

*Curriculum Vitae (11/2021)*

SHAHIDUL (RUSSELL) HASSAN

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**Academic Positions**

Ambassador Milton A. and Roslyn Z. Wolf Chair in Public and International Affairs, John Glenn College of Public Affairs, Ohio State University, November 2021 –

Professor, John Glenn College of Public Affairs, Ohio State University, May 2021 –

Professor (.1 FTE), School of Business and Social Sciences, Aarhus University, May 2021 –

Associate Professor (with tenure), John Glenn College of Public Affairs, Ohio State University, June 2016 – May 2021

Assistant Professor (tenure-track), John Glenn School of Public Affairs, Ohio State University, September 2010 – May 2016

**Professional Positions**

Division Chair, Public and Nonprofit Division, Academy of Management, 2019 – 2020

Program Chair, Public and Nonprofit Division, Academy of Management, 2018 – 2019

Research Fellow, Local Government Workplace Research Initiative, University of North Carolina, Chapel Hill, 2018 –

Fellow, Center for Organization Research and Design, Arizona State University, 2016 –

Communications Secretary, International Research Society for Public Management, 2014 – 2020

Treasurer, Public and Nonprofit Division, Academy of Management, 2014 – 2017

Co-chair of the Doctoral Student Professional Development Consortium, Public and Nonprofit Division, Academy of Management, 2013–2014

**Editorial Positions**

Co-Editor, Special Issue on Political Leadership, *Behavioral Science and Policy*, 2020

Co-Editor, Special Issue on Elevating Public Service Motivation, *International Public Management Journal*, 2020

Co-Editor, *International Public Management Journal*, 2019 –

Editorial Board Member, *Public Management Review*, 2019 –

Editorial Board Member, *Journal of Public Administration Research & Theory*, 2019 –

Editorial Board Member, *Public Administration Review*, 2018 –2020

Editorial Board Member, *American Review of Public Administration*, 2015 –

Editorial Board Member, *International Public Management Journal*, 2012 –

**Education**

Ph.D., State University of New York, Albany, 2010 (Advisor: *John Rohrbaugh*)

M.S., London School of Economics & Political Science, 2005

B. S., California State University, Northridge, 2003

**Honors and Awards**

Outstanding Undergraduate Teaching Award, John Glenn College of Public Affairs, The Ohio State University, 2021

Carlo Masini Award for Innovative Scholarship (with Jongsoo Park), Public and Nonprofit Division, Academy of Management Annual Meeting, 2017  
Best Article Award (with Bradley E. Wright and Jongsoo Park), *Review of Public Personnel Administration*, 2017  
Scholarly Excellence Award, Center for Organization Research and Design, School of Public Affairs, Arizona State University, 2016  
Charles H. Levine Award for the Best Conference Paper, Public and Nonprofit Division, Academy of Management Annual Meeting, 2012  
Carlo Masini Award for Innovative Scholarship (with John Rohrbaugh), Public and Nonprofit Division, Academy of Management Annual Meeting, 2011  
Distinguished Doctoral Dissertation Award, SUNY, Albany, 2011  
Information Systems Alumni Merit Award, California State University, 2003

### Research Areas

Leadership | Public Management | Organizational Behavior | Social Equity | Law Enforcement

### Publications ([Google Scholar Profile](#))

- Datta, B.K., & Hassan, S. (*In review: 1<sup>st</sup> round*). An Early Assessment of the 2017 Child Marriage Restraint Act of Bangladesh. *Asia Pacific Journal of Public Health*.
- Jiang, Z., Baker, D.B., & Hassan, S. (*In review: 2<sup>nd</sup> round*). Relational Conflict and Cooperation in Law Enforcement Units: The Importance of Manager Inclusiveness. *Public Management Review*.
- Bashir, M., Hassan, S., & Wright, B.E. (*Revise & Resubmit: 3<sup>rd</sup> round*). The Interactive Influence of Public Service Motivation, Perceived Reward Equity, and Prosocial Impact on Public Employee Engagement: A Panel Study in Pakistan. *Public Management Review*.
- Hatmaker, D.M. & Hassan, S. (2021). When do Women Receive Managerial Support? The Effects of Gender Congruence and the Quality of Manager-Employee Relationship. *Public Management Review*. <https://doi.org/10.1080/14719037.2021.1937683>.
- Smith, A. E., Hassan, S., Hatmaker, D.M, DeHart-Davis, L., & Humphrey, N. (2021). Gender, Race, and Experiences of Workplace Incivility in Public Organizations. *Review of Public Personnel Administration*, 41, 674-699.
- Baker, D.B. & Hassan, S. (2021). Gender and Prosecutorial Discretion: An Empirical Assessment. *Journal of Public Administration Research & Theory*, 31, 73-90.
- Hassan, S. Pandey, S., & Pandey, S.K. (2021). Should Managers Provide General or Specific Ethical Guidelines to Employees: Insights from a Mixed Methods Study. *Journal of Business Ethics*, 172, 563-580.
- Young, K., Hassan, S., & Hatmaker, D. M. (2021). Towards Understanding Workplace Incivility: Gender, Personal Control, and Ethical Leadership. *Public Management Review*, 23, 31-52.
- Hassan, S., & Jiang, Z. (2021). Facilitating Learning to Improve the Effectiveness of Law Enforcement Workgroups: The Role of Inclusive Leadership Behavior. *International Public Management Journal*, 24, 106-130.
- Bashir, M. & Hassan, S. (2020). The Need for Ethical Leadership in Combatting Corruption. *International Review of Administrative Sciences*, 86, 673-690.

- Hassan, S. & Wright, B.E. (2020). The Behavioral Public Administration Movement: A Critical Reflection. *Public Administration Review*, 80, 163-167.
- Young, K. A., & Hassan, S. (2020). How Procedural Experiences Shape Citizens' Perceptions of and Orientations Toward Legal Institutions: Evidence from a Household Survey in Bangladesh. *International Review of Administrative Sciences*, 86, 278–294.
- Hassan, S. (2019). We Need More Research on Unethical Leadership Behavior in Public Organizations. *Public Integrity*, 21, 553-556. [invited essay]
- Hassan, S., Park, J., & Raadschelders, J. (2019). Taking a Closer Look at the Empowerment-Performance Relationship: Evidence from Law Enforcement Organizations. *Public Administration Review*, 79, 427- 438.
- Hassan, S., DeHart-Davis, L., & Jiang, Z. (2019). How Empowering Leadership Reduces Employee Silence in Public Organizations. *Public Administration*, 97, 116–131.
- Umar, S., & Hassan, S. (2019). Encouraging the Collection of Performance Data in Nonprofit Organizations: The Importance of Organizational Support for Learning. *Public Performance and Management Review*, 42, 1062-1084.
- Yukl, G., Mahsud, R., Prussia, G., & Hassan, S. (2019). Effectiveness of Broad and Specific Leadership Behaviors. *Personnel Review*, 48, 774-783.
- Park, J. & Hassan, S. (2018). Does the Influence of Empowering Leadership Trickle down in Public Organizations? Evidence from Law Enforcement Organizations. *Journal of Public Administration Research & Theory*, 28, 212–225. [Winner of the Academy of Management Public and Nonprofit Division 2017 Carlo Masini Award for Innovative Scholarship; Included in the JPART Virtual Issue in Policing and Public Administration]
- Hassan, S., Prussia, G., Mahsud, R., & Yukl, G. (2018). How Leader Networking, External Monitoring, and Representing Are Relevant for Effective Leadership. *Leadership and Organizational Development Journal*, 39, 454 – 467.
- Young, K. A. & Hassan, S. (2018). An Assessment of the Prevalence, Perceived Significance, and Response to Dowry Solicitation and Domestic Violence in Bangladesh. *Journal of Interpersonal Violence*, 33, 2968–3000.
- Wright, B.E., Hassan, S., & Christensen, R.K. (2017). Job Choice and Performance: Revisiting Core Assumptions about Public Service Motivation. *International Public Management Journal*, 20, 108-131.
- Hassan, S., Wright, B.E., & Park, J. (2016). The Role of Employee Task Performance and Learning Effort in Determining Empowering Managerial Practices: Evidence from a Public Agency. *Review of Public Personnel Administration*, 36, 57-79. [Winner of the Review of Public Personnel Administration 2016 Best Article Award]
- Wright, B.E., Hassan, S., & Park, J. (2016). Does a Public Service Ethic Encourage Ethical Behavior? Public Service Motivation, Ethical Leadership and the Willingness to Report Ethical Concerns. *Public Administration*, 94, 647–663.
- Hassan, S. & Hatmaker, D. M. (2015). Leadership and Performance of Public Employees: Effects of the Quality and Characteristics of Manager-Employee Relationships. *Journal of Public Administration Research & Theory*, 25, 1127-1155.

- Hassan, S. (2015). The Importance of Ethical Leadership and Personal Control in Promoting Improvement-Centered Voice among Government Employees. *Journal of Public Administration Research & Theory*, 25, 687-719.
- Hassan, S., Wright, B.E., & Yukl, G. (2014). Does Ethical Leadership Matter in Government? Effects on Organizational Commitment, Absenteeism, and Willingness to Report Ethical Problems. *Public Administration Review*, 74, 333-343.
- Hassan, S. (2014). Sources of Professional Employees' Job Involvement: An Empirical Investigation in a Government Agency. *Review of Public Personnel Administration*, 34, 356-378.
- Hassan, S., Mahsud, R., Yukl, G., & Prussia, G. (2013). Ethical and Empowering Leadership and Leader Effectiveness. *Journal of Managerial Psychology*, 28, 133-146.
- Yukl, G., Mahsud, R., Hassan, S., & Prussia, G. (2013). An Improved Measure of Ethical Leadership. *Journal of Leadership and Organization Studies*, 20, 38-48.
- Hassan, S. (2013). The Importance of Role Clarification in Workgroups: Effects on Perceived Role Clarity, Work Satisfaction, and Turnover Rates. *Public Administration Review*, 73, 716-725. [*Winner of the Academy of Management Public and Nonprofit Division 2012 Charles Levine Award for the Best Conference Paper*]
- Hassan, S. (2013). Does Fair Treatment in the Workplace Matter? An Assessment of Organizational Fairness and Employee Outcomes in Government. *The American Review of Public Administration*, 43, 539-557.
- Wright, B.E. & Hassan, S. (2013). Job design in public sector organizations. In Y. K. Dwivedi, M. A. Shareef, S. K. Pandey & V. Kumar (eds.), *Public Administration Reformation: Market Demand from Public Organizations*, pp. 105-123. Routledge/Taylor and Francis.
- Hassan, S. & Rohrbaugh, J. (2012). Variability in Organizational Climate in Government Offices and Affective Organizational Commitment. *Public Management Review*, 14, 563-584. [*Winner of the Academy of Management Public and Nonprofit Management 2011 Carlo Masini Award for Innovative Scholarship*]
- Hassan, S. (2012). Employee Attachment to Workplace: A Review of Organizational and Occupational Identification and Commitment. *International Journal of Organization Theory and Behavior*, 15, 383-422.
- Hassan, S., & Rohrbaugh, J. (2011). Value Knowledge Management for Multi-party Conflicts: An Example of Process Structuring. In A. Fred et al. (Eds.), *Knowledge Discovery, Knowledge Engineering, and Knowledge Management, Communications in Computer and Information Science*, Springer-Verlag.
- Hassan, S. & Rohrbaugh, J. (2011). The Role of Psychological Climate on Affective Commitment of Multiple Occupational Groups: An Empirical Assessment in Public Agencies. *International Public Management Journal*, 14, 27-62.
- Hassan, S. & Rohrbaugh, J. (2009). Incongruity in 360-degree Feedback Ratings and Competing Managerial Values: Evidence from a Public Agency Setting. *International Public Management Journal*, 12, 421 – 449.
- Hassan, S., & Gil-Garcia, J. R. (2008). Institutional Theory and E-Government Research. In G. D. Garson and M. Khosrow-Pour (Eds.), *Handbook of Research on Public Information Technology*, Hershey, PA: Idea Group.

Gil-Garcia, J. R., & Hassan, S. (2008). Structuration Theory and Government IT. In G. D. Garson and M. Khosrow-Pour (Eds.), *Handbook of Research on Public Information Technology*, Hershey, PA: Idea Group.

### **Funded Research**

Purdue, T., Silverstein, S., & Hassan, S. (2021). Exploring Stigma in the Overdose-Justice Nexus: A Mixed-Methods Study of Good Samaritan Laws in Two Overdose Epicenters, Ohio State University Addiction Innovation Initiative Seed Grant (\$49,447).

Hassan, S. & Baker, S. (2020). Racial Inequities in Drug Case Processing: The Role of Prosecutorial Discretion, Drug Enforcement and Policy Center Research Grant (\$9,732.42).

Hassan, S. & Baker, D.B. (2019). An Assessment of the Influence of Leadership Practices and Work Climate on Morale, Performance, Ohio Department of Public Safety (\$31,416).

Hassan, S. & Baker, D.B. (2018). Cultivating Procedural Fairness in Police Organizations: The Importance of Ethical Leadership, Fisher Leadership Initiative Research Grant (\$5,532).

Hassan, S. & Jiang, Z. (2017). Leader Inclusiveness and Team Performance in Law Enforcement Agencies, Fisher Leadership Initiative Research Grant (\$6, 126).

### **Courses Taught**

Public Management Research Seminar (doctoral)

Organization Theory Seminar (doctoral)

Managerial Leadership in Public and Nonprofit Organizations (masters)

Public Affairs Statistics (masters)

Leadership in Public and Nonprofit Organizations (undergraduate)

Capstone Research Paper in Public Affairs (masters)

### **Ph.D. Thesis Supervision**

Jill Davis, Chair (ongoing)

Daniel B. Baker, Chair (Assistant Professor, Appalachia State University)

Zhongnan Jiang, Chair (Assistant Professor, Shanghai University of Finance and Economics)

Kim M. Young, Chair (Visiting Assistant Professor, Ohio State University)

Jongsoo Park, Chair (Assistant Professor, Korea University)

Jieun You, Member (Researcher, Yonsei University)

### **College Service**

Chair, Masters' Comprehensive Exam Committee, 2019 – 2021

Director of the Doctoral Studies, 2017 – 2018

Chair, Doctoral Examination Committee, 2015 – 2016

Member, Doctoral Examination Committee, 2015 – 2018

Chair, Robert Backoff Research Award Committee, 2017 – 2018

Chair, Public Management Faculty Search Committee, 2016 – 2017

Member, Diversity and Inclusion Committee, 2015 – present

Member, Masters Curriculum Committee, 2015 – 2017

Member, Social Policy Faculty Search Committee, 2015 – 2016

Member, Robert Backoff Research Award Committee, 2014 – 2017  
Member, College Wellness Committee, 2014 – 2015  
Member of the Best Graduate Policy Paper Committee, 2014 – 2015  
Member, Undergraduate Public Management Track Committee, 2013 – 2014  
Member, Doctoral Studies Committee, 2012 – 2018  
Member, Public Management Faculty Search Committee, 2012 – 2013  
Member, MA Comprehensive Exam Committee, 2012 – 2013  
Member, Washington Internship Selection Committee, 2011 – 2012

### **University Service**

Member, Ohio State University Task Force on Racism and Racial Inequality, 2020  
Chair, Senate Diversity Committee, 2020 – 2021  
Member, Fisher Leadership Initiative Grants Award Committee, 2019  
Member, Ohio State University Senate, August 2019 – May 2022  
Member, Senate Diversity Committee, 2018 – present  
Faculty Mentor, Summer Research Opportunities Program, May-August, 2018  
Member, Undergraduate Leadership Studies Minor Committee, August 2011 – May 2012

### **Manuscript Reviews**

*American Psychologist, American Review of Public Administration, Business Ethics: An European Review, European Journal of Work and Organizational Psychology, European Management Journal, International Review of Administrative Science, International Public Management Journal, International Journal of Human Resources Management, Journal of Business Ethics, Journal of Managerial Psychology, Journal of Public Administration Research and Theory, Journal of Policy Analysis and Management, Journal of Social Psychology, Nonprofit Management and Leadership, Organizational Management Journal, Political Research Quarterly, Public Administration, Public Administration Review, Public Management Review, Public Personnel Management, Public Performance and Management Review, Psychological Reports, Review of Public Personnel Administration*