

*Curriculum Vitae*  
**TRENTON J. DAVIS**

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Georgia Southern University  
Department of Political Science  
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**Academic Appointments**

AY 2007. Assistant Professor of Political Science, Georgia Southern University

**Education**

Ph.D., 2007, NORTHERN ILLINOIS UNIVERSITY

Political Science – Fields of Study: Public Administration and American Government with concentration in Public Law

Dissertation: *Playing the External Market: Efficiency wage as a means for strategic compensation in the public sector*

MPA, 2003, MISSOURI STATE UNIVERSITY

B.S., with academic honors, 2002, MISSOURI STATE UNIVERSITY

**Teaching and Research Interests**

*Public Administration*

- Public Management
- Human Resources Management
- Organization Theory and Development
- Ethics Administration
- Gender Studies

*American Politics*

- Bureaucratic politics
- Judicial Politics/Behavior

*Political Methodology*

- Scope and Methods/Research Design

**Publications**

Davis, Trenton J. (*forthcoming*). “Playing the External Market: Do higher wages ‘pay’ in the public sector?” *International Journal of Organization Theory and Behavior*

**Manuscripts in Process**

*Under Review*

“Strategic Compensation: Utilizing efficiency wages in the public sector to achieve desirable organizational outcomes” (submitted for review to *Review of Public Personnel Administration*)

*Working Papers*

“City Management Versus Gender Disparity: Recruiting female city managers”  
(with LeAnn Beaty, being prepared for submission to *PS: Political Science and Politics*)

“Bridging the Gender Wage Gap: Examining the current state of wages in professional city management” (with LeAnn Beaty)

“Suburban City Council and Small Group Behavior” (with Jerry Gabris)

**Conference Presentations**

“Motivation Theory and Practice in Public Administration” (Paper to be presented at the Annual Meeting of the Southeastern Conference for Public Administration. September 2007, Nashville, TN; with Jerry Gabris)

“Strategic Compensation: Utilizing efficiency wages in the public sector” (Paper presented at the Annual Meeting of the Midwest Political Science Association. April 2007, Chicago IL)

“The City Council as a Small Group: Toward a diagnostic model of governing board behavior” (Paper presented at the Annual Meeting of the Southeastern Conference for Public Administration. September 2006, Athens, GA; with Jerry Gabris)

“Bridging the Gender Wage Gap: Examining wages in professional city management” (Paper presented at the Annual Meeting of the Midwest Political Science Association. April 2006, Chicago, IL; with LeAnn Beaty)

“Innovative Compensation Strategies for Improving Public Sector Productivity” (Paper presented at the Annual Meeting of the American Society for Public Administration. April 2006, Denver, CO; with Jerry Gabris)

“City Management versus Gender Disparity: An examination of the role that affirmative action hiring policies play in the recruitment of female city managers” (Paper presented at the Annual Meeting of the American Society for Public Administration. April 2006, Denver, CO; with LeAnn Beaty)

“Suburban City Council and Small Group Behavior: Rethinking the design of political decision-making groups in a democratic system” (Paper presented at the Annual Meeting of the Midwest Political Science Association. April 2005, Chicago, IL; with Jerry Gabris)

“Exploring Compensation Practices in Missouri by form of Government” (Paper presented at the Annual Missouri State University Graduate Student Colloquium. May 2003, Springfield, MO)

“Exploring Compensation Differentials: Pay and core functions in both suburban and rural municipalities” (Paper presented at the Annual Meeting of the Western Social Science Association. April 2003, Las Vegas, NV; with James Kaatz)

## **Teaching Experience**

### *Graduate Courses*

- Ethics and Administration (Fall 2007)

### *Undergraduate Courses*

- Scope and Methods (Fall 2007)
- CJ Research Methods (Fall 2007)
- Bureaucracy and the Public Policy Process (Fall 2004; Fall 2005; Spring 2006; Fall 2006; Spring 2007)
- Local Government and Politics (Spring 2005)

## **Research Experience**

Research Assistant, Center for Governmental Studies, Northern Illinois University, Summer 2003 to Spring 2004

Senior Research Assistant, Missouri Local Government Program, Missouri State University, Summer 2002 to Spring 2003

Research Assistant, Center for Social Sciences and Public Policy Research, Missouri State University, Summer 2001 to Spring 2002

## **Professional, University, and Department Activities**

### *Professional Service*

Peer Reviewer, *International Journal of Organizational Theory and Behavior*.

Chair, Panel on “Reasoning, Decision-Making, and Precedent.” Annual Meeting of the Midwest Political Science Association. April 2007, Chicago, IL.

Chair and Discussant, Panel on “Labor Management Relations and Conflict.” Annual Meeting of the Southeastern Conference for Public Administration. September 2006, Chicago, IL.

Chair, Panel on “Mayors and City Councils.” Annual Meeting of the Midwest Political Science Association. April 2006, Chicago, IL.

Contributor, “Digital Governance in Municipalities Worldwide: An assessment of municipal websites throughout the world,” (2006), National Center for Public Productivity, Rutgers University.

Contributor, “Illinois City/County Management Association Diversity Recruitment Guide,” January 2004 (revised July 2005).

### *University and Department Service*

Member, Public Administration Search Committee, Department of Political Science, Georgia Southern University, AY 2007.

Member, Graduate Student Advisory Committee, Northern Illinois University, AY 2006 - AY 2007.

Steering Committee Chair, Political Science Graduate Student Association, Northern Illinois University, AY 2006 -AY 2007.

**Awards and Honors**

Recipient, Gerald S. Manyanov Award, Department of Political Science and the Division of Public Administration, Northern Illinois University AY 2007.

Recipient, Outstanding Graduate Student Award, Division of Research and Graduate Studies, Northern Illinois University, AY 2007.

Recipient, Founders' Forum Fellowship, American Society for Public Administration, AY 2006.

Member, Pi Sigma Alpha, Eta Chi, Political Science Honor Fraternity

Member, Pi Alpha Alpha, Public Administration Honor Fraternity

Vice President, Pi Sigma Alpha, Eta Chi Chapter, AY 2001- AY 2002

**Professional Memberships**

American Society for Public Administration

Member, Personnel Administration and Labor Relations

American Political Science Association

Member, Public Administration

Midwest Political Science Association

Southern Political Science Association

International City Management Association

**References**

References available upon request.