

## M. Blake Emidy, Ph.D.

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### Contact Information

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Law Building 148  
Department of Public Administration & Policy  
The University of Montana  
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(406) 243-4155

### Work

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Assistant Professor of Public Administration (2021-Present)  
Department of Public Administration & Policy  
The University of Montana

Assistant Professor of Public Administration (2020-2021)  
Department of Government & Sociology  
Georgia College & State University

Graduate Research Assistant (2015-2021)  
Department of Public Management & Policy  
Andrew Young School of Policy Studies  
Georgia State University  
Dr. Gregory B. Lewis, Advisor (2017-2021)  
Dr. John C. Thomas, Advisor (2015-2017)

### Education

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Ph.D., Public Policy (2015-2021)  
Georgia State University  
Concentration: Organization Theory  
Dissertation Topic: “The Impact of Cutback Management Practices on Employee Motivation and Managerial Behavior – Evidence from Three Public Sector Contexts”  
Committee Chair: Dr. Gregory B. Lewis  
Successfully Defended on April 20, 2021

M.P.A., Public Management & Policy (2012-2014)  
Georgia State University  
Concentration: Nonprofit Management

B.A., Public Policy Leadership & Philosophy (2008-2012)  
The University of Mississippi  
Concentration: Political Philosophy & Ethics

Exchange Program at the University of Birmingham (UK) (2010)  
Concentration: Philosophy

## **Refereed Publications**

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Lewis, G. B., Pizarro-Bore, X., & Emidy, M. B. (2023). The impact of telework on the satisfaction of federal workers. *Public Management Review*.

<https://doi.org/10.1080/14719037.2023.2200386>.

Lewis, G. B., & Emidy, M. B. (2022). Sexual orientation and organizational justice in the federal service: Exploring differences through an intersectional lens. *Journal of Public Administration Research and Theory*, 32(3), 489-508. <https://doi.org/10.1093/jopart/muab041>.

## **Grants**

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FEMA Region 8 Quick Response Research Award (2023)

“Where you stand depends on where you sit: Unpacking differential stakeholder notions of community recovery and resiliency in the rural Intermountain West”

Co-PI with Christina Barsky, Lauren McKeague, and Josephine Hazelton-Boyle

Award Amount: \$4,000

## **Awards & Honors**

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Excellence in Community-Engaged Scholarship Award (2022)

Department of Public Administration & Policy

University of Montana

Outstanding Dissertation Award (2022)

Section on Personnel Administration & Labor Relations (SPALR)

American Society for Public Administration (ASPA)

The Andrew Young School Excellence in Teaching Policy Award (2019)

GSU Foundation Fellowship (2015-2018)

Funded by the Coca-Cola Foundation

## **Courses Taught**

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### **Instructor (University of Montana)**

PUAD 504: Organization Theory (Multiple Terms)

Graduate Level Course

PUAD 522: Human Resource Management (Multiple Terms)

Graduate Level Course

PUAD 525: Strategic Planning & Leadership (Spring 2023)

Graduate Level Course

PUAD 506: Applied Research Methods (Fall 2022)

Graduate Level Course

NPAD 267: Leadership and Nonprofits (Spring 2022)

Undergraduate Level Course

### **Instructor (Georgia College & State University)**

PUAD 6538: Public Administration & Public Service (Online Section) (Fall 2020)  
Graduate Level Course

PUAD 6601: Policy Analysis (Online Section) (Spring 2021)  
Graduate Level Course

PUAD 6606: Research Methods (Online Section) (Spring 2021)  
Graduate Level Course

POLS 2101: Introduction to Political Science (Fall 2020)  
Undergraduate Level Course

POLS 1150: Politics & Society (Fall 2020)  
Undergraduate Level Course

POLS 3338: Principles of Public Administration (Spring 2021)  
Undergraduate Level Course

**Instructor (Georgia State University)**

PMAP 8171: Management Systems & Strategies (Online Section) (Fall 2018 & Fall 2019)  
Graduate Level Course

PMAP 8431: Leadership & Organizational Behavior (Summer 2018 & Summer 2019)  
Graduate Level Course

**Graduate Teaching Assistant (Georgia State University)**

PMAP 8121: Research Methods & Statistics I (Fall 2017 & Spring 2019)

PMAP 8131: Research Methods & Statistics II (Summer 2017)

PMAP 3031: Policy Leadership (Fall 2016)

**Conference Presentations**

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“Administrative Insult to Injury: Experiences of Burden among Small Business Owners Impacted by the 2022 Yellowstone Flood.” Public Management Research Conference (PMRC). Utrecht, the Netherlands. June 27-30, 2023. Co-authored with Lauren McKeague, Christina S. Barsky, and Josephine Hazelton-Boyle.

“Not Just ‘Social’ Distancing: Turnover Intention as Psychological Contract Breach following Return-to-Office Plans in Federal Agencies.” American Society for Public Administration (ASPA) Conference. Virtual. March 20-22, 2023 (Pre-recorded on February 2, 2023). Co-authored with Bailing Deng.

“‘Helping My Fellow Americans to Vote’ is ‘My Civic Duty:’ Exploring Poll Worker Motivations in Recent U.S. Elections.” Election Science, Research, and Administration Conference (ESRA). Charlotte, NC. July 27-29, 2022. Co-authored with Monica Bustinza, Amanda Clark, & Christina S. Barsky.

“The Importance of HRM for Producing Public Value in Hard Times: Exploring the Link Between Job-Related Resources and Work Unit Efficacy During the Covid-19 Pandemic.” The Transatlantic Dialogue (TAD16). Roskilde, Denmark. June 9-11, 2022.

“Disabilities and Perceptions of the Federal Workplace.” Public Management Research Conference (PMRC). Phoenix, AZ. May 25-28, 2022. Co-authored with Gregory B. Lewis & Ximena Pizarro-Bore.

“The Impact of Telework Access on Federal Employee Well-Being.” Public Management Research Conference (PMRC). Phoenix, AZ. May 25-28, 2022. Co-authored with Gregory B. Lewis & Ximena Pizarro-Bore.

“Democracy in Crisis: The American Poll Worker Aging Out and Under Attack.” Southern Political Science Association (SPSA). San Antonio, TX. January 12-15, 2022. Co-authored with Christina S. Barsky.

“Fewer People or Less Training? Examining the Indirect Consequences of Personnel Reductions on Federal Employee Motivation.” Public Management Research Conference (PMRC). Honolulu, HI [Virtual]. June 23-26, 2021.

“Sexual Orientation and Perceived Fairness in the Federal Service: Exploring Differences through Intersectionality.” Public Management Research Conference (PMRC). Chapel Hill, NC. June 11-14, 2019. Co-authored with Gregory B. Lewis.

“Race, Sex and Sexuality Differences in Perceived Justice among Federal Employees.” Midwest Political Science Association Conference (MPSA). Chicago, IL. April 5-8, 2018. Co-authored with Gregory B. Lewis.

“Self-Determination Theory and Public Sector Employee Turnover Intention.” Midwest Political Science Association Conference (MPSA). Chicago, IL. April 6-9, 2017.

### **Working Papers**

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Emidy, M. B. “US Federal Employee Development in Turbulent Times: Using Job Demands-Resources Theory to Examine Perceived Performance and Turnover Intention during the COVID-19 Pandemic.” Under second phase of review.

Lewis, G. B., Pizarro-Bore, X., & Emidy, M.B. “Who Gets Denied Telework in the Federal Service?” Invited to revise and resubmit.

Emidy, M. B., Lewis, G. B., & Pizarro-Bore, X. “Disabilities and the Federal Workplace: Understanding Experiences of Inequity, Exclusion, and Dissatisfaction.” Under review.

Soni, A., Mistur, E., & Emidy, M. B. “A Politicized Executive: Voice and Loyalty Decisions of the Federal Service.” Analysis phase.

McKeague, L., Emidy, M. B., Barsky, S., Hazelton-Boyle, J., & Weddell, M. “Administrative Insult to Injury: Experiences of Burden among Small Business Owners Impacted by the 2022 Yellowstone Flood.” Analysis phase.

Bustinza, M., Emidy, M. B., Barsky, C. S., & Clark, A. “‘Helping My Fellow Americans to Vote’ is ‘My Civic Duty:’ Exploring New Poll Worker Motivation in Miami-Dade County during the 2020 General Election.” Editing phase.

Emidy, M. B., Deng, B., & Westcarr-Gray, S. “Psychological Contracts and Federal Employment: Have the COVID-19 and Social Justice Movements Altered the Terms?” Literature review phase.

### **Service Activities**

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Served on the following University of Montana Committees:

University of Montana Faculty Senate	(2021-2025)
Executive Committee of the Senate	(2023-2025)
University Conduct Board	(2022-2025)
Prevention, Education, and Antiviolence Collaborative Efforts (PEACE)	(2022-2023)
Truman Scholarship Committee	(2021-2023)

Served on the following Alexander Blewett III School of Law Committees:

Law School Climate and Culture Committee	(2021-2022)
Law School Tech and Facilities Committee	(2022)

Search Committee Member for:

Full Professor, DPAP Chair, & MPA Director position	(2022)
Alexander Blewett III Law School Dean position	(2022)

Reviewed manuscripts for the following academic journals:

<i>Journal of Public Administration Research and Theory</i>	(2021-2022)
<i>Review of Public Personnel Administration</i>	(2022)
<i>Public Policy and Administration</i>	(2022)
<i>Journal of Behavioral Public Administration</i>	(2022)

### **References**

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Gregory B. Lewis  
Professor, Department of Public Management & Policy  
Georgia State University  
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Christine Roch  
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