DIVERSITY IN PUBLIC ADMINISTRATION RESEARCH: A REVIEW OF JOURNAL PUBLICATIONS

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ABSTRACT

Diversity research in public administration is a critical area of scholarship and exploration, particularly given the changing demographics and its impact in public service. This paper reviews over thirty journal publications published between 2006 and 2011. Over 7000 articles have been published during this time period covering a variety of public administration issues. The journals selected include 20 of the top ranked journals in public administration (Bernick and Krueger, 2010) and all the section journals associated with the American Society of Public Administration. We review how many of these published articles have addressed issues of diversity. Data shows which journals publish the highest percentage of diversity articles and what types of diverse topics are being addressed. Analysis of the data highlights trends in diverse topics; including race/ethnicity, gender, sexual orientation, faith and spirituality, class and equity, ageism, culture and language, and disabilities.

INTRODUCTION

Determined the third pillar of public administration (PA) by Frederickson (1990) and elevated to the fourth pillar by the National Academy of Public Administration (NAPA) in 2005[1], social equity is a core tenet of the field and should be considered alongside effectiveness economy, and efficiency. Diversity, a term used to better comprehend the broader concept of social equity (Frederickson, 2010), has increasingly become relevant for public administrators and researchers alike, and has shown to improve the quality of democracy, leading to "more sustainable decisions" (Guy, 2009), and making a difference in productivity (Meier, Wrinkle, & Polinard, 1999). Diversity research in public administration is now a critical area of scholarship and exploration, particularly given the changing demographics and its impact in public service.

This paper reviews over thirty journal publications published between 2006 and 2011. Over 7000 articles published during this time period covering a variety of public administration issues are reviewed from a diversity lens. Analysis of the data highlights trends in diverse topics; including race/ethnicity, gender, sexual orientation, faith and spirituality, class and equity, ageism, culture and language, and abilities. As Oldfield, Candler and Johnson (2006) point out, journals seldom publish articles of equity and diversity, and when they do, they focus primarily on race and gender. This research expands on their findings to take a comprehensive and critical look at key public administration journals.

LITERATURE REVIEW

White and Rice (2005) note that changing demographics means public sector organizations need "to develop more inclusive work cultures that have a better understanding of the many ways people are different from one another and/or different

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[1] This was included in a 2009 ASPA District IV Conference panel titled "*Walking the Talk: The National Academy of Public Administration's Contribution to Social Equity*" preseented by the Chair of the NAPA Social Equity in Governance Standing Panel.

from the organizations" (p. 3). An organization's ability "to develop strategies as well as programs and policies to manage and accommodate diversity in their workspaces" (Riccucci, 2002, p. 3) has become increasingly vital in ensuring a competitive advantage and increased productivity (Mazur, 2010). Human resource and management systems are used to aid public managers in integrating diversity into organizational goals; however, managers are not provided with conceptual approaches to effectively manage diversity (Maier, 2005).

One approach to identifying conceptual approaches in evolving organizations is to look at research and literature that reflects diverse populations and issues of diversity. Areas of diversity research generally evaluate individual characteristics that fall within one of two categories: primary and secondary characteristics. Primary characteristics refer to factors that cannot be changed i.e. gender, race, age, ethnicity, sexual orientation etc. Secondary traits are "malleable factors" (Riccucci, 2002, p. 27) such as marital status, religion, educational background, income, etc. Diversity research most often discusses, as outlined by Ospina (1996), ethnicity/nationality, gay men and lesbians, older workers, physically challenged, employees with HIV/AIDS, family obligations, and religious mandates. Additionally, areas of diversity which are called on for further research include social class and equity (Oldfield et al. 2006) as well as culture (White & Rice 2005 and Rice 2007) and language (Benavides 2007).

Conversely, Wise and Tschirhart's (2000) review of diversity literature indicated a lack of "breadth and depth in terms of the diversity effects investigated and the dimensions of diversity" (p. 389). This meta-analysis examined empirical literature that focused on managing diversity in the workplace and found, similarly to Ospina (1996), that the predominance of articles focused on the primary characteristics of sex/gender, ethnicity and race, and age. Fewer articles were published that address secondary dimensions such as education, work experience, and organizational tenure. For Wise and Tschirhart (2000) the lack of depth indicates a need for public administration scholars to do more in aiding practitioners to identify conceptual definitions and applications of diversity management efforts.

Research on diversity has represented nearly 12% of all articles published in public administration journals over the past few years as this research will further highlight. However, there have been very few studies analyzing the various research areas within diversity studies and the degree it is represented among public administration literature. One such study was Oldfield et al. (2006) that reviewed the "premier public administration journals" in Australia, Brazil, Canada and the United States. Their study analyzed four specific areas of diversity: gender, race, sexual orientation, and social class and found that journals rarely publish on these issues, if at all. Most of the articles published in the area of social equity, as they characterize the themes, were primarily focused on race and ethnicity, with little attention to class and sexual orientation (Oldfield et al. 2006).

The lack of research on diversity issues in public administration can, in part, be a shared responsibility of organizations that promote the field in academia and practice. Oldfield et al. (2006) call upon organizations such as the American Society of Public Administration (ASPA), the Association of Public Policy and Management (APPAM), and the National Association of Schools of Public Affairs and Administration (NASPAA) to further promote diversity research. They suggest that these "organizations might ponder why their journals have systematically been behind the curve on emerging social equity topics" (p 167). The following research will examine any changes on diversity research output beginning with 2006 publications. Although previous studies have been conducted, as noted above, this research fills a need in examining diversity publications in public administration as no meta-analysis has systemically examined this issue since 2006.

METHODS

We identified twenty of the top ranking journals in public administration (Bernick and Krueger, 2010) and all the section journals[2] associated with the American Society of Public

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[2] The *Chinese Review of Public Administration* is listed as a section journal of the American Society of Public Administration but was excluded from the data

Administration (Table 1). In all, thirty-one journals were analyzed for this study. There are various journal rankings for public administration, but we chose the most recent published ranking as it reflected a wide range of journals. Included were journals not specifically limited to public administration, such as *Social Science Quarterly* and *Human Relations,* but all journals examined are considered premier journals in the field. In addition to what were considered the top twenty journals per Bernick and Krueger's 2010 rankings, we included the journals specifically associated with the American Society of Public Administration (ASPA). The associated section journals of ASPA provide the added assurance that the review of articles conducted in this research covers a breadth of research areas associated with public administration.

The general research topic we are reviewing in this paper is diversity. The term diversity can represent various interpretations and applications in the field of public administration. From a kaleidoscope (Maier, 2010) to primary and secondary characteristics (Loden and Rosener, 1991), to cross-cultural human relations (Jones, 1999), diversity has been defined in a plethora of ways. Our primary goal has been to cast the widest net possible and apply all associated terms and concepts associated with diversity and research in public administration. For this reason, we define diversity as a set of innate and social characteristics that differentiate and link individuals and groups.

analysis as incomplete article listings were available when research was conducted.

Table 1
Journals Reviewed

Administration and Society	*Policy Studies Journal*
American Review of Public Administration	*Political Psychology*
Criminal Justice Policy Review	*Political Science Quarterly*
Evaluation Review	*Public Administration Quarterly*
Human Relations	*Public Administration Review*
International Journal of Public Administration	*Public Administration: An International Quarterly*
International Public Management	*Public Budgeting & Finance*
Journal of Health and Human Services Administration	*Public Integrity*
Journal of Health Politics, Policy, and Law	*Public Performance and Management Review*
Journal of Management Studies	*Public Voices*
Journal of Policy Analysis & Management	*Publius*
Journal of Public Administration Research & Theory	*Review of Public Personnel Administration*
Journal of Public Affairs Education	*Social Science Quarterly*
Journal of Public Management & Social Policy	*State and Local Government Review*
Journal of Urban Affairs	*Urban Affairs Review*
Organization Studies	

To this end, we have divided the concept of diversity into eight sub-categories of topics, as underscored by previous research on diversity and public administration (Ospina 1996; Oldfield et al 2006, White & Rice 2005, and Benavides 2007). They are: 1) race and ethnicity; 2) gender/sex; 3) sexual orientation; 4) religion, spirituality and faith-based; 5) culture and language; 6) ability; 7) class, equity and welfare; and 8) age. Some of these research topics were included in the "call for symposium manuscripts" of this issue, but after looking further into each of the categories, we found that they also have numerous sub-categories or focus areas.

We used the following guidelines when sorting articles into the most appropriate category:

Table 2
Diversity Sub-Categories

Race and ethnicity	Articles about African Americans, black populations, Hispanics, Latinos, American Indians, or Native Americans or other racial and/or ethnic groups were identified as diversity articles under this research area. Few articles specifically note in their focus as one of race or ethnicity, but rather are typically focused on particular groups.
Gender/sex	Articles identified under the research area of gender/sex were those whose primary research and findings dealt with differences among men and women. Many articles include gender or sex as a research variable, but are not the focus and typically only report the findings without a thorough discussion or comparison. These articles were not counted as diversity articles.
Sexual orientation	Research foci for articles within this category compare the traditional, hetero-centric perspective with the perspective of individuals identifying with a transgender, gay, lesbian, and/or bisexual orientation.
Religion, faith-based and spirituality	These articles discuss religious, faith-based, and spiritual practices in the workplace. Although these three topics have some differences, their similarity in theme led us to group them into one category.
Culture and language	Articles that focused on the culture and/or language of groups (excluding organizational culture) were grouped here. Issues of immigration and nationality were also included in this research area[3].
Ability	Research articles addressing the differently abled and issues of accessibility and discrimination are included within this typology.
Class, equity, and welfare	Articles that addressed issues related to class disparities, economic inequities, social equity, or welfare were grouped into this category.
Age	Articles evaluating issues of ageism and how age groups are treated differently represent the final research area. This area is inclusive of age issue affecting both the elderly and youth populations.

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[3] Some articles addressing immigration could also have been underscored by issues of races and ethnicity, in addition to language and culture. These articles were only counted once – as a diversity article – but could have counted in numerous research areas as well. Immigration and nationality could be considered their own category in future research as well.

These research categories were not mutually exclusive nor were they intended to be finite and without some variance. For example, an article about African American women in the public sector would fall into more than one category – race and ethnicity and gender/sex. Therefore, we would identify and quantify all articles and associate them with each category that applies. However, when calculating the total number of diversity articles for each journal, articles were only counted once despite their placement in multiple descriptive categories.

Meta-analysis was conducted of the 31 journals listed in Table 1. Like Wise and Tschirhart (2000), we used electronic journal databases to investigate existing literature. The method allowed the researchers to systematically identify core, recurring themes in individual studies and draw conclusions about the body of research investigated. As a result, researchers had access to titles, abstracts and in most cases the entire journal. One reviewer coded all journals and articles for the six-year period beginning in 2006 and ending in 2011. All articles published in one calendar year were counted for each journal followed by the number of those articles identified as an article on diversity. Finally, diversity articles were further reviewed and classified with all associated diversity research areas. A second reviewer reviewed a sample of half the journals and selected years to verify the reliability of the initial findings. The abstracts of most articles allowed for classification and in cases where further analysis was required; the journal article in its entirety was reviewed. The reviews of articles and data collection were done over a one-month period in July of 2012. Descriptive data was most appropriate for this study as the population size and total number of observations is limited to a six-year period.

The chosen methodology allowed us to understand two aspects of diversity research. First, we sought to find: how many articles on issues of diversity have been published in journals associated with public administration research and practice? Second, what areas of diversity are articles being published in? The following research findings represent cumulative data and are intended to reflect trends over a six-year period.

RESULTS AND FINDINGS

Overview

The total number of articles published in the selected journals between 2006 and 2011 was 7112. There has been a gradual increase in the number of published articles over this time period, with an average of 1185 articles published per year (low of 1140 articles in 2006; high of 1252 article in 2011). Of the total number of articles published, 842 were found to address issues of diversity representing a total percentage of 11.84%. The number of total articles published annually may be gradually increasing but the number of articles on diversity has fluctuated over the same time-span. As noted in Table 3, the year with the highest number of articles on diversity published was 2006, while 2008 represent the fewest number of diversity articles - also representing the lowest percentage of total articles with only 10.5%.

Table 3
Total Diversity Articles Published and Percentage, 2006-2011

Year	Total Articles	Diversity Articles	Percentage of Total
2006	1140	157	13.7%
2007	1126	133	11.8%
2008	1187	125	10.5%
2009	1195	152	12.7%
2010	1211	131	10.8%
2011	1252	144	11.5%
Totals	**7112**	**839**	**11.84%**

Top Journals

Table 4 outlines the top ten journals, in terms of the highest percentage of diversity articles published by that journal over the six year period of 2006-2011. The highest ranked journal with a percentage of 65.57% is the *Journal of Public Management & Social Policy* (JPMSP). This should be expected, given that the journal notes on their website that it publishes articles covering the "economic, educational, environmental, political and social well-being of diverse populations" (2012). Diversity articles in

JPMSP are overwhelmingly focused on race/ethnicity (N=21) and class, equity and welfare (N=14). There were no articles discussing religion, ability, or age and only a few related to sexual orientation (N=1), culture and language (N=2), and gender (N=4). With only 62 total articles, it was one of the smaller journals in terms of total number of articles published. The second ranked journal, *Social Science Quarterly*, represented one of the largest journals with over 400 total articles published and nearly 43% (42.86%) of those addressed issues of diversity. The journal suggests that it "publishes current research on a broad range of topics including political science, sociology, economics, history, social work, geography, international studies, and women's studies" (2012). The majority of the *Social Science Quarterly* articles on diversity focused on race/ethnicity (N=88) and class, equity, and welfare (N=49) with the third most addressed topic on gender issues (N=38). Unlike *JPMSP,* 38% (37.94%, N=17) of the articles published in *Social Science Quarterly* were related to religion, faith-based, and spirituality and 25% (24.55%, N=11) on sexual orientation. Language and culture (N=6), ability (N=1), and age (N=1) were topics far less prevalent.

The next two top ranked journals have an urban affairs focus. Of the articles within *Journal of Urban Affairs (JUA)* and *Urban Affairs Review (UAR),* 30% and 23%, respectively are diversity articles. The *Journal of Urban Affairs* focuses on research that is "relevant to the study of urban and regional phenomena", develops "approaches to community and metropolitan problems", and advances "the understanding of society and social change in the urban milieu" (2012). Class, equity, and welfare related articles are most prevalent in *JUA* (N=29) followed by race and ethnicity articles (N=15). Although included within published articles, topics related to gender (N=1), sexual orientation (N=1), religion, faith-based and spiritual (N=1), and language and culture (N=1) are not primarily addressed in *JUA*.

Inversely, *UAR*'s most addressed diversity topic is race and ethnicity (N=24) followed by class, equity, and welfare (N=18). According to the journal overview, *Urban Affairs Review* "covers urban policy; urban economic development; residential and community development; governance and service delivery;

comparative/international urban research; and social, spatial, and cultural dynamics" (2012). Despite these focus areas, articles related to gender (N=2), religion, faith-based, and spirituality (N=1), and language and culture (N=3) were far less prevalent.

The *Journal of Health and Human Services Administration* had the fifth highest percentage of diversity articles published during the five-year time period studied. Less than 20% (18.18%) of its articles focused on issues of diversity. The published articles are, however, more equally disbursed across categories than the other top five journals. Articles discussing race and ethnicity (N=8), ability (N=5), and class, equity and welfare (N=7) were published evenly throughout the five-year time span.

The *Journal of Policy Analysis & Management* also includes fewer than 20% of articles addressing topics of diversity. The seventh ranked journal, *Review of Public Personnel Administration*, should be noted as the only journal of the top ten where the most diverse topic is not one of race and ethnicity or class, equity and welfare. The journals *Political Psychology, Journal of Public Affairs Education,* and *Criminal Justice Policy Review*, finish out the top ten ranked journals with diversity articles consisting of 15.75%, 14.22%, and 12.34%, respectively, of published articles.

Table 4
Top Ten Journals for Diversity Research Publications, 2006-2011

Journal Name	Total Articles Published	No. of Articles on Diverse Issues	Total Percentage of Diverse Articles	Diverse Topic Most Addressed
Journal of Public Management & Social Policy	62	40	65.57%	Race/Ethnicity
Social Science Quarterly	448	192	42.86%	Race/Ethnicity
Journal of Urban Affairs	152	46	30.26%	Class, Equity and Welfare
Urban Affairs Review	191	44	23.04%	Race/Ethnicity
Journal of Health and Human Services Administration	121	22	18.18%	Race/Ethnicity
Journal of Policy Analysis & Management	300	51	17.00%	Class, Equity and Welfare
Review of Public Personnel Administration	129	21	16.28%	Gender
Political Psychology	235	37	15.74%	Race/Ethnicity
Journal of Public Affairs Education	204	29	14.22%	Class, Equity and Welfare
Criminal Justice Policy Review	154	19	12.34%	Race/Ethnicity

The remaining journals are sorted in alpha order (Table 5) and placed in four groups reflective of the percentage of diversity articles - ranging from 12.33% to 1%. These journals represent some of the highest ranked in the field of public administration, and include a variety of focus and research areas such as health, politics, performance, budgeting and international public administration – to underscore a few. As with the top ten ranked journals, the most prominent area of published diversity research remains race/ethnicity and class, equity and welfare. Of the remaining 21 journals, six journals discussed other diversity topics more frequently than race/ethnicity and class, equity, and

welfare. *Political Science Quarterly* and *International Public Management* both had religion, spirituality, and faith-based articles as the most discussed diversity area. *Human Relations* and *Evaluation Review* each had most of their diversity articles on the topic of gender. Finally, culture and language was the topic area most discussed in the diversity articles for *Organization Studies* and the *Journal of Management Studies*.

Over the six-year period – the annual average for all the journals collectively were just under 230 articles per year with 27 of those articles focused on diversity. This reflects a total average of 11% of diversity articles published during this time frame. A journal's rank and percentage of diversity articles can change significantly with only a few articles published more a year. With the addition of one more diversity article per year, an average journal would go from 11% to 14% of diversity articles published and into the top ten in rankings. With the addition of two diversity articles per year, the same average journal would jump to nearly 17%.

Table 5
Diversity Research Publications, 2006-2011, Grouped & Alpha Order

Journals With 12.33% – 7% Diversity Articles Published	Journals With 6.99% – 1% Diversity Articles Published
Administration and Society	Evaluation Review
American Review of Public Administration	International Public Management
Human Relations	Journal of Management Studies
International Journal of Public Administration	Organization Studies
Journal of Health Politics, Policy, and Law	Public Administration: An International Quarterly
Journal of Public Administration Research & Theory	Public Administration Review
Political Science Quarterly	Public Budgeting & Finance
Policy Studies Journal	Public Integrity
Public Administration Quarterly	Public Performance and Management Review
Public Voices	Publius
	State and Local Government Review

Trend in Topics

Of all the diversity topics evaluated within this study, articles pertaining to class, equity, and welfare were most abundant; between 2006 and 2011, 290 of the 7111 articles published were focused on this issue. Race and ethnicity comprised 273 articles during this time frame. The amount of research conducted within both areas seems to remain unswerving throughout the years. Although these two categories represented those areas with the most amount of published scholarly work, they comprised less than 8% of all published journal articles.

Conversely, articles discussing age and ability represented .21% (N=15 for age and N=14 for ability) of all articles published within these six years. These articles only comprise of 2.5% and 2.3% of all diversity articles, respectively (Chart 1). Ability related articles consistently decreased, despite a peak of nine articles in 2007, having three articles in 2006 and zero in 2011. Inversely, articles discussing differences in age increased, going from one in 2006 to four in 2011.

Gender and religion/faith-based research topics have shown a reduction in published articles over the six-year span. Published articles on gender, peaked at 25 in 2006. The most recent year in the study (2011) saw the lowest number of articles published, 15, on issues of gender. Similarly, articles with a research focus on religion or faith-based organizations saw a subtle decline in published articles. The peak number of published articles on the topic was 17 in 2006 – the first year of reviewed period. The lowest years of publication coming in the final two years of the reviewed period 2010 and 2011, with five and nine articles published, respectively.

On the other hand, the research area of sexual orientation has seen a steady increase in published articles. Although, still a relatively a small area of research, the number of articles have tripled on the topic. Only three articles were in 2006 and even fewer the following year on the topic of sexual orientation. The highest number of published articles was in 2011, with nine. The topic does not show any indication of decline and, most recently, a call for articles submissions on the topic was made for a special symposium issue of the *Journal of Public Management and Social Policy* (JPMSP 2012). The research area of sexual orientation covers a range of topics including: transgender, gay, lesbian and

bisexual orientation. Of the twenty-nine articles, *Social Science Quarterly* published eleven, followed by *Human Relations* and *Policy Studies* each publishing three articles on the topic area over the six-year period.

Chart 1
Percentage of Published Diversity Articles, 2006-2011
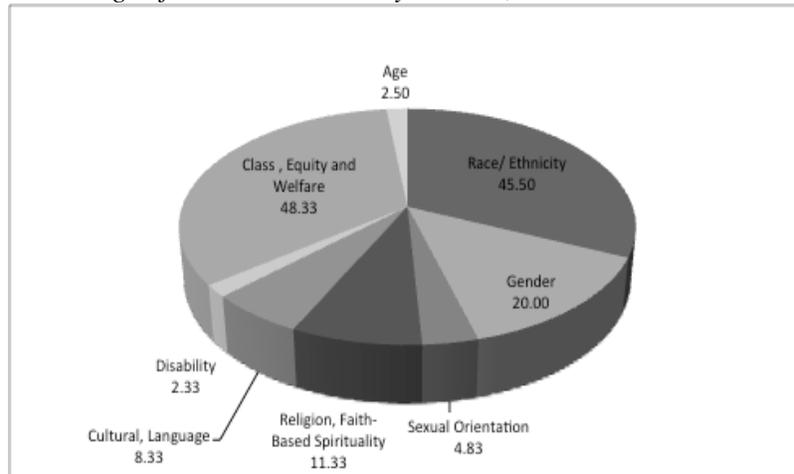
Journal Analysis

In addition to the descriptive findings, some statistical analysis was conducted to view the relationship of the journals with the precedence of diversity articles. Using the SPSS analytical program, correlations and regression was conducted to view the relationship on the dependent variable: Total Percentage (TOTPCT) over the six-year of diversity articles published. Two independent variables were created to represent different types of journals and their possible impact diversity articles. The first variable, Volume (VOL) was created to serve as a proxy for the age of the journal. This is intended to determine whether the age of the journal has any relationship with the degree of the diversity articles published. Second, the International Focus (INTL) of the journal is considered as possible variable in the relationship to diversity articles. Those journals identified as "international" in name or whose editor-in-chief was outside of the United States, were coded as 1 (International Journal) and those with a primarily

focus within the country were coded as 0 (Non-international Journal).

The descriptive statistics indicate that the average volume for the journals used is 41(N=31, StDev=25). The mean for international public administration journals is 0.23, suggesting that the majority of the journals studied are U.S. focused. Pearson Bi-variable Correlation test indicates that the age of the journal (VOL) has a positive relationship with the total number of articles published over the studied time period (Sig. 0.02). This can be expected as the older the journal gets, the greater interest and abilities to publish more articles. Also significant was the relationship between the age of the journal and the number of articles on race and ethnicity (Sig. 0.001). No other variables or research areas were found significantly correlated to the number of volumes and the overall age of the journal.

The international focus of the journal also had two variables significantly correlated with it. First, there was a positive relationship between the total number of articles published in the studied time period by a journal and whether a journal held an international focus (Sig. 0.01). International journals tend to publish more articles annually than their U.S. counterparts. Also significantly correlated with international journals is the research area of class, equity and welfare (Sig. 0.03). These two variables were the only significant variables found to be correlated with international journals. Regression analysis was also run and the various tests run indicated that neither the table output (variable used) nor the individual relationships among the variable were statistically significant. Most importantly, none of the statistical analysis found relationships with the key variable of diversity articles published. This is important, as part of our research was aimed at identifying which journals and with what frequency are they publishing diversity articles - with the possibility of also identifying key factors that lead to increased diversity research.

DISCUSSION

The results and findings show that a wide range of diversity topics are researched and published. More specifically,

we found that the most common topics continue to be class, equity and welfare and race/ethnicity. Since Oldfield et. al's 2006 study journal articles discussing class, equity and welfare has become increasingly more present. Oldfield et. al (2006) suggested that these articles were not given much attention during the time of their study, however, we find that it has since become the most published diversity topic. Race/ethnicity, as indicated by Ospina (1996), continues to be one of the most discussed area within the diversity literature However, it is now second to that of issues of class, equity and welfare. This is a critical shift that would be important for research to continue to observe. Will issues of class and welfare continue to maintain the primary area of diversity research? Will research of race and ethnicity begin to decline?

There are indications that some topics, such as sexual orientation, are increasing in the number of articles published about them in a public administration context. Overall, 11% of articles published in the journals relevant to public administration address some topic of diversity. The year 2006 represented the highest number of published diversity articles (N=157) within the six-year study period. Although the total number of published diversity articles fluctuated during this time span, diversity articles never exceeded 157. There are several reasons for why this may have been this case. One, the individuals serving as editors for PA journals during this time were, perhaps, more inclined to develop symposia dedicated to issues of diversity or more willing to accept diversity articles for publication. Second, the overall number of diversity articles being considered for publication may have been higher, and therefore created a large selection pool of articles. Thirdly, global and/or local incidents in popular culture or the news may have been increased interest in a particular topic leading to more interest in areas of diversity.

Although we were able to identify the areas of diversity that were published with relative frequency, there is still a gaping hole in the extent of diversity related articles in public administration's premier journals. Articles discussing issues of diversity represents a minute percentage of scholarly work. The lack of "breadth and depth" related to the examination of diversity dimensions, previously noted by Wise and Tschirhart (2000), remain a challenge for the field. This is particularly true when

evaluating secondary characteristics like education, organizational tenure, political beliefs, or work experience. With the changing demographics in American society, it is now more imperative than ever before that public administrators be equipped with the capacity and competency to work with individuals of different characteristics. Therefore, it becomes vital that public administration researchers and those responsible for publishing the work of PA scholars to ensure that diversity related articles are not only incorporated, but also become core inclusions of the top-ranked journals within the field.

Data collected during this study indicates that there has been no clear indication of an increase in the number of articles published on issues of diversity. As select areas have increased in the amount of scholarly work made available, other areas have decreased. Oldfield et. al (2006) question the major public administration organizations (ASPA, APPAM, NASPAA) and suggest that they themselves examine why their journals are not leading the field in producing work that supports issues of diversity.

NASPAA recently revised its standards for the accreditation of public affairs, policy, and public administration programs. Graduate and undergraduate programs, in order to receive accreditation, must ensure that their program emphasizes and demonstrates public service values which includes, among other things "serving professionally with competence, efficiency, and objectivity; acting ethically so as to uphold the public trust; and demonstrating respect, equity, and fairness in dealings with citizens and fellow public servants" (NASPAA, 2009). Furthermore, accredited programs are required to not only demonstrate efforts to recruit and retain a diverse study and faculty body, but also to have as the core of its curriculum competencies that embody students' abilities "to communicate and interact productively with a diverse and changing workforce and citizenry" (NASPAA, 2009). As NASPAA is the accrediting body for the field of public administration programs– it is imperative that they be one of the leaders to promote and encourage diversity scholarship and its subsequent publication. Students should be insured that they have access to an abundant amount of material that addresses issues of diversity. These

materials include published scholarly research among other instructional tools.

Frederickson (1971) argues that social equity be added alongside effectiveness and efficiency as the third pillar of public administration. For this to be done, PA scholars must delve deeper into the diversity conversation and make the concept and inclusion of work as mainstream as other key PA research areas like budgeting, public management, and performance measurement. In order for social equity to become the third pillar, public administration, as a whole, must view issues of diversity as not just an issue for the "other" to address. Diversity is not just for those who have first hand experience and/or awareness of differences in treatment to investigate. Rather, these differences should become a core tenet of all investigations and therefore, be so ingrained in research that the concept of 'diversity' is no longer a separate and quantifiable issue, but one that is consistently incorporated into any PA discussion.

CONCLUSION

This project was designed to evaluate public administration journals and examine the extent to which articles related to issues of diversity are published and in which areas. The findings of this research project suggest that diversity research as a collective, although race/ethnicity and class, equity, and welfare are the most published diversity areas, is still an area of research that is not given the appropriate amount of attention by the premier academic journals. Although articles now incorporate more breadth as it relates to diversity research topics, the depth or extent to which these projects are included in public administration's top journal is still lacking.

While relevant and highly ranked journals were studied, a limitation to this research was that researchers did not review all public administration journals. Focusing on a six-year time frame limited the scope of this research; therefore, any trends identified do not cover longer periods of research in the field and only represent current trends. These limitations lend themselves to avenues of future research. Most notably, future studies should continue to identify trends in diversity research and topic areas in

future issues of journals identified here. Also, data can be further analyzed to identify any correlation between very diverse journals in their research with their editorial boards, publisher, or location published. As the diversity of municipalities continue to change, future journal publications should also reflect the concept of diversity and the research produced within this area.

In conclusion, one avenue to fulfilling Frederickson's recommendation to having social equity be the third pillar of public administration is to ensure that there is an increasing body of research that supports those practicing public administration and helps guides them through the increases in diverse populations in the workforce. Therefore, it becomes the responsibility of researchers, editorial boards, associations (board) members, and those serving as reviewers to ensure that there is an equitable body of research, particularly within the field's top journals, focusing on diverse populations and issues of diversity.

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