

## Diversity & Inclusion - Retirement Plan Abstracts

### Learning from the Consequences of Veterans' Preference: Implications for Hiring Initiatives that Promote Diversity and Inclusion

*Tim Johnson*

Has veterans' preference lessened the qualifications and quality of the U.S. federal service? This question has grown prominent in recent years due to the number of military veterans entering federal employment. My presentation reports the results of investigations in which I use the complete Status File of the U.S. Central Personnel Data File (i) to explore differences in the educational attainment of veterans' preference recipients and non-recipients in their first year of service, and (ii) to trace the career trajectories of veterans' preference recipients relative to the career trajectories of non-recipients. Results of these investigations not only offer insight into the effects of veterans' preference on the qualifications and quality of the federal service, but they also speak to broader concerns about the implications of diversity and inclusion initiatives on the performance of the federal service. Finally, consideration is given, in the presentation, to ways that future research might utilize data from the Office of Personnel Management to enhance knowledge about the effects of military veterans and veterans' preference on the federal service.

### LGBTs in the Federal Service: An Update

*Greg Lewis*

Using the 2015 Federal Employee Viewpoint Survey and the 2009-2014 American Community Surveys, I find that pay disparities between comparably educated and experienced partnered LGBTs and heterosexuals are smaller in the federal sector than in the for-profit sector, yet LGBTs express greater dissatisfaction with the federal workplace than heterosexuals on virtually every question on the FEVS.

### Continued Service? Understanding Military Veteran Turnover Intention among Federal Employees

*Matt Vanderschuer*

On November 9, 2009, Executive Order 13518 established the Veterans Employment Initiative and invigorated veteran hiring within the federal government. The number of veterans working in the federal workforce increased to 30.8 percent in 2014 from 25.8 percent in 2009. To account for this growing employee demographic, the Federal Employee Viewpoint Survey began tracking veteran status in 2012. Analysis of the 2012-2014 FEVS revealed that veterans are more likely to express higher turnover intention and lower job satisfaction than nonveterans. Interestingly, when analyzing the type of turnover intention, veterans are more likely to express intention to leave their current organization but are less likely to express intention to leave the federal service than nonveterans. My research builds on the initial FEVS reports by analyzing veteran job satisfaction and perceptions of organizational fairness and diversity management to better understand veteran attitudes towards turnover intention. Additionally, my discussion will include results from interviews where I asked veterans employed by the federal government about their turnover intentions and determined why they may want to leave their current organization. Despite the large number of veterans working in the federal government, there is limited empirical research on how veterans integrate into federal service and my research offers an attempt to strengthen our understanding of the military veteran employee.