

M. Blake Emidy, Ph.D.

Contact Information

Law Building 148
Department of Public Administration & Policy
University of Montana
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Work

Assistant Professor of Public Administration (2021-Present)
Department of Public Administration & Policy
University of Montana

Assistant Professor of Public Administration (2020-2021)
Department of Government & Sociology
Georgia College & State University

Graduate Research Assistant (2015-2021)
Department of Public Management & Policy
Andrew Young School of Policy Studies
Georgia State University
Dr. Gregory B. Lewis, Advisor (2017-2021)
Dr. John C. Thomas, Advisor (2015-2017)

Education

Ph.D., Public Policy (2015-2021)
Georgia State University
Concentration: Organization Theory
Dissertation Topic: “The Impact of Cutback Management Practices on Employee Motivation and Managerial Behavior – Evidence from Three Public Sector Contexts”
Committee Chair: Dr. Gregory B. Lewis
Successfully Defended on April 20, 2021

M.P.A., Public Management & Policy (2012-2014)
Georgia State University
Concentration: Nonprofit Management

B.A., Public Policy Leadership & Philosophy (2008-2012)
University of Mississippi
Concentration: Political Philosophy

Exchange Program at University of Birmingham (UK) (2010)
Concentration: Philosophy

Refereed Publications

Emidy, M. B., Lewis, G. B., & Pizarro-Bore, X. (2024). U.S. federal employees with disabilities: How perceptions of diversity, equity, inclusion, and accessibility affect differences in job satisfaction, organizational commitment, and job involvement. *Public Personnel Management*. <https://doi.org/10.1177/00910260241253577>.

Emidy, M. B. (2024). United States federal employee development in turbulent times: Using job demands-resources theory to explain changes in perceived performance and turnover intention during the COVID-19 pandemic. *Review of Public Personnel Administration*. <https://doi.org/10.1177/0734371X231220860>.

Lewis, G. B., Pizarro-Bore, X., & **Emidy, M. B.** (2023). The impact of telework on the satisfaction of federal workers. *Public Management Review*. <https://doi.org/10.1080/14719037.2023.2200386>.

Lewis, G. B., & **Emidy, M. B.** (2022). Sexual orientation and organizational justice in the federal service: Exploring differences through an intersectional lens. *Journal of Public Administration Research and Theory*, 32(3), 489-508. <https://doi.org/10.1093/jopart/muab041>.

Book Chapters

Barsky, C. S., Clark, A. D., Bustinza, M. A., & **Emidy, M. B.** (2024). Ain't no mountain high enough: What motivates poll workers to serve during a pandemic emergency and political unrest. In Anthony, J., & Coll, J. A. (eds). *Lessons Learned from the 2020 U.S. Presidential Election: Hindsight is 2020*. Cham, Switzerland: Palgrave. 15-46.

Reports

Barsky, C. S., McKeague, L. K., **Emidy, M. B.**, Walters, M., Beck, A., & Chase-Begay, D. (forthcoming). Predicting rural public health disaster needs: Analyzing 911 calls during climatic hazards. *Community-Based Research on Public Health and Equity*. Report for the Natural Hazards Center.

McKeague, L. K., Barsky, C. S., Hazelton-Boyle, J. K., & **Emidy, M. B.** (2023). Making us whole again? Lessons from Montana disaster recovery. *Special Call for Research: FEMA Region 8*. Report for the Natural Hazards Center. <https://hazards.colorado.edu/quick-response-report/making-us-whole-again>

Grants

FEMA Region 8 Quick Response Research Award (2023)
“Where you stand depends on where you sit: Unpacking differential stakeholder notions of community recovery and resiliency in the rural Intermountain West”
Co-Investigator with Christina S. Barsky, Lauren K. McKeague, and Josephine K. Hazelton-Boyle
Award Amount: \$4,000

Natural Hazards Center’s Public Health Disaster Research Award Program (2023)
Call 4: Community-Based Research on Public Health and Equity
“Predicting rural public health disaster needs: Analyzing 911 calls during climatic hazards”

Co-Investigator with Christina S. Barsky, Lauren K. McKeague, Adriane Beck, and
Damian Chase-Begay
Award Amount: \$43,975

Awards & Honors

DPAP Faculty Research Award (AY 2021-22, 2023-24)
Department of Public Administration & Policy
University of Montana

Merit Award for Outstanding Performance (AY 2021-22, 2022-23)
Office of the Provost
University of Montana

Outstanding Dissertation Award (2022)
Section on Personnel Administration & Labor Relations (SPALR)
American Society for Public Administration (ASPA)

The Andrew Young School Excellence in Teaching Policy Award (2019)

GSU Foundation Fellowship (2015-2018)
Funded by the Coca-Cola Foundation

Courses Taught

Instructor (University of Montana)

PUAD 504: Organization Theory (Multiple Terms)
Graduate Level Course

PUAD 522: Human Resource Management (Multiple Terms)
Graduate Level Course

PUAD 525: Strategic Planning & Leadership (Multiple Terms)
Graduate Level Course
Collaboratively taught with Marie-Louise Mangion (University of Malta) in Spring 2024

PUAD 506: Applied Research Methods (Fall 2022)
Graduate Level Course

NPAD 267: Leadership and Nonprofits (Spring 2022)
Undergraduate Level Course

Instructor (Georgia College & State University)

PUAD 6538: Public Administration & Public Service (Online Section) (Fall 2020)
Graduate Level Course

PUAD 6601: Policy Analysis (Online Section) (Spring 2021)
Graduate Level Course

PUAD 6606: Research Methods (Online Section) (Spring 2021)

Graduate Level Course

POLS 2101: Introduction to Political Science (Fall 2020)
Undergraduate Level Course

POLS 1150: Politics & Society (Fall 2020)
Undergraduate Level Course

POLS 3338: Principles of Public Administration (Spring 2021)
Undergraduate Level Course

Instructor (Georgia State University)

PMAP 8171: Management Systems & Strategies (Online Section) (Fall 2018 & Fall 2019)
Graduate Level Course

PMAP 8431: Leadership & Organizational Behavior (Summer 2018 & Summer 2019)
Graduate Level Course

Graduate Teaching Assistant (Georgia State University)

PMAP 8121: Research Methods & Statistics I (Fall 2017 & Spring 2019)

PMAP 8131: Research Methods & Statistics II (Summer 2017)

PMAP 3031: Policy Leadership (Fall 2016)

Conference Presentations

“What Does it Mean to be ‘Completely Free?’ Environmental Constraints as Musical Inspiration during a Phish Show.” Phish Studies Conference. Corvallis, OR. May 17-19, 2024.

“Does Raising the Ceiling Raise the Floor? Management Representativeness as a Signal of Equity, Inclusion, and Justice in US Federal Agencies.” International Research Society for Public Management (IRSPM). Tampere, Finland. April 16-18, 2024. Co-authored with Lauren K. McKeague, Josephine K. Hazelton-Boyle, & Christina S. Barsky. Nominated for the Christopher Pollitt Best Paper Award.

“Not if, but when: Perceptions of Rural Community Resiliency in a Changing Disaster Landscape.” American Society for Public Administration (ASPA) Conference. Minneapolis, MN. April 14-16, 2023. Co-authored with Christina S. Barsky, Lauren K. McKeague, & Josephine K. Hazelton-Boyle.

“Disabilities and the Federal Workplace: Understanding Experiences of Inequity, Exclusion, and Dissatisfaction.” Southeastern Conference of Public Administration (SECOPA). Atlanta, GA. September 27-30, 2023. Co-authored with Gregory B. Lewis & Ximena Pizarro-Bore.

“Insult to Injury: Experiences of Administrative Burden among Small Business Owners Impacted by the 2022 Yellowstone Flood.” Public Management Research Conference

(PMRC). Utrecht, the Netherlands. June 27-30, 2023. Co-authored with Lauren K. McKeague, Christina S. Barsky, & Josephine K. Hazelton-Boyle.

“Not Just ‘Social’ Distancing: Turnover Intention as Psychological Contract Breach following Return-to-Office Plans in Federal Agencies.” American Society for Public Administration (ASPA) Conference. Virtual. March 20-22, 2023 (Pre-recorded on February 2, 2023). Co-authored with Bailing Deng.

“‘Helping My Fellow Americans to Vote’ is ‘My Civic Duty:’ Exploring Poll Worker Motivations in Recent U.S. Elections.” Election Science, Research, and Administration Conference (ESRA). Charlotte, NC. July 27-29, 2022. Co-authored with Monica Bustinza, Amanda Clark, & Christina S. Barsky.

“The Importance of HRM for Producing Public Value in Hard Times: Exploring the Link Between Job-Related Resources and Work Unit Efficacy During the Covid-19 Pandemic.” The Transatlantic Dialogue (TAD16). Roskilde, Denmark. June 9-11, 2022.

“Disabilities and Perceptions of the Federal Workplace.” Public Management Research Conference (PMRC). Phoenix, AZ. May 25-28, 2022. Co-authored with Gregory B. Lewis & Ximena Pizarro-Bore.

“The Impact of Telework Access on Federal Employee Well-Being.” Public Management Research Conference (PMRC). Phoenix, AZ. May 25-28, 2022. Co-authored with Gregory B. Lewis & Ximena Pizarro-Bore.

“Democracy in Crisis: The American Poll Worker Aging Out and Under Attack.” Southern Political Science Association (SPSA). San Antonio, TX. January 12-15, 2022. Co-authored with Christina S. Barsky.

“Fewer People or Less Training? Examining the Indirect Consequences of Personnel Reductions on Federal Employee Motivation.” Public Management Research Conference (PMRC). Honolulu, HI [Virtual]. June 23-26, 2021.

“Sexual Orientation and Perceived Fairness in the Federal Service: Exploring Differences through Intersectionality.” Public Management Research Conference (PMRC). Chapel Hill, NC. June 11-14, 2019. Co-authored with Gregory B. Lewis.

“Race, Sex and Sexuality Differences in Perceived Justice among Federal Employees.” Midwest Political Science Association Conference (MPSA). Chicago, IL. April 5-8, 2018. Co-authored with Gregory B. Lewis.

“Self-Determination Theory and Public Sector Employee Turnover Intention.” Midwest Political Science Association Conference (MPSA). Chicago, IL. April 6-9, 2017.

Working Papers

Lewis, G. B., Pizarro-Bore, X., & **Emidy, M.B.** “Who Gets Denied Telework in the Federal Service?” Under third round of review.

Emidy, M. B., McKeague, L. K., Hazelton-Boyle, J. K., & Barsky, C. S. “Does Raising the Ceiling Raise the Floor? Management Representativeness as a Signal of Equity, Inclusion, and Justice in US Federal Agencies.” Under review.

Soni, A., Mistur, E., & **Emidy, M. B.** “Fasten Your Seatbelts: The Impacts of Internal Turbulence on Public Sector Bureaucrats.” Drafting phase.

McKeague, L. K., Barsky, C. S., **Emidy, M. B.**, Hazelton-Boyle, J. K., & Weddell, M. “Insult to Injury: Experiences of Administrative Burden among Small Business Owners Impacted by the 2022 Yellowstone Flood.” Drafting phase.

Barsky, C. S., McKeague, L. K., **Emidy, M. B.**, Walters, M., Beck, A., & Chase-Begay, D. “Predicting Rural Public Health Disaster Needs: Analyzing 911 Calls During Climatic Hazards.” Supplemental data collection phase.

Hazelton-Boyle, J. K., **Emidy, M. B.**, Barsky, C. S., & McKeague, L. K. “Checked Out: Assessing Public Library Employee Moral Injury and Motivation Following Political Attacks.” Data collection phase.

Emidy, M. B. “What Does it Mean to be ‘Completely Free?’ Environmental Constraints and Bounded Rationality as Musical Inspiration During a Phish Show.” Drafting phase.

Service Activities

Served on the following University of Montana Committees:

Faculty Senate	(2021-2025)
Executive Committee of the Senate	(2023-2025)
UM Flagship Fund Advisory Group	(2024)
University Conduct Board	(2022-2025)
Prevention, Education, and Antiviolence Collaborative Efforts (PEACE)	(2022-2023)
Truman Scholarship Committee	(2021-2023)
Title IX Hearing Panel	(2023)

Served on the following Alexander Blewett III School of Law Committees:

MPA Admissions Committee	(2021-2024)
Law School Climate and Culture Committee	(2021-2022)
Law School Tech and Facilities Committee	(2022)

Search Committee Member for:

Full Professor, DPAP Chair, & MPA Director position	(2022)
Alexander Blewett III Law School Dean position	(2022-2023)

Reviewed manuscripts for the following academic journals:

Journal of Behavioral Public Administration
Journal of Public Administration Research and Theory
Public Management Review
Public Personnel Management
Public Policy and Administration
Review of Public Personnel Administration

References

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