

John Stavick

Revised July 11, 2025

Howard H. Baker, Jr. School of Public Policy and Public Affairs
University of Tennessee, Knoxville
1640 Cumberland Avenue
Knoxville, TN 37996

Website: www.johnstavick.com
Office Phone: (865) XXX-XXX
Email: jstavick@utk.edu

ACADEMIC APPOINTMENTS

Assistant Professor of Budget and Finance, *Baker School of Public Policy and Public Affairs*,
University of Tennessee, Knoxville — Knoxville, TN
August 1, 2025 - Present

Assistant Professor, *Department of Political Science, Oakland University* — Rochester, MI
August 2023 – August 2025

EDUCATION

Ph.D., Public Affairs

O'Neill School of Public and Environmental Affairs, Indiana University Bloomington

Conferred: May 2023

Major Field: Public Finance

Minor Field: Policy Analysis

Dissertation committee: Justin Ross (chair), Katherine Willoughby, Robert Kravchuk, Craig Johnson, Coady Wing

M.A., Economics

Andrew Young School of Policy Studies, Georgia State University

Conferred: May 2008

B.A., Economics

Andrew Young School of Policy Studies, Georgia State University

Conferred: May 2005

PEER-REVIEWED PUBLICATIONS

Stavick, J. & Tran, H. (2025). "[Leaving Money on the Table: Nudging Taxpayers to Claim a Refundable State Income Tax Credit](#)." *Public Finance Review* 53(4): 415-439.

Stavick, J. (2024) "[Organizational Memory and Snap Back Performance in Public Agencies](#)." *American Review of Public Administration* 55(2): 175-191.

Mikesell, J., Stavick, J., Ross, J. (2023). "[Use Tax Administration and Revenue Production in the States](#)." *Public Budgeting & Finance* 43(4): 24-43.

Stavick, J. (2023). "[Do State Budget Maneuvers Reduce Future Budget Resiliency? Evidence Following the Great Recession](#)." *Public Budgeting & Finance* 43(4): 44-65.

WORKING PAPERS

Stavick, J. "[Public Employee Furloughs as a Budget Balancing Strategy: Evidence of Effects on Employees and Agencies](#)." Available at SSRN.

RESEARCH IN PROGRESS

Ross, J., **Stavick, J.**, Carlin, P. "Did State Imposed Tax and Expenditure Limits Reduce the Fiscal Size of Local Governments? Revisiting the Evidence."
Spreen, T.L., **Stavick, J.**, Duncan, D. "Cost of Living Adjustments and Public Workforce Turnover."
Stavick, J., Carr, D. "Do Collective Bargaining Reforms Increase Turnover? Evidence from Wisconsin's Act 10."
Spreen, T.L., **Stavick, J.**, Duncan, D. "Wage Discrimination in Public Sector Workforces."

APPLIED SCHOLARSHIP

University of North Carolina-Chapel Hill School of Government: I am producing an evaluation of the School of Government's state budget analyst training program and its theorized impact on employee attitudes that correlate with turnover intention. This project is in progress.

OTHER PUBLICATIONS

Sjoquist, D., **Stavick, J.**, Wallace, S. (2007) "[Intergovernmental Fiscal Relations in Georgia](#)." Georgia State University Fiscal Research Center Report No. 141.

CONFERENCE PRESENTATIONS

"Public Employee Furloughs as a Budget Balancing Strategy: Evidence of Effects on Employees and Agencies." Paper presented at the Association for Public Policy Analysis and Management (APPAM) Annual Conference, National Harbor, MD: November 21-23, 2024.

"Leaving Money on the Table: Nudging Taxpayers to Claim a Refundable State Income Tax Credit." Paper presented at the National Tax Association (NTA) Annual Conference, Detroit, MI: November 14-16, 2024. Co-authored with HoaPhu Tran.

"Leaving Money on the Table: Nudging Taxpayers to Claim a Refundable State Income Tax Credit." Paper presented at the Association for Budgeting and Financial Management (ABFM) Annual Conference, Cleveland, OH: September 26-28, 2024. Co-authored with HoaPhu Tran.

"Do Collective Bargaining Reforms Increase Turnover? Evidence from Wisconsin's Act 10." Paper presented at the Association for Budgeting and Financial Management (ABFM) Annual Conference, Cleveland, OH: September 26-28, 2024. Co-authored with Douglas Carr.

"Leaving Money on the Table: Nudging Taxpayers to Claim a Refundable State Income Tax Credit." Paper presented at the Spring Public Finance Conference hosted by the University of Nebraska at Omaha, Omaha, NE: May 11, 2024. Co-authored with HoaPhu Tran.

"Leaving Money on the Table: Nudging Taxpayers to Claim a Refundable State Income Tax Credit." Paper presented at the World Social Science Association (WSSA) Annual Conference, San Antonio, TX: May 11, 2024. Co-authored with HoaPhu Tran.

"Public Employee Furloughs as a Budget Balancing Strategy: Evidence of Effects on Employees and Agencies." Paper presented at the Associated for Budgeting and Financial Management (ABFM) Annual Conference, Denver, CO: October 26-28, 2023.

"Do Echelons Matter? Disaggregating the Effect of Turnover on Performance in Public Agencies." Paper presented at the Associated for Budgeting and Financial Management (ABFM) Annual Conference, Denver, CO: October 26-28, 2023. Co-authored with Shannon Conley and Amanda Rutherford.

"Cost of Living Adjustments and Public Workforce Turnover." Paper presented at the Associated for Budgeting and Financial Management (ABFM) Annual Conference, Denver, CO: October 26-28, 2023. Co-authored with Luke Spreen and Denvil Duncan.

- “Public Employee Furloughs as a Budget Balancing Strategy: Evidence of Effects on Employees and Agencies.” Paper presented at the Michigan Political Science (MiPSA) Association Conference, Flint, MI: October 19-20, 2023.
- “Public Employee Furloughs as a Budget Balancing Strategy: Evidence of Effects on Employees and Agencies.” Paper presented at the Paul H. O’Neill Conference in Public and Environmental Affairs hosted by Indiana University, Bloomington, IN: May 11-12, 2023.
- “Public Employee Furloughs as a Budget Balancing Strategy: Evidence of Effects on Employees and Agencies.” Paper presented at the World Social Science Association (WSSA) Annual Conference, Tempe, AZ: April 18, 2023.
- “Public Employee Furloughs as a Budget Balancing Strategy: Evidence of Effects on Employees and Agencies.” Paper presented at the American Society for Public Administration (ASPA) Annual Conference, held remotely: March 20-24, 2023.
- “Public Employee Furloughs as a Budget Balancing Strategy: Evidence of Effects on Employees and Agencies.” Paper presented at the Association of O’Neill School PhD Students hosted by Indiana University, Bloomington, IN: February 17, 2023.
- “Organizational Memory and Snap Back Performance in Public Agencies.” Paper presented at the Northeast Conference on Public Administration (NeCOPA), held remotely: November 4, 2022.
- “Use Tax Administration and Revenue Production in the States.” Paper presented at the Associated for Budgeting and Financial Management (ABFM) Annual Conference, Miami, FL: September 22-24, 2022. Co-authored with John Mikesell and Justin Ross.
- “Organizational Memory and Snap Back Performance in Public Agencies.” Paper presented at the Associated for Budgeting and Financial Management (ABFM) Annual Conference, Miami, FL: September 22-24, 2022.
- “Organizational Memory and Snap Back Performance in Public Agencies.” Paper presented at the Midwest Public Affairs (MPAC) Annual Conference, Springfield, IL: June 22-24, 2022.
- “Preservation of Institutional Knowledge and Performance: Evidence from State Health Department Legacy Turnover and COVID-19 Vaccination Campaigns.” Paper presented at the Paul H. O’Neill Conference in Public and Environmental Affairs hosted by Indiana University, Bloomington, IN: May 13, 2022.
- “Does Employee Turnover Reduce Organizational Performance? Evidence from State Health Departments and COVID Vaccination Campaigns.” Paper presented at the World Social Science Association (WSSA) Annual Conference, Denver, CO: March 31-April 2, 2022.
- “Organizational Memory and Snap Back Performance in Public Agencies.” Paper presented at the American Society for Public Administration (ASPA) Annual Conference, Jacksonville, FL: March 18-22, 2022.
- “Preservation of Institutional Knowledge and Performance: Evidence from State Health Department Legacy Turnover and COVID-19 Vaccination Campaigns.” Paper presented at the Association of O’Neill School PhD Students Annual Research Conference hosted by Indiana University, Bloomington, IN: February 25, 2022.
- “Do State Budget Maneuvers Reduce Future Budget Resiliency? Evidence Following the Great Recession.” Paper presented at the Graduate Student Research Forum of the National Tax Association (NTA) Annual Conference, held remotely: November 17-19, 2021.
- “Do State Budget Maneuvers Reduce Future Budget Resiliency? Evidence Following the Great Recession.” Paper presented at the Associated for Budgeting and Financial Management (ABFM) Annual Conference, Washington, DC: September 30-October 2, 2021.
- “Cutback Budgeting Effect on State Fiscal Resilience.” Presented at the Association of O’Neill School PhD Students

Annual Research Conference hosted by Indiana University, held remotely: March 25, 2021.

“Use Tax Administration and Revenue Production in the States.” Paper presented at the Association of O’Neill School PhD Students Annual Research Conference hosted by Indiana University, Bloomington, IN: February 28, 2020. Co-authored with John Mikesell and Justin Ross.

“Use Tax Administration and Revenue Production in the States.” Paper presented at the National Tax Association (NTA) Annual Conference, Tampa, FL: November 21-23, 2019. Co-authored with John Mikesell and Justin Ross.

“State Rainy Day Fund Rules and Fiscal Stress.” Paper presented at the Associated for Budgeting and Financial Management (ABFM) Annual Conference, Washington, DC: September 30-October 2, 2019.

“Ideological Sorting and the Preemption of Local Control: Evidence from State-on-Local Tax and Expenditure Limits.” Poster presented at the Association for Public Policy Analysis & Management (APPAM) Student Conference hosted by American University, Washington, DC: March 29-30, 2019. Coauthored with Justin Ross.

“Ideological Sorting and the Preemption of Local Control: Evidence from State-on-Local Tax and Expenditure Limits.” Paper presented at the Association of O’Neill School PhD Students Annual Research Conference hosted by Indiana University, Bloomington, IN: February 20, 2019. Coauthored with Justin Ross.

“Nebraska Department of Revenue Legislative Bill Tracking System.” Presented at the Federation of Tax Administrators (FTA) Annual Conference, Omaha, NE: June 15, 2011.

RESEARCH INTERESTS

State and local budget processes

Sales and use tax administration

Administration of state and local public health

Fiscal institutions

Public sector turnover and performance

TEACHING EXPERIENCE

Assistant Professor, Howard H. Baker School of Public Policy and Public Affairs

University of Tennessee, Knoxville

- HBS 532: Public Financial Administration — Fall 2025

Assistant Professor, Department of Political Science

Oakland University

- PS 4030: Government and the Economy — Winter 2025
- PS 3315: Public Administration Financial Analysis — Winter 2025
- PS 3320: Public Budgeting — Winter 2024
- PA 5020: Introduction to Government and Nonprofit Accounting — Fall 2024
- PA 5200: Public Budgeting & Finance — Fall and Winter 2023–2025
- PA 6300: Program and Policy Evaluation — Fall 2023, Winter 2024
- PA 6996: Master’s Project — Summer 2024

Associate Instructor, O’Neill School of Public and Environmental Affairs

Indiana University Bloomington

- SPEA-V 186: Introduction to Public Budgeting & Finance — Spring 2020–Spring 2023

Lecturer (Online), Department of Economics
University of South Dakota

- ECON 201: Principles of Microeconomics — 2014–2017
- ECON 202: Principles of Macroeconomics — 2015–2017
- ECON 580: Foundations of Economics — 2014–2016

Adjunct Instructor, Southeast Community College
Lincoln, Nebraska

- ECON 2120: Principles of Microeconomics (in-person and online) — 2010–2016
- ECON 2110: Principles of Macroeconomics (in-person and online) — 2011–2014

Professional Development

- *Quality Online Teaching Certification Course* — Oakland University e-Learning and Instructional Support, October 2024

GRANT-FUNDED PROJECTS

Spreen, T. L. (PI), Duncan, D., & **Stavick, J.** “Wage Discrimination in Public Sector Workforces: Evidence from U.S. States.” Institute for Public Leadership, University of Maryland. June 2024 - August 2025, \$13,430. Funded.

Bloomfield Township, Michigan: Document Management System Planning with Douglas Carr (PI). 2023. \$46,932. Not Funded.

Cengage Learning: I developed a full set of PowerPoint slide decks to accompany the 11th edition of the Mikesell & Ross *Fiscal Administration* textbook. These are the first PowerPoints to accompany the textbook.

Summer Merit Fellowship, O’Neill School of Public and Environmental Affairs, Summer 2022. \$1,000 award.

AWARDS

Michael R. Curro Award for Best Graduate Student Research Paper. “Do State Budget Maneuvers Reduce Future Budget Resiliency? Evidence Following the Great Recession.” Awarded by the Association for Budgeting and Financial Management, September 2021.

MEDIA

Fox 2 Detroit, February 5, 2025: “[Macy’s in Troy is Closing. Here’s what could take its place.](#)”

PROFESSIONAL EXPERIENCE

Fiscal Policy Analyst, OpenSky Policy Institute
Lincoln, Nebraska
February 2016-May 2017

Conducted presentations on Nebraska tax and budget issues to various organizations; followed state budget and tax trends while prioritizing issues of concern to develop policy responses; incorporated public finance literature and its findings in written work, including policy briefs, primers, testimony, and memos; estimated magnitude of changes to state revenue in legislation, such as static fiscal impacts of tax rate and base changes.

Revenue Economist, Nebraska Department of Revenue
Lincoln, Nebraska
January 2009-February 2016

Completed tax revenue forecasts presented semiannually to the Nebraska Economic Forecasting Advisory Board; estimated fiscal impacts of proposed sales and excise tax rate and base changes; completed estimates of sales tax exemptions, and prepared presentations about the Tax Expenditure Report for legislative hearings; developed comparisons of all fifty states' tax incentive programs for publication in the Nebraska Tax Incentives reports.

RESEARCH ASSISTANTSHIPS

Assistant Economic Researcher, Indiana Business Research Center, Kelley School of Business, Indiana University

May 2018-December 2019

Supervisor: Timothy F. Slaper

Contributed to construction of a social capital index and coauthored manuscripts related to regional economic resilience.

Graduate Research Assistant, O'Neill School of Public and Environmental Affairs, Indiana University

August 2017-May 2019

Supervisors: Justin Ross and Denvil Duncan

Developed manuscript related to tax and expenditure limits and completed data cleaning projects.

Graduate Research Assistant, Fiscal Research Center, Andrew Young School of Policy Studies, Georgia State University

August 2006-May 2008

Supervisors: David Sjoquist, Carolyn Bourdeaux, and Laura Wheeler

SERVICE

Service to the Profession:

- **Conference Track Reviewer**, 2023 American Society for Public Administration Conference
- **Public Budgeting & Finance Section Co-Coordinator**, 2025 World Social Science Conference
- **Peer Reviewer:**
 - *International Journal of Public Administration* (2)
 - *Journal of Policy Studies* (1)
 - *Public Administration Review* (1)
 - *Public Budgeting & Finance* (4)
 - *Public Finance Journal* (1)
 - *Public Finance and Management* (1)
 - *Research Handbook on City and Municipal Finance*

Service at Oakland University:

- **Service to the Department:** Library liaison, scholarship committee
- **Service to the University:** Interdisciplinary Data Science Program Taskforce

Service at Indiana University:

- **Active Learning Workshop Facilitator**, Indiana University Center for Innovative Teaching and Learning, August 2022
- **Undergraduate Honors Thesis Writer Mentor**, Fall 2021, Spring 2022
- **Panel Chair**, Undergraduate Honors Research Symposium: Spring 2021, Spring 2022
- **Leadership Committee**, Association for O'Neill PhD Students: 2018-19

MEMBERSHIPS

Association for Budgeting and Financial Management
Association for Public Policy Analysis and Management
National Tax Association
Tennessee City Management Association
World Social Science Association