

Sergio Fernandez

Indiana University
School of Public and Environmental Affairs
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Education

Ph.D. in Public Administration, University of Georgia, 2004

Doctoral Thesis: Explaining Contracting Effectiveness: An Empirical Analysis of Contracting for Services Among Local Governments (Hal G. Rainey, Chair, Laurence J. O'Toole, J. Edward Kellough and Jerome S. Legge)

Fields: Public Administration, Organization Theory, and Public Policy

Master of Public Administration, Florida International University, 1996

Bachelor of Arts in International Relations, Florida International University, 1993

Peer-Reviewed Journal Articles

Fernandez, Sergio, Koma, Sam Bogalebjapoo and Lee, Hongseok. Forthcoming. "Establishing the Link between Representative Bureaucracy and Performance: The South African Case." *Governance*.

Lee, Shinwoo, Fernandez, Sergio and Chang, Chaeyoung. Forthcoming. "Job Scarcity and Voluntary Turnover in the U.S. Federal Bureaucracy." *Public Personnel Management*.

Nicholson-Crotty, Sean, Nicholson-Crotty, Jill and Fernandez, Sergio. 2017. "Performance and Management in the Public Sector: Testing a Model of Relative Risk Aversion." *Public Administration Review*, 77: 603-614.

Nicholson-Crotty, Sean, Nicholson-Crotty, Jill and Fernandez, Sergio. 2017. "Will More Black Cops Matter? Officer Race and Police-Involved Homicides of Black Citizens." *Public Administration Review*, 77: 206-216.

Kim, Sun Young and Fernandez, Sergio. 2017. "Employee Empowerment and Turnover Intention in the U.S. Federal Bureaucracy." *American Review of Public Administration*, 47: 4-22.

Fernandez, Sergio and Lee, Hongseok. 2016. "The Transformation of the South African Public Service: Exploring the Impact of Racial and Gender Representation on Organizational Effectiveness." *Journal of Modern African Studies*, 54: 91-116.

- Seidle, Brett, Fernandez, Sergio and Perry, James. 2016. "Does Leadership Training and Development Make a Difference in the Public Sector? A Panel Study." *Public Administration Review*, 76: 603-613.
- Fernandez, Sergio, Resh, William, Oberfield, Zachary and Moldogaziev, Tima. 2015. "Assessing the Past and Promise of the Federal Employee Viewpoint Survey for Public Management Research: A Research Synthesis." *Public Administration Review*, 75: 382-394.
- Fernandez, Sergio and Moldogaziev, Tima. 2015. "Employee Empowerment and Job Satisfaction in the U.S. Federal Bureaucracy: A Self-Determination Theory Perspective." *American Review of Public Administration*, 45: 375-401.
- Fernandez, Sergio and Moldogaziev, Tima. 2013. "Employee Empowerment, Employee Attitudes and Performance: Testing a Causal Model." *Public Administration Review*, 73: 490-506.
- Fernandez, Sergio, Malatesta, Deanna, and Smith, Craig. 2013. "Race, Gender, and Government Contracting: Different Explanations or New Prospects for Theory?" *Public Administration Review*, 73: 109-120.
- Witesman, Eva and Fernandez, Sergio. 2013. "Government Contracts with Private Organizations: Are There Differences between Nonprofits and For-profits?" *Nonprofit and Voluntary Sector Quarterly*, 42: 689-715.
- Fernandez, Sergio and Moldogaziev, Tima. 2013. "Using Employee Empowerment to Encourage Innovative Behavior in the Public Sector." *Journal of Public Administration Research and Theory*, 23: 155-187.
- Pitts, David W., Marvel, John, D., and Fernandez, Sergio. 2011. "So Hard to Say Goodbye? Turnover Intention among U.S. Federal Employees." *Public Administration Review*, 71: 751-760.
- Fernandez, Sergio and Pitts, David. 2011. "Understanding Employee Motivation to Innovate: Evidence from Front Line Employees in United States Federal Agencies." *Australian Journal of Public Administration*, 70: 202-222.
- Fernandez, Sergio and Moldogaziev, Tima. 2010. "Empowering Public Sector Employees to Improve Performance: Does it Work?" *American Review of Public Administration*, 41: 23-47.
- Fernandez, Sergio and Wise, Lois R. 2010. "An Exploration of Why Public Organizations 'Ingest' Innovations." *Public Administration*, 88: 979-998.
- Moynihan, Donald, Fernandez, Sergio, Kim, Soonhee, LeRoux, Kelly M., Piotrowski, Suzanne J., Wright, Bradley E., and Yang, Kaifeng. 2010. "Performance Regimes amidst Governance Complexity." *Journal of Public Administration Research and Theory*, 21: 141-155.
- Fernandez, Sergio, Cho, Yoonjik, and Perry, James L. 2010. "Exploring the Link between Integrated Leadership and Public Sector Performance." *Leadership Quarterly*, 21: 308-323.

- Smith, Craig R. and Fernandez, Sergio. 2010. "Equity in Federal Contracting: Examining the Link between Minority Representation and Federal Procurement Decisions." *Public Administration Review*, 70: 87-96.
- Pitts, David W. and Fernandez, Sergio. 2009. "The State of Public Management Research: An Analysis of Scope and Methodology." *International Public Management Journal*, 12: 399-420.
- Fernandez, Sergio. 2009. "Understanding Contracting Performance: An Empirical Analysis." *Administration and Society*, 41: 67-100.
- Fernandez, Sergio. 2008. "Examining the Effects of Leadership Behavior on Employee Perceptions of Performance and Job Satisfaction." *Public Performance and Management Review*, 32: 175-205.
- Fernandez, Sergio, Ryu, Jay Eungha, and Brudney, Jeffrey L. 2008. "Exploring Variations in Contracting for Services among American Local Governments: Do Politics Still Matter?" *American Review of Public Administration*, 38: 439-462.
- Fernandez, Sergio. 2007. "What Works Best When Contracting for Services? An Analysis of Contracting Performance at the Local Level." *Public Administration*, 85: 1119-1140.
- Fernandez, Sergio and Pitts, David W. 2007. "Who are the Change Agents? Modeling Attitude and Behavior about Change among Public Managers." *American Review of Public Administration*, 37: 324-341.
- Fernandez, Sergio, Smith, Craig R., and Wenger, Jeffrey B. 2007. "Employment, Privatization, and Managerial Choice: Does Contracting Out Reduce Public Sector Employment?" *Journal of Policy Analysis and Management*, 26: 57-77.
- Fernandez, Sergio and Rainey, Hal G. 2006. "Managing Successful Organizational Change in the Public Sector: An Agenda for Research and Practice." *Public Administration Review*, 26: 168-176.
- Fernandez, Sergio and Smith, Craig R. 2006. "Looking for Evidence of Public Employee Opposition to Privatization: An Empirical Study with Implications for Practice." *Review of Public Personnel Administration*, 26: 356-381.
- Fernandez, Sergio. 2005. "Developing and Testing an Integrative Framework of Public Sector Leadership: Evidence from the Public Education Arena." *Journal of Public Administration Research and Theory*, 15: 197-217.
- Brudney, Jeffrey L., Fernandez, Sergio, Ryu, Jay Eungha, and Wright, Deil S. 2005. "Exploring and Explaining Contracting Out: Patterns among the American States." *Journal of Public Administration Research and Theory*, 15: 393-419.
- Fernandez, Sergio and Fabricant, Ross. 2000. "Methodological Pitfalls in Privatization Research: Two Cases from Florida's Child Support Enforcement Program." *Public Performance and Management Review*, 24: 133-144.

Editor-Reviewed Book Chapters

- Fernandez, Sergio and Kim, Sun Young. Forthcoming. "Managing for High Performance." In Stazyk, Edmund C. and Frederickson, H. George. (Eds.). *Handbook of American Public Administration*.
- Fernandez, Sergio, Malatesta, Deanna and Smith, Craig R. 2015. "Human Resources Management and Government Contracting." In Kearney, Richard and Cogburn, Jerrell. (Eds.). *Public Human Resource Management: Problems and Prospects*. Sixth Edition. Upper Saddle River, New Jersey: Pearson.
- Sergio, Fernandez. 2015. "Understanding and Overcoming Resistance to Change in Organizations." Perry, James L. and Christensen, Robert K. (Eds.). *Handbook of Public Administration*. Third Edition. San Francisco: Jossey-Bass.
- Fernandez, Sergio, Lowman, Carol and Rainey, Hal G. 2005. "Privatization and Its Implications for Human Resource Management." In Riccucci, Norma M. (Ed.). *Public Personnel Management: Current Concerns, Future Challenges*. Fourth Edition. New York: Longman.
- Fernandez, Sergio and Rainey, Hal G. 2005. "Local Government Contract Management and Performance: A Report." In International City/County Management Association (ICMA). *The Municipal Year Book*. Washington, DC: ICMA.
- Fernandez, Sergio, Lowman, Carol E., and Rainey, Hal G. 2002. "Privatization and Human Resource Management." In Ban, Carolyn and Riccucci, Norma M. (Eds.). *Public Personnel Management*. Third Edition. New York: Longman.

Other Editor- and Expert-Reviewed Publications

- Goldsmith, Stephen, Rendell, Ed and Fernandez, Sergio. 2014. *Government Outsourcing: A Practical Guide for State and Local Governments*. Bloomington, Indiana: Indiana University School of Public and Environmental Affairs.
- Fernandez, Sergio, Richards, Kenneth, Seesholtz, David, Fischer, Burnell, and Auer, Matthew. 2013. *Formalization, Coordination, and the Implementation of NEPA*. Washington, DC: US Department of Agriculture, US Forest Service.
- Fernandez, Sergio and Rainey, Hal G. 2012. "Managing Successful Organizational Change in the Public Sector: A Postscript." In Durant, Robert. (Ed.). *Debating Public Administration: An Academic-Practitioner Exchange*. London: Taylor and Francis.
- Fernandez, Sergio and Graham, John D. 2011. *Reform of Public Organizations: How to Induce More Proactive Responses to Emerging Risks*. Rüslikon, Switzerland: International Risk Governance Council.
- Fernandez, Sergio. 2010. *Case Study of the Commonwealth of Virginia's Procurement System*. Washington, DC: Pew Center on the States, Government Performance Project.

- Brown, Trevor, Fernandez, Sergio, and Heckman, Alex. 2010. *States Buying Smarter: Lessons Learned from Minnesota and Virginia*. Washington, DC: Pew Center on the States, Government Performance Project.
- Oberle, Jason and Fernandez, Sergio. 2010. "Purchasing Power: Best Practices in Township Procurement." *Michigan Township News*, July: 16-21.
- Fernandez, Sergio. 2009. *Design and Implementation of European Union Public Procurement Policy: An Annotated Bibliography*. Bloomington, Indiana: Indiana University, Center for West European Studies.
- Rainey, Hal G. and Fernandez, Sergio. 2006. "Response to Commentaries on 'Managing Successful Organizational Change in the Public Sector: An Agenda for Research and Practice.'" *Public Administration Review*, 66: 43-52.
- Rainey, Hal G. and Fernandez, Sergio. 2004. "A Response to 'Prompting the Transformation of Public Organizations.'" *Public Performance and Management Review*, 27: 34-40.
- Fernandez, Sergio. 2004. "Interview with Deil S. Wright." *State and Local Government Review*, 36: 151-155.

Conference Papers and Research Presentations

- Hammeduddin, Taha and Fernandez, Sergio. "Employee Engagement as Administrative Reform: Testing the Efficacy of OPM's Employee Engagement Initiative." Presented at the Annual Meeting of the American Political Science Association, San Francisco, California, September 2017.
- Hameduddin, Taha and Fernandez, Sergio. "Employee Engagement and Performance: Evidence from the U.S. Office of Personnel Management's Employee Engagement Initiative." Presented at the 14th Public Management Research Conference, Public Management Research Association and American University School of Public Affairs, Washington, D.C., June 2017.
- Fernandez, Sergio and Koma, Sam. "Representative Bureaucracy, Organizational Effectiveness and the South African Public Service." Presented at the 9th Annual Conference on Public Management and Administration, University of Pretoria School of Public Management and Administration, Centurion, South Africa, October 2016.
- Fernandez, Sergio and Lee, Hongseok. "Racial Representation, Diversity and Public Sector Performance in South Africa." Presented at the Annual Meeting of the American Political Science Association, Philadelphia, Pennsylvania, September 2016.
- Hameduddin, Taha and Fernandez, Sergio. "Federal Agency Usage of Challenge.gov: Predicting the Adoption of Open Innovation." Presented at the Annual Meeting of the American Political Science Association, Philadelphia, Pennsylvania, September 2016.
- Fernandez, Sergio. "Employee Engagement." Presented at the U.S. Office of Personnel Management Research Summit, American University, Washington, DC, March 2016.

- Nicholson-Crotty, Sean, Nicholson-Crotty, Jill and Fernandez, Sergio. "Risk Tolerance and Innovation in the Public Sector: Testing a Model of Relative Risk Aversion." Presented at the 13th Public Management Research Conference, Public Management Research Association and the University of Minnesota Hubert H. Humphrey School of Public Affairs, Minneapolis, Minnesota, June 2015.
- Kim, Sun Young and Fernandez, Sergio. "Employee Empowerment and Performance: A Contingency Approach?" Presented at the 13th Public Management Research Conference, Public Management Research Association and the University of Minnesota Hubert H. Humphrey School of Public Affairs, Minneapolis, Minnesota, June 2015.
- Fernandez, Sergio. "Representative Bureaucracy in South Africa: New Evidence Regarding the Impact of Passive Representation on Performance." Presented at University of Johannesburg Centre for Public Management and Governance, Johannesburg, South Africa, April 2015.
- Fernandez, Sergio and Lee, Hongseok. "Representative Bureaucracy in South Africa." Presented at the Project for Equity, Representation, and Governance, Texas A&M University, College Station, Texas, October 2014.
- Fernandez, Sergio and Lee, Hongseok. "The Transformation of the South African Public Service: Exploring the Effects of Racial and Gender Representation on Organizational Effectiveness." Presented at the 14th International Winelands Conference, Stellenbosch, South Africa, April 2014.
- Lee, Shinwoo, Fernandez, Sergio and Chaeyoung, Chang. "Exploring the Effects of Alternative Job Opportunities on Turnover Decisions: Evidence from the U.S. Federal Bureaucracy." Presented at the Annual Meeting of the American Political Science Association, Washington, DC, September 2014.
- Fernandez, Sergio. "Employee Empowerment, Job Satisfaction and Turnover." Presented at the Delmer Dunn Lecture Series, University of Georgia, Athens, Georgia, December 2013.
- Fernandez, Sergio and Kim, Sun Young. "Can Employee Empowerment Reduce Turnover? Evidence from the U.S. Federal Bureaucracy." Presented at the 12th Public Management Research Conference, Public Management Research Association and the University of Wisconsin Robert M. La Follette School of Public Affairs, Madison, Wisconsin, June 2013.
- Fernandez, Sergio, Resh, William and Moldogaziev, Tima. "From Whence, to Where? Assessing the Impact of the Federal Human Capital Survey/Federal Employee Viewpoint Survey on Public Management Research." Presented at the Annual Meeting of the American Political Science Association, New Orleans, Louisiana, September 2012 (cancelled).
- Fernandez, Sergio and Moldogaziev, Tima. "Employee Empowerment, Self-Determination and Job Satisfaction: An Empirical Analysis of Employee Empowerment Practices in the U.S. Federal Bureaucracy." Presented at the Converging and Conflicting Trends in the Public Administration of the US, Europe, and Germany Conference, hosted by German Research Institute for Public Administration (GRIP) Speyer and Indiana University School of Public and Environmental Affairs, Speyer, Germany, July 2012.

- Fernandez, Sergio. "Consideration for Standardizing the U.S. Forest Service's NEPA Process." Presented at the NEPA for the 21st Century Principal Investigators Meeting, U.S. Forest Service, Denver, Colorado, June 2011.
- Ritz, Adrian and Fernandez, Sergio. "Intended and Non-Intended Effects of Managing Organizational Change in Public Organizations." Presented at the 11th National Public Management Research Conference, Public Management Research Association and Syracuse University, Syracuse, New York, June 2011.
- Fernandez, Sergio and Moldogaziev, Tima. "A Causal Model of the Empowerment Process: Exploring the Link between Empowerment Practices, Employee Cognitions, and Behavioral Outcomes." Presented at the 11th National Public Management Research Conference, Public Management Research Association and Syracuse University, Syracuse, New York, June 2011.
- Fernandez, Sergio and Moldogaziev, Tima. "Empowerment, Innovativeness and Performance in the Federal Bureaucracy." Presented at the Research Colloquium, University of Kentucky, Lexington, Kentucky, March 2011.
- Fernandez, Sergio. "The Origins and Current State of Employee Empowerment in American Government." Presented at the University of Bern, Center of Competence for Public Management, Bern, Switzerland, December 2010.
- Fernandez, Sergio and Graham, John D. "Reform of Public Organizations: How to Induce More Proactive Responses to Emerging Risks." Presented at the International Risk Governance Council's Workshop on Emerging Risks, Rüschiikon, Switzerland, December 2010.
- Fernandez, Sergio, Malatesta, Deanna, and Smith, Craig R. "The Link between Democratic Representation and Federal Contracting Decisions: Signs of Divergence?" Presented at the Fall Research Conference of the Association for Public Policy Analysis and Management, Boston, Massachusetts, November 2010.
- Fernandez, Sergio and Moldogaziev, Tima. "Empowerment, Innovativeness, and Performance: Empirical Analysis of an Enduring New Public Management Reform in the U.S. Federal Bureaucracy." Presented at German University of Administrative Sciences-Speyer, Speyer, Germany, May 2010.
- Malatesta, Deanna, Smith, Craig and Fernandez, Sergio. "Academic Silos and the Concept of Public Action: Reconciling Public Administration with Legal Doctrine." Presented at the Annual Midwest Political Science Association Conference, Chicago, Illinois, March 2011.
- Fernandez, Sergio and Moldogaziev, Tima. "Empowerment, Innovativeness and Performance in the Federal Bureaucracy." Presented at the Research Colloquium, American University, Washington, D.C., March 2010.
- Fernandez, Sergio and Moldogaziev, Tima. "Empowering Public Employees to Innovate." Presented at the 10th Public Management Research Conference, Public Management Research Association and Ohio State University, Columbus, Ohio, October 2009.

- Fernandez, Sergio and Moldogaziev, Tima. "Empowering Public Sector Employees to Improve Performance: Does it Work?" Presented at the Annual Meeting of the American Political Science Association, Toronto, Canada, September 2009.
- Fernandez, Sergio. "European Union Public Procurement Policy: General Guidelines and Recent Reforms." Presented at Center for West European Studies, Indiana University, April 2009.
- Pitts, David, Fernandez, Sergio and Chang, Chaeyoung. "Why do Employees Leave the Federal Service? A Model of Turnover Intention." Presented at the Annual Meeting of the American Political Science Association, Boston, Massachusetts, September 2008.
- Fernandez, Sergio and Pitts, David. "How do We Motivate Public Employees to Innovate?" Presented at the Public Management and Performance Conference, Texas A&M University, College Station, Texas, May 2008.
- Fernandez, Sergio and Wise, Lois R. "Exploring Why Public Organizations 'Ingest' Innovations." Presented at the 9th National Public Management Research Conference, Public Management Research Association and University of Arizona, Tucson, Arizona, October 2007.
- Smith, Craig R. and Fernandez, Sergio. "Representative Bureaucracy and Federal Procurement: Examining the Impact of Minority Representation on the Awarding of Contracts to Small Disadvantaged Businesses." Presented at the 9th National Public Management Research Conference, Public Management Research Association and University of Arizona, Tucson, Arizona, October 2007.
- Fernandez, Sergio and Pitts, David. "Understanding Employee Motivation to Innovate: Evidence from U.S. Federal Agencies." Presented at the Annual Meeting of the American Political Science Association, Chicago, Illinois, August 2007.
- Witesman, Eva and Fernandez, Sergio. "The Mysterious Role of Trust: Nonprofits and Local Government Contracting." Presented at the Association for Research on Nonprofit Organizations and Voluntary Action's Annual Conference, Chicago, Illinois, November 2006.
- Fernandez, Sergio and Wise, Lois. "Adoption of H-1B Visas among Texas Public School Districts: An Empirical Analysis of Organizational Innovation." Presented at the National Association of Schools of Public Affairs and Administration's Annual Conference, Minneapolis, Minnesota, October 2006.
- Fernandez, Sergio. "Leadership Behavior and its Effects on Performance and Job Satisfaction." Presented at the Annual Meeting of the American Political Science Association, Philadelphia, Pennsylvania, August 2006.
- Fernandez, Sergio and Pitts, David. "Under What Conditions do Public Managers Favor and Pursue Organizational Change?" Presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia, August 2006.

- Fernandez, Sergio. "What Works Best When Contracting for Services? An Analysis of Contracting Performance at the Local Level." Presented at the Public Management and Performance Conference, Texas A&M University, College Station, Texas, May 2006.
- Fernandez, Sergio. "What Works Best When Contracting for Services? An Analysis of Contracting Performance at the Local Level." Presented at the Procurement and Acquisition Conference, Naval Postgraduate School, Monterey, California, May 2006.
- Fernandez, Sergio. "Accounting for Performance in Contracting for Services: Are Successful Contractual Relationships Controlled or Managed?" Presented at the 8th National Public Management Research Conference, Public Management Research Association and University of Southern California, Los Angeles, California, October 2005.
- Fernandez, Sergio, Smith, Craig, and Wenger, Jeffrey. "Employment, Privatization, and Managerial Choice: Does Contracting Out Reduce Public Sector Employment?" Presented at the Annual Meeting of the American Political Science Association, Washington, DC, August 2005.
- Fernandez, Sergio, Brudney, Jeffrey and Ryu, Jay Eungha. "Variations in Local Service Delivery: Examining the Effects of State-Level Factors on Local Government Contracting for Services." Presented at the Annual Meeting of the American Political Science Association, Washington, D.C., August 2005.
- Fernandez, Sergio. "Developing and Testing an Integrative Framework of Public Sector Managerial Leadership: Evidence From the Public Education Arena." Presented at the 7th National Public Management Research Conference, Public Management Research Association and Georgetown University, Washington, DC, October 2003.
- Brudney, Jeffrey L., Fernandez, Sergio, Ryu, Jay Eungha and Wright, Deil S. "Exploring and Explaining Contracting Out: Patterns Among the American States." Presented at the Annual Meeting of the American Political Science Association, Philadelphia, Pennsylvania, August 2003.
- Pavlak, Thomas and Fernandez, Sergio. "Expert Knowledge in Policy Making: Sharing Czech and American Experience." Presented at Charles University, Prague, Czech Republic, June 2002.
- Rainey, Hal G. and Fernandez, Sergio. "Special Hiring Authorities for Crucial Talent: Critical Pay Authorities in the Internal Revenue Service as Organizational Change." Presented at the Paul Van Riper Symposium, Annual Conference of the American Society for Public Administration, Phoenix, Arizona, March 2002.
- Wong, Sidney, Strube, Jill and Fernandez, Sergio. "What Competitive Advantages do Inner Cities Have? The Case of Six Miami Neighborhoods." Presented at the Annual Conference of the Association of Collegiate Schools of Planning, Atlanta, Georgia, November 2000.

Professional Experience

Visiting Lecturer, University of Pretoria, School of Public Management and Administration	2017-present
Visiting Professor, University of Johannesburg, Centre for Public Management and Governance	2016-present
Director, Ph.D. in Public Affairs Program and Joint Ph.D. in Public Policy Program, Indiana University, School of Public and Environmental Affairs	2012-2017
Associate Professor, Indiana University, School of Public and Environmental Affairs	2011-present
Assistant Professor, Indiana University, School of Public and Environmental Affairs	2004-2011
Graduate Research Assistant, Carl Vinson Institute of Government, University of Georgia	2000-2004
Researcher, Metropolitan Center, Florida International University	1999-2000
Contract Administrator, City of Coral Gables	1998-1999
Operations & Management Consultant, Child Support Enforcement Program, Florida Department of Revenue	1997-1998
Research Assistant, Institute of Government, Florida International University	1997

Teaching

SPEA

V366 Managing Behavior in Public Organizations	2005-2007, 2009-2010
V450 Research Design	2016
V502 Public Management	2004-2016
V504 Public Organizations	2004-2006
V580 Public Administration and Democracy in America	2008
V654 Public Program Management and Contracting	2006-2014
V672 Public Organization and Management II	2005-2017
V680 Research Design and Methods (multiple instructors, lead instructor)	2011-2016

V691 Workshop in Public Policy 2013-2017

Speyer University

S202 A Comparative Perspective on Public Administration in the European Union, Germany, and the US 2010-2012

Awards and Recognition

William E. Mosher and Frederick C. Mosher Award, Best Article by an Academic, Public Administration Review 2016

Public Administration Review 75 Most Influential Articles 2014

Delmer Dunn Lecture, University of Georgia 2013

Trustee Teaching Award, Indiana University 2010

Herbert Kaufman Award, Best Paper Presented at the Annual Meeting of the American Political Science Association 2004, 2006

Graduate Teaching Award, Indiana University, School of Public and Environmental Affairs 2006

Leonard D. White Dissertation Award, American Political Science Association, Public Administration Section 2005

Best Dissertation Award, Academy of Management, Public and Non-Profit Division 2005

Annual Dissertation Award, National Association of Schools of Public Affairs and Administration 2005

Honorable Mention, Dissertation Award, Association of Public Policy Analysis and Management 2005

Best Doctoral Student Award, Department of Public Administration, University of Georgia 2004

Graduate Research Assistantship, Carl Vinson Institute of Government, University of Georgia 2001-2004

Undergraduate Scholarship, Florida International University 1989-1993

Research and Consulting Grants

Indiana University, School of Public and Environmental Affairs. *Faculty Research Seed Grant*. Awarded July 2010. Amount: \$25,000.

Pew Charitable Trusts, Government Performance Project. *GPP Purchasing and Contracting Reform Initiative*. Awarded July 2009. Amount: \$22,000.

United States Forrest Service. *Formalization of the NEPA Process*. Awarded September 2008. Amount: \$35,000.

Indiana University, European Union's Center for Excellence. *Design and Implementation of EU Public Procurement Policy*. Awarded July 2008. Amount \$7,000.

Service

SPEA Committees and Other Activities

Joint Ph.D. in Public Policy Program Committee	2012-2017
Ph.D. in Public Affairs Program Committee	2005-2010, 2012-2017
SPEA Faculty Chairs/Program Directors Committee	2012-2017
SPEA Scheduling Committee	2012-2017
SPEA Council of Program Administrators	2012-2017
SPEA Sabbatical Review Committee	2012, 2015- 2017
SPEA Core Campus Strategic Planning Committee	2014-2015
SPEA Building Committee	2014-2015
SPEA Policy Committee	2012-2014
SPEA Dean Review Committee	2013
Faculty Search Committee, Governance and Management Position (Senior-Level Hire)	2012
Faculty Search Committee, Governance and Management Position (Junior-Level Hire)	2012
Governance and Management Hiring Priorities Working Group	2012
Governance and Management Faculty Research Productivity Working Group	2012
Indiana University Grad Stat Committee	2012-2014
Dean's Advisory Council, Expert Panel on Government Outsourcing Project	2011-2014

SPEA Personnel Committee	2012
IU-Bloomington General Education Committee	2012
SPEA in Speyer Overseas Studies Program	2009-2012
SPEA-DHV Speyer Conference Organizing Committee	2010-2012
Master of Public Affairs Curriculum Committee	2010-2012
Pi Alpha Alpha Committee	2011-2012
SPEA Overseas Education Committee	2010-2011
SPEA Budgetary Affairs Committee	2011, 2013
Faculty Search Committee, Governance and Management Position. (Junior-Level Hire)	2010-2011
Faculty Search Committee, Governance and Management Position (Junior-Level Hire)	2009-2010
Service Corp Advisory Board	2009-2011
Undergraduate Public Management Curriculum Review Committee	2008-2011
Faculty Search Committee, Arts Administration Position. (Junior-Level Hire)	2008-2009
Faculty Search Committee, Public Management Position (IUPUI) (Junior-Level Hire)	2008
Bonser Lecture Selection Committee	2008
Teaching Awards Committee	2007
Staff Awards Committee	2007
Master of Public Affairs Admissions Committee	2005-2010
Doctoral Program Review Committee	2004-2005

Student Service Activities

Doctoral Dissertation Committees: Hongseok Lee (chair, in progress), Yousueng Han (in progress), Shinwoo Lee (chair, in progress), Gordon Abner (co-chair, 2017), Sun Young Kim (chair, 2017), Mehmet Demircioglu (chair, 2017), Owen Witesman (chair, 2017), Yulianti Abbas (2017), Kohei Suzuki (2016), David Lee (2016), Hyesong Ha (chair, 2016), Louis Fucilla (chair, 2015), Norbert Chan (2015), Chaeyoung Chang (2015), Hyunkang Hur (2015), Graham Epstein (2015), Xueyin Zhao (2015), Neal Buckwalter (2012), John Marvel (2012), Aleksey Kolpakov

(2012), Natalia Ermasova (2012), Scott Smitson (2012), Tima Moldogaziev (2012), Brett Seidle (2011), Marty Luby (2010), Edward Vargas (2010), Chris Silvia (2010), Stephanie Moulton (2008), and Suk-Tae Hwang (2008)

Panel Chair, Annual Conference of the Association of SPEA Ph.D. Students (2005, 2006, 2010, 2012, 2015 and 2016)

Professional Service Activities

Member, Executive Committee of the Public Administration Section, American Political Science Association	2007-2009 2015-present
Member, Board of Editors, <i>Perspectives on Public Management and Governance</i>	2016-present
Member, Board of Editors, <i>American Review of Public Administration</i>	2012-present
Member, Board of Editors, <i>Journal of Public Administration Research and Theory</i>	2011-present
Member, Board of Editors, <i>International Journal of Public Sector Management</i>	2015-present
Member, Board of Editors, <i>International Review of Public Administration</i>	2014-present
Member, Board of Editors, <i>Public Administration Review</i>	2012-2015
Leonard D. White Award Committee, American Political Science Association, Public Administration Section	2015-2016
Chair, Beryl Radin Award, Public Management Research Association	2015
Member, Herbert A. Simon Book Award, American Political Science Association, Public Administration Section	2015
Member, Executive Board of the Public Management Research Association	2009-2013
Chair, Panel on Economic Development Policy, Converging and Conflicting Trends in the Public Administration of the US, Europe, and Germany Conference	2012
Chair, Panel on Multi-Sector Workforce, Public Management Research Conference	2011
Reviewer, Annual Meeting of the Academy of Management	2010
Chair, Panel on Implementing the National Environmental Policy Act, Fall Meeting of the Association for Public Policy Analysis and Management	2010

Chair, Panel on Public Sector Diversity Management, Public Management Research Conference	2009
Member, Academic Network of the Alliance for Innovation, Arizona State University	2007-2009
Member, Best Dissertation Award Committee, National Association of Schools of Public Affairs and Administration	2008
Chair, Herbert Kaufman Award Committee, Public Administration Section, American Political Science Association	2007
Speaker, Doctoral Student Colloquium, Annual Meeting of the Academy of Management	2006

Manuscript reviewer for: *Public Administration Review*, *Journal of Public Administration Research and Theory*, *Journal of Policy Analysis and Management*, *Public Administration (London)*, *American Review of Public Administration*, *Administration and Society*, *Review of Public Personnel Administration*, *Public Performance and Management Review*, *International Public Management Journal*, *Public Management Review*, *State and Local Government Review*, *Journal of Politics*, *Policy Studies Journal*, *Leadership Quarterly*, *Public Personnel Management*, *International Journal of Public Sector Management*, *Public Administration Quarterly*, and *Nonprofit and Voluntary Sector Quarterly*.

Public Service Activities

Interviewee, Time Magazine	2015
Interviewee, Federal Daily	2015
Guest, WFED Radio Station, Federal Drive Show	2015
Source, Government Executive, Tracking Individual Feds Over Time Could Improve Employee Viewpoint Survey	2015
Source, Government Management Daily	2015
Guest, WFYI Radio Station, No Limits Show	2014
Consultant, U.S. Department of Agriculture, U.S. Forest Service	2008-2013
Interviewee, Bloomington Herald Times	2012
Consultant, Monroe County, Indiana	2010-2011
Interviewee, Indianapolis Business Journal	2011
Interviewee, Indianapolis Star	2009, 2010
Consultant, Pew Charitable Trusts, Government Performance Project	2009-2010

Speaker, Mini University, Indiana University	2009
Interviewee, Bloomington Herald Times	2007
Interviewee, WGCL AM 1370 Radio Station	2007
Speaker, IUPUI Program for Visiting Kazakh Public Officials	2006
Speaker, Indiana Association of Public Health Physicians	2005

Professional Associations

American Political Science Association, Public Management Research Association, American Society for Public Administration, and Academy of Management.