

# Edmund C. Stazyk

## Curriculum Vitae

American University  
Department of Public Administration & Policy  
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### APPOINTMENTS

Assistant Professor, Department of Public Administration & Policy, School of Public Affairs, American University (Fall 2009 – Present)

- Doctoral Coordinator, Department of Public Administration & Policy (June 2013 – Present)

Research Fellow, Center for Organizational Research and Design, School of Public Affairs, Arizona State University (February 2014 – Present)

### EDUCATION

PhD      Public Administration (with Honors), University of Kansas – Lawrence, KS (2009)  
Specializations: Organizations and Organizational Behavior, Public Management, and Quantitative Methods

Dissertation: *Striking a Balance: The Role of Person-Organization Fit in Shaping Employee Turnover Intentions and Job Satisfaction*

Committee: Sanjay K. Pandey (Chair), H. George Frederickson, John Nalbandian, Justin Marlowe, Jared J. Llorens, and Alesha Doan

MPA      University of Akron – Akron, OH (2006)  
Specializations: Public Personnel Management and Policy and Program Evaluation

BA      Miami University – Oxford, OH (2002)  
Major: Public Administration; Minor: Classical Literature

### RESEARCH & TEACHING INTERESTS

Public administration theory, organization theory and behavior, public management, local government, human resource management, and ethics

### PUBLICATIONS

#### Articles

Davis, Randall S., and Edmund C. Stazyk. (Forthcoming). "Developing and Testing a New Goal Taxonomy: Accounting for the Complexity of Ambiguity and Political Support." *Journal of Public*

*Administration Research and Theory*, first published on April 11, 2014 as doi: 10.1093/jopart/muu015.

Stazyk, Edmund C., Alisa Moldavanova, and H. George Frederickson. (Forthcoming). "Sustainability, Intergenerational Social Equity, and the Socially Responsible Organization." *Administration & Society*, first published on January 24, 2014 as doi: 10.1177/0095399713519094.

Davis, Randall S., and Edmund C. Stazyk. (Forthcoming). "Making Ends Meet: How Reinvention Reforms Can Complement Public Service Motivation." *Public Administration*, first published on April 4, 2013 as doi: 10.1111/j.1467-9299.2012.02112.x.

Langbein, Laura, and Edmund C. Stazyk. (2013). "Vive la Différence? The Impact of Diversity on the Turnover Intention of Public Employees and Performance of Public Agencies." *International Public Management Journal* 16(4): 465-503. **[Lead Article]**.

Stazyk, Edmund C. (2013). "Crowding Out Public Service Motivation? Comparing Theoretical Expectations with Empirical Findings on the Influence of Performance-Related Pay." *Review of Public Personnel Administration* 33(3): 252-274.

Stazyk, Edmund C., 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]**.

Stazyk, Edmund C., and Holly T. Goerdel. (2011). "The Benefits of Bureaucracy: Public Managers' Perceptions of Political Support, Goal Ambiguity, and Organizational Effectiveness." *Journal of Public Administration Research and Theory* 21(4): 645-672.

Llorens, Jared J., and Edmund C. Stazyk. (2011). "How Important Are Competitive Wages? Exploring the Impact of Relative Wage Rates on Employee Turnover in State Government." *Review of Public Personnel Administration* 31(2): 111-127. **[Lead Article]**.

Durant, Robert F., Edmund C. Stazyk, and William G. Resh. (2010). "Faithful Infidelity: 'Political Time,' George W. Bush, and the Paradox of 'Big Government Conservatism'." *Review of Public Personnel Administration* 30(4): 379-403.

## **Book Chapters**

Stazyk, Edmund C., Randall S. Davis, Pablo Sanabria, and Sarah Pettijohn. (2014). "Working in the Hollow State: Exploring the Links between Public Service Motivation, Contracting, and Collaboration." In Y. K. Dwivedi, M. A. Shareef, S. K. Pandey, and V. Kumar (Eds.), *Public Administration Reformation: Market Demand from Public Organizations*, 124-143. New York: Routledge.

Frederickson, H. George, and Edmund C. Stazyk. (2010). "Myths, Markets, and the 'Visible Hand' of American Bureaucracy." In R. F. Durant (Ed.), *The Oxford Handbook of American Bureaucracy*, 349-371. New York: Oxford University Press.

Frederickson, H. George, and Edmund C. Stazyk. (2010). "Ranking US Public Affairs Educational Programmes: Searching for Quality, Finding Equilibrium?" In H. Margetts, P. 6, and C. Hood (Eds.), *Paradoxes of Modernization: Unintended Consequences of Public Policy Reform*, 63-80. Oxford: Oxford University Press.

Pandey, Sanjay K., and Edmund C. Stazyk. (2008). "Antecedents and Correlates of Public Service Motivation." In J. L. Perry and A. Hondeghem (Eds.), *Motivation in Public Management: The Call of Public Service*, 101-117. New York: Oxford University Press.

### **Encyclopedia Entries/Reviews/Commentaries/Newsletters/Symposia**

Stazyk, Edmund C. (Forthcoming). "Frederickson, H. George." *Encyclopedia of Public Administration and Public Policy*.

Stazyk, Edmund C. (2014). "ASU'S New Center for Organization Research and Design." IRSPM Newsletter (Spring).

Stazyk, Edmund C. (2013). "The Hubert Project: A New and Innovative Resource for Public Affairs Instructors." IRSPM Newsletter (Fall).

Stazyk, Edmund C. (2013). Review of "Rethinking Public Sector Compensation: Whatever Happened to the Public Interest?" *Review of Public Personnel Administration* 33(1): 108-111.

Stazyk, Edmund C. (2012). "Creating Public Value in a Multi-Sector, Shared Power World." IRSPM Newsletter (Fall).

Stazyk, Edmund C. (2011). "Public Service Motivation and Person-Environment Fit." *PUBLIC* 23(May).

Stazyk, Edmund C. (2010). Review of "The Struggle to Limit Government: A Modern Political History." *Public Organization Review* 10(4): 399-401.

Durant, Robert F., Edmund C. Stazyk, and William G. Resh. (2010). "Introduction: Symposium on HRM, 'Big Government Conservatism,' and the Personnel Legacy of George W. Bush." *Review of Public Personnel Administration* 30(4): 372-378.

### **WORKS UNDER REVIEW**

Goals and Reinvention Reforms. Revise and Resubmit at *Public Performance & Management Review*.

Goals and Networking (with Randall S. Davis). Revise and Resubmit at the *Journal of Public Administration Research and Theory*.

Public Service Motivation and Ethics (with Randall S. Davis). Revise and Resubmit at *Public Administration*.

Contracting and Ethics (with Randall S. Davis and Amanda M. Girth). Revise and Resubmit at *Public Performance & Management Review*.

Goals and Diversity (with Randall S. Davis, Jiaqi Liang, and Edward Malone). Initial Submission at the *Journal of Public Administration Research and Theory*.

## HONORS AND AWARDS

*L. Douglas Wilder School Award for Scholarship in Social Equity and Public Policy Analysis* (2014)

*Teaching with Research Award*, American University (2013)

*SPA Scholars*, \$5000 Research Grant, American University (Spring 2013)

*International Travel Award*, American University (2012 – 2013; 2010 – 2011; 2009 – 2010)

*2010 Annual Meeting of the Academy of Management Best Paper Award*

*Summer Research Fellowship*, Office of Research & Graduate Studies, University of Kansas (2009)

*Thomas Page and Barbara Kester Scholar*, University of Kansas (2007 – 2008; 2008 – 2009)

*Pi Alpha Alpha* (2005)

*Seasongood Fellow*, Agnes and Murray Seasongood Good Government Foundation (2001)

## PRESENTATIONS

### Invited Talks

2014 University of Kansas, School of Public Affairs and Administration  
Southern Illinois University, Department of Political Science

2013 American University, Department of Mathematics and Statistics

2010 Indiana University—Bloomington, School of Public and Environmental Affairs and the  
Workshop in Political Theory and Policy Analysis

### Academic Conferences

2014 American Political Science Association (1)  
International Research Society for Public Management (1)  
Midwest Political Science Association (1)

2013 Academy of Management (1)  
American Political Science Association (1)  
International Research Society for Public Management (1)  
Public Management Research Conference (2)

2012 Association for Policy Analysis and Management (3)  
Midwest Political Science Association (1)  
Public Values Symposium (1)  
Western Social Science Association (1)

2011 American Society for Public Administration (1)  
Association for Policy Analysis and Management (1)

- Midwest Political Science Association (1)  
Public Management Research Conference (2)
- 2010 Academy of Management (1)  
American Political Science Association (1)  
Association for Policy Analysis and Management (1)  
International Research Society for Public Management (1)  
Midwest Political Science Association (1)  
Public Management Research Association – Off-Year Conference (1)
- 2009 International Public Service Motivation Research Conference (1)  
Public Management Research Conference (2)
- 2008 American Society for Public Administration (2)
- 2007 Academy of Management (2)
- 2005 Prostitution, Sex Work, and the Commercial Sex Industry Conference (1)

### **Panel Chair/Discussant**

- 2013 Association for Policy Analysis and Management (1)
- 2012 Association for Policy Analysis and Management (1)
- 2010 Academy of Management (1)  
International Research Society for Public Management (1)

## **TEACHING**

American University, Department of Public Administration & Policy

- Human Resource Management Strategies/Managing Human Capital Assets (Master's)
- The Individual and the Organization (Master's)
- Organizational Analysis (Master's)
- Organizational Behavior and Human Resource Management (Doctoral)
- Organization Theory (Doctoral)

University of Kansas, Department of Public Administration

- Bureaucracy, Public Administration, and the Private Sector (Undergraduate)
- Organization Theory and Behavior (Undergraduate)

University of Kansas, Office of Continuing Education

- Introduction to Public Administration (Undergraduate)

## ACADEMIC SERVICE

### Profession

Steering Committee, Public Performance Measurement and Reporting Network Conference (May 2013 – September 2013)

Award Committee, Routledge Prize for Outstanding Contribution to Public Management Research, International Research Society for Public Management (April 2013 – April 2014)

Board Member, International Research Society for Public Management (Spring 2012 – Present)

Veni Grant, Independent Reviewer, Netherlands Organisation for Scientific Research, Council for the Social Sciences (March 2011)

Newsletter Editor, *Management Matters*, Public Management Research Association (Summer 2008 – Summer 2009)

### Editorial Boards

- Journal of Public Administration Research and Theory (Spring 2014 – Present)

### Occasional Reviewer for

- Academy of Management Annual Meeting
- Administration & Society
- American Review of Public Administration
- International Journal of Organizational Theory and Behavior
- International Public Management Journal
- International Review of Administrative Sciences
- Journal of Health Organization and Management
- Journal of Public Administration Research and Theory
- Local Government Studies
- Pearson
- Policy Studies Journal
- Public Administration: An International Quarterly
- Public Administration Review
- Public Management Review
- Public Organization Review
- Public Performance and Management Review
- Review of Public Personnel Administration
- State and Local Government Review

### University/School

School of Public Affairs Steering Committee (Spring 2013 – Summer 2013)

University Fulbright Campus Committee (October 2011)

School of Public Affairs Librarian Search Committee (Fall 2011 – Spring 2012)

School of Public Affairs Undergraduate Student Capstone Advisor (Fall 2011 – Spring 2012)

School of Public Affairs Kerwin Dissertation Fellowship Committee (Spring 2010; Spring 2011; Summer 2014)

Panelist, *The Effective Use of Case Studies in Teaching*, 21<sup>st</sup> Annual Ann Ferren Teaching Conference, American University (January 2010)

School of Public Affairs Education Policy Committee (Fall 2009 – Summer 2013)

## **Department**

Nonprofit Studies Faculty Search Committee (Fall 2014 – Spring 2015)

Organization Behavior, Development, and Theory Faculty Search Committee (Fall 2014 – Spring 2015)

Urban/Metropolitan Studies Faculty Search Committee (Fall 2013 – Spring 2014)

Coordinator for Student Exit Surveys and Middle States Accreditation Review (Fall 2011 – Summer 2013)

Public Policy and Administration Faculty Search Committee (Fall 2010 – Spring 2011)

Nonprofit Management Faculty Search Committee (Fall 2010 – Spring 2011)

Doctoral Admissions Committee (Spring 2010 – Present)

Doctoral Dissertation Committees:

- Christopher Birdsall, American University (Fall 2014 – Present)
- Sarah Towne, American University (Spring 2014 – Present)
- Manjyot Bhan, American University (Fall 2013 – Present)
- Edward Malone, American University (Fall 2013 – Present)
- Amanda Stewart, American University (Fall 2013 – Present)
- Robert Seidner, University of Illinois—Chicago (Spring 2011 – Present)
- Erich Dietrich, U.S. Navy Bureau of Medicine and Surgery (Defended 2013)
- Jaclyn Schede Piatak, Department of Political Science & Public Administration, University of North Carolina—Charlotte (Defended 2013)
- Pablo Sanabria, Alberto Lleras Camargo School of Government, Universidad de los Andes (Defended 2012)

American University, Independent Study Instructor:

- Matthew Vanderschuere, PhD (Spring 2014)
- Amanda Stewart, PhD (Fall 2012)
- Sean Standley, MPP (Summer 2011)
- Pablo Sanabria, PhD (Summer 2010)

## **MEDIA APPEARANCES & INTERVIEWS**

Martinez, Jose. (2011, May 8). Town Warns Workers on Web Rules. *The Boston Globe* (Boston, MA).

Erb, Robin. (2005, September 30). Conference at UT Focuses on Prostitution, Sex Trade. *The Blade* (Toledo, OH).

Erb, Robin. (2006, December 29). Males Who Work as Prostitutes a Little-Known Part of Sex Industry. *The Blade* (Toledo, OH).

## **PROFESSIONAL EXPERIENCE**

Research Associate, Institute for Health and Social Policy, Akron, OH (January 2005 – August 2006)

## **COMMUNITY SERVICE**

Board Member, Harpers Ferry-Bolivar Public Service District, Jefferson County, WV (March 2013 – Present)

Planning Commissioner, Town of Bolivar, WV (December 2012 – February 2013; July 2013 – Present)

Council Member, Town of Bolivar, WV (March 2013 – June 2013)

Independent Consultant, Town of Harpers Ferry, WV (December 2012 – January 2013)

Independent Consultant, Department of Homeland Security, Washington, DC (February 2011)

Independent Consultant, Public Management Center, Topeka, KS (June 2009 – July 2009)

Board Member, Kansas City Curling Club, Overland Park, KS (September 2006 – January 2009)

Independent Consultant, Cleveland Department of Health, *Substance Use and Sexual Health Assessment Survey*, Cleveland, OH (January 2006 – August 2006)

Committee Member, Justice Management Initiative, *Case Processing Sub-Committee*, Cuyahoga County, OH (September 2005 – August 2006)

Committee Member, Justice Management Initiative, *Quality Assurance Workgroup*, Cuyahoga County, OH (September 2005 – August 2006)