those with Disabilities. Whitehead, Deidre NeCol. Completed December 2020.

The Network for Student Success: A Case Study of African American Male Retention at a Two-Year College. Richard Moss. Completed December 2018.

Transferring Implementation Facilitation Knowledge and Skills to Improve Healthcare Delivery Systems. Mona Ritchie. Completed April 2016.

Primary Care Physician Opinions about Independent Autonomous Nurse Practitioners (Co-chair with Dr. Barbara Shadden). James Michael Flanigan. Completed July 2015.

Police Department Taser Use: Stopping the Escalation of Force. (Co-chair with Dr. Valerie Hunt). Michael Moyer. Completed April 2015.

The Environmental Determinants of Low Birth Weight and Pre-term Births Among African American Infants. Tionna Jenkins. Completed April 2015.

The Effects of Providing In-State Tuition to Undocumented Students in the United States. (Co-chair with Dr. Tom E. C. Smith). Villarraga, Luis Alexander. Completed November 2014. (Winner of the Will Miller PUBP Distinguished Dissertation Award.)

The School-to-Prison Pipeline in Eastern Oklahoma: Why do some Schools Refer Special Needs Children to the Juvenile Justice System at Greater Rates than Other Schools? Brett Fitzgerald. Completed November 2014. (Winner of the Will Miller PUBP Distinguished Dissertation Award.)

The Advocacy Efforts of Three Denominational Policy Offices on Capitol Hill. Julie Summers. Completed May 2014.

Community Participation in Post-Tsunami Redevelopment in Aceh: The Process and Community Members' Perceptions and Preferences. Ichsan Ichsan. Completed September 2011.

School District Characteristics in Arkansas that Contribute to Wellness Policy Innovation. Cammie Marti. Completed June 2010.

Safe Haven Legislation: The Political Story Behind Policy Diffusion. Otilia Iancu. Completed May 2010. (Winner of PUBP Best Dissertation Award.)

Talking Us Into War: Problem Definition by Presidents Lyndon B. Johnson and George W. Bush. Barbara Warner. Completed June 2009. (Winner of PUBP Best Dissertation Award.)

The Forgotten Minority: A Cross-Sectional and Time Series Analysis of American Indian/Alaskan Native Child Abuse and Neglect, 1993-2003. Linda K. Ketcher. Completed July 2008.

Doctoral Dissertations Directed (In Progress)

Taylor, Melissa. *A Study of Representative Bureaucracy in U. S. Public School Districts, 2002-2014.* (Co-chair with Dr. Tom Smith).

Professional Service Activities and Affiliations

Editorial Board, *Policy Studies Journal*, 2019 to present

Jewel Prestage Best Paper Award Committee, Southwestern Social Science Association, 2013-2014

Marian Irish Award Committee for the Best Paper on Women and Politics, Southern Political Science Association, 2012

Resolutions Committee, Southwestern Political Science Association, 2008-2010

Editor, *The American Review of Politics*, 2002-2007

Best Paper on State and Local Government Award Committee, Southwestern Social Science Association, 2005

Executive Council, Southwestern Political Science Association, 2001-2003

Executive Committee, Arkansas Student Congress, Arkansas State Communications Association, 1997 to 2000

Editorial Board, *Midsouth Political Science Review*, 1997 to present

Best Graduate Student Paper Award Committee, Southwestern Social Science Association, 1996

Manuscript Reviewer for the following journals:

Administration & Society

American Indian Quarterly

American Journal of Political Science

American Review of Public Administration

Congress & the Presidency

International Journal of Public Administration

Journal of Developing Areas

Journal of Educational Research & Policy Studies

Journal of Politics

Legislative Studies Quarterly

Policy Studies Journal

Political Research Quarterly

Politics and Policy

Politics, Groups, and Identities

Public Administration

Public Administration Quarterly

Public Administration Review

Review of Public Personnel Administration

Social Science Quarterly

State Politics and Policy Quarterly

The American Politics Review

The American Review of Politics

The Midsouth Political Science Review

Urban Affairs Review

Memberships (various years)

American Political Science Association
Arkansas Political Science Association
Association for Public Policy Analysis and Management
Council of Southern Graduate Schools
Midwest Political Science Association
National Conference of Black Political Scientists
Southern Political Science Association
Southwestern Social Science Association

University Service Activities, University of Arkansas

Member (ARSC Representative), Academic Appeals Committee of the Graduate Council, GSIE, 2021

Member, Social Justice Specialization, Interdisciplinary Public Policy Ph.D. Program, Graduate School and International Education, 2020 to the present

Member, Steering Committee, Natural State Consortium for Food and Health, University of Arkansas, 2019 to the present

Graduate Council, Fulbright College Representative, 2018-2021

Member, Fifth Year Review Committee for the Dean of the Graduate School and International Education, 2018-19

Member, Building a Collaborative and Innovative Campus Signature Area Committee, 2017-2018

Member, Daniel E. Ferritor Departmental Excellence in Teaching Award Committee, 2017-2018, 2021-2022.

Member, Graduate Student Success Advisory Council, Graduate School and International Education, 2017-2018

Member, Inquiry Review Committee for Research Misconduct, Office of the Provost, Fall 2017

Chancellor's Campus Planning Committee, Initiative to Strengthen Graduate Education, 2016-2017

Judge, 3-Minute Thesis Competition, Graduate School and International Education, 2016, 2018

Faculty Senate, Fulbright College Representative, Fall 2015 to Spring 2017

Graduate Council, Fulbright College Representative, Spring 2016

Marshal, All-University Commencement, Fall 2014, Fall 2015, Spring 2016, Fall 2016, Fall 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019, Spring 2021, Fall 2021

Arkansas Alumni Association Faculty Distinguished Achievement Awards, Selection Committee, 2013-14

Charles and Nadine Baum Faculty Teaching Award, Selection Committee, 2013-14

Search Committee Member, Dean of the J. William Fulbright College of Arts and Sciences, 2013-2014

Graduate School Faculty Advisory Board, Graduate School & International Education, 2012 to the present

All-University Academic Integrity Board, Graduate School Representative, 2011-2014

Graduate Student Orientation, Graduate School and International Education, Cohort Leader, 2007, 2008, 2009, 2011, 2015, 2017, 2018, 2019

Mack-Blackwell Transportation Center Advisory Board, 2007-2013

Search Committee Member, Dean of the Graduate School & International Education, 2009-2010

Graduate Council, Representative for Fulbright College, Fall 2010

Graduate Council, Representative for Interdisciplinary Programs, 2008-09

Multicultural Center Advisory Board, 2008-09

Interdisciplinary Program Directors Committee, Graduate School and International Education, 2007 to the present

Co-Chair, Winthrop Rockefeller Distinguished Lecturer Committee, 1998-1999

Faculty Advisor, University of Arkansas delegation, Arkansas Student Congress, 1996-2000

Faculty Advisor, University of Arkansas Young Democrats, 1998-1999

Faculty Advisor, University of Arkansas Golden Key Chapter, 1996-1998

College Service Activities, Fulbright College, University of Arkansas

Faculty Development Committee, 2003-2007 (Chair 2006)

College Cabinet, 2006

Interdisciplinary Institutional Research Board Committee, 2005-2007

Departmental Service Activities, University of Arkansas

Personnel Policy Committee, 2021-22 (chair)

Personnel Review Committee, 2020-21

Budget Committee, 2019-20, 2020-21

Graduate Studies Committee, 2018-19, 2019-20

Personnel Policy Committee, 1996-97, 1998-99, 2000-01, 2001-02 (chair), 2003-04 (chair), 2004-05, 2005-06, 2007-08 (chair), 2008-09 (chair), 2009-10 (chair), 2011-12 (chair), 2012-13 (chair), 2013-14 (chair), 2014-15 (chair), 2015-16 (chair), 2016-17 (chair), 2017-18 (chair), 2019-20 (chair)

Special Personnel Policy Committee, 2001, 2002

Academic Programs Committee, 1994-1998, 2006

Teaching Technology Committee, 1994-95

American Politics Field Committee, 1994-2021 (chair 7 times)

Political Theory Field Committee 1995, 1997, 2000

Strategic Plan Committee, 2001

Center for the Study of Representation Advisory Committee, Chair, 1999-2006

Faculty Advisor, Pi Sigma Alpha Political Science Honor Society, 1996-1998

Scholarships and Awards Committee, 1997, 2002