

# David M. Bredenkamp

## *Curriculum Vitae*

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Assistant Professor  
Virginia Polytechnic Institute and State University  
School of Public & International Affairs  
bredenkamp@vt.edu

Center for Public Administration & Policy  
2810 N. Parham Rd., Suite 205  
Henrico, VA 23294  
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## ACADEMIC APPOINTMENTS

### Assistant Professor

Virginia Polytechnic Institute and State University (Virginia Tech)  
College of Architecture and Urban Studies (CAUS)  
School of Public & International Affairs (SPIA)  
Center for Public Administration and Policy (CPAP) August 2018-present

## EDUCATION

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

Ph.D., Public Affairs: Public Management, Policy Analysis June 2018  
Minor: Org. Behavior & Human Resources Management (*Kelley School of Business*)  
Committee: M. Baggetta, M. McGuire (co-chairs); S. Fernandez; B. Gazley  
Dissertation: *Serving Alongside the Shadow: Civil Servants and Contracted Public Work*

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

### Indiana University Bloomington, *Jacobs School of Music (IJSOM)*

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

## RESEARCH

## PUBLICATIONS

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

## 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

## WORKS IN PROGRESS

**Bredenkamp, D.;** Dull, M.; LaRiviere, L.; Sogodogo, A. “Aspiration and Autonomy: Frontline Narratives and Workplace Values in Behavioral Health and Developmental Services.”

**Bredenkamp, D.;** LaRiviere, L.; McDonald, T. “Organizational Values and Strategy: Propositions for Leadership and Strategic Planning.”

**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.”

## CONFERENCE PAPERS & PRESENTATIONS

**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) (Accepted).

**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 (Accepted).

**Bredenkamp, D.** 2019. “Is Perception Reality? A Management-Based Theory for Post-Truth Society.” Public Administration Theory Network Annual Conference (PAT Net). Presented in paper panel.

**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.

## RESEARCH EXPERIENCE

### Lead Faculty Researcher

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

May 2019-present

**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-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

## WORKSHOPS, GUEST LECTURES, & ASSISTANTSHIPS

- 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

## ACADEMIC ADVISING

### Doctoral Dissertation Co-Chair

Joseph Daniel, Public Administration, "Do brokerage behaviors in journals affect practitioner engagement?" 2020-

### Doctoral Dissertation Committee Member

Center for Public Administration and Policy, Virginia Tech  
Edgar Hollandsworth, 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" 2020-Dec 2021

Ingram L. M., Public Administration, “Contracting in the Sunshine: Fairness and Federal Procurement”	2018-
Talukdar S.R., Public Administration, “The Implementation of Sustainability across Regional Organizations in the U.S.”	2018-
Huishan Yang, Public Administration, “Organizational Collaborative Motivations and Purpose-oriented Networks: Linking Organizational Theories with Network Characteristics”	2020-

**Master of Public Administration ePortfolio Committee, Supporting Member**

Center for Public Administration and Policy, Virginia Tech

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

**PROFESSIONAL DEVELOPMENT**

**New Faculty Community Training Course**

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

Fall 2018

## SERVICE

### DEPARTMENTAL & COLLEGE SERVICE

#### Honorifics Committee

College of Architecture and Urban Studies  
Virginia Tech. Fall 2020-present

#### Master of Public Administration Governance Committee

Center for Public Administration and Policy  
Virginia Tech. Fall 2018, Spring 2019, Fall 2020-present

#### Master of Public Administration Governance Committee

Center for Public Administration and Policy  
Virginia Tech. **Co-Chair.** Fall 2019-Spring 2020

### UNIVERSITY SERVICE

#### LGBTQ+ Faculty Caucus

Virginia Tech. Member. August 2018-present

### PROFESSIONAL & 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)