

David M. Bredenkamp

Curriculum Vitae

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
Office: (804) 977-3503

ACADEMIC APPOINTMENTS

Assistant Professor

Virginia Polytechnic Institute and State University (Virginia Tech)
College of Liberal Arts and Human Sciences (CLAHS)
School of Public & International Affairs (SPIA)
Center for Public Administration and Policy (CPAP) August 2018-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.; Comer, C. C.; Boyette, C.; Stigers, K.; Abdelrasol, S. (2022) “Health Worker Potential for Expanded Exploration of Public ‘Frontlineness’: A Systematic Scoping Review.” Draft manuscript produced in Advanced Topics in Management: Frontlineness Course (PAPA 6354; Fall 2022) APSA 2023 Mini-Conference for Junior Scholars (Invited; Takes place in August 2023 in Los Angeles, CA).

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). “Frontline Service Narratives and Workplace Identities in Behavioral Health and Developmental Services.” DC Public Management Research Consortium (Presented with coauthors October 2022).

Bredenkamp, D.; Dull, M.; LaRiviere, L.; and Sogodogo, A. (2022). “Aspiration and Autonomy: Frontline Narratives and Workplace Values in Behavioral Health and Developmental Services.” Public Management Research Conference (PMRC) (Presented May 2022).

Bredenkamp, D.; Dull, M.; LaRiviere, L.; and Sogodogo, A. (2022). “Frontline Service Narratives and Workplace Values in Behavioral Health and Developmental Services.” Midwest Political Science Association (MPSA) Conference (Coauthors presented April 2022).

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

Bredenkamp, D. 2018. “Does Outsourcing Lead to Team Discord? U.S. Government Contracting and Work Group Cooperation.” Midwest Political Science Association (MPSA) Annual Conference. Junior Scholar Symposium.

Baggetta, M. and **Bredenkamp, D.** 2017. "Systematic Social Observation in the Study of Civic Activity." West Coast Nonprofit Data Conference.

Bredenkamp, D. 2017. "Working with the Shadow: Public Worker Satisfaction and the Private Government Workforce." Midwest Political Science Association (MPSA) Annual Conference.

Bredenkamp, D. 2016. "Entering and Staying in Public Service: Is the Hurdle Getting Higher?" Midwest Political Science Association (MPSA) Annual Conference.

Bredenkamp, D. 2016. "Attracting and Keeping Public Servants: Are the Magnets Getting Weaker?" Association of SPEA Ph.D. Students (ASPS) Annual Conference, Indiana University.

Baggetta M. and **Bredenkamp, D.** 2015. "Systematic Social Observation in the Study of Associations and Civic Engagement: The Case of Student Groups." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference.

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

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

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

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

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-6252: Advanced Topics in Management: “Frontlineness,”
Virginia Tech. PhD-level. Research Process Learning Lab. Online. Fall 2022
- Instructor**, PAPA-5014: Public Administration Concepts & Approaches,
Virginia Tech. MPA-level. Large Online section; Co-Instructed (Rees; Sharp) Fall 2022
- Instructor**, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Online. Summer 2022
- Instructor**, PAPA-5316: Government Administration II: Systems Skills,
Virginia Tech. MPA-level. Arlington and Richmond. Spring 2022
- Instructor**, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Online. Spring 2022
- Instructor**, PAPA-6344: Leadership & Management,
Virginia Tech. PD-level. Online. Fall 2021
- Instructor**, PAPA-6454: Ethics in the Public Sector,
Virginia Tech. MPA-level. Arlington. Fall 2021
- Instructor**, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Two sections, Blacksburg and Richmond. Spring 2021
- Instructor**, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Arlington. Fall 2020
- Instructor**, PAPA-6344: Leadership & Management,
Virginia Tech. PD-level. Blacksburg and Arlington. Spring 2020
- Instructor**, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Blacksburg. Spring 2020
- Instructor**, PAPA-6252: Advanced Topics in Management: Government in Partnership,
Virginia Tech. PhD-level. Cross-location, Blacksburg and Alexandria. Fall 2019
- Instructor**, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Blacksburg. Fall 2019
- Instructor**, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Cross-location, Blacksburg and Alexandria. Summer 2019
- Instructor**, PAPA-5315: Government Administration I: Behavioral Skills,
Virginia Tech. MPA-level. Two sections, Blacksburg and Alexandria. Spring 2019

Instructor, PAPA-6324: Personnel Processes and Their Policy Implications,
Virginia Tech. MPA-level. Blacksburg. Fall 2018

Associate Instructor, SPEA-V236: Management Concepts and Applications I,
Indiana University. Undergraduate -level. Six semesters. Fall 2015-Spring 2018

WORKSHOPS, GUEST LECTURES, & ASSISTANTSHIPS

Richmond Information Office Hours, Coordinator & Planner (6 dates)
Center for Public Administration and Policy, Virginia Tech Summer 2022

Virginia Management Fellows Training
VPSL I: Deploying the Fundamentals of Public Speaking and Presentations June 2022

Doctoral Mentoring Workshop, Panelist
Conference Presentation Tips & Tricks
Center for Public Administration and Policy, Virginia Tech February 2022

Richmond New and Prospective Student Orientation and Information Session, Panelist
Center for Public Administration and Policy, Virginia Tech December 2021

Doctoral Mentoring Workshop, Panelist
Ethics and Integrity for CPAP PhDs
Center for Public Administration and Policy, Virginia Tech September 2021

Richmond New Student Orientation and Information Session, Coordinator & Planner
Center for Public Administration and Policy, Virginia Tech October 2020

Doctoral Mentoring Workshop, Panelist
Qualifying Exam Informational Session
Center for Public Administration and Policy, Virginia Tech October 2020

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

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

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

Teaching Assistant, Prof. Daniel Grundmann, SPEA-V450 Strategic HR Management
School of Public and Environmental Affairs, Indiana University Spring 2012

Teaching Assistant, Dr. James L. Perry, SPEA-V160 National and International Policy
School of Public and Environmental Affairs, Indiana University Fall 2011

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

Huishan Yang, Public Administration, “Organizational Collaborative Motivations and Purpose-oriented Networks: Linking Organizational Theories with Network Characteristics” 2023

Banee, Rabita, Public Administration, “Examining the Association Between Transformational Leadership and Public Organizational Performance” 2022

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” 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-

Master of Public Administration ePortfolio Committee, Supporting Member

Center for Public Administration and Policy, Virginia Tech

Ramos, Andrew Fall 2022

Bustamante, Reagan Fall 2022

Kitts, Derek Fall 2022

Robertson, Catherine Fall 2022

Webber, Stephen Spring 2022

Roman, Joseph, Spring 2022

Manteghi, Mohsen Spring 2022

Woods, Jon Spring 2022

Heo, James Spring 2022

Collins, Stephanie Spring 2022

Simpson, Stephanie Spring 2022

Quill, Elizabeth Spring 2022

Reeger, Claire Spring 2022

Cooke, Olivia Spring 2022

Fields, Grant Spring 2022

Veillette, Nathalie Spring 2022

Castaneda, Maribel Spring 2022

McBride, Stacey Hill Fall 2021

Colten, Jennifer Hana Fall 2021

Mason Jr, James E Fall 2021

Evans, Ryan Michael	Fall 2021
Asante, Albert P.	Fall 2021
Richards, Edward Prince	Spring 2021
Tankersley, Cole Patrick	Spring 2021
English, David Joseph	Spring 2021
Marshall, Ericka Mahvash	Spring 2021
Overholt, Meleah Brooke	Spring 2021
Reynal, Matthew George	Spring 2021
Harding, Brandon Allen	Spring 2021
Buscaglia, Caroline Olivia	Spring 2021
Sadie Remington-Gilbert	Fall 2020
Lashawnda Singleton	Summer 2020
Alexis Denny	Spring 2020
Mackenzie Morris	Spring 2020
Amy Southall	Spring 2020
Alberto Jaimes	Spring 2020
Samantha Dunn	Spring 2020
Zane Grey	Spring 2020
Emily Lafon	Spring 2020
Lesley Hunley	Spring 2020
Elliott Abbotts	Fall 2019
Jonathan McCoy	Fall 2019
Trang Vu	Fall 2019
Christjahn Beck	Spring 2019
Olyvia Simone Brown-Coles	Spring 2019
Gregory Tyler Edmunds	Spring 2019
Lawrence Markus Harris	Spring 2019
Aaron Christian Taylor	Spring 2019

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

Master of Public Administration Governance Committee

Center for Public Administration and Policy
Virginia Tech.

Fall 2018, Spring 2019, Fall 2020-present

Honorifics Committee

College of Architecture and Urban Studies
Virginia Tech.

Fall 2020-Spring 2022

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)