

Curriculum Vitae

Daniel L Fay

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General Information

University address: Public Administration
College of Social Sciences & Public Policy
Bellamy Building 0627
Florida State University
Tallahassee, Florida 32306-2250

E-mail address: dfay@fsu.edu

Web site: <https://coss.fsu.edu/askew/faculty/daniel-fay/>

Professional Preparation

2013 Ph.D., The University of Georgia, Athens, GA. Major: Public Administration & Policy. Supervisor: Jeffrey Wenger.

Fay, D. L. (2013). *Jumping the Hurdle: State Constitutional Policy Diffusion and Implementation*. Unpublished doctoral dissertation, The University of Georgia, Athens, GA. Retrieved from https://getd.libs.uga.edu/pdfs/fay_daniel_1_201305_phd.pdf.

2009 M.P.A., University of Georgia, Athens, Georgia. Major: Public Administration. Higher Education Administration.

2006 B.A., University of Florida, Gainesville, FL. Major: English. Cum Laude.

Professional Experience

2020–present Associate Professor, Askew School of Public Administration and Policy, Florida State University.

2016–present Assistant Professor, Askew School of Public Administration and Policy, Florida State University.

2014–2016 Assistant Professor, Political Science and Public Administration, Mississippi State University.

- 2013–2014 Postdoctoral Research Associate/Principal Investigator, Syracuse University.
- 2013 Visiting Assistant Professor, Public Administration and Policy, University of Georgia.
- 2007–2009 Admissions and Enrollment Counselor, Honors Program, University of Georgia.
- 2006–2007 Admissions Manager and Academic Advisor, Honors Program, University of Florida.

Areas of Expertise

Higher Education.
Intimate Partner Violence.
Policy Diffusion.
Policy Evaluation.
Public Management.

Honors, Awards, and Prizes

2nd Place Poster Award, Association of Policy Analysis and Management (2016).

Fellowship(s)

40 for 40 Fellowship Award Association of Public Policy Analysis & Management (2018).

In recognition of meaningful early-career contributions to the field of public policy.

Current Membership in Professional Organizations

American Society of Public Administration
Association of Public Policy Analysis and Management
Pi Alpha Alpha Honors Society
Public Management Research Association

Teaching

Courses Taught

Celebrity Influence in Public Administration (PAD5907)
Human Resource Management (PAD5417)

Institutions and Society (PAD6109)
Preliminary Examination Self-Study (PAD6960)
Professional Topics in Public Administration (PAD6930)
Logics of Inquiry (PAD6707)
Policy Analysis Seminar (PAD 6721)
Policy Analysis Seminar (PAD5935)
Directed Individual Study (PAD5907)
Policy Development and Administration (PAD5035)
Policy Analysis Research Seminar (PAD6721)
Representative Bureaucracy (PAD5907)
Policy Econometrics (SOW6938)
Higher Education Policy and Management
Public Program Evaluation
Data Applications in Public Administration
Public Administration and Democracy

New Course Development

Human Resource Management (2018)
Policy Administration and Development (2018)
Policy Analysis Seminar (2017)

Doctoral Committee Chair

Ghadimi, A., doctoral candidate.
Polischuk, L., doctoral candidate.
Kim, J., doctoral candidate.
Lee, M., doctoral candidate.
Cox, C., doctoral student.
Dukes, K., doctoral student.
Hart, L., doctoral student.
Chiang, T., doctoral student.
Falls, A., doctoral student.
Boykin, E., doctoral student.
Nam, J., doctoral student.

Doctoral Committee Cochair

Kinch, A., graduate. (2019).
Thomas, M. B., graduate. (2018).
Johnson, J., doctoral student.
Houston, B., doctoral student.

Doctoral Committee Member

Oh, D., graduate. (2020).
Cockerham, J., graduate. (2020).
Huang, C. S., graduate. (2020).
Lubin, J. H., graduate. (2020).
Oh, J., doctoral candidate.
Liu, Y., doctoral candidate.
Lin, Huan-Sheng, doctoral student.
Cho, Y., doctoral student.
He, J., doctoral student.
Kim, S., doctoral student.
Li, W., doctoral student.
Zheng, G., doctoral student.
Mathis, S., doctoral student.
Gaozhao, D., doctoral student.

Doctoral Committee University Representative

Sheets, D. A., doctoral candidate.

Master's Committee Member

Kinch, A., graduate. (2018).

Research and Original Creative Work

Program of Research and/or Focus of Original Creative Work

I am a public management and policy researcher, and I study the development and implementation of policies at all levels (national, state, local, and organizational) and the effects of these policies on employees, clients, and other stakeholders of public organizations.

Publications

Invited Journal Articles

Zoli, C., Fay, D. L., & Maury, R. (contract). Women Service members: Gendered Obstacles in Transition. *Military Psychology*.

In this article, we show that women veterans have similar positive experiences and outcomes in the military compared to their male counterparts, but women may face more challenges, such as family and financial

constraints, in their transition process.

Refereed Journal Articles

Bell, E., Boykin, E., Nam, J., & Fay, D. L. (submitted). *A Chilling Effect: The Impact of Live Hearings on Sexual Misconduct Reporting*. Manuscript submitted for publication, 16 pages.

Kim, J., & Fay, D. L. (submitted). A Taste of Telework: Effects of Remote Work Arrangements During and After the Global Pandemic. *Public Administration Review*. Manuscript submitted for publication, 34 pages.

Nam, J., Boykin, E., Bell, E., & Fay, D. L. (submitted). Empowering Stewards or Monitoring Agents: The Role of Policy Design & Publicness in State Sexual Misconduct Policy and University Sexual Assault Reporting. *Journal of Public Administration Research and Theory*. Manuscript submitted for publication, 51 pages.

Fay, D. L., & Ghadimi, A. (submitted). Human Capital Development Lessons from a National Leadership Training Organization. *Public Personnel Management*. Manuscript submitted for publication, 40 pages.

This manuscript analyzes the success and growth of the New Leaders Council (NLC) and generalizes lessons learned from NLC to all public agency talent recruitment, retention, and professional development moving forward.

Nam, J., & Fay, D. L. (submitted). Policy Diffusion through Representative Bureaucracy: Evidence from In-state Tuition for Undocumented Students. *Journal of Public Administration Research and Theory*. Manuscript submitted for publication, 49 pages.

Nam, J., & Fay, D. L. (submitted). Scientific Enterprise Innovation: State Contact Centers, Administrative Burden, and Federal Policy? *Public Administration Review*. Manuscript submitted for publication, 45 pages.

Fay, D. L., & Polischuk, L. (2022). Complex Diffusion of Complex Governance Arrangements: State Approaches to Addressing Intimate Partner Violence. *Public Administration Review*, 82(3), 420-432. doi:<https://doi.org/10.1111/puar.13453>

Using the theoretical lenses of policy diffusion and institutional isomorphism, the current study assesses the development of a national framework of IPV coalitions from 1976-2018 paying particular attention to institutional structures, intergovernmental resources, and strategic service delivery priorities. We find evidence of multidirectional policy diffusion in state and Federal IPV service delivery, which influences not only the institutional structures of public IPV services, but also federal program participation and strategic priorities of these activities. Our findings demonstrate the complexity of the diffusion of governance arrangements of IPV service delivery across the U.S. and the multidirectional and long process by which these arrangements diffuse. We find that federal grant programs increase the likelihood of program emulation among the states and may encourage innovation to best serve vulnerable groups. We discuss the implications for IPV services and policy diffusion generally.

Lee, M., & Fay, D. L. (2022). Diversity Supports for Employees with Disabilities in Federal Agencies, focusing on the Americans with Disabilities and Telework Enhancement Act. *International Journal of Policy Studies*, 13(1), 23-47.

Fay, D. L., Kinch, A., & Berry, F. (2022). Explaining Interstate Military Friendly Policy Diffusion Across U.S. Universities: Uncovering Vertical-Diagonal Diffusion. *Public Management Review*, 24(12), 2053-2078. doi:10.1080/14719037.2021.1960735

The current study develops a theory of four diffusion types related to university and state policies supporting returning veterans and finds these diffusion processes are non-linear and differ between in-system state universities and national peer institutions.

Chelko, S. P., & Fay, D. L. (2022). Living with Brain Cancer: from Researcher to Patient. *Patient Experience Journal*, 9(3), 8-11. doi:10.35680/2372-0247.1743

Fay, D. L., Hicklin, A., Meier, K., & Wilkins, V. (2021). Intersectionality and Equity: Dynamic Bureaucratic Representation in Higher Education. *Public Administration*, 99(2), 335-352. doi:10.1111/padm.12691

Revisions invited. In this article, we examine how organizations largely representative of the population (representative bureaucracy) translate into positive education outcomes for intersectional groups. This study extends the theory of representative bureaucracy to intersectional identities, which has long been identified as a limitation of the field.

Thomas, M., Fay, D. L., & Berry, F. (2021). More than a Logo: Branding Viewpoints from City Managers leading to Testable Propositions. *Public Performance and Management Review*, 44(6), 1395–1421. doi:10.1080/15309576.2021.1897634

This study examines the following research questions: First, to what extent do local governments in Florida participate in public branding activities? Second, what is branding used for and the rationale for it in Florida's cities? Third, do Florida local governments participate in branding from a strategic management perspective?

Tang, T., Hou, J., Fay, D., & Annis, C. (2021). Revisit the drivers and barriers to e-governance in the mobile age: A case study on the adoption of city management mobile apps for smart urban governance. *Journal of Urban Affairs*, 43(3), 563-585. doi:10.1080/07352166.2019.1572455

This article presents an explorative case study to understand the drivers and barriers that influence the adoption of smartphone-based city management apps as e-governance tools in U.S. cities. Our findings suggest that the city management app system was primarily adopted by the government to improve service efficiency through information integration and workflow automation on the backend. The app's potential of being an open dialogic and social space to engage citizens in a full range of co-production activities has not yet been sufficiently realized.

Polischuk, L., & Fay, D. L. (2020). Administrative Response to Unintended Consequences of COVID-19: Observations and Implications from Gender-Based Violence in Argentina. *American Review of Public Administration*, 50(6-7), 675-684. doi:https://doi.org/10.1177/0275074020942081

This study examines increased gender-based violence as a consequence of mandatory stay at home orders imposed during COVID-19 and the administrative response of public officials in Argentina. We describe

the challenges and effective strategies to maintain public services and innovative solutions to reach citizens at risk through alternative media.

Fay, D. L., & Ghadimi, A. (2020). Collective Bargaining During Times of Crisis: Recommendations from the COVID-19 Pandemic. *Public Administration Review*, 80(5), 815. doi:10.1111/puar.13233

This study examines public impact bargaining during times of crisis using Florida Higher Education union collective bargaining as a practical example of effective impact bargaining. We identify five recommendations for scholars and practitioners to protect employees and facilitate cooperation from leadership in future emergencies.

Thomas, B., Fay, D. L., & Berry, F. (2020). Strategically Marketing Florida's Cities: An Exploratory Study into how Cities Engage in Public Marketing. *American Review of Public Administration*, 50(3), 275-285. doi:https://doi.org/10.1177/0275074019897599

Revisions requested and submitted. In this study we explore the use of marketing by local government administrators in Florida to understand if marketing behavior can help accomplish strategic management goals. We find that administrators value marketing, but do not engage in activities strategically.

Zavattaro, S., & Fay, D. (2019). Brand USA: A natural quasi-experiment evaluating the success of a national marketing campaign. *Tourism Management*, 70, 42-48. doi:https://doi.org/10.1016/j.tourman.2018.0

Using a natural quasi-experimental design, this study evaluates how well marketing efforts from Brand USA achieve intended tourism goals. Brand USA was created in 2009 to market the country abroad. Based on air travel data collected from the National Travel and Tourism Office, Brand USA reports, and economic indicators from the World Bank, we find Brand USA's marketing efforts have little effect on inbound international travel to the US, thus showing a potential weakness in place marketing efforts abroad.

Fay, D., & Zavattaro, S. (2018). Contracting, Ethics, and Policy Adoption: The Case of Florida Municipalities. *Public Integrity*, 19. doi:https://doi.org/10.1080/10999922.2018.14

Local government policy makers continue to pursue governance reforms that introduce business-like practices including the privatization or contracting-out of essential government services. Findings suggest that privatization is associated with a decreased likelihood that cities hold employees and elected officials accountable through codified ethical standards, but that the structure of the local government is associated with an increased likelihood of these policies.

Fay, D. (2018). Move and Countermoves: Countermovement Diffusion of State Constitutional Amendments. *Policy Studies Journal*, 46(2), 354-377. doi:https://doi.org/10.1111/psj.12214

Using conditional event history analysis on all states from 1999 to 2011 this study analyzes the spread of same-sex marriage prohibitive amendments across the United States. Findings suggest that the nearby adoption of opposing policies encourage state legislatures to introduce prohibitive amendments. The regional diffusion effect suggests that policymakers "protect" their jurisdiction from nearby diffusion forces or seek electoral gains by symbolic protection by committing an already existing policy into the rigid state constitutional framework.

Zavattaro, S., & Fay, D. (2017). Social Media in State Lotteries: Exploring the Role of Technology in Program Marketing. *International Journal of Organizational Theory and Behavior*, 20(1), 100-122. doi:<https://doi.org/10.1108/IJOTB-20-01-2017>

In this paper, we explore the role of social media in lottery program marketing. Through an analysis of random lotteries on Facebook, Twitter, YouTube, and Instagram, we find: 1) a focus on aspirational marketing to promote the lottery as a business entity through its products and 2) increased dialogue with followers (i.e. customers) compared to other public agencies.

Fay, D., & Zavattaro, S. (2016). Branding and Isomorphism: The Case of Higher Education. *Public Administration Review*, 76(5), 805-815. doi:10.1111/puar.12626

This article explores organizational branding initiatives within the context of research extensive (N = 109) higher education institutions in the United States from 2006 to 2013. Findings suggest that the publicness of organizations influences branding and marketing isomorphism in nuanced ways and that organizations are more likely to adopt new branding initiatives to promote higher general performance. Organizations adopt branding strategies in response to national trends and efforts to capitalize on their own strong performance rather than mimicking stronger-performing peers.

Fay, D. (2016). Planning for a Payout: Effectiveness of Special Purpose Entities as State Lottery Administrations. *The American Review of Public Administration*, 46(5), 614-631. doi:10.1177/0275074014563826

This study examines the policy consequences of privatizing state lottery organizations by comparing the revenue returned to state governments from lotteries managed by independent state agencies to lotteries managed by privatized special purpose organizations. The revenue costs of lottery administrative privatization are robust to multiple measurements and specifications, and suggest that choosing a privatized organizational structure can cost states tens of millions of dollars in lost lottery revenue annually. Privatized lottery administrations maximize returns to state governments in average-sized states with low African American populations.

Fay, D., & Wenger, J. (2016). The Political Structure of Policy Diffusion. *Policy Studies Journal*, 44(3), 349-365. doi:10.1111/psj.12122

This study examines how institutional constraints such as state constitutional amendments influence the spread or diffusion of policy across geographic space and time. Our mixed model of survival analysis separately estimates amendments and lottery adoptions allowing for different covariates and baseline hazards in each model. We find that the constitutional hurdle is an important element of state policy, and it should be empirically considered in future models of policy diffusion.

Bozeman, B., Fay, D., & Gaughan, M. (2013). Power to do...What? Department heads' decision autonomy and strategic priorities. *Research in Higher Education*, 54(3), 303-328. doi:10.1007/s11162-012-9270-7

The study asks: What determines the degree of decision autonomy power possessed by department heads; and, what are the strategic implications of department heads' degree of this particular aspect of power? Results of an ordered logistic regression model show that having more power is associated with being hired from outside the current university, being male, and with department size. Results show that the power index is positively associated with strategic priorities that benefit the individual manager.

Bozeman, B., & Fay, D. (2013). Minority Football Coaches' Diminished Careers: Why is the "Pipeline" Clogged? *Social Science Quarterly*, 94(1), 29-58. doi:10.1111/j.1540-6237.2012.00931.x

Research on minority representation and career trajectories in higher education represents a substantial body of evidence in the field; however, the empirical evidence fails to address a crucial area: intercollegiate athletics. This study aims to address the gap in the empirical work and study the career trajectories and representation of African-Americans and Latinos in NCAA FBS football coaching positions. We find that white and minorities coaches have different career trajectories and position hierarchies that ultimately lead to the underrepresentation of minorities at the head coaching ranks.

Bozeman, B., Fay, D., & Slade, C. (2013). Research collaboration in universities and academic entrepreneurship: the-state-of-the-art. *The Journal of Technology Transfer*, 31(1), 1-67. doi:10.1007/s10961-012-9281-8

In this article we explore the factors that lead to collaborations among academic researchers and partnerships with private industry. We pay particular attention to power dynamics in the collaboration relationship and how individuals may be exploited. We offer recommendations for institutions to improve the scientific research enterprise.

Refereed Book Chapters

Fay, D., & Zavattaro, S. (2017). A Branding Stranglehold: The Case of Florida's Orange Tie. In Massimo Giovanardi (Ed.), *Inclusive Place Branding: Critical perspectives in theory and practice*. New York: Taylor & Francis.

In this chapter we describe a public branding failure in the case of the Florida "Orange Tie". We describe how policymakers failed to understand the limitations of the brand and were unable to involve stakeholders affected by the brand.

Zoli, C., Fay, D., & Maury, R. (2017). Data-Driven Inquiry, Servicemembers' Perspectives, and Redefining Success. In DiRamio, D. (Ed.), *What's Next for Student Veterans*. Columbia: University of South Carolina Press.

In this chapter we describe the current limitations in data collection surrounding military service personnel. We argue the public discourse is biased towards "broken hero" narratives despite the fact that a large proportion of the service member population has positive outcomes and experiences during and after service.

Fay, D. (2017). Transitioning from Student to Faculty Member: Never stop learning. In Staci Zavattaro, & Shannon Orr (Eds.), in *Reflections on Academic Lives: Identities, Struggles, and Triumphs in Graduate School and Beyond* (pp. 10). New York: Palgrave Macmillan. Retrieved from https://doi.org/10.1057/978-1-137-60009-7_4

In this chapter I offer advice to future academic researchers about the continuous learning process involved in academic research. I encourage students to value self-improvement and revising their own working strategies.

Nonrefereed Reports

Bell, E., Fay, D. L., Boykin, E., & Nam, J. (in press). *The Implications of Implementation Burdens for Title IX Officers and Students*. Association of Title IX Administrators.

Fay, D. L., & Ghadimi, A. (2022). *San José Police Department Data Collection and Management Report and Recommendations*. San José California, City Manager's Office.

Zoli, C., Maury, R., & Fay, D. L. (2015). *Missing Perspectives In Servicemembers' Transition From Service To Civilian Life: Data-Driven Research to Enact the Promise of the Post-9/11 GI Bill*. Syracuse, NY: Syracuse University, Institute of Military Veterans and Families.

Fay, D. L., Zoli, C., & Maury, R. (2015). *The Journey from Soldier to Student Understanding Veterans Transition: Research to Enact the Promise of the Post-9/11 GI Bill*. Syracuse, NY: Syracuse University, Institute of Military Veterans and Families.

Presentations

Refereed Papers at Symposia

Fay, D. L., & Polischuk, L. (presented 2020, September). Complex Diffusion of Complex Governance Arrangements: State Approaches to Addressing Intimate Partner Violence. In *PAR Symposium Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance*. Symposium conducted at the meeting of Public Administration Review. (International)

Invited Keynote and Plenary Presentations at Conferences

Fay, D. L. (presented 2015, November). *A Data-Driven Approach to Veterans' Transition: Education, Employment & Post-Service Success*. Keynote presentation at the meeting of The Council for Adult & Experiential Learning, Baltimore, MD. (National)

Refereed Presentations at Conferences

Fay, D. L., & Nam, J. (presented 2022, November). *Diffusion through Representative Bureaucracy: Evidence from Undocumented Student Tuition*. Presentation at Annual Meeting, Association of Public Policy Analysis and Management, Washington DC. (International)

Fay, D. L., & Lee, M. (presented 2022, November). *Retention of Employees with Disabilities and Other Intersectional Identities during COVID-19: The Synergy between Americans with*

- Disabilities Act and Telework Enhancement Act*. Presentation at Annual Conference, Association of Public Policy Analysis and Management, Washington DC. (International)
- Fay, D. L., Bell, E., Boykin, E., & Nam, J. (presented 2022, June). *Civic Engagement, Institutional Structures, & Sexual Misconduct: The Case of Florida Colleges and Universities*. Presentation at Annual Meeting, Public Management Research Association, Phoenix, AZ. (International)
- Fay, D. L., & Chiang, T. (presented 2022, June). *Governance influence on Higher Education Performance in Florida*. Presentation at Annual Conference, Public Management Research Association, Phoenix, AZ. (International)
- Polischuk, L., & Fay, D. L. (presented 2022, March). *Beyond Criminalization: Intimate Partner Violence Governance Systems and the Diffusion of Broader Policy Strategies*. Presentation at ASPA Annual Conference, American Society of Public Administration, Jacksonville, Florida. (National)
- Fay, D. L., & Ghadimi, A. (presented 2022, March). *Human Capital Development Lessons from a National Leadership Training Organization*. Presentation at ASPA Annual Conference, American Society for Public Administration, Jacksonville, Florida. (National)
- Nam, J., & Fay, D. L. (presented 2022, March). *Innovation and Diffusion through Representative Bureaucracy*. Presentation at ASPA Annual Conference, American Society of Public Administration, Jacksonville, Florida. (National)
- Hart, L., & Fay, D. L. (presented 2022, March). *Under Separate Skies: Innovation and Diffusion of State UAS Policies*. Presentation at American Society of Public Administration Annual Meeting, American Society of Public Administration, Jacksonville, Florida. (National)
- Fay, D. L., & Gaozhao, D. (presented 2020, November). *Institutional information during crises: Combating misinformation with science and popular communication strategies*. Presentation at APPAM Annual Conference, Association of Public Policy Analysis and Management. (International)
- Fay, D. L., & Ghadimi, A. (presented 2020, June). *Put your money where your mouth is: Performance based funding, representation, and minority student success*. Presentation at Public Management Research Conference, Public Management Research Association, Honolulu, HI. (International)
- Fay, D. L. (presented 2019, June). *Organizational Advocacy: Representation in Cases of Sexual Assault*. Presentation at Public Management Research Conference, Public Management Research Associations, Chapel Hill, NC. (International)
- Fay, D. L., & Zavattaro, S. M. (presented 2019, June). *Public branding-partnerships: Universities as incubators of change across sectors*. Presentation at Public Management

Research Convergence, Public Management Research Association, Chapel Hill, NC.
(International)

Fay, D. L., & Miller, E. (presented 2019, May). *Organizational Advocacy: Representation in Cases of Sexual Assault*. Presentation at Mini-Conference on Equity and Public Management, American University School of Public Affairs, Washington DC. (National)

Fay, D. L., & Ghadimi, A. (presented 2018, November). *Representation beyond race and gender: How bureaucratic noncitizen identity influences outcome for noncitizen clients*. Poster presentation at the meeting of Association of Public Policy Analysis and Management, Washington, DC. (National)

VanLandingham, G., & Fay, D. L. (presented 2018, March). *Evidence-Based Governance – Toward a Broader Theory of Performance Management*. Presentation at the meeting of American Society for Public Administration. (National)

Fay, D. L., Kinch, A., & Berry, F. (presented 2018, March). *Strategically Serving Servicemembers: How Universities make strategic management policies to service military servicemember populations*. Presentation at the meeting of American Society for Public Administration. (National)

Fay, D. L. (presented 2017, November). *Organizational Advocacy: Representation in Cases of Sexual Assault*. Presentation at the meeting of Association for Public Policy Analysis and Management, Chicago, IL. (National)

Fay, D. L., & Zavattaro, S. (presented 2017, June). *Inevitability or Strategy? Social Media Use within State Agencies*. Presentation at the meeting of Public Management Research Association, Washington, DC. (National)

Fay, D. L., & Wilkins, V. (presented 2017, June). *Tenure vs. Temporary: How tenure protections influence positive representation effects*. Presentation at the meeting of Public Management Research Conference, Washington DC. (National)

Fay, D. L., & Zavattaro, S. (presented 2017, March). *Brand USA: A Quasi-Natural Experiment in Place Marketing Evaluation*. Presentation at the meeting of American Society for Public Administration, Atlanta, GA. (National)

Fay, D. L., Atkins, D., & Wilkins, V. (presented 2016, November). *Spillover Effects of Neighbor State Waiting Period Policies for Abortions: Do Women Travel?* Poster presentation at the meeting of Association for Public Policy Analysis and Management, Washington DC. (National)

2nd Place Poster Award.

- Fay, D. L. (presented 2016, November). *Technology Driven Combat: Military Service and the STEM Pipeline*. Presentation at the meeting of Association for Public Policy Analysis and Management, Washington DC. (National)
- Fay, D. L. (presented 2016, October). *Attraction and Retention: Using technology in the Human Resources Classroom to Discuss Representation*. Presentation at the meeting of Organization for the Study of Communication, Language, and Gender, Chicago, IL. (National)
- Fay, D. L., Atkins, D., & Wilkins, V. (presented 2015, September). *State Abortion Waiting Periods: Jumping Borders to Skip the Wait*. Presentation at the meeting of American Political Science Association. (National)
- Fay, D. L., Zoli, C., & Maury, R. (presented 2015, September). *The network approach to post-9/11 education benefits: the profit incentive*. Poster presentation at the meeting of American Political Science Association. (National)
- Fay, D. L., Wilkins, V., & Rush, C. (presented 2015, June). *Family Responsible Discrimination in Higher Education: Diffusion and Human Resources*. Presentation at the meeting of Public Management Research Association. (National)
- Zoli, C., Maury, R., & Fay, D. L. (presented 2015, February). *From Soldier to Student: Veterans Transition, Public Service & the Promise of the Post-9/11 GI Bill*. Presentation at the meeting of National Association of Veterans' Program Administrators, Louisville, KY. (National)
- Fay, D. L., & Wilkins, V. (presented 2014, November). *Leader of the pack: Examining diversity priorities in department heads*. Presentation at the meeting of Association for Public Policy Analysis and Management, Albuquerque, NM. (National)
- Fay, D. L. (presented 2014, August). *Diffusion of state postsecondary education governance: Constitutions and centralization*. Presentation at the meeting of American Political Science Association, Washington D.C. (National)
- Fay, D. L. (presented 2014, April). *Defense and diffusion: Same-sex marriage constitutional prohibitions and legislative action*. Presentation at the meeting of Midwest Political Science Association, Chicago, IL. (Regional)
- Fay, D. L. (presented 2013, November). *Diffusion of Same-Sex Marriage: Constitutional Prohibitions and Legislative Action*. Presentation at the meeting of Association for Public Policy Analysis and Management, Washington D.C. (National)
- Fay, D. L. (presented 2013, August). *Planning for a Payout: Privatization of State Planning Organizations*. Presentation at the meeting of American Political Science Association, Chicago, IL. (National)

- Fay, D. L. (presented 2013, June). *Creating Agency: Political economy of state agency creation*. Presentation at the meeting of Public Management Research Association, Madison WI. (National)
- Fay, D. L., & Rosinger, K. (presented 2013, June). *Money matters: The Determinants of fiscal and budgeting behavior among public middle managers*. Presentation at the meeting of Public Management Research Association, Madison, WI. (National)
- Fay, D. L. (presented 2013, April). *Creating Agency: Political economy of state agency creation*. Presentation at the meeting of Midwest Political Science Association. (Regional)
- Fay, D. L., & Rosinger, K. (presented 2013, January). *Money matters: The Determinants of fiscal and budgeting behavior among public middle managers*. Presentation at the meeting of Souther Political Science Association, Orlando, FL. (Regional)
- Fay, D. L., & Wenger, J. (presented 2012, November). *Constitutional impacts on policy diffusion: An analysis of state-sponsored lotteries*. Presentation at the meeting of Association of Public Policy Analysis and Management, Baltimore, MD. (National)
- Fay, D. L., & Wenger, J. (presented 2012, August). *Constitutional impacts on policy diffusion: An analysis of state-sponsored lotteries*. Presentation at the meeting of American Political Science Association. (National)
- Fay, D. L. (presented 2012, August). *Leader of the pack: Examining active representation priorities in department heads*. Presentation at the meeting of American Political Science Association, New Orleans, LA. (National)
- Conference cancelled due to Hurricane Isaac.
- Fay, D. L. (presented 2011, November). *Leader of the pack: Examining active representation priorities in department heads*. Presentation at the meeting of Association of Public Policy Analysis and Management, Washington D.C. (National)
- Fay, D. L., Bozeman, B., & Gaughan, M. (presented 2011, June). *Power to do...What? Department Head's Power and Strategic Priorities*. Presentation at the meeting of Public Management Research Conference, Syracuse, NY. (National)
- Fay, D. L. (presented 2011, April). *Same-sex marriage examined through a Rawlsian justice as fairness conceptual framework*. Presentation at the meeting of Midwest Political Science Association, Chicago, IL. (Regional)

Digital Projects

Invited Digital Projects

Fay, D. L. (2017, November). *How Legislators Use State Constitutions to Block Policy Changes They Oppose* [Blog]. London School of Economics United States Politics and Policy. Retrieved from <http://blogs.lse.ac.uk/usappblog/2017/11/16/how-legislators-use-state-constitutions-to-block-policy-changes-they-oppose/>

Zoli, C., Maury, R., Fay, D. L., & Armstrong, N. (2015, November). *What the academy doesn't know about the vet: Exploring the top five oversights* [Magazine Guest Column]. Foreign Policy. Retrieved from <https://foreignpolicy.com/2015/11/23/what-the-academy-doesnt-know-about-the-vet-exploring-the-top-five-oversights/>

Refereed Digital Projects

Zoli, C., Maury, R., & Fay, D. L. (Author). (2015, April). *In search of the Post-9/11 veterans' missing perspectives. War on the rocks* [Blog]. Texas National Security Review. Retrieved from <https://warontherocks.com/2015/04/in-search-of-post-911-veterans-missing-perspectives/>

Contracts and Grants

Contracts and Grants Funded

Fay, D. L. (2022–2022). *Identifying Best Practices for Title IX Implementation on University Campuses*. Funded by College of Social Sciences and Public Policy (COSSPP) Research Support Program. Total award \$7,000.

This study will generate evidence about how Title IX policies are implemented on the campuses of doctoral universities with very high or high research activity. This initial data collection will be leveraged as pilot data supporting a larger grant proposal through the U.S. Department of Justice Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence, and Stalking on Campus program. The project team includes the PI and two doctoral students in the Askew School of Public Administration and Policy.

Fay, Daniel L (PI). (Jun 2021–Jan 2022). *City of San José Gender Analysis*. Funded by City of San José. (1348123/T-32026). Total award \$50,000.

Fay, Daniel L (PI). (May 2017–Aug 2017). *FYAP: Organizational Advocacy: Representation in Cases of Sexual Assault*. Funded by FSU CRC. (None). Total award \$20,000.

Fay, D. L. (Aug 2015–May 2015). *Spillover in the Race to Regulation: Abortion Regulations and Neighbor Effects*. Funded by Southeastern Conference Academic Consortium. Total award \$1,250.

Zoli, C. B., Maury, R., & Fay, D. L. (Jan 2014–Jan 2015). *The Journey From Soldier to Student: Understanding Veterans Transition: Research to Enact the Promise of the Post 9/11 GI Bill*. Funded by Google Global Impact Award. Total award \$200,000.

Steinberg, L., Zoli, C., & Fay, D. L. (Oct 2010–Sep 2013). *Battlefield Perceptions of Engineering: An Institutional Response to Absent Pathways and Missing Engineering Students*. Funded by National Science Foundation. Total award \$149,597.

Contracts and Grants Pending

Wright II, James Edward (Co-PI), & Fay, Daniel L (PI). (Feb 2022). *Understanding the Research Capacities of MSIs in Florida*. Submitted to University of Central Florida.

Fay, D. L., Cockerham, A., & Cockerham, J. (Nov 2020). *The Effect of Race on Police Records Accessibility in Florida*. Submitted to LeRoy Collins Institute.

Contracts and Grants Denied

Fay, D. L., & Ghadimi, A. (Oct 2020). *Public Sector Union Leadership: Motivations, Priorities, and Civic Engagement*. Submitted to Institute of Politics Florida State University College of Social Sciences and Public Policy.

Fay, Daniel L (PI). (May 2020). *Truth, Lies, and Social Media: Challenging Misinformation During Global Emergencies*. Submitted to Facebook Research.

Fay, D. L. (Jul 2019). *CAREER: Policy Design, Management Strategies, and University Research and Development*. Submitted to National Science Foundation.

Fay, Daniel L (PI). (Jul 2018). *CAREER: Shared Identities, Experiences, and Organizational Influences on Co-Production Relationships in STEM*. Submitted to National Science Foundation.

Fay, Daniel L (PI). (Jan 2017). *Placing U.S. Military Service Members and Veterans on the Map: Contemporary Data Needs and Recommendations*. Submitted to Syracuse University.

Fay, Daniel L (PI). (Jan 2017). *Combat To Careers In Engineering: Changing Identities & Leveraging the Technical Talent of the All-Volunteer Force For Engineering & Technical Careers*. Submitted to Syracuse University.

Service

Florida State University

FSU University Service

Faculty Mentor, Undergraduate Research Opportunity Program (2018–present).

Supervised an undergraduate student in a year long research project.

Member, FSU Civic Matters Faculty Advisory Group (2017–present).

Provides faculty guidance for the FSU Civic Matters strategic initiative.

Member, Allies and Safezone Community (2016–present).

FSU College Service

Member, COSSPP DEI Action Plan Implementation Committee (2022–present).

Facilitator, RAINN Consultant Facilitation (2021–present).

Worked with Rape and Incest National Network to bring them to campus for student and faculty workshops addressing sexual misconduct at FSU.

Facilitator, COSSPP LGBTQ+ Faculty Network Facilitator (2021–present).

Faculty Leadership Team Member, Institute of Politics (2020–present).

FSU Department Service

Inaugural Co-Director, Social Justice and Innovation Research Lab (2020–present).

Faculty Advisor, Pi Alpha Alpha (2019–present).

Director, Ph.D. Program (2018–present).

Member, MPA Committee (2016–2018).

The Profession

Editorial Board Membership(s)

Feminist Pedagogy (2021–present).

Guest Reviewer for Refereed Journals

Journal of Public Administration Research and Theory (May 2019–present).

Administrative Theory and Praxis (2018–present).

Public Management Review (2018–present).

Public Personnel Management (2018–present).

Administration Theory and Praxis (2016–present).

American Journal of Political Science (2014–present).

Public Administration Review (2014–present).

American Review of Public Administration (2013–present).

Industrial Relations (2013–present).

Policy Studies Journal (2013–present).

Social Science Quarterly (2013–present).

Service to Professional Associations

Discussant, Mid-Western Political Science Association (2019–present).

Panel Discussant, Public Management Research Association (2017–present).

Panel Discussant, Association of Public Policy Analysis and Management (2012–present).

Service to Other Universities

Member, *Advisory Board, Mississippi State University Political Science and Public Administration* (2015–2016).

Affiliated Faculty, *Gender Studies Program, Mississippi State University* (2015–2016).

Board Member, *Mississippi State University Safe Zone* (2014–2016).

Consultation

National Strategic Planning & Analysis Research Center. (2015–2016).