



DIVERSITY IN PUBLIC ADMINISTRATION RESEARCH: A REVIEW OF JOURNAL AND BOOK PUBLICATIONS

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DIVERSITY RESEARCH

- Research on diversity has represented nearly 12% of all articles published in public administration journals over the past few years.
- 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



METHODS

- We identified twenty of the top ranking journals in public administration (Bernick and Krueger, 2010) and all the section journals associated with the American Society of Public Administration.
- In all, thirty-one journals were analyzed for this study.
- Years Studied: 2006-2011



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 | |



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. |
| 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. |



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 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 |

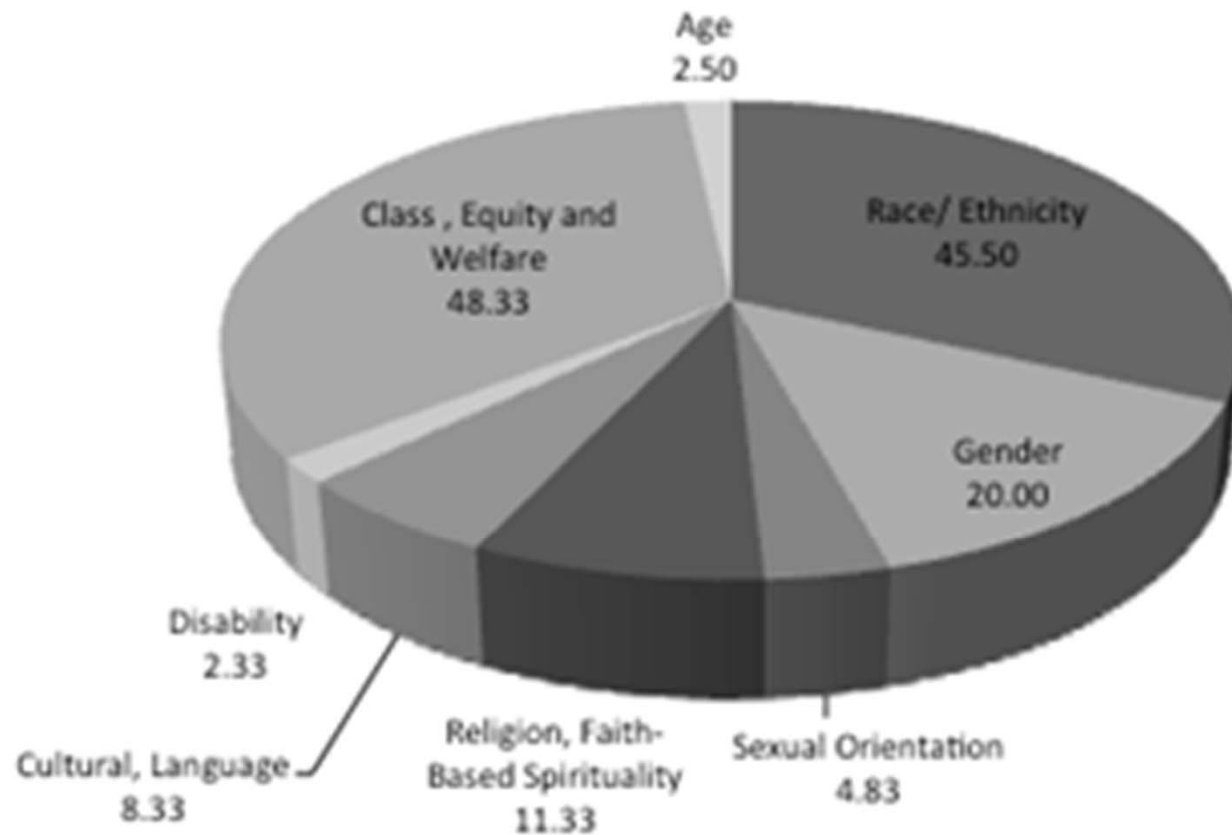


DIVERSITY RESEARCH PUBLICATIONS, 2006-2011, GROUPED & ALPHA ORDER

| 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 |



PERCENTAGE OF PUBLISHED DIVERSITY ARTICLES, 2006-2011



BOOK DIVERSITY TOTAL 2006-2011

| Year | Total Books | Diversity Books | Percentage |
|---------------|--------------------|------------------------|-------------------|
| 2006 | 369 | 40 | 10.84% |
| 2007 | 362 | 26 | 7.18% |
| 2008 | 374 | 39 | 10.43% |
| 2009 | 365 | 44 | 12.05% |
| 2010 | 369 | 44 | 11.92% |
| 2011 | 366 | 44 | 12.02% |
| Totals | 2205 | 237 | |



CONCLUSION

- Although we were able to identify the areas of diversity that were published with relative frequency, there is still a gaping whole 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.
- 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.



THANK YOU

