

Stephanie Puello

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🌐 StephaniePuello.com

EDUCATION

Doctor of Philosophy – Public Affairs **August 2018 – Present**
University of Colorado Denver – Denver, CO

Master of Arts – Higher Education **June 2016**
University of Denver – Denver, CO

Bachelor of Arts – Political Science **April 2014**
Florida International University – Miami, FL
Minor: Criminal Justice
Certificate: Law, Ethics, and Society

RESEARCH INTERESTS

Civic engagement; voting rights; policy feedback; administrative and racialized burdens; citizen-state interactions; election administration; social policy, social and racial equity

PUBLICATIONS

Refereed Journal Articles

Schworer, Kayla, Florian Keppeler, Assel Musagolova, and **Stephanie Puello**. 2022. “CO-DESIGN-ing a more Context-Based, Pluralistic, and Participatory Future for Public Administration.” *Public Administration*, 1-26. <https://doi.org/10.1111/padm.12828>.

Trochmann, Maren, Shilpa Viswanath, **Stephanie Puello**, and Samantha Larson. 2021. “Resistance or Reinforcement? A Critical Discourse Analysis of Racism and Anti-Blackness in Public Administration Scholarship.” *Administrative Theory & Praxis*, 1-20. <https://doi.org/10.1080/10841806.2021.1918990>.

Manuscripts in Preparation

Bishu, Sebawit, Alan Kennedy, and **Stephanie Puello**. “Community Policing: A Tool to Demasculinize and Deracialize Police Agencies or a Public Facing Performative Act?”

Morris, Kevin, **Stephanie Puello**, Ian Shapiro, and Ariel White. “The Intimidating Effects of the Florida Election Police.”

Puello, Stephanie. “Reconstruction Reconsidered: How Florida Passed its Voting Rights Restoration Amendment.”

Puello, Stephanie. “Perpetual Punishment.” Review of *Halfway Home: Race, Punishment, and the Afterlife of Mass Incarceration*, by Reuben Jonathan Miller.

Puello, Stephanie¹, Jill Yordy¹, and Anna Crawford. “Desperate Times Call for Drastic Measures – Examining Citizen-Legislator Congruence in Abortion Policy.”

ACADEMIC PRESENTATIONS

- Puello, S.** (June 2023). *Bureaucracy Meets Democracy: Election Officials' Perceptions, Mobilization, and Turnout*. Public Management Research Conference (PMRC), Utrecht, The Netherlands.
- Puello, S.** (May 2023). *The Impact of Voting Rights Restoration on County and Neighborhood Level Turnout in Florida*. Election Science, Research, and Administration (ESRA) Conference, Athens, GA.
- Puello, S.** (March 2023). *Belonging, Deservingness, and Civic Identity: A Content Analysis of the Feedback Effects of Voting Rights Restoration*. American Society for Public Administration (ASPA) Annual Conference. Virtual.
- Scott, C., Agho, O., Dhillon, A., Forbes, L., Johnson, T., **Puello, S.**, and Willis, K. (October 2022). *Toward a More Reflexive and Deliberative Public Affairs: A Critical Reimagining of Doctoral Training*. Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Annual Conference, Chicago, IL.
- Puello, S.** (July 2022). *Shifting Administrative Burdens: The Role of Partisanship in Diluting Voter Restoration and Undermining Democracy in Florida*. Election Science Research & Administration (ESRA) Conference, Charlotte, NC.
- Puello, S.** (June 2022). *Motor Voter or Motivation?: Measuring the Effectiveness of AVR on Voter Registration in Colorado*. American University Summer Diversity Academy, Washington, D.C.
- Puello, S.** (March 2022). *Desperate Times Call for Drastic Measures – Examining Citizen-Legislator Congruence in Abortion Policy*. American Society for Public Administration (ASPA) Annual Conference, Jacksonville, FL.
- Kennedy, A. & **Puello, S.** (Accepted). *Bureaucratic Representation: A Tool to De-Masculinize Police Organizations*. Public Management Research Conference (PMRC), Honolulu, HI. Cancelled due to COVID-19.
- Puello, S.** (November 2019). *Reconstruction Reconsidered: How Florida Passed its Voting Rights Restoration Amendment*. Association for Public Policy Analysis and Management (APPAM) Fall Research Conference, Denver, CO.
- Puello, S.** (June 2019). *Reconstruction Reconsidered: A Case for Voting Rights Restoration Upon Prison Release*. Social Equity Leadership Conference, Newark, NJ.
- Puello, S.** (June 2019). *Racial Amnesia and the Fate of Affirmative Action in the Post-Truth Era*. Public Administration Theory Network Conference, Denver, CO.

Puella, S. & Supplee, L. (May 2018). *Advancing Race-Conscious Affirmative Action Across the P-20 Pipeline: Recommendations for State Policy and Practice*. University of Denver Public Policy Forum, Denver, CO.

Puella, S. (May 2016). *Affirmative Action or Affirmative Discrimination?* University of Denver Inclusive Excellence in Capstone Poster Session, Denver, CO.

TEACHING EXPERIENCE

University of Colorado Denver – Denver, CO

Lecturer **Spring 2022 & Spring 2023** **School of Public Affairs**
Ethics in Public Service – PUAD 4001. Undergraduate; online asynchronous.

Instructor **Fall 2018 & Fall 2020** **Undergraduate Experiences**
College Success – UNIV 1110. Undergraduate; in-person and online synchronous.

University of Denver – Denver, CO

Adjunct Professor **Winter 2021** **Political Science Department**
Intro to Political Thought: Power and Justice – PLSC 1610. Undergraduate; online asynchronous.

FELLOWSHIPS & AWARDS

Scholarships and Fellowships

- 2023 American Society for Public Administration (ASPA) Founders' Fellowship
- 2022 Election Administration Landscape Project Grant, MIT Election Data & Science Lab
- National Science Foundation Training Grant, ESRA Conference
- American University Inaugural Summer Diversity Academy Fellowship
- Pforzheimer National Civic League Fellowship
- ASPA Section for Women in Public Administration Scholarship
- Linda & Peter deLeon Endowment Scholarship, CU Denver School of Public Affairs
- 2020-2021 Association for Public Policy Analysis & Management Equity & Inclusion Fellowship
- 2020 Colorado Department of Higher Education Policy Fellowship Program
- 2019 Pforzheimer National Civic League Fellowship
- Public Administration Theory Network Fellowship
- 2014-2016 Morgridge College of Education Graduate Dean Scholarship, University of Denver
- 2014 Segal Education Award, AmeriCorps VISTA
- 2013-2014 First Generation Scholarship, Florida International University
- 2013 Latin American and Caribbean Center Scholarship, Florida International University
- 2010-2014 Presidential Scholarship Award, Florida International University
- Florida Medallion Scholarship, Bright Futures Scholarship Program

Awards

- 2023 University of Colorado Denver, Office of Graduate Education, Travel Award
- Meier Travel Inclusion Award, Public Management Research Association
- 2022 University of Colorado Denver, School of Public Affairs, Travel Award
- University of Colorado Denver, Staff Council Professional Development Award
- University of Colorado Denver, Graduate School, Travel Award
- 2020 University of Colorado Denver, School of Public Affairs, Travel Award
- 2019 University of Colorado Denver, School of Public Affairs, Travel Award
- University of Colorado Denver, Graduate School, Travel Award

RESEARCH EXPERIENCE

University of Colorado Denver – Denver, CO
Graduate Research Assistant

June 2019 – September 2019
School of Public Affairs

University of Denver – Denver, CO
Graduate Research Assistant

January 2015 – June 2015
NSF CREMAT Project – Kennedy Institute

Florida International University – Miami, FL
Student Researcher (Study Abroad)

June 2013 – August 2013
Peruvian Amazon Service Research

INVITED LECTURES & PRESENTATIONS

- 2022 **Presenter:** *Rap Session – Belonging on Campus* – CU Denver
Black Student Services – Center for Identity & Inclusion
- Guest Lecturer:** *Voting Rights Restoration & Election Administration* – CU Denver
Course: PUAD 5001 – Introduction to Public Administration and Public Service
- Organizer and Panelist:** *Conducting Research with a Social Equity Lens*
Association for Public Policy Analysis & Management (APPAM) Conference
- 2021 **Guest Lecturer:** *Racial Justice & Public Administration* – CU Denver
Course: PUAD 4008 – Current Issues in Public Sector Organizations
- Presenter:** *Afro-Latinx Identity* – CU Denver
Split Stories Series – Center for Identity & Inclusion
- Panelist:** *Student Perspectives on Social Justice* – American Society for Public
Administration (ASPA); Social Justice Pedagogy Webinar Series
- 2020 **Guest Lecturer:** *Leadership, Ethics, and Diversity* – CU Denver
Course: PUAD 5006 – Public Service Leadership and Ethics
- Guest Lecturer:** *Racial Justice & Public Administration* – CU Denver
Course: PUAD 5001 – Introduction to Public Administration and Public Service
- Panelist:** *Equitable Transportation Discussion*
Boulder Transportation Connections
- 2019 **Guest Lecturer:** *Diversity and Inclusion on Campus* – CU Denver
Course: UNIV 1110 – College Success
- Presenter:** *Identity, Engagement, and Public Service* – YAASPA
Young Aspiring Americans for Social and Political Activism
Social Sciences and Policy Institute 2019

PUBLIC SERVICE & LEADERSHIP

Bicycle Colorado April 2023 – Present
Board of Directors Member

Colorado Criminal Justice Reform Coalition August 2022 – Present
Jail-Based Voting Drive Volunteer Voting with Conviction Project

Colorado Secretary of State June 2020 – September 2020
Voter Registration Drive Circulator Elections & Voting

City and County of Denver Women’s Commission February 2019 – December 2021
Mayoral Appointed Commissioner Human Rights & Community Partnerships

AmeriCorps VISTA June 2014 – August 2014
Volunteer Volunteers in Service to America

SERVICE TO THE PROFESSION & UNIVERSITY

University of Colorado Denver
Co-Chair, Institutional Equity Advocacy Council August 2023 – Present
Committee Member, Comprehensive Compensation Collaborative 2022 – Present
Appointed Member, Institutional Equity Advocacy Council 2022 – Present
Appointed Member, Chancellor’s Inaugural Equity Task Force 2020 – 2021
Chair, Graduate School DEI Committee 2020 – 2022
Member, BIPOC Faculty & Staff Affinity Group 2020 – 2022
Planning Committee, Diversity in Academic Research Expo 2020
Member, Auraria Voter Engagement Working Group 2020 – Present
Co-President, School of Public Affairs PhD Student Association 2020 – 2021
Reviewer, Civic Engagement & Housing Justice Scholarship 2019
Secretary, School of Public Affairs PhD Student Association 2019 – 2020
Facilitator, Transcend Auraria Social Justice Retreat 2019
Member, School of Public Affairs PhD Student Association 2018 – Present
Chair, First Generation Network 2018
Facilitator, PPIA Public Service Weekend Conference 2017
Member, First Generation Network 2017 – Present

American Society for Public Administration (ASPA)
Member, Section for Women in Public Administration 2022 – Present
Social Media Co-Editor, Public Integrity 2021 – 2022
Manuscript Referee, Public Integrity 2019

Academy of Management (AOM)
Proposal Peer Reviewer 2022 – 2022

Network of Schools of Public Policy, Affairs, and Administration (NASPAA)
Manuscript Referee, Journal of Public Affairs Education 2022

Public Administration Theory Network (PATNet) Manuscript Referee, Administrative Theory & Praxis	2022 – 2023
#PAScholarStrike for Racial Justice (via Twitter) Contributing Scholar, Public Anti-Racism Teach-In	2020
Civic Learning and Democratic Engagement Meeting Conference Proposal Reviewer/Planning Committee	2019 – 2020
University of Denver Conference Proposal Reviewer, DU Public Policy Forum	2018

SKILLS, TRAININGS, & QUALIFICATIONS

- **CIVIC POWER: Challenging 50 Years of Mass Incarceration** – Aug. 2023
Hosted by The Sentencing Project and Chicago Votes (*Invitation Only*)
- **‘We Have the Right to Vote! Now What?’ A Workshop on Returning Citizens for Organizers and Scholars** – Nov. 2022
Hosted by Harvard University's Ash Center for Democratic Governance and Innovation (*Invitation Only*)
- **Doctoral Student Professional Development Consortium** – Completed Aug. 2022
Academy of Management (AOM) – Public and Nonprofit (PNP) Division
- **InterUniversity Consortium for Political and Social Research (ICPSR) Summer Program**
– Completed Aug. 2022
Introduction to Python
Structural Equation Models with Latent Variables
Race, Ethnicity, and Quantitative Methodology
- **Class and Race Online Seminar Series (CROSS)** – May 2022 – Aug. 2022
American Political Science Association (APSA), Section on Class and Inequality
- **Online Skills Mastery Program** – Completed Jun. 2021
CU Denver Office of Digital Education – Fundamentals of Course Development & Delivery
- **Equity Certificate Program** – Completed Feb. 2021
CU Denver Office of Diversity, Equity, Inclusion, and Community Engagement
- **Collaborative Institutional Training Initiative (CITI) Program** – Renewed Jun. 2023
Human Research; Social and Behavioral Research
- **Language Proficiency**
English (Native Proficiency)
Spanish (Native Proficiency)

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM)
Public and Nonprofit (PNP) Division, Social Issues in Management (SIM) Division
- American Political Science Association (APSA)
- American Society for Public Administration (ASPA)
Section for Women in Public Administration (SWPA)
- Association for Public Policy Analysis and Management (APPAM)
- Midwest Political Science Association (MPSA)
- Public Administration Theory Network (PAT-Net)
- Public Management Research Association (PMRA)