

SEBAWIT G BISHU

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EDUCATION

Ph.D. in Public Affairs, Florida International University, 2017
Dissertation: *Gender and Authority in the Public Sector: The Case of City Managers in the United States*

MPA, Old Dominion University, 2013
Honors: *Pi Alpha Alpha Honor Society*

MSc in Architecture and Urban Planning, Addis Ababa University, 2006
BSc in Architecture and Urban Planning, Addis Ababa University, 2001

ACADEMIC, PROFESSIONAL AND RESEARCH APPOINTMENTS

Assistant Professor, September 2021 – Present
Evans School of Public Police and Governance, *University of Washington Seattle*

Assistant Professor, August 2017-2021
School of Public Affairs, *University of Colorado Denver*

Research Fellow, September 2019-Present
Women and Public Policy Program, *Kennedy School of Government, Harvard University*

Faculty Affiliate, August 2020 – Present
Social Justice and Innovation Lab, *Florida State University*

PEER-REVIEWED PUBLICATIONS

*Indicates that co-author is/was a graduate student

Bishu, S.G. & Heckler, N*. (2020). [Women Municipal Managers Doing and Undoing Gender](#). *Journal of Public Administration Research and Theory*, 31(3): 489-505.

Bishu, S.G., Sean, A. M., & Elias, N. R. (2020) [Gender in Emergency Services: Foundations for Greater Equity in Professional Codes of Ethics](#), *Public Integrity*.

Kennedy, A. and **Bishu, S.G.** (2020). [This for That: EEOC Outcomes and Representative Bureaucracy](#). *Review of Public Personnel Administration*.

Bishu, S. G., & Headley, A. M. (2020). [Equal Employment Opportunity: Women Administrators in Male-Dominated Roles](#). *Public Administration Review*, *Public Administration Review*, 80(6), 1063-1074.

Bishu, S.G. & *Kennedy, A. (2020). [Facing the Giant: A Framework to Undo Sex-Based Discrimination in Academia](#). *Public Administration Review*, 80(6):1127-1132.

- Stonehill, A., **Bishu, S.G.**, and Taddese, H. (2020). Factors associated with long-acting and short-acting reversible contraceptive use in Ethiopia. *British Medical Journal Sexual and Reproductive Health*, 25(5):350-358.
- Bishu, S.G.**, & *Kennedy, A. (2019). Trends and Gaps: A Meta Review of Representative Bureaucracy. *Review of Public Personnel Administration*. 40(4):559-588.
- Kennedy, A.*, **Bishu, S.G.**, & Heckler, N*. (2020). Feminism, Masculinity, and Active Representation: A Gender Analysis of Representative Bureaucracy, *Administration and Society*, 52(7):1101-1130.
- Bishu, S.G.**, Guy. M.A. and *Heckler, N. (2019). Seeing Gender and Its Consequences. *Journal of Public Affairs Education*, 25(2): 145-162.
- Ali, S.B., **Bishu, S.G.** and Alkadry, M.G. (2018). Why Men and Women Want to Leave? Turnover Intent, *American Review of Public Administration*, 48(7): 668-684.
- Alkadry, M.G., **Bishu, S.G.** and Ali, S.B. (2017). Beyond Representation: Gender, Authority and City Managers, *Review of Public Personnel Administration*, 39(2):300-319.
- Bishu, S.G.** and Alkadry, G.M. (2017). A Systematic Review of the Gender Pay Gap and the Factors that Predict It, *Administration and Society*, 49(1): 65-104.
- Bishu, S. G.** (2016). Collective Versus Individual Gain of “Natural Sprawl” A Response to Okulicz-Kozaryn’s Article on “Natural Sprawl”, *Administration and Society*, 48(9), 1157-1164.

Revise and Resubmit

- Propheter, G. and **Bishu, S. G.** Representative bureaucracy in property tax appeals: It shouldn't matter, but does it?
- Bishu, S.G.**, Sabharwal, M. & Reyes, R. Kaleidoscope Career of Women Public Managers: Explaining the “Opting-out” of Women Public Managers

Under Review

- Bishu, S.G.** & Osei-Kojo, A*. A Gendered Interaction: Representative Bureaucracy and Public Health Service Delivery in Tanzania.
- Bishu, S.G.** & McCandless, S. Tracing and Teaching Gender Across Core Public Affairs Curriculum.

Manuscripts in Preparation

- Bishu, S.G.**, Kenedy, A.* & Puello*, S. Community Policing: A Tool to Demasculinize and Deracialize Police Agencies or a Public Facing Performative Act?
- Bishu, S.G.**, Ganapati, E, Bear, J. & Villar M. E. To Comply or To Dismiss the Governor's Orders: Gender Leadership Bias, Public Risk Perception and Protective Actions in Times of COVID-19 Pandemic.
- Bishu, S.G.**, Leading with the Self: How Public Leader's Intersectional Identity of Race and Gender Shape Civilians' Rule Following Behavior
- Bishu, S.G.**, Leading Through Crisis: An Exploration of City Managers' Managing Through Covid-19 Pandemic and Black Lives Matter Movement
- Bishu, S.G.**, & Bowles, H. R. Authority Intrusion of Female City Managers
- Bishu, S.G.** When Not Enough is Enough: Why Women City Mangers Accept Pay Inequity?

OTHER PUBLICATIONS

Book Chapters

- Bishu, S.G.** Gender in Public Sector Organizations (Forthcoming). In Shields, P. and Elias, N. R. Handbook of Gender and Public Administration.
- Bishu, S.G.** Gender in Public Administration in Ethiopia (Forthcoming). In Shields, P. and Elias, N. R. Handbook of Gender and Public Administration.
- Bishu, S.G.** and Kennedy, A. (Forthcoming). *Human Resource Management in Local Government*. In Nelson, K. and Stenberg C. (Eds). *Managing Local Government Services: a Practical Guide*. ICMA
- Bishu, S.G.** (2020). *Gender Equity in The Workplace*. In Mary E. Guy and Sean McCandless (Eds). [Achieving Social Equity: From Problems to Solutions](#), Irvine, CA: Melvin & Leigh Publ.
- Bishu, S.G.** (2019). *Emotional Labor of Public Servants in Rwanda*, In Guy, M. Mastracci, S. and Yang, S. (Eds.) [Global Perspectives on Emotional Labor in Public Service](#), Palgrave Macmillan.
- Bishu, S.G.** (2018). *Equality for Women in Sub Sahara Africa: Still a Long Road to Travel*. In D'Agostino, M.J. Rubin, M. M. (Eds) [Governing in a Global World Women in Public Service](#), Routledge.
- Bishu, S.G.** and Alkadry, G. M. (2014). *The Poverty-Policy Link*. In Farmbry, K. (Eds). [The War on Poverty in Retrospective](#). Lexington Books.

Peer-Reviewed Encyclopedia Entries

- Bishu S.G.** (2018). [Gender Representation in the Public Sector](#). In: Farazmand A. (eds) *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer, Cham.

Book Review

- Bishu, S.G.** (2016). [Book Review: Managing the Next Generation of Public Workers: A Public Solutions Handbook](#) by Madinah F. Hamidullah, *Public Administration Review*.

Technical Reports and Briefs

- Bishu, S.G.**, Ganapati, E, Bear, J. & Villar M. E. Does the Public Ignore Information from Female Governors Tackling the COVID-19 Pandemic?: An Exploration of Gender Differences in the Public's Assessment of Leader Competence, Care, and Risk Protection Behavior.
- Desta, M. and **Bishu, S.G.** (2017). The Governance of Addis Ababa City Turn Around Projects: Addis Ababa Light Rain Transit and Housing. Report Submitted to the Partnership for African Social and Governance Research (PASGR).

Non-Refereed Professional Publications

- Bishu, S.G.** (2017). [Policy Brief: The Integrated Housing Development Program Identifying Strengths and Gaps](#). Partnership for African Social and Governance Research.
- Bishu, S.G.** (2017). [The Leaky Pipeline: Women in local Government Leadership](#). *The Civil Review*.
- Bishu, S.G.** (2016). [Beyond the Glass-Ceiling](#). *PA Times Online*, (May 27).
- Bishu, S.G.** (2015). [Unfolding the Gender Glitch in Management](#). *PA Times Online*, (March 24).
- Bishu, S.G.** (2015). [Gender Policy Equity Gap](#). *PA Times Online*, (June 26).

GRANTS AND SPONSORED RESEARCH

- 2020 **Principal Investigator:** Does the Public Ignore Information from Female Governors tackling the COVID-19 Pandemic?: A Survey Experiment of Gender Differences in the Public's Risk Perception and Risk Protection Behavior National Hazard Center, Quick Response Grant Competition, (\$3,194).
- 2019 **Fellowship Support:** support for fellowship activities at Harvard Kennedy School of Government. University of Colorado Denver, Office of Research Services, (\$10,000).
- 2019 **Fellowship Support:** support for fellowship activities at Harvard Kennedy School of Government. University of Colorado Denver, School of Public Affairs, (\$5,000).
- 2019 **Principal Investigator:** Evaluating the Effects of Managerial Team Gender and Racial Identity on Citizens' Perception of Managerial Competence and Citizen's Coproduction Behavior. University of Colorado Denver, School of Public Affairs, (\$5,094).
- 2016 **Co-Principal Investigator:** Urban governance processes of flagship projects in the City of Addis Ababa, Partnership for African Social and Governance Research (PASGR), March 2016-May 2017, (\$20,000).

AWARDS, FELLOWSHIPS AND HONORS

- 2021 **Research Award**, School of Public Affairs, University of Colorado Denver
- 2019-2021 Harvard Kennedy School of Government, Women and Public Policy Program (WAPPP), **Research Fellowship Second Year Extension**
- 2020 **Service Award**, School of Public Affairs, University of Colorado Denver
- 2018 Association for Public Policy Analysis and Management, **40 for 40 Fellowship for Outstanding Early Career Research Professionals**
- 2017 Florida International University International City/County Management Association Students Chapter, **Leadership Recognition Award**
- 2017 Florida International University, Dissertation Year Fellowship (DYF), **Fellowship**
- 2016 Morris and Anita Board Fellowship Award, Florida International University Steven J. Green School of International and Public Affairs, **Graduate Research Fellowship**
- 2016 Florida International University, Dissertation Evidence Acquisition (DEA), **Graduate Research Fellowship**
- 2016 Association for Public Policy Analysis and Management, **Equity and Inclusion Fellowship**
- 2016 Southern Regional Education Board and Alliance for Graduate Education and the Professoriate Program (SREB-AGEP), **Scholar**
- 2016 American Society for Public Administration (ASPA), **Founders' Fellows**
- 2015 American Association for Public Administration (ASPA), Section for Women in Public Administration (SWPA), **Student Scholarship Award**
- 2015 National Conference of Black Political Scientists, **The Hanes Walton, Jr. Award for Quantitative Methods Training** at the University of Michigan
- 2015 Florida International University, Academy of Graduates for Integrative Learning Experiences (AGILE), **Scholar/Fellow**
- 2015 ASPA South Florida Chapter, Young Scholar on Gender and Diversity Regional Scholarship Award
- 2013 Florida International University Graduate Students **Research Assistantship**

TEACHING EXPERIENCE

- Managing Politics and The Policy Process** (PUBPOL 511): Face-to-Face, Fall 2021, Graduate-Level Course, University of Washington
- Public Service Leadership and Ethics** (PUAD 5006): Online, Fall 2020, Summer 2020, Spring 2020, spring 2019, Graduate-Level Course, University of Colorado Denver (Average Evaluation Score: 4.53 out of 5)
- Introduction to Public Administration** (PUAD 5001), Face-to-Face and Online, Fall 2020, Fall 2019, 2018, 2017, Graduate-Level Course, University of Colorado Denver (Average Evaluation Score: 4.15 out of 5)
- Human Resource Management** (PUAD 5220): Online, Spring 2020, Spring 2018, Graduate-Level Course, University of Colorado Denver, (Average Evaluation Score: 4.40 out of 5)
- Organizational Development** (PUAD 4006): Online, Spring 2018, Fall 2019, Undergraduate-level course, University of Colorado Denver (Average Evaluation Score: 4.38 out of 5)
- Administrative Leadership and Behavior** (PAD 4432): Online, Fall 2016, Undergraduate-level course, Florida International University

INVITED PRESENTATIONS AND WORKSHOPS

- 2021 University of Chicago Illinois, Department of Public Administration Seminar Series Invitation
American Society for Public Administration (ASPA), Social Equity and Law and Public Administration Panel Session
Seoul National University Graduate School of Public Administration
American Society for Public Administration (ASPA), Webinar on the Academic Job Search
University of Georgia Graduate School of Public Administration Emerging Scholars Seminar Series
Florida State University, Social Justice Lab Seminar Series
- 2020 University Connecticut Department of Public Policy Lecture
George Washington University Consortium of Race and Gender Scholars Conference
Colorado City and County Management Association Summer Camp Speaker,
Colorado Department of Housing and Urban Development Public Lecture
- 2019 University of Colorado Denver Office of Research Services Public Lecture
University of Colorado Denver Office of Research Services Nobel at Noon, Nobel Peace Prize Public Lecture
Colorado League of Women in Government, Monthly Career Coach Program
University Connecticut Department of Public Policy Lecture
Florida International University, Department of Public Policy and Administration
Doctoral students Workshop,
Colorado City County Management Association Panel on Equity and Diversity in Local Government Management
- 2018 University of Colorado Denver, School of Public Affairs Africa Study Abroad Panel Discussion
- 2017 University of Colorado Denver, School of Public Affairs Equity Seminar Series
University of Colorado Denver, School of Public Affairs, Workshop on the Academic Job Search
American Society for Public Administration (ASPA) Webinar on the Academic Job Search
University of Colorado Denver, School of Public Affairs, Research Design Seminar Session
- 2016 University of Colorado Denver, School of Public Affairs, Intersecting Identities Workshop
Rutgers University-Camden Graduate Course on Organizational Behavior
Mississippi State University Graduate Course on Research Method
Florida Atlantic University Graduate Course on Public and Non-Profit Human Resource Management

Florida Atlantic University, Graduate Course Human Resource Management in Nonprofit Organizations
Equal Employment Opportunity Commission (EEOC) Fair Employment Practices Agency Regional Directors Workshop

SELECT CONFERENCE PRESENTATIONS

2021	Human Rights on the Edge: The Future of International Human Rights Law and Practice
2021	Mini-conference on Social Equity and Public Administration: The Behavioral Perspective
2020, 2019, 2018	Association for Public Policy Analysis and Management
2019, 2018, 2017, 2016	American Society for Public Administration
2019	Mini-conference on Public Management and Equity
2019	Public Management Research Conference
2019, 2015	Social Equity Leadership Conference
2019, 2018	Mid-West Political Science Association
2018	North East Conference on Public Administration
2018, 2016	International City/County Management Association
2018, 2015	Network of Schools of Public Policy, Affairs, and Administration
2018, 2015, 2012, 2011	Southeastern Conference for Public Administration
2019, 2014, 2011	Public Administration Theory Network

SERVICE EXPERIENCE

Ongoing Service Activities

Ad-hoc Reviewer for *Public Administration Review*, *Public Personnel, Administration Theory and Praxis*, *Journal of Public Affairs Education*, *Review of Public Personnel Administration*, *Economics of Education Review*

Editorial Board Member, Review of Public Personnel Administration (ROPPA), March 2019-Present.

Editorial Board Member, Public Integrity (PI), May 2021-Present.

Past Service Activities

Reviewer for Conference Proposals, Public Management Research Conference, June 2021

Doctoral Student Mentorship, University of Colorado Denver, School of Public Affairs, August 2018-May 2021

Dissertation Committee Member, University of Colorado Denver, School of Public Affairs, 2018-2021

Board Member, Public Administration Theory Network (PAT-Net), June 2018-June 2021

Reviewer for Conference Proposals, Public Management Research Conference, June 2020

Conference Committee Member, Social Equity Leadership Conference (SELC) Annual Conference, December 2018-June 2019

Site Committee Member, Public Administration Theory Network (PAT-Net) Annual Conference May 2017-June 2019

Researcher, Partnership for African Social and Governance Research, DATES?

Bachelor of Public Affairs Program committee member, University of Colorado Denver, School of Public Affairs, DATES?

Conference Panel Coordinator, Public Management Research Conference, June 2019

Association for Public Policy Analysis and Management, November 2018

American Society for Public Administration, March 2019

Network of Schools of Public Policy, Affairs, and Administration, October 2018

Supervision, School of Public Health, Imperial College, London, Summer 2018

Founding and Past President, International City/County Management Association Florida

International University Students Chapter, DATES?

DATA COLLECTION AND ANALYTICAL SKILLS

Statistical Analysis

Stata and SPSS

Qualitative Data Analysis

NVIVO

Data Collection

Qualtrics and Survey Monkey

Spatial Analysis

ArcGIS (Beginner)

PROFESSIONAL AFFILIATIONS

Academy of Management

Association for Public Policy Analysis & Management

Public Management Research Association

American Society for Public Administration

Public Administration Theory Network