

SEBAWIT GENETE BISHU

CURRICULUM VITAE

University of Colorado Denver
School of Public Affairs
1380 Lawrence Street, Ste. 525Q
Denver CO, 80204
Sebawit.Bishu@ucdenver.edu

EDUCATION

Doctor of Philosophy in Public Affairs, Florida International University, 2018

Department of Public Policy and Administration

Dissertation: *Gender and Authority in the Public Sector: The Case of City Managers in the United States*

Committee: Dr. Mohamad Alkadry (Chair), Dr. Meredith Newman, Dr. Shaoming Cheng,
and Dr. Susannah Ali

Master of Public Administration, Old Dominion University, 2013

Honors: *Pi Alpha Alpha Honor Society*

Master of Science in Architecture and Urban Planning, Addis Ababa University, 2006

Bachelor of Science in Architecture and Urban Planning, Addis Ababa University, 2001

Major: Architecture and Urban Planning

ACADEMIC APPOINTMENTS

Assistant Professor, School of Public Affairs, University of Colorado Denver, 2017-Present

RESEARCH INTERESTS

Public Administration and Management, Social Equity, Gender Equity, Organizational Culture and Behavior, Urban Governance, Urban Inequality, Program Evaluation

PUBLICATIONS

Peer-Reviewed Publications

- Bishu, S.G.**, and Kennedy, A. (In Press). Trends and Gaps: A Meta Review of Representative Bureaucracy. *Review of Public Personnel Administration*. (DOI: <https://doi.org/10.1177/0734371X19830154>).
- Bishu, S.G.**, Guy, M.A., and Heckler, N. (In Press). Seeing Gender and Its Consequences. *Journal of Public Affairs Education*. (DOI: <https://doi.org/10.1080/15236803.2018.1565039>).
- 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. (DOI: <https://doi.org/10.1177/0275074018771744>).
- Alkadry, M.G., **Bishu, S.G.**, and Ali, S.B. (2017). Beyond Representation: Gender, Authority, and City Managers, *Review of Public Personnel Administration*. (DOI: <https://doi.org/10.1177/0734371X17718030>).
- 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. (DOI: <https://doi.org/10.1177/0095399716636928>).
- Bishu, S. G.** (2016). Collective Versus Individual Gain of “Natural Sprawl” A Response to Okulicz-Kozaryn’s Article on “Natural Sprawl,” *Administration & Society*, 48(9), 1157-1164. (DOI: <https://doi.org/10.1177/0095399714544022>).
- Bishu, S.G.** and Garcia-Zamora, J.C (2014). Institutional Bureaucratic Representation in Gender Mainstreaming, *Global Journal of Interdisciplinary Social Sciences*, 3(3): 229-237.

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 (DOI: https://doi.org/10.1007/978-3-319-31816-5_3434-1).

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* (DOI: 10.1111/puar.12580).

Book Chapters

- Bishu, S.G.** (Forthcoming). Global Perspectives on Emotional Labor in Public Service, Chapter Title: *Emotional Labor of Public Servants in Rwanda*.
- Bishu, S.G.** (2018). Routledge Handbook of Women in Public Administration: A Global Perspective, Chapter Title: *Equality for Women in Sub Sahara Africa: Still a Long Road to Travel*.
- Bishu, S.G.** and Alkadry, G. M. (2014). The War on Poverty in Retrospective. In Farmbry, K. *The Poverty-Policy Link* (p. 1-21). Lexington Books.

Other 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.

Bishu, S.G. (2015). [Unfolding the Gender Glitch in Management](#). PA Times Online.

Bishu, S.G. (2015). [Gender Policy Equity Gap](#). PA Times Online.

Technical Report

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).

Revise and Resubmit

Kennedy, A., **Bishu, S.G.**, and Heckler, N. Feminism, Masculinity, and Active Representation: A Gender Analysis of Representative Bureaucracy. *Perspectives on Public Management and Governance*.

Manuscripts Under Review

Bishu, S.G. When Not Enough is Enough: Why Women City Mangers Accept Pay Inequity?

Bishu, S.G. and Heckler, N. Women City Managers Doing and Undoing Gender in Municipalities.

Kenedy-Shaffer, A. and **Bishu, S.G.** This for That: EEOC Outcomes and Representative Bureaucracy.

Manuscripts in Preparation

Bishu, S.G. and McCandless, S. Tracing and Teaching Gender Across Core Public Affairs Curriculum.

Bishu, S.G. Civil Rights in Contemporary Times: Women Administrators in Male Roles

Bishu, S.G. A Gendered Interaction: Representative Bureaucracy and Public Health Service Delivery in Tanzania.

Medina, G.P., **Bishu, S.G.**, and Guy, M.E. A Comparative Case of Emotional Labor of Public Servants in Rwanda and Bolivia.

Stonehill, A., Taddese, H., and **Bishu, S.G.** Factors associated with long-acting and short-acting reversible contraceptive use in Ethiopia.

McCann, K. **Bishu, S.G.**, and Taddese, H. Predictors of Skilled Birth Attendant Utilization in general, Rural, and Urban Populations of Ethiopia.

Book Chapter in Preparation

Bishu, S.G. Gender Dimension of Social Equity. In Mary E. Guy and Sean McCandless (Eds). *Social Equity: New Dimensions and Challenges*, Irvine, CA: Melvin & Leigh Publ., anticipated publication 2020.

GRANTS AND SPONSORED RESEARCH

2016 **Co-Principal Investigator** for “Urban Governance Processes of Flagship Projects in the City of Addis Ababa” Awarded by Partnership for African Social and Governance Research (PASGR), March 2016-May 2017, (\$20,000).

AWARDS, FELLOWSHIPS AND HONORS

- 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**
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**
Florida International University, Dissertation Evidence Acquisition (DEA), **Graduate Research Fellowship**
Association for Public Policy Analysis and Management, **Equity and Inclusion Fellowship**
Southern Regional Education Board and Alliance for Graduate Education and the Professoriate Program (SREB-AGEP), **Scholar**
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**
National Conference of Black Political Scientists, **The Hanes Walton, Jr. Award for Quantitative Methods Training** at the University of Michigan
Florida International University, Academy of Graduates for Integrative Learning Experiences (AGILE), **Scholar/Fellow**
ASPA South Florida Chapter, Young Scholar on Gender and Diversity Regional **Scholarship Award**
- 2013 Florida International University Graduate Students **Teaching Assistantship**
- 2009 Old Dominion University Graduate, **Research Assistantship**
- 2006 Addis Ababa University Urban Planning Study to the City of Auroville, India, **Study Aboard Award**

TEACHING EXPERIENCE

- 2019** **Public Service Leadership and Ethics**, PUAD 5006, Spring 2019, two sections, online
Master of Public Administration (MPA) level course
University of Colorado Denver, School of Public Affairs
- 2018** **Introduction to Public Administration**, PUAD 5001, Fall 2018, face-to-face
Master of Public Administration (MPA) level introductory course
Organizational Development, PUAD 4006, Fall 2018, online
Bachelor of Public Service (BAPS) level course
Human Resource Management, PUAD 5220, Spring 2018, online
Master of Public Administration (MPA) course
Organizational Development, PUAD 4006, Spring 2018, online
Bachelor of Public Service (BAPS) level course
University of Colorado Denver, School of Public Affairs
- 2017** **Introduction to Public Administration**, PUAD 5001, Fall 2018, face-to-face
Master of Public Administration (MPA) level introductory course
University of Colorado Denver, School of Public Affairs
- 2017** **Introduction to Public Administration**, PUAD 5001, Fall 2018, face-to-face
Master of Public Administration (MPA) level introductory course
University of Colorado Denver, School of Public Affairs
- 2016** **Administrative Leadership and Behavior**, PAD 4432, Fall 2018, online
Bachelor of Public Service (BPS) level course
Florida International University

INVITED PRESENTATIONS AND WORKSHOPS

- 2019** **Presenter**, Colorado League of Women in Government, Monthly Career Coach Program
Co-Presenter, Doctoral students Workshop, Florida International University, Department of Public Policy and Administration
Presenter, Panel on Equity and Diversity in Local Government Management, Colorado City County Management Association,
Presenter, Ethiopian Community in Denver, Women's Retreat Workshop
- 2018** **Panel Participant**, University of Colorado Denver, School of Public Affairs, Africa Study Abroad Panel Discussion
- 2017** **Presenter**: University of Colorado Denver, School of Public Affairs, Equity Seminar Series

- Presenter:** University of Colorado Denver, School of Public Affairs, Workshop on the Academic Job Search
- Presenter:** American Society for Public Administration (ASPA), Webinar on the Academic Job Search
- Presenter:** University of Colorado Denver, School of Public Affairs, Research Design Seminar Session
- 2016 **Presenter:** University of Colorado Denver, School of Public Affairs, Intersecting Identities Workshop
- Presenter:** Rutgers University-Camden, Graduate Course on Organizational Behavior
- Presenter:** Mississippi State University, Graduate Course on Research Methods
- Presenter:** Florida Atlantic University, Graduate Course on Public and Non-Profit Human Resource Management
- Presenter:** Florida Atlantic University, Graduate Course on Human Resource Management in Nonprofit Organizations
- Presenter:** Jimma University, Ethiopia, The Nuts and Bolts of Academic Writing
- Presenter:** Equal Employment Opportunity Commission (EEOC), Fair Employment Practices Agency Regional Directors Workshop
- Presenter:** Addis Ababa University, Ethiopia, The Nuts and Bolts of Academic Writing

RECENT AND SCHEDULED CONFERENCE PRESENTATIONS

- 2019 American Society for Public Administration
Mini-conference on Public Management and Equity
Public Management Research Conference
Social Equity Leadership Conference
American Political Science Association
- 2018 Association for Public Policy Analysis and Management
North East Conference on Public Administration
Mid-West Political Science Association
American Society for Public Administration
International City/County Management Association
Network of Schools of Public Policy, Affairs, and Administration
American Society for Public Administration
Southeastern Conference for Public Administration
- 2016 International City/County Management Association
American Society for Public Administration 5th Annual International Young Scholars Workshop
American Society for Public Administration
American Society for Public Administration
- 2015 Network of Schools of Public Policy, Affairs, and Administration
Social Equity Leadership Conference
Public Administration Theory Network

Urban Affairs Association
American Society for Public Administration
American Society for Public Administration
South Eastern Conference for Public Administration
2014 Public Administration Theory Network
American Society for Public Administration
2012 South Eastern Conference for Public Administration
2011 South Eastern Conference for Public Administration
Public Administration Theory and Network
2010 South Eastern Conference for Public Administration
South Eastern Conference for Public Administration
Public Administration Theory and Network

SERVICE EXPERIENCE

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

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

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*

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

Researcher, Partnership for African Social and Governance Research

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

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

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

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

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

Event Volunteer, U.S. Equal Employment Opportunity Commission's 50th Anniversary of the 1964 Civil Rights Act

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

OTHER RESEARCH AND PROFESSIONAL TRAINING

Denver Community Leadership Forum, University of Colorado Denver, School of Public Affairs, May 2018 to February 2019

Summer Program in Quantitative Methods of Social Research, Inter-University Consortium for Political and Social Research (ICPSR), University of Michigan, Ann Arbor, MI, July 2015
Classes: Categorical Data Analysis, Regression II, and R Computing (Certificate Received)

Grant Writing: Successful Strategies for Identifying Writing and Managing Grants, University of Colorado Denver, School of Public Affairs, September 27

Online Skill Mastery (OSM), 10 weeks course on designing online courses, University of Colorado Denver, School of Public Affairs, September - November 2017

Designing Group Work in Classroom and Online, University of Colorado Denver, School of Public Affairs, November 14

Grantsmanship: Successful Strategies for Identifying Writing and Managing Grants, Executive Management Symposium Series, Department of Public Policy and Administration, Florida International University, Miami, FL, July 2015

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

Public Management Research Conference
American Political Science Association
American Society for Public Administration
Association for Public Policy Analysis & Management
Midwest Political Science Association
Public Administration Theory Network
Pi Alpha Alpha, the Global Honor Society for Public Affairs