

Edmund C. Stazyk

Curriculum Vitae

American University
Department of Public Administration & Policy
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Washington, DC 20016-8070

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ACADEMIC APPOINTMENTS

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

EDUCATION

Ph.D. 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

M.P.A. University of Akron – Akron, OH (2006)
Specializations: Public Personnel Management and Policy and Program Evaluation

B.A. 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

Stazyk, Edmund C., and Holly T. Goerdel. (Forthcoming). "The Benefits of Bureaucracy: Public
Managers' Perceptions of Political Support, Goal Ambiguity, and Organizational Effectiveness."
Journal of Public Administration Research and Theory. Advance Access published August 12, 2010,
doi: 10.1093/jopart/muq047.

Stazyk, Edmund C., Sanjay K. Pandey, and Bradley E. Wright. (Forthcoming). "Understanding Affective Organizational Commitment: The Importance of Institutional Context." *American Review of Public Administration*. Advance Access published March 15, 2011, doi: 10.1177/0275074011398119

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*.

Book Chapters

Stazyk, Edmund C., and Raymond W. Cox III. (Forthcoming). "Enforcement of Ethics Rules: Ethics Commissions in the United States." In U. Omurgonulsen and M. K. Oktem (Eds.), *Public Service Ethics: An International Perspective* (Chapter 10).

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. Oxford: 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. Oxford: Oxford University Press.

Reviews/Commentaries/Symposia

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.

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.

WORKS UNDER REVIEW

Stazyk, Edmund C. "Crowding Out Public Service Motivation? The Role of Performance-Related Pay."

Langbein, Laura, and Edmund C. Stazyk. "Viva la Différence? The Impact of Government Employee Diversity on Job Performance and Satisfaction."

WORKS IN PROGRESS

Stazyk, Edmund C. "Decision-Making and Public Service Motivation: Examining the Public Values Link."

Stazyk, Edmund C. "Public Service Motivation and Job Satisfaction: The Role of Fit and Mission Valence."

Stazyk, Edmund C. "Striking a Balance: The Role of Person-Organization Fit in Shaping Employee Turnover Intentions and Job Satisfaction."

Stazyk, Edmund C. "Taking the High Road: Does Public Service Motivation Alter Ethical Decision-Making Processes?"

Stazyk, Edmund C., Randall S. Davis, Jr., Pablo Sanabria, and Sarah Pettijohn. "Working in the Hollow State: Exploring the Links between Public Service Motivation, Contracting, and Collaboration."

Frederickson, H. George, and Edmund C. Stazyk. "Sustainability: Conceptually Mapping the Search for an Intergenerational Moral Order."

Marvel, John, and Edmund C. Stazyk. "Factors Affecting the Decision-Making Preferences of Local Government Managers."

Pitts, David W., and Edmund C. Stazyk. "Diversity, Socialization, and Public Service Motivation: Implications for Human Capital Management in Public Organizations."

PRESENTATIONS

Academic Conferences

"Working in the Hollow State: Exploring the Links between Public Service Motivation, Contracting, and Collaboration" (with Randall S. Davis, Jr., Sarah Pettijohn, and Pablo Sanabria). Presented during the 11th Biannual Public Management Research Conference. Syracuse, NY (June 2 – 4, 2011).

"Viva la Différence? The Impact of Government Employee Diversity on Job Performance and Satisfaction" (with Laura Langbein). Presented during the 11th Biannual Public Management Research Conference. Syracuse, NY (June 2 – 4, 2011).

"Viva la Différence? The Impact of Government Employee Diversity on Job Performance and Satisfaction" (with Laura Langbein). Presented during the 69th National Conference of the Midwest Political Science Association. Chicago, IL (March 31 – April 3, 2011).

“Ethical Conduct: Does Public Service Motivation Change Decision Processes?” Presented during the 72nd Annual Conference of the American Society for Public Administration. Baltimore, MD (March 11 – 15, 2011).

“Diversity and Public Service Motivation: Implications for Human Capital Strategies in Government Agencies” (with David W. Pitts). Presented during the 32nd Annual Association for Policy Analysis and Management Research Conference. Boston, MA (November 4 – 6, 2010).

“Diversity, Socialization, and Public Service Motivation: Implications for Human Capital Management in Public Organizations” (with David W. Pitts). Presented during the 1st ‘Off-Year’ Research Conference of the Public Management Research Association (co-sponsored by the International Research Society for Public Management). Hong Kong, China (October 14 – 16, 2010).

“Faithful Infidelity: ‘Political Time,’ George W. Bush, and the Paradox of ‘Big Government Conservatism’” (with Robert F. Durant and William G. Resh). Presented during the 2010 Annual Meeting and Exhibition of the American Political Science Association. Washington, DC (September 2 – 5, 2010).

“Public Service Motivation and Job Satisfaction: The Role of Fit and Mission Valence.” Presented during the 2010 Academy of Management Annual Meeting. Montréal, Canada (August 6 – 10, 2010).

“Decision-Making and Public Service Motivation: Exploring the Role of Local Government Values.” Presented during the 68th National Conference of the Midwest Political Science Association. Chicago, IL (April 22 – 25, 2010).

“The Management in Public Management: A Canonical Perspective” (with H. George Frederickson). Presented during the 14th International Research Society for Public Management Conference. Bern, Switzerland (April 7 – 9, 2010).

“Crowding Out Intrinsic Motivation? The Role of Performance-Related Pay.” Presented during the 10th National Public Management Research Conference. Columbus, OH (October 1 – 3, 2009).

“The Importance of Competitive Wage Rates: Uncovering the Impact of Public/Private Wage Differentials on Employee Turnover” (with Jared J. Llorens). Presented during the 10th National Public Management Research Conference. Columbus, OH (October 1 – 3, 2009).

“Striking a Balance: The Role of Person-Organization Fit in Shaping Employee Turnover Intentions and Job Satisfaction in Local Government Employees.” Presented during the International Public Service Motivation Research Conference. Bloomington, IN (June 7 – 9, 2009).

“The Role of Ethics Commissions in Ethical Management (Does the Dominance of Legalistic and Reporting Approaches to Ethics Result in Better Compliance, but Lesser Ethic Understanding?).” Presented during the 2008 Annual American Society for Public Administration Conference. Dallas, TX (March 7 – 11, 2008).

“Are Professional Local Governments ‘Leaner and Meaner’?” (with Justin Marlowe and Sanjay K. Pandey). Presented during the 2008 Annual American Society for Public Administration Conference. Dallas, TX (March 7 – 11, 2008).

“Antecedents and Correlates of Public Service Motivation” (with Sanjay K. Pandey). Presented during the 2007 Annual Academy of Management Conference. Philadelphia, PA (August 3 – 8, 2007).

“Understanding Organizational Commitment: A Public Sector Model” (with Sanjay K. Pandey and Bradley E. Wright). Presented during the 2007 Annual Academy of Management Conference. Philadelphia, PA (August 3 – 8, 2007).

“Personal Characteristics of Juvenile Arrestees Involved in Acts of Prostitution” (with Tiffani Everett). Presented during the Prostitution, Sex Work, and the Commercial Sex Industry Conference. Toledo, OH (September 29 – 30, 2005).

Panel Chair/Discussant

Session Chair/Facilitator, *Job Satisfaction*, 2010 Academy of Management Annual Meeting. Montréal, Canada (August 6 – 10, 2010).

Panel Discussant, *Theoretical and Conceptual Approaches towards Public Management*, 14th International Research Society for Public Management Conference. Bern, Switzerland (April 7 – 9, 2010).

Invited Talks

“Sustainability: Conceptually Mapping the Search for an Intergenerational Moral Order” (with H. George Frederickson). Indiana University—Bloomington, School of Public and Environmental Affairs and the Workshop in Political Theory and Policy Analysis (November 21 – 23, 2010).

Professional Conferences & Meetings

“Surveillance of Drug Abuse in Cuyahoga County, Ohio (June – December 2005).” Ohio Department of Alcohol and Drug Addiction Services Ohio Substance Abuse Monitoring (OSAM) Network Core Scientific Committee Meeting (February 3, 2006).

“Methamphetamine Use (January – June 2005). Ashtabula, Mahoning, and Columbiana Counties: An OSAM Targeted Response Initiative.” Prepared for the Ohio Department of Alcohol and Drug Addiction Services. Ohio Department of Alcohol and Drug Addiction Services Ohio Substance Abuse Monitoring (OSAM) Network Core Scientific Committee Meeting (June 24, 2005).

TEACHING

American University, Department of Public Administration & Policy

- Human Resource Management Strategies/Managing Human Capital Assets (Masters)
- The Individual and the Organization (Masters)
- Organizational Analysis (Masters)
- Organizational Behavior and Human Resource Management (Doctoral)
- Seminar in 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)

HONORS

Listed *Who's Who in America 2011*

International Faculty Travel Award, American University (2010 – 2011)

2010 Academy of Management Annual Meeting Proceedings Best Paper

International Faculty Travel Award, American University (2009 – 2010)

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 (5/2001 – 8/2001)

ACADEMIC SERVICE

School of Public Affairs Dissertation Fellowship Committee, American University (Spring 2011)

Veni Grant, Independent Reviewer, Netherlands Organisation for Scientific Research, Council for the Social Sciences (3/2011)

Public Policy and Administration Faculty Search Committee, Department of Public Administration and Policy, American University (Fall 2010 – Spring 2011)

Nonprofit Management Faculty Search Committee, Department of Public Administration and Policy, American University (Fall 2010 – Spring 2011)

Education Policy Committee, School of Public Affairs, American University (Fall 2009 – Present)

School of Public Affairs Dissertation Fellowship Committee, American University (Spring 2010)

Panelist, *The Effective Use of Case Studies in Teaching*, 21st Annual Ann Ferren Teaching Conference, American University (January 8, 2010)

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

Ph.D . Dissertation Committees:

- Robert Seidner, University of Illinois – Chicago (Spring 2011 – Present)
- Pablo Sanabria, American University (Fall 2010 – Present)
- Jaclyn Schede, American University (Fall 2010 – Present)

Occasional Reviewer for:

- Academy of Management Annual Meeting
- American Review of Public Administration
- International Public Management Journal
- Journal of Public Administration Research and Theory
- Public Administration: An International Quarterly
- Public Administration Review
- Public Organization Review
- Review of Public Personnel Administration
- State and Local Government Review

MEMBERSHIPS & ASSOCIATIONS

Member of:

- Academy of Management
- American Political Science Association
- American Society for Public Administration
- International City/County Management Association
- International Public Management Association for Human Resources
- International Research Society for Public Management
- Midwest Political Science Association
- Public Management Research Association

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 (1/2005 – 8/2006)
Projects/Grants: Substance Abuse and Mental Health Services Administration grant; Centers for Disease Control grant; National Institute on Drug Abuse grant; Administration on Aging grant; Ohio Substance Abuse Monitoring Network project; local adolescent half-way house evaluation

EXTRACURRICULAR ACADEMIC ACTIVITIES & COMMUNITY SERVICE

Independent Consultant, Department of Homeland Security – Washington, DC (2/2011)

Independent Consultant, Public Management Center – Topeka, KS (6/2009 – 7/2009)

Board Member, Kansas City Curling Club – Overland Park, KS (9/2006 – 1/2009)

Independent Consultant, Cleveland Department of Health, *Substance Use and Sexual Health Assessment Survey* – Cleveland, OH (1/2006 – 8/2006)

Committee Member, Justice Management Initiative, *Case Processing Sub-Committee* – Cuyahoga County (9/2005 – 8/2006)

Committee Member, Justice Management Initiative, *Quality Assurance Workgroup* – Cuyahoga County (9/2005 – 8/2006)