

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

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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 Unpublished doctoral dissertation, The University of Georgia, Athens, GA.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

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.

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

Directed Individual Study (PAD5907)
Professional Topics in Public Administration (PAD6930)
Policy Development and Administration (PAD5035)
Human Resource Management (PAD5417)
Policy Analysis Research Seminar (PAD6721)
Policy Analysis Seminar (PAD 6721)
Preliminary Examination Self-Study (PAD6960)
Representative Bureaucracy (PAD5907)
Celebrity Influence in Public Administration (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

Dukes, K., doctoral student.
Hart, L., doctoral student.
Houston, B., doctoral student.
Polischuk, L., doctoral student.
Lee, M., doctoral student.

Doctoral Committee Cochair

Thomas, M. B., graduate. (2018).
Kinch, A. K., doctoral candidate.
Ghadimi, A., doctoral student.
Kim, J., doctoral student.

Doctoral Committee Member

Oh, D., doctoral candidate.
Cockerham, J., doctoral student.
Gaozhao, D., doctoral student.
Liu, Y., doctoral student.

Master's Committee Member

Kinch, A. K., 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

Thomas, M., Fay, D. L., & Berry, F. (submitted). Expanding the Strategic Management Toolbox: A Glance into How Public Administrators are Using Branding in Florida's Cities for Strategic Purposes. *Public Performance and Management Review*. Manuscript submitted for publication, 36 pages.

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?

Fay, D. L., Kinch, A., & Berry, F. (submitted). Exploring the Antecedents of Veteran Friendly Policies: Diffusion in Complex Governance Arrangements. *Public Management Review*. Manuscript submitted for publication, 41 pages.

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.

Fay, D. L., Zoli, C., & Maury, R. (submitted). Motivation to Serve, Education, and Post-9/11 Military Service: New Findings for Diverse Subpopulations. *Armed Forces and Society*. Manuscript submitted for publication, 40 pages.

Revisions invited and submitted. In this project, we illustrate how education benefits motivate many diverse groups to join the military and ultimately transition back to civilian status through educational institutions.

Fay, D. L., Atkins, D., & Wilkins, V. (submitted). Spillover Effects of Neighbor State Waiting Period Policies for Abortions: Do Women Travel. *British Journal of Political Science*. Manuscript submitted for publication, 36 pages.

The current study revisits the magnet hypothesis by testing effects of state abortion waiting period regulations on state abortion rates and spillover rates to neighboring states between 1994 and 2014. We find that these regulations are not associated with decreased internal abortion rates unless a state is surrounded by jurisdictions without waiting periods. We also find that waiting periods are positively associated with the abortion rate, percentage of abortions provided to out-of-state women, and percentage of abortions provided to Black women in a neighboring state. These results provide support to the magnet hypothesis, and suggest citizens are affected not only by their own state's policy, but also by nearby state

policy.

Polischuk, L., & Fay, D. L. (in press). Administrative Response to Unintended Consequences of COVID-19: Observations and Implications from Gender-Based Violence in Argentina. *American Review of Public Administration*, 26 pages.

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. (in press). Collective Bargaining During Times of Crisis: Recommendations from the COVID-19 Pandemic. *Public Administration Review*, 15 pages.

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.

Fay, D. L., Hicklin, A., Meier, K., & Wilkins, V. (in press). Intersectionality and Equity: Dynamic Bureaucratic Representation in Higher Education. *Public Administration*, 38 pages.

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.

Tang, T., Fay, D., Hou, J., & Annis, C. (in press). From Customers to Partners: Revisit Barriers and Strategies for E-governance through Smart City Mobile Applications. *Journal of Urban Affairs*, 36 pages.

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.

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.

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.

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.

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.

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.

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.

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.

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

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

Invited Keynote and Plenary Presentations at Conferences

For invited keynote and plenary presentations at conferences, 100.0% were national in scope.

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

For refereed presentations at conferences, 9.1% were international, 78.8% were national, 12.1% were regional in scope.

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 Conference, 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, Daniel L (PI). (May 2017–Aug 2017). *FYAP: Organizational Advocacy: Representation in Cases of Sexual Assault*. Funded by FSU CRC. 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

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

Contracts and Grants Denied

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 Department Service

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

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

Member, MPA Committee (2016–2018).

The Profession

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).

Professional activities that occurred prior to my employment at FSU.