

Sanjay K. Pandey

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POSITIONS* (**Lists post-doctoral work-experience only*)

The George Washington University, Trachtenberg School, Shapiro Professor of Public Policy & Public Administration 2014-

Rutgers University, Newark Campus, School of Public Affairs & Administration: Professor 2012-2014 (Associate Professor, 2009-2011)

University of Kansas, Department of Public Administration: Associate Professor 2008-2009 (Assistant Professor 2006-2008)

Rutgers University, Camden Campus, Department of Public Policy & Administration: Assistant Professor 2000-2006.

University of Maryland, Baltimore County, Center for Health Program Development & Management: Director of Evaluation Studies, Member of the Senior Staff and Senior Research Analyst, 1996-2000 (**Non-academic appointment**)

Health Services Medical Corporation, Syracuse, NY, Senior Research Analyst, 1995-1996 (**Non-academic appointment**)

EDUCATION

Ph.D., *Social Science*, Maxwell School of Citizenship & Public Affairs, Syracuse University, 1995.

M.A., *Social Science*, Maxwell School of Citizenship & Public Affairs, Syracuse University, 1994.

B.Tech., *Metallurgical Engineering*, Indian Institute of Technology, Kanpur, 1987.

SCHOLARLY HONORS & AWARDS

- **H. George Frederickson Award for Career Contributions to Public Management Research, 2022:** “The H. George Frederickson Award honors a senior scholar for career contributions to the field of public management. Exemplary contributions include, but are not limited to, adding to the intellectual development of the field and building professional capital (e.g., journal development and other means of sharing PM scholarship and information) related to public management research.”
- **Article selected from last 3 years of publications in Public Administration Review for PAR’s Highly Cited Collection, 2020:** “The State of Mixed Methods Research in Public Administration and Public Policy” (co-authors Kathryn Hendren and Qian Eric Luo)
- **Article selected from among 10 years of publications in Nonprofit Management & Leadership Virtual Issue titled, “NML Best of the 2010s: Most Popular Articles from 2010-2019,” 2020:** “Do Mission Statements Matter for Nonprofit Performance? Insights from a Study of US Performing Arts Organizations” (co-authors Sheela Pandey and Mirae Kim)
- **Charles H. Levine Best Conference Paper Award for paper presented at the Academy of Management, Public and Non-Profit Division, 2017:** (co-authors and co-recipients Sheela Pandey and Leisha DeHart-Davis).
- **Elected Fellow, National Academy of Public Administration, 2014**
 “The National Academy of Public Administration (the Academy) is an independent, non-profit, and non-partisan organization established in 1967 to assist government leaders in building more effective, efficient, accountable, and transparent organizations. Chartered by Congress to provide non-partisan expert advice, the Academy's unique feature is its nearly 800 Fellows--including former cabinet officers, Members of Congress, governors, mayors, and state legislators, as well as prominent scholars, business executives, and public administrators.”
- **2 co-authored articles published in the Public Administration Review in 2007 and 2012 included in “75 most influential since 1940”:** “More than 3500 articles have appeared in *PAR* ... The *PAR* Editorial Board selected ... article after an eight-month process of data collection, reflection, and deliberations. The Editorial Board reviewed a variety of data sources (e.g., citations, reprints, awards) related to articles ... published. The Board also drew upon their professional experience and judgment in arriving at the selections.” (co-authors Donald P. Moynihan and Bradley E. Wright)
- **NASPAA/ASPA Distinguished Research Award, 2013:** “recognizes an individual’s research which has made substantial impact on the thought and understanding of public administration”
- **Article selected from among 10 years of publications in the journal in Virtual Issue titled, “Performance Challenges in the Twenty-First**

Century: Selections from Public Performance and Management Review"

2013: "Organizational Effectiveness and Bureaucratic Red Tape: A Multi-method Study" (co-authors David H. Coursey and Donald P. Moynihan)

- **Joseph Wholey Distinguished Scholarship Award, 2011 for the best scholarly article on performance based governance in 2010:** "The Big Question for Performance Management: Why do Managers Use Performance Information" (co-author and co-recipient Donald P. Moynihan)
- **Article selected as "Exemplar of High Quality Research" to celebrate 20th year of publication of the *Journal of Public Administration Research and Theory*** (included in the JPART Reader), **2010.** "The articles in this collection were selected from a larger list of nominations ... As the selection committee, we sought to include a wide range of exemplary articles representing the diverse range of methodological approaches, theoretical issues, and substantive topics that have appeared in JPART" (co-author Bradley E. Wright).
- **Best Conference Paper, *Northeast Conference on Public Administration, Newark, NJ, 2010:*** "Cutback Management and the Paradox of Publicness"
- **Marshall E. Dimock Award for the Best Lead Article in *Public Administration Review during the 2007 volume year, 2008:*** "The Role of Public Organizations in Fostering Public Service Motivation" (co-author and co-recipient Donald P. Moynihan)
- ***Hawaii International Conference on System Sciences Best Paper Award in the Electronic Government Track, 2007:*** "Multiple Measures of Website Effectiveness and their Effect on Service Quality in Health and Human Service Agencies" (co-author and co-recipient Eric W. Welch)
- **Outstanding Reviewer Award, *Academy of Management, Public and Non-Profit Division, 2006***
- **Honorable Mention, Best Journal Article of 2006, *Public Management Review*** (co-author Donald P. Moynihan)
- **Charles H. Levine Best Conference Paper Award for paper presented at the *Academy of Management, Public and Non-Profit Division, 2005:*** (co-author and co-recipient Bradley E. Wright).

EDITED BOOKS & JOURNAL SYMPOSIA:

Sanjay K. Pandey, Kathryn Newcomer, Leisha DeHart-Davis, Jasmine McGinnis Johnson, and Norma M. Riccucci (2022) *Public Administration Review* Symposium on Race, Gender, and Social Equity (Volume 82, Issue 3, pages 377-605).

Christopher Carrigan, Sanjay K. Pandey and Gregg G. Van Ryzin (2020) *Public Administration Review* Symposium Issue on Behavioral Public Administration. (Volume 80, Issue 1, pages 46-

171) *Articles from this symposium were heavily covered in social media and continue to be widely cited.

Sanjay K. Pandey and Jasmine McGinnis Johnson (2019) *Public Performance and Management Review* Special Issue on Nonprofit management. (Volume 42, Issue 1, pages 1-240)

Sanjay K. Pandey (2017) *Review of Public Personnel Administration Symposium* on Theory and Method in Public Administration (Volume 37, Issue 2, pages 131-270) *Articles from this special issue have been widely recognized and continue to be highly cited, including the winner of the annual best article award, and one cited more than 200 times.

Stephan Grimmelikhuijsen, Lars Tummars, and Sanjay K. Pandey (2017) *International Public Management Journal Symposium* on Promoting state-of-the-art methods in public management research. (Volume 20, Issue 1, pages 7-102).

Sanjay K. Pandey (2015) *Public Performance and Management Review* Symposium on Performance Information Use in Public and Nonprofit Organizations. (Volume 39, Issue 1, pages 1-82)

Yogesh K. Dwivedi, Mahmud A. Shareef, Sanjay K. Pandey, and Vinod Kumar (Editors). 2014. *Public Administration Reformation: Market Demand from Public Organizations*. Routledge/Taylor and Francis, 311 pages.

Mahmud A. Shareef, Norm Archer, Yogesh K. Dwivedi, Alok Mishra, & Sanjay K. Pandey (Editors) 2012. *Transformational Government through eGov: Socioeconomic, Cultural, and Technological issues*. Emerald Group Publishers, 350 pages.

PUBLICATIONS (Refereed indicated with asterisk *)

1. *Jesse Campbell, Sanjay K. Pandey, and Lars Arnesen (forthcoming) The Ontology, Origin, and Impact of Divisive Public Sector Rules: A Meta-Narrative Review of the Red Tape and Administrative Burden Literatures. *Public Administration Review*.
2. *Kathryn Hendren, Kathryn Newcomer, Sanjay K. Pandey, Margaret Smith, and Nicole Sumner (forthcoming) "How Qualitative Research Methods can be Leveraged to Strengthen Mixed Methods Research in Public Policy and Public Administration" *Public Administration Review*.
3. *Sheela Pandey, Leisha DeHart-Davis, Sanjay Pandey, and Sucheta Ahlawat (forthcoming) "Fight or Flight: How Gender Influences Follower Responses to Unethical Leader Behaviour?" *Public Management Review*. DOI: 10.1080/14719037.2021.2000220
Based on AOM's Charles H. Levine Award winning Conference Paper
4. *Chelsea Richwine, Luo, Qian "Eric", Thorkildsen, Zoë, Chong, Nicholas, Morris, Rebecca, Barnow, Burt, and Sanjay K. Pandey. (2022) "Defining and Assessing the Value of

Canonical Mixed Methods Research Designs in Public Policy and Public Administration” *Journal of Policy Analysis and Management*. 41(3): 891-920.

5. Sanjay K. Pandey, Kathryn Newcomer, Leisha DeHart-Davis, Jasmine Johnson, and Norma M. Riccucci (2022) “Reckoning with Race and Gender in Public Administration and Public Policy: A Substantive Social Equity Turn” *Public Administration Review*. 82(3): 386-395.
6. Sanjay K. Pandey, Domonic Bearfield, Jeremy L. Hall (2022) “A New Era and New Concepts in the Study of Race in Public Administration” *Public Administration Review*. 82(2): 205-209.
7. Sanjay K. Pandey (2021) “The Psychological Process View of Bureaucratic Red Tape” In *Research Handbook on HRM in the Public Sector*, Edited by Bram Steijn and Eva Knies. Edward Elgar, pages 260-275.
8. *Shahidul Hassan, Sheela Pandey, and Sanjay K. Pandey 2021. “Should Managers Provide General or Specific Ethical Guidelines to Employees: Insights from a Mixed Methods Study” *Journal of Business Ethics*. 172(3): 563-580.
9. *Bert George, Sanjay K. Pandey, Bram Steijn, Adeliën Decramer, and Mieke Audenaert 2021. “Red tape, organizational performance and employee outcomes: meta-analysis, meta-regression and research agenda.” *Public Administration Review*. 81(4): 638-651
10. *Leisha DeHart-Davis, Deneen Hatmaker, Kimberly L. Nelson, Sanjay K. Pandey, Sheela Pandey, and Amy E. Smith. (2020) *Gender Imbalance in Public Sector Leadership*. Cambridge University Press (Elements in Public and Nonprofit Administration).
11. *Michael Worth, Sheela Pandey, Sanjay K. Pandey, and Suhail Qaddumi (2020) “Understanding Motivations of Mega-Gift Donors to Higher Education: A Qualitative Study” *Public Administration Review*. 80(2): 281-293.
12. *Christa de Geus, Alex Ingrams, Lars Tummers, and Sanjay K. Pandey (2020) “Organizational Citizenship Behavior in the Public Sector: A Systematic Literature Review and Future Research Agenda” *Public Administration Review*. 80(2): 259-270.
13. *Lewis Faulk, Sheela Pandey, Sanjay K. Pandey, and Kristen Scott Kennedy (2020) “Donors’ Responses to Profit Incentives in the Social Sector: The Entrepreneurial Orientation Reward and the Profit Penalty” *Journal of Policy Analysis and Management*, 39(1): 218-242.
14. Christopher Carrigan, Sanjay K. Pandey and Gregg G. Van Ryzin (2020) “Pursuing Consilience: Using Behavioral Public Administration to Connect Research on Bureaucratic Red Tape, Administrative Burden, and Regulation” *Public Administration Review*, 80(1): 46-52.

15. *Alexander Kroll, Milena Neshkova, and Sanjay K. Pandey (2019), "Spillover Effects from Customer to Citizen Orientation: How Performance Management Reforms Can Foster Public Participation" *Administration and Society*. 51(8): 1227-1253.
16. *Sheela Pandey and Sanjay K. Pandey (2019) "Applying Natural Language Processing Capabilities in Computerized Textual Analysis to Measure Organizational Culture" *Organizational Research Methods*. 22(3): 765-797.
17. Sanjay K. Pandey and Jasmine McGinnis Johnson (2019) "Nonprofit Management, Public Administration, and Public Policy: Separate, Subset, or Intersectional Domains of Inquiry?" *Public Performance and Management Review*, 42(1): 1-10.
18. *Kathryn Hendren, Qian Luo, and Sanjay K. Pandey (2018) "The State of Mixed Methods Research in Public Administration and Public Policy" *Public Administration Review*. 78(6): 904-916.
19. *Sheela Pandey, Joseph J. Cordes, Sanjay K. Pandey, William F. Winfrey (2018) "Use of social impact bonds to address social problems: Understanding contractual risks and transaction costs" *Nonprofit Management and Leadership*. 28(4): 511-528.
20. *Mirae Kim, Sheela Pandey, and Sanjay K. Pandey (2018) "Why do Nonprofit Performing Art Organizations Offer Free Public Access?" *Public Administration Review*. 78(1): 139-150.
21. Kathryn Hendren and Sanjay K. Pandey (2018) "Motivation in Public Management: Seeing the Forest through the Trees" IN *The Handbook of American Public Administration*, Edited by Edmund C. Stazyk and H. George Frederickson, Edward Elgar Publishing.
22. *Deneen Hatmaker, Amy Smith, Sanjay K. Pandey, and Sushmita Subedi (2017) "Co-Authorship Networks in Public Service Motivation Scholarship: Implications for the Evolution of a Field." *Review of Public Personnel Administration*. 37(3): 295-322.
23. Sanjay K. Pandey, Sheela Pandey, and Gregg Van Ryzin (2017), "Prospects for Experimental Approaches to Research on Bureaucratic Red Tape." IN *Experiments in Public Management Research* Edited by Oliver James, Sebastian Jilke, and Gregg Van Ryzin, Cambridge University Press, pages 219-243.
24. Sanjay K. Pandey (2017) "Theory and Method in Public Administration." *Review of Public Personnel Administration*. 37(2): 131-138.
25. *Bert George and Sanjay K. Pandey (2017) "We know the Yin– But where is the Yang? Towards a balanced approach on common source bias in public administration scholarship." *Review of Public Personnel Administration*. 37(2): 245-270.

26. *Sheela Pandey, Saurabh Lall, Sanjay K. Pandey, and Sucheta Ahlawat (2017) "The Appeal of Social Accelerators: What do Social Entrepreneurs Value?" *Journal of Social Entrepreneurship*. 8(1): 88-109.
27. *Sheela Pandey, Mirae Kim, and Sanjay K. Pandey (2017), "Do Mission Statements Matter for Nonprofit Performance? Insights from a Study of US Performing Arts Organizations." *Nonprofit Management and Leadership*. 27(3): 389-410.
28. Stephan G. Grimmelikhuijsen, Lars G. Tummers, and Sanjay K. Pandey 2017, "Promoting state-of-the-art methods in public management research." *International Public Management Journal*, 20(1): 7-13.
29. *Sheela Pandey, Sanjay K. Pandey, and Larry Miller 2017, "Measuring Innovativeness of Public Organizations: Using Natural Language Processing Techniques in Computer-aided Textual Analysis" *International Public Management Journal*. 20(1): 78-102.
30. Joshua L. Osowski and Sanjay K. Pandey 2017, "Public Policies Promoting Performance Management: Australia and the United States." IN Thomas R. Klassen, Denita Cepiku, Tae Joon Lah (Eds.), *The Routledge Handbook of Global Public Policy and Administration*. New York, NY: Routledge, pp. 309-318.
31. Sanjay K. Pandey, Sheela Pandey, Rachel Breslin, and Erica Broadus 2017, "Public Service Motivation Research Program: Key Challenges and Future Prospects." IN *Foundations of Public Administration*, Edited by Jos Raadschelders and Richard Stillman, Irvine, CA: Melvin and Leigh, pp. 314-332.
32. *Sanjay K. Pandey, Randall S. Davis, Sheela Pandey, and Shuyang Peng 2016, "Transformational Leadership And The Use Of Normative Public Values: Can Employees Be Inspired To Serve Larger Public Purposes?" *Public Administration*. 94(1): 204-22.
33. Sanjay K. Pandey 2015. "Performance Information Use: Making Progress But A Long Way to Go". *Public Performance and Management Review*. 39(1): 1-6.
34. *Sanjay K. Pandey and Justin Marlowe 2015. "Assessing Survey-Based Measurement of Personnel Red Tape with Anchoring Vignettes" *Review of Public Personnel Administration*. 35(3): 215-237.
Lead Article
35. *Shuyang Peng, Sheela Pandey, and Sanjay K. Pandey 2015. "Is There A Nonprofit Advantage? Examining the Impact of Institutional Context on Individual-Organizational Value Congruence." *Public Administration Review*, 75(4): 585-596.
36. *Madinah Hamidullah, Norma Riccucci, and Sanjay K. Pandey 2015. "Women in the City Hall: Gender Dimensions of Managerial Values" *American Review of Public Administration*. 45(3): 247-262.
Lead Article

37. *Rusi Sun, Shuyang Peng, and Sanjay K. Pandey 2014. "Testing the Effect of Person-Environment Fit on Employee Perceptions of Organizational Goal Ambiguity" *Public Performance and Management Review*. 37(3): 465-495.
38. *Sanjay K. Pandey, Joel Cantor, and Kristen Lloyd 2014 "Immigrant Health Care Access and the Affordable Care Act" *Public Administration Review*. 74(6): 749-759.
39. Sanjay K. Pandey, Yogesh Dwivedi, Mahmud Shareef, and Vinod Kumar 2014. "Introduction: Markets and Public Administration". IN Yogesh K. Dwivedi, Mahmud A. Shareef, Sanjay K. Pandey, and Vinod Kumar (Editors), pp. 1-6, *Public Administration Reformation: Market Demand from Public Organizations*. Routledge/Taylor and Francis.
40. Donald P. Moynihan, Sanjay K. Pandey, and Bradley E. Wright 2014. "Transformational Leadership in the Public Sector: Empirical Evidence of its Effects". IN Yogesh K. Dwivedi, Mahmud A. Shareef, Sanjay K. Pandey, and Vinod Kumar (Editors), pp. 87-104, *Public Administration Reformation: Market Demand from Public Organizations*. Routledge/Taylor and Francis.
41. Ashley Whitaker and Sanjay K. Pandey 2014. "A New Agenda for Public Organizations: Monitoring Market Economy and Private Organizations". IN Yogesh K. Dwivedi, Mahmud A. Shareef, Sanjay K. Pandey, and Vinod Kumar (Editors), pp. 76-84, *Public Administration Reformation: Market Demand from Public Organizations*. Routledge/Taylor and Francis.
42. *Bradley E. Wright, Robert Christensen, and Sanjay K. Pandey 2013. Measuring Public Service Motivation: Exploring the Equivalence of Existing Global Measures. *International Public Management Journal*. 16(2): 197-223
43. *Alexander C. Henderson and Sanjay K. Pandey 2013. Leadership in Street-level Bureaucracy: An Exploratory Study of Supervisor-Worker Interactions in Emergency Medical Services. *International Review of Public Administration*. 18(1): 7-23.
44. Sanjay K. Pandey. 2012 "Commentary: Back to the Future? Performance-Related Pay, Empirical Research, and the Perils of Persistence". IN Robert F. Durant and Jennifer R.S. Durant (eds.) 2012. *Debating Public Administration: Management Challenges, Choices, and Opportunities*. CRC Press.
45. *Donald P. Moynihan, Bradley E. Wright, and Sanjay K. Pandey 2012. Working within Constraints: Can Transformational Leaders Alter the Experience of Red Tape? *International Public Management Journal*. 15(3): 315-336.
46. *Donald P. Moynihan, Sanjay K. Pandey and Bradley E. Wright 2012. Prosocial Values and Performance Management Theory: The Link between Perceived Social Impact and Performance Information Use. *Governance*. 25(3): 463-483.

47. *David H. Coursey, Kaifeng Yang, and Sanjay K. Pandey 2012. Public Service Motivation (PSM) and Support for Citizen Participation A Test of Perry and Vandenabeele's Reformulation of PSM Theory. *Public Administration Review*. 72(4): 572-582.
48. *Bradley E. Wright, Donald P. Moynihan, and Sanjay K. Pandey 2012. Pulling the Levers: Transformational Leadership, Public Service Motivation and Mission Valence. *Public Administration Review*. 72(2): 206-215.
49. *Donald P. Moynihan, Sanjay K. Pandey, and Bradley E. Wright 2012. Setting the Table: How Transformational Leadership Fosters Performance Information Use. *Journal of Public Administration Research and Theory*. 22(1): 143-164.
50. *Edmund C. Stazyk, Sanjay K. Pandey, and Bradley E. Wright. 2011. Understanding Affective Organizational Commitment: The Importance of Institutional Context. *American Review of Public Administration*. 41(6): 603-624.
- Lead Article**
51. *Kaifeng Yang and Sanjay K. Pandey 2011. Further Dissecting the Black Box of Citizen Participation: When Does Citizen Involvement Lead to Good Outcomes? *Public Administration Review*. 71(6): 880-892.
52. *Bradley E. Wright and Sanjay K. Pandey 2011. Public Organizations and Mission Valence: When Does Mission Matter? *Administration & Society*. 43(1): 22-44.
53. *Kelly LeRoux and Sanjay K. Pandey 2011. City Managers, Career Incentives, and Municipal Service Decisions: The Effects of Managerial Progressive Ambition on Interlocal Service Delivery. *Public Administration Review*. 71(4): 627-636.
54. Sanjay K. Pandey 2010. Cutback Management and the Paradox of Publicness. *Public Administration Review*. 70(4): 564-571.
- Best Conference Paper, Northeast Conference on Public Administration**
55. *Donald P. Moynihan and Sanjay K. Pandey 2010. The Big Question for Performance Management: Why do Managers Use Performance Information? *Journal of Public Administration Research and Theory*. 20(3): 849-866.
- Joseph Wholey Distinguished Scholarship Award**
56. *Eric Welch, Sanjay K. Pandey, and Nilay Yavuz 2010. Modeling the Relationship between Website Effectiveness and Service Quality: A Study of State Level Human Services Agencies. In *E-Government: Information, Technology, and Transformation*, Hans J. Scholl (ed), pp. 256-279, Armonk, NY: ME Sharpe.
57. *Kelly LeRoux, Paul Brandenburger, and Sanjay K. Pandey 2010. Interlocal Service Cooperation in U.S. Cities: A Social Network Explanation. *Public Administration Review*. 70(2): 268-278.

58. *Bradley E. Wright and Sanjay K. Pandey. 2010. Transformational leadership in the Public Sector: Does Structure Matter? *Journal of Public Administration Research and Theory*. 20(1): 75-89.
59. *Kaifeng Yang and Sanjay K. Pandey 2009. How Do Perceived Political Environment and Administrative Reform Affect Employee Commitment? *Journal of Public Administration Research and Theory*. 19(2): 335-360.
60. *Bradley E. Wright and Sanjay K. Pandey 2008. Public Service Motivation and the assumption of person-organization fit: Testing the mediating effect of value congruence. *Administration & Society*. 40(5): 502-521
61. Sanjay K. Pandey and Edmund C. Stazyk. 2008. Antecedents and Correlates of Public Service Motivation. In *Motivation in Public Management: The Call of Public Service*, James L. Perry and Annie Hondeghem (eds.), pp. 101-117. Oxford: Oxford University Press.
62. *Sanjay K. Pandey, Bradley E. Wright, and Donald P. Moynihan. 2008. Public Service Motivation and Interpersonal Citizenship Behavior in Public Organizations: Testing a Preliminary Model. *International Public Management Journal*. 11(1): 89-108.
63. *Donald P. Moynihan and Sanjay K. Pandey. 2008. The Ties that Bind: Social Networks, Person-Organization Fit and Turnover Intention. *Journal of Public Administration Research and Theory*. 18(2): 205-227.
64. *James Garnett, Justin Marlowe and Sanjay K. Pandey 2008. Penetrating the Performance Predicament: Communication as Mediator or Moderator of Organizational Culture's Impact on Public Organizational Performance. *Public Administration Review*. 68(2): 266-281.
65. *Kaifeng Yang and Sanjay K. Pandey 2007. Public Responsiveness of Government Organizations: Testing a Preliminary Model. *Public Performance and Management Review*. 31(2): 215-240.
66. *Donald P. Moynihan and Sanjay K. Pandey 2007a. The Role of Organizations in Fostering Public Service Motivation. *Public Administration Review*. 67(1): 40-53.
Lead Article; Dimock Award Winner
67. *Donald P. Moynihan and Sanjay K. Pandey. 2007b. Finding Workable Levers over Work Motivation: Comparing Job Satisfaction, Job Involvement and Organizational Commitment. *Administration & Society*. 39(7): 803-832. [Lead Article]
68. *Sanjay K. Pandey, David H. Coursey and Donald P. Moynihan 2007. Organizational Effectiveness and Bureaucratic Red Tape: A Multi-method Study. *Public Performance and Management Review*. 30(3): 398-425.

69. *David H. Coursey and Sanjay K. Pandey 2007a. Public Service Motivation Measurement: Testing an Abridged Version of Perry's Scale. *Administration & Society*, 39(5): 547-568.

Lead Article

70. *David H. Coursey and Sanjay K. Pandey 2007b. Content Domain, Measurement, and Validity of the Red Tape Concept: A Second-Order Confirmatory Factor Analysis. *American Review of Public Administration*. 37(3): 342-361.
71. *Eric Welch and Sanjay K. Pandey 2007. E-government and Bureaucracy: Towards a Better Understanding of Intranet Implementation and its Effect on Red Tape. *Journal of Public Administration Research and Theory*. 17(3): 379-404.
72. *Sanjay K. Pandey and Bradley E. Wright 2006. Connecting the Dots in Public Management: Political Environment, Organizational Goal Ambiguity and the Public Manager's Role Ambiguity. *Journal of Public Administration Research and Theory*, 16(4): 511-532.
- Based on AOM's **Charles H. Levine Award** winning Conference Paper
Chosen from twenty years of JPART publications by current and former Editors to be part of the JPART Virtual Reader -- a collection of articles deemed to be "exemplar of high quality research"
http://www.oxfordjournals.org/our_journals/jopart/collectionspage.html
73. Sanjay K. Pandey and Donald P. Moynihan 2006 Bureaucratic Red Tape and Organizational Performance: Testing the Moderating Role of Culture and Political Support. In George A. Boyne, Kenneth J. Meier, Laurence J. O'Toole Jr. and Richard M. Walker (Eds.), *Public Services Performance: Perspectives on Measurement and Management*. Cambridge University Press.
74. *Leisha DeHart-Davis, Justin Marlowe and Sanjay K. Pandey 2006. Gender Dimensions of Public Service Motivation. *Public Administration Review*. 66(6): 873-887.
75. *Sanjay K. Pandey and Hal G. Rainey 2006. Public Managers' Perceptions of Goal Ambiguity: Analyzing Alternative Models. *International Public Management Journal*. 9(2): 85-112.

Lead Article

76. *Sanjay K. Pandey and James L. Garnett 2006. Exploring Public Sector Communication Performance: Testing a Model and Drawing Implications. *Public Administration Review*, 66(1): 37-51.
77. *Donald P. Moynihan and Sanjay K. Pandey 2006. Creating Desirable Organizational Characteristics: How Organizations Create a Focus on Results and Managerial Authority. *Public Management Review*, 8(1): 119-140.
78. *Sanjay K. Pandey and Eric W. Welch 2005. Beyond Stereotypes: A Multistage Model of Managerial Perceptions of Red Tape. *Administration & Society*, 37(5): 542-575.

79. *Donald P. Moynihan and Sanjay K. Pandey 2005. Testing How Management Matters in an Era of Government by Performance Management. *Journal of Public Administration Research and Theory*, 15(3): 421-439.
80. *Patrick G. Scott and Sanjay K. Pandey 2005. Red Tape and Public Service Motivation: Findings from a National Survey of Managers in State Health and Human Services Agencies. *Review of Public Personnel Administration*, 25(2): 155-180.
81. Leisha DeHart-Davis and Sanjay K. Pandey 2005. Red Tape and Public Employees: Does Perceived Rule Dysfunction Alienate Managers? *Journal of Public Administration Research and Theory*, 15(1): 133-148.
82. *Sanjay K. Pandey and Joel C. Cantor 2004. The Changing Profile of the Urban Uninsured: Exploring Implications of the Rise in Number of Moderate-Income Uninsured. *Journal of Urban Health*, 81(1): 135-149.
83. *Barry Bozeman and Sanjay K. Pandey 2004. Public Management Decision Making: Effects of Decision Content. *Public Administration Review*, 64(5): 542-554.
84. *Sanjay K. Pandey, John J. Hart, and Sheela Tiwary 2003. Women's Health and the Internet: Understanding Emerging Trends and Implications. *Social Science & Medicine*, 56(1): 179-191.
85. *Sanjay K. Pandey 2002. Assessing State Efforts to Meet Baby Boomers' Long-term Care Needs: A Case Study in Compensatory Federalism. *Journal of Aging and Social Policy*, 14(3/4): 161-179.
Reprinted in *Devolution and Aging Policy* edited by Francis G. Caro and Robert Morris, Binghamton, NY: Haworth
86. *Sanjay K. Pandey and Patrick G. Scott 2002. Red Tape: A Review and Assessment of Concepts and Measures. *Journal of Public Administration Research and Theory*, 12(4): 553-580.
87. *Sanjay K. Pandey, Mary G. Mussman, Harriet W. Moore, John G. Folkemer, and John J. Kaelin. 2000. An Assessment of Maryland Medicaid's Rare and Expensive Case Management Program. *Evaluation and the Health Professions*, 23(4): 457-479.
88. *Sanjay K. Pandey and Gordon A. Kingsley 2000. Examining Red Tape in Public and Private Organizations: Alternative Explanations from a Social Psychological Model. *Journal of Public Administration Research and Theory*, 10(4): 779-799.
89. *Patrick G. Scott and Sanjay K. Pandey 2000. The Influence of Red Tape on Bureaucratic Behavior: An Experimental Simulation. *Journal of Policy Analysis and Management*, 19(4): 615-633.

90. Sanjay K. Pandey and Stuart I. Bretschneider 1997. The Impact of Red Tape's Administrative Delay on Public Organizations' Interest in New Information Technologies. *Journal of Public Administration Research and Theory*, 7(1): 113-130.
91. Sanjay K. Pandey and Barry Bozeman 1996. Government Laboratories as a 'Competitive Weapon': Comparing Cooperative R&D in the United States and Japan In *Advances in Global High-Technology Management, Vol. 6*, pp. 27-36, Edited by David Balkin, Julio De Castro, & Dale Meyer, Greenwich, CT: JAI Press, Inc.
92. *Hal Rainey, Sanjay Pandey, and Barry Bozeman 1995. Research Note: Public and Private Managers' Perceptions of Red Tape. *Public Administration Review*, 55(6): 567-574.
93. *Barry Bozeman and Sanjay Pandey 1994. Cooperative R&D in Government Laboratories: Comparing the U.S. and Japan. *Technovation*, 14(3): 145-159

SELECT PROFESSIONAL SERVICE

- Chair, William E. Mosher and Frederick C. Mosher Award Committee, 2021-22
- Member, Academy of Management Public and Nonprofit Division Best Dissertation Award, 2022.
- Mentor, Academy of Management Public and Nonprofit Division Doctoral Consortium, 2021.
- Steering Committee Member, DC Public Management Consortium, 2020-
- Founding Board Member, American Society of Public Administration's South Asian Section on Public Administration, 2020-
- Editor, *Public Administration Review*, 2018-
- Associate Editor, *Public Performance and Management Review*, 2017-
- Senior Editor, *International Review of Public Administration*, 2018-
- Board of Editors, *Sustainability*, 2020-Present
- Board of Editors, *Public Personnel Management*, 2013-Present
- Board of Editors, *Public Performance and Management Review*, 2010-Present
- Board of Editors, *Journal of Public Administration Research & Theory*, 2006-2018
- Board of Editors, *International Public Management Journal*, 2007-Present
- Board of Editors, *International Review of Public Administration*, 2011-Present
- Board of Directors, *Public Management Research Association*, 2011-2015
- Board of Editors, *Public Administration Review*, 2010-2012

- Co-Organizer, Public Management Research Conference pre-conference workshop titled, "Advancing Race and Gender Scholarship in Public Policy and Administration", June 11, 2019 at UNC-Chapel Hill
- Member, Public and Nonprofit Division Book Award Committee, *Academy of Management*, 2018, 2019.
- Panelist, NASPAA EDITORS PANEL: Public Administration Journals and the Publishing Process, 2017
- Chair, Journal Review Subcommittee, *Public Management Research Association*, 2015.
- Member, Public and Nonprofit Division Best Article Award Committee, *Academy of Management*, 2015.
- Member, Herbert A. Simon Book Award Committee, *American Political Science Association*, 2014
- Panel Co-Chair, Research Methodologies and Methods in Public Management, The International Research Society for Public Management (IRSPM) Conference, 2014
- Board of Advisors, *Center for Organizational Research and Design*, Arizona State University, 2013-2018
- Special Introduction to *Public Administration Review* Virtual Issue on Public Service Motivation, 2013
[http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1540-6210/homepage/virtual_issue_public_service_motivation.htm](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1540-6210/homepage/virtual_issue_public_service_motivation.htm)
- Chair, Frederickson Award Committee, *Public Management Research Association*, 2013.
- Chair, 6th Annual Public Performance Measurement and Reporting Conference, 2013, Trenton, NJ.
- Member, Waldo Award Selection Committee, *American Society for Public Administration*, 2013.
- North American Co-Chair, Working Group 4 of the *7th Transatlantic Dialogue* on Strategic Management of Public Organizations, 2011.
- Associate Editor, Public and Nonprofit Division Program of the *Academy of Management*, 2010.
- Member, Executive Committee, Section on Public Administration Research, ASPA (1996-99)
- Occasional reviewer for

- *Public Administration*
- *Public Administration Review*
- *Governance*
- *Public Performance and Management Review*
- *Public Budgeting and Finance*
- *Nonprofit and Voluntary Sector Quarterly*
- *Organizational Research Methods*
- *Public Management Review*
- *Administration & Society*
- *American Review of Public Administration*
- *Journal of Public Administration Research and Theory*
- *Journal of Policy Analysis and Management*
- *International Public Management Journal*
- *International Review of Administrative Sciences*
- *State and Local Government Review*
- *European Journal of Information Systems*
- *Information Systems Management*
- *Personnel Review*
- *Regulation and Governance*
- *Review of Public Personnel Administration*
- *Social Science and Medicine*
- *Annals of Behavioral Medicine*
- *Academy of Management Annual Meeting*
- *Hawaii International Conference on System Sciences*

SERVICE AT GEORGE WASHINGTON UNIVERSITY

- Convener, Mixed Methods Research Interest Group at the Trachtenberg School, 2018-
- Judge, Eckles Prize for Freshman Research Excellence at GWU, 2021.
- Steering Committee Member, DC Public Management Consortium (George Washington University, American University, and Georgetown University), 2020-

- Co-convenor of "Public Administration Review (PAR) Symposium on Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance" hosted at the Trachtenberg School of Public Policy and Administration, The George Washington University, Washington, D.C., May 27-28, 2020.
- Co-Convener of "Public Administration Review (PAR) Symposium on Behavioral Approaches to Bureaucratic Red Tape and Administrative Burden" hosted at the Trachtenberg School of Public Policy and Administration, The George Washington University, Washington, D.C., May 23-24, 2018.
- Co-Convener of "Public Administration, Public Policy and Nonprofit Studies: Are We All Touching the Same Camel?" at the Trachtenberg School of Public Policy and Administration, The George Washington University, Washington, D.C., June 6-7, 2017. (Conference hosted in association with Public Performance and Management Review and brought together leading public/nonprofit management scholars)
- Organized Editors Panel at Trachtenberg School featuring editors of leading public and nonprofit management journal (*Nonprofit and Voluntary Sector Quarterly*, *Journal of Policy Analysis and Management*, *Public Administration Review*, *American Review of Public Administration*, *Journal of Public Administration Research and Theory*)
- Chair, TSPPPA Research Committee, 2017-2019
- Member, TSPPPA Faculty Retreat/Strategic Planning Committee, 2017.
- Member, TSPPPA Public Policy and Administration PhD Program Committee, 2015-
- Member, TSPPPA RPT Committee, 2015-2019
- Member, TSPPPA PhD Program Committee, 2018-
- Member, TSPPPA Director Search Committee, 2018-2019

PROFESSIONAL ASSOCIATIONS

Public Management Research Association

Academy of Management

American Society for Public Administration