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PERSONAL INFORMATION

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EDUCATION AND ACADEMIC EMPLOYMENT

2017-present Professor Emeritus, University of Georgia

2001-2017 Alumni Foundation Distinguished Professor,
Department of Public Administration and Policy
School of Public and International Affairs
The University of Georgia.

1988-2001 Professor, Department of Political Science,
The University of Georgia.

1982-1987 Associate Professor, Department of Public
Administration and Policy Sciences Program,
Florida State University.

1977-1982 Assistant Professor, Department of Public
Administration, Florida State University.

1978 Ph.D., Public Administration, The Ohio State
University
Major: Organization Theory and Public Management
Minor: Policy Analysis

Dissertation Title: "Comparing Public and Private: Incentives and Motivation Among
Government and Business Managers."

1973 M.A., Psychology, The Ohio State University
Major: Social Psychology

1968 B.A., University of North Carolina at Chapel Hill
Major: English and Psychology

PUBLICATIONS

BOOKS AND MONOGRAPHS:

Hal G. Rainey, Sergio Fernandez, and Deanna Malatesta, *Understanding and Managing Public Organizations*, 6th edition. San Francisco: Wiley/Jossey-Bass, 2021.

Hal G. Rainey, *Understanding and Managing Public Organizations*, 5th edition. San Francisco: Wiley/Jossey-Bass, 2014. The first edition, published in 1991, won the Best Book Award, Public Sector Division, Academy of Management, 1992. Published in Chinese, 2003. Published in Russian, 2004. Published in Serbian, 2014.

James Thompson and Hal G. Rainey, *Modernizing Human Resource Management in the Federal Government: The IRS Model*. Washington, D.C.: IBM Endowment for the Business of Government, 2003.

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Jeffrey L. Brudney, Laurence J. O'Toole, and Hal G. Rainey (Eds.), *Advancing Public Management*. Washington, D.C.: Georgetown University Press, 2000.

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Gene A. Brewer, J. Edward Kellough, and Hal G. Rainey. "The Importance of Merit Principles for Civil Service Systems: Evidence from the U.S. Federal Sector," *Review of Public Personnel Administration*, Vol. 42, no. 4 (December, 2022): pp. 686-708.

Gene A. Brewer, J. Edward Kellough, and Hal G. Rainey, "Merit System Integrity and Public Service Motivation in the U.S. Federal Civil Service: Evidence on the Importance of Merit Principles." In Edmund C. Stazyk and Randall S. Davis (Eds.) *Research Handbook on Motivation in Public Administration*. Northampton, MA.: Edward Elgar Publishing, 2022.

Roger Qiyuan Jin & Hal G. Rainey (2020) "Positive in Public Service: Government Personnel, Constrained Incentives, and Positive Work Attitudes." *International Public Management Journal*, Vol. 23: no. 1 (January, 2020): pp. 25-56

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Justin B. Bullock, Hal G. Rainey, and Andrew B. Whitford, "Introduction," for *Virtual Issue: Experiments in JPART*, 2014. A virtual issue published on the website of the *Journal of Public Administration Research and Theory*.
http://www.oxfordjournals.org/our_journals/jopart/virtual_issue_experiments_in_jp.html

Chung-An Chen and Hal G. Rainey, "Personnel Formalization and Teamwork: A Public versus Private Comparison." *Public Management Review*, Vol. 16, no. 7 (2014): pp. 945-968.

Sungjoo Choi and Hal G. Rainey, "Organizational Fairness and Diversity Management in Public Organizations: Does Fairness Matter in Managing Diversity?" *Review of Public Personnel Administration*, Vol. 34, no. 4 (2014): pp. 307-331.

Hal G. Rainey, "Response to Kasdan's 'Great Books': How Do We Serve the Needs of Academics, Practitioners, and Students?" *Administration & Society*, Vol. 45, no. 1 (January 2013): pp. 119 - 124.

Hal G. Rainey and Bradley E. Wright, "Symposium on Red Tape in Public Management: International Contributions to Conceptualization and Empirical Analysis." *International Public Management Journal*, Vol. 15, no. 3 (2012): pp. 241-244.

Sergio Fernandez and Hal G. Rainey, "Reconsidering 'Managing Successful Organizational Change in the Public Sector,'" in Robert Durant, ed., *Debating Public Administration: An Academic-Practitioner Exchange*. London: Taylor and Francis, 2012.

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Michael Koehler and Hal G. Rainey, "Interdisciplinary Foundations of Public Service Motivation." In James L. Perry and Annie Hondeghem (Eds.), *Motivation in Public Management*, Oxford: Oxford University Press, 2008.

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Sergio Fernandez, Carol Lowman, and Hal G. Rainey, "Privatization and Human Resource Management," in Carolyn Ban and Norma M. Riccucci (Eds.) *Public Personnel Management*, 2nd ed. New York, Longman, 2001, pp. 225-242.

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Hal G. Rainey and Lois R. Wise, "Public Management Change and Reform: General Issues and International Variations." *Public Performance and Management Review*, vol. 23, no. 2 (December, 1999): 127-129.

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Hal G. Rainey, "Ingredients for Success: Five Factors Necessary for Transforming Government," in Patricia W. Ingraham, James R. Thompson, and Ronald P. Sanders (Eds.), *Transforming Government: Lessons from the Reinvention Laboratories*. San Francisco: Jossey-Bass, 1998, pp. 147-172.

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and Donald Savoie (Eds.), *Governance in A Changing Environment*. Montreal, Canada: McGill-Queen's University Press, 1998, pp. 187-220.

Hal G. Rainey, "The 'How Much Process Is Due?' Debate: Legal and Managerial Perspectives." In Phillip J. Cooper and Chester I. Newland (Eds.), *The Handbook of Public Law and Public Administration*. San Francisco: Jossey-Bass, 1997, pp. 237-253.

Hal G. Rainey, "Building An Effective Organizational Culture," in James L. Perry (Ed.), *Handbook of Public Administration*, 2nd edition. San Francisco: Jossey-Bass, 1996, pp. 151-166.

Hal G. Rainey and Steven A. Watson, "Transformational Leadership and Middle Management: Towards A Role for Mere Mortals," *International Journal of Public Administration*, Vol. 19, No. 6, 1996: 763-800.

Hal G. Rainey, "Public Opinion Toward the Civil Service," in Hans Bekke, James L. Perry, and Theo Toonen (Eds.), *Civil Service Systems in Comparative Perspective*. Bloomington, IN: Indiana University Press, 1996, pp. 180-203.

Hal G. Rainey, Sanjay Pandey, and Barry Bozeman, "Public and Private Managers' Perceptions of Red Tape," *Public Administration Review*, Vol. 55, No. 6 (November/December, 1995): 567-574.

Hal G. Rainey, "On Paradigms, Progress, and Prospects for Public Management," *Journal of Public Administration Research and Theory*, Vol. 4, No.1 (January, 1994): 41-48.

Hal G. Rainey, "Rethinking Public Personnel Administration," in Patricia Ingraham and Barbara Romzek (Eds.), *New Paradigms for Government*. San Francisco: Jossey-Bass, 1994, pp. 115-140.

Hal G. Rainey, "Important Research Questions," in Barry Bozeman (Ed.), *Public Management: State of the Art*. San Francisco: Jossey-Bass, 1993, pp. 9-13.

Hal G. Rainey, "Work Motivation," in Robert T. Golembiewski (Ed.), *Handbook of Organizational Behavior*. New York: Marcel Dekker, 1993, pp. 19-41. Reprinted in Robert T. Golembiewski and Jack Rabin (Eds.), *Handbook of Public Budgeting and Finance*. New York: Marcel Dekker, 1998.

Hal G. Rainey, "A Theory of Goal Ambiguity in Public Organizations," in James L. Perry (Ed.), *Research in Public Administration*. Volume 2. Greenwich, Conn.: JAI Press, 1993, pp. 121-167.

Carol Ann Traut and Hal G. Rainey, "The Information Gathering Practices of City Officials," *Midsouth Political Science Journal*, Vol. 13 (Summer, 1992): 191-211.

Zhiyong Lan and Hal G. Rainey, "Goals, Rules, and Effectiveness in Public, Private, and Hybrid Organizations," *Journal of Public Administration Research and Theory*, Vol. 2, No. 1 (January, 1992): 5-24. (Best Article Award, Public and Nonprofit Sectors Division, Academy of Management, 1994).

Hal G. Rainey, "On the Uniqueness of Public Bureaucracy," in Larry B. Hill (Ed.), *The State of the Public Bureaucracy*. Amronk, New York: M.E. Sharpe, 1992, pp. 111-141.

Hal G. Rainey and James L. Perry, "Building Public Management Research and Practice," in Patricia Ingraham and Donald Kettl (Eds.), *Agenda for Excellence: Public Service in America*. Chatham, New Jersey: Chatham House, 1992, pp. 113-146.

David Coursey and Hal G. Rainey, "Organizational Behavior and Processes in the Public Sector," *Public Productivity and Management Review*, Vol. XIV, No. 4 (Summer, 1991): 351-355.

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Paul Allen Beck, Hal G. Rainey, and Carol Traut, "Disadvantage, Disaffection, and Race as Divergent Bases for Citizen Fiscal Policy Preferences," *Journal of Politics*, Vol. 52, No. 1 (February, 1990): 71-93.

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Hal G. Rainey and Barton Wechsler, "Executive Transition in Government," *Public Productivity Review*, Vol. XII, No. 1, (Fall, 1988): 43-44.

Hal G. Rainey and Barton Wechsler, "Executive-Level Transition: Towards a Conceptual Framework," *Public Productivity Review*, Vol. XII, No. 1, (Fall, 1988): 45-60.

Paul Allen Beck, Hal G. Rainey, Keith Nichols, and Carol Traut, "Citizen Views of Taxes and Services: A Tale of Three Cities," *Social Science Quarterly*, Vol. 68, No. 2 (June, 1987): 223-243.

Hal G. Rainey, Carol Traut and Barry Blunt, "Reward Expectancies and Other Work-Related Attitudes in Public and Private Organizations: A Review and Extension," *Review of Public Personnel Administration*, Vol. 6, No. 3, (Summer, 1986): 50-72.

Glenn W. Rainey and Hal G. Rainey, "Structural Overhaul in a Government Agency: Implications of Social Security Claims Modularization for O.D. Principles and Techniques," *Public Administration Quarterly*, Vol. 10, No. 2, (Summer, 1986): 206-223.

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Hal G. Rainey, "Organization Theory, Political Science, and Public Policy Studies: Organizational Typologies and Political Variables," *Policy Studies Journal*, Vol. 13, No. 1, (September, 1984): 5-22.

Hal G. Rainey, "Public Organization Theory: The Rising Challenge," *Public Administration Review*, Vol. 43, No. 2, (March/April, 1983): 176-182.

H. Brinton Milward and Hal G. Rainey, "Don't Blame the Bureaucracy," *The Journal of Public Policy*, Vol. 3, No. 3, (May, 1983): 149-168. Reprinted in Herbert Levine (Ed.), *Public Administration Debated*. Englewood Cliffs, N.J.: Prentice-Hall, 1988, and in Robert Declarico and Alan Hammock (Eds.), *Points of View*, 4th Edition. New York: Random House, 1989, and in Richard J. Hardy (Ed.), *Perspectives on American Government*. Needham Heights, MA: Simon & Schuster, 1996.

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Hal G. Rainey, Review of Carolyn J. Heinrich and Laurence E. Lynn (Eds.), Governance and Performance, *Administrative Science Quarterly*, Vol. 46, No. 4, December, 2001: 773-776.

Hal G. Rainey, "Book Review: Governing in the Round," by Perri 6 and others, *International Public Management Journal*, Vol. 3, 2000: 145-148.

Hal G. Rainey, "Teaching Management in Public Administration." *Journal of Public Administration Education*, Vol. 3, No. 3, September, 1997: 405-421. (A review essay covering four books: Laurence E. Lynn, *Public Management as Art, Science, and Profession*; Steven Cohen and William Eimicke, *The New Public Manager*; Carolyn Ban, *How Do Public Managers Manage?*; and L. Douglas Kiel, *Managing Chaos and Complexity in Government*.

Hal G. Rainey, Review of Richard Stillman, *The American Bureaucracy*, B. Dan Wood and Richard W. Waterman, *Bureaucratic Dynamics*, and Carolyn Ban, *How Do Public Managers Manage?*, in *American Review of Public Administration*, Vol. 26, No. 3, 1996: 387-390.

Hal G. Rainey, "Leadership Theory and Development: Lessons from Recent Organizational Behavior Literature," *Journal of Public Administration Research and Theory*, Vol. 4, No. 4 (October, 1994): 550-559. (Review of Jay Conger, *Learning to Lead*, James Hunt, *Leadership: A New Synthesis*, and Henry Sims and Peter Lorenzi, *The New Leadership Paradigm*).

Hal G. Rainey, Review of Herbert Simon's *Models of My Life*, in *Society*, Vol. 29, No. 4, (May/June, 1992): 92-96.

Hal G. Rainey, "Management in a Strange World?," *Public Administration Review*, Vol. 50, No. 5 (September/October, 1990): 577-8. (Review of Henry Mintzberg, Mintzberg on Management).

Hal G. Rainey, Review of Levine, Peters, and Thompson, *Public Administration*, G. Wamsley, et al, *Refounding Public Administration*, and K. Hult and C. Walcott, *Governing Public Organizations*, in *Journal of Public Policy Analysis and Management*, Vol. 11, No. 1 (Winter, 1991): 147-152.

INVITED TALKS AND INVITED RESEARCH PRESENTATIONS:

Hal G. Rainey, "Leading Successful Large Scale Organizational Change." A presentation to the Certified Public Management Program of the Vinson Institute of Government, Georgia Center for Continuing Education, University of Georgia, January 5, 2017, and January 31, 2018.

Hal G. Rainey, Inaugural Lecturer, Gary C. Cornia Lecture Series, Romney Institute of Public Management, Brigham Young University, "Public Administration in the 'Business Civilization': Pursuing Excellence in Public Management in a General Management Context (and everywhere else)." Provo, Utah, September 22, 2016.

Hal G. Rainey, "Politics, Organizations, and People in Public Service." School of Government, University of North Carolina at Chapel Hill, November 11, 2013.

Hal G. Rainey, "Analyzing Public Organizations and Public Management." A Presentation for Students and Faculty of the School of Public and Environmental Affairs, Indiana University, Bloomington, IN, April 12, 2013

Hal G. Rainey, "Knights in Fragile Armor: The Crucial but Threatened Character of Public Service in the United States." The Monroe-Paine Lecture, Truman School of Public Affairs, University of Missouri, Columbia, September 7, 2012. Broadcast on CSPAN.

Hal G. Rainey, "Charles Levine's Legacies." Charles H. Levine Memorial Lecture, School of Public Affairs, American University, March 29, 2011.

Hal G. Rainey, "Personnel Rules and Incentive Systems in Public and Nonprofit Organizations." Texas A&M University, February 7, 2011.

Hal G. Rainey, "Incentives in Public and Nonprofit Organizations." University of Kansas, March 29, 2010.

Hal G. Rainey, "Incentive System Constraints in Public and Nonprofit Organizations," and "We Need You: Do You Know Your Government?" University of North Carolina at Charlotte, March 19, 2010.

Hal G. Rainey, Invited lecture/discussion, "Leading and Managing Large Scale Organizational Change," National Institutes of Health, Scientific Management Review Board, Bethesda, Maryland, March 10, 2010.

Hal G. Rainey, "Developments in Public Management Research and Prospects for the Future." Plenary session talk at the National Public Management Research Conference, Ohio State University, Columbus, Ohio, October 2, 2009.

Hal G. Rainey, "Goal Ambiguity in Federal Agencies," and "Developments in Research on Organizational Effectiveness and Performance." Invited talks at the Maxwell School of Citizenship and Public Affairs, Syracuse University, October 14-15, 2003.

Hal G. Rainey and James Thompson, "Modernizing Human Resource Management at the Internal Revenue Service." An invited presentation to the IBM Endowment for the Business of Government Forum, Washington, D.C., April 22, 2003.

Hal G. Rainey, "A Weapon in the War for Talent: Using Special Authorities to Recruit Crucial Personnel." An invited presentation to the Public Policy Leadership Forum of the National Academy of Public Administration, Washington, D.C., March 5, 2002.

Hal G. Rainey, "Analyzing High Performance in Government Agencies." A lecture/colloquium presented at the Andrew Young School of Policy Studies, Georgia State University, Atlanta, Georgia, November 14, 2001.

Hal G. Rainey, Comparing Public and Private Managers' Perceptions of Red Tape and Organizational Characteristics." An invited lecture to the Faculty-Student Research Symposium, The Maxwell School, Syracuse University, September 24, 1996. (Also met with Doctoral Student Research Seminar and spoke to an MPA class on Leadership in the Public Sector.)

CONFERENCE PAPERS AND PARTICIPATION, 1990-PRESENT

Brewer, Gene, J. Edward Kellough, Hal G. Rainey, and Roger Qiyuan Jin, "The Merits of Merit Principles: Evidence from the U.S. Federal Government." A paper presented at the Annual Meeting of the American Political Science Association, San Francisco, CA, September 2, 2017.

Rainey, Hal G., and Roger Qiyuan Jin, "Positive in Public Service: Federal Employees Who Perceive Administrative Constraints yet Express Positive Work Attitudes." A paper presented at the National Public Management Research Conference, American University, Washington, D.C., June 10, 2017.

Roger Quiyuan Jin and Hal G. Rainey, "Staying Positive in Public Service: Characteristics of Federal Employees Who Remain Positive in Spite of Constraints." A paper presented at the National Conference of the American Society for Public Administration, Atlanta, GA, March 17, 2107.

Tommy Valentine and Hal G. Rainey, "Youth Development Programs and Public Values." A paper presented at the CORD Public Values Workshop, School of Public Affairs, Arizona State University, January 7, 2016.

Hal G. Rainey, Chair, "Public Service Motivation: Research and Applications to Practice." A panel at the Annual Conference of the American Society for Public Administration, Chicago, IL, March 8, 2015.

Hal G. Rainey, "Keith Provan's Influence on Public Administration and Public Management." A panel presentation at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 4, 2014.

Meriem Hodge and Hal G. Rainey, "How Words Can Improve Organizational Performance: Understanding Employee Preferences to Optimize Feedback." A paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 4, 2014.

Hal G. Rainey, Participant in the Public and Nonprofit Division Doctoral Consortium, at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 2, 2014.

Hal G. Rainey, "Comparing Public and Private Organizations: Four Decades of Research." A paper presented at the Annual Conference of the American Society for Public Administration, Washington, D.C., March 17, 2014.

Hal G. Rainey, Chair, "Theory to Practice." A panel at the Annual Conference of the American Society for Public Administration, Washington, D.C., March 16, 2014.

Hal G. Rainey, "Empirical Theory of Goal Ambiguity in Public Organizations." A paper for presentation at the Southern Political Science Association Meeting, Orlando, Florida, January 4-7, 2013.

Hal G. Rainey, "Remembering Dwight Waldo's Support for Younger Scholars." A presentation on "The Dwight Waldo Award and Public Administration," a panel of Waldo Award Winners, American Society for Public Administration Conference, New Orleans, LA, March 17, 2013.

Justin Bullock, Justin Stritch, and Hal G. Rainey, "Do sector differences hold across countries? An international comparison of public and private employees' work orientations." A paper presented at the 11th Public Management Research Conference, Madison, Wisconsin, June 20-22, 2013.

Meriem Hodge and Hal G. Rainey, "Performance-Related Feedback in Private and Public

Organizations: Developing Basic Concepts and Analyzing Feedback at Different Organizational Levels” A paper presented at the 11th Public Management Research Conference, Madison, Wisconsin, June 20-22, 2013.

Hal G. Rainey, Panel Chair, “Public v. Private Sector Divisions and Comparisons,” A panel at the 11th Public Management Research Conference, Madison, Wisconsin, June 20-22, 2013.

Hal G. Rainey, “Managing the CORD Agenda.” Inaugural meeting of the Center for Organizational Research and Design, Arizona State University, December 9-13, 2013.

Hal G. Rainey, “Leadership and Motivation in the Public and Private Sectors.” A paper prepared for presentation on the panel, “Private and Public Differences? Examining the Meaning of Sector in Motivation and Leadership” at the 2012 Annual Meeting of the Academy of Management, Boston, MA, August 6, 2012.

Hal G. Rainey and Kenneth J. Meier, “A Normative Theory of Bureaucracy: Lessons from H. George Frederickson.” A paper presented at the H. George Frederickson Festschrift, University of Kansas, Lawrence, Kansas, April 12-13, 2012.

Hal G. Rainey, “Developing Empirical Theory of Goal Ambiguity in Public Organizations.” A presentation at the Fifth Conference on Empirical Studies of Organizations and Public Management, Project for Equity, Representation, and Governance, Texas A&M University, May 4-6, 2012.

Panel chair and discussant on the panel, “Public Values in Practice,” at the Public Values Consortium Workshop: “Beyond Conceptualization: Integrating Public Values to Inform Policy and Management.” University of Illinois at Chicago, June 3-5, 2012.

Cora Duvall and Hal G. Rainey, “Doing Their Darnedest? The Effects of Personnel Rule Constraints and Positive Administrative Efficacy Among Public and Nonprofit Managers A paper prepared for presentation at the National Public Management Research Conference, Syracuse University, Syracuse, New York, June 2-4, 2011

Hal G. Rainey, “The Concept and Theory of Public Organizations and Publicness: Progress, Problems, and Prospects.” A paper presented at the Sixth Organization Studies Workshop, Abbaye des Vaux de Cernay, France, Mai 25th to Mai 28th, 2011

Hal G. Rainey, Roundtable panelist, “Doing More with Less: Public Administration in an Era of Austerity.” Midwest Political Science Association, Chicago, Illinois, April 2, 2011.

Hal G. Rainey, “Red Tape and Formalization of Personnel Rules.” A paper presented at the Red Tape Workshop, La Follette School, University of Wisconsin, Madison, June 2-4, 2010.

Hal G. Rainey, "Institutional Theory and Public Administration." A presentation on the panel, "Thinking Institutionally and Acting Professionally in the Age of Globalization: Implications for Governance and Public Administration," at the National Conference of the American Society for Public Administration, San Jose, California, April 11, 2010.

Hal G. Rainey, "Research on Public Management and Public Organizations in 2020." A presentation on the Mini plenary Session, "The Future of Public Administration in 2020," at the National Conference of the American Society for Public Administration, San Jose, California, April 10-13, 2010.

Chan Su Jung and Hal G. Rainey, "Program Types, Goal Ambiguity, and Performance in U.S. Federal Programs." A paper presented at the Tenth National Public Management Research Conference, Ohio State University, Columbus, Ohio, October 1-3, 2009.

John M. Bryson, Kimberly B. Boal, and Hal G. Rainey. "Public Organizational Adaptability and Effectiveness: Implications of Strategic Orientation and Ambidexterity." A paper presented at the conference on "Organizational Strategy, Structure, and Process: A Reflection on the Research Perspective of Raymond Miles and Charles Snow." Cardiff University, Cardiff, Wales, 3-5 December 2008

Hal G. Rainey, "Designing Comparisons of Public and Private Organizations: Alternatives and the Agonies They Impose." A paper presented at the International Comparisons of Public and Private Management Seminar at the Department of Public Administration and Policy, University of Georgia, Athens. November 4th and 5th 2008.

Sung Min Park and Hal G. Rainey, "Work Motivation and Social Communication Among Public Managers." A paper presented at the Annual Meeting of the Academy of Management, Anaheim, California, August 10-13, 2008. (Academy of Management papers are blind refereed by three reviewers).

Chan Su Jung and Hal G. Rainey, "Developing the Concept of Program Goal Ambiguity and Explaining Federal Program Performance." A paper presented at the Annual Meeting of the Academy of Management, Anaheim, California, August 10-13, 2008. Selected for *Academy of Management Best Paper Proceedings, 2008*.

Hal G. Rainey and Michael Koehler, "Research on Public Service Motivation (PSM) in the Public Management Research Network." A Panel Presentation at the Midwest Political Science Association Meeting, Chicago, April 6, 2008.

Hal G. Rainey, Mike Koehler, and Chan Su Jung. "Public Values and Public Service Motivation: How Do Public Values Relate to Patterns of Public Service Motivation?" A paper presented at the workshop on Public Values and Public Interest: Normative Questions in the Evaluation and Development of the Public Sector. Copenhagen, Denmark: University of Copenhagen, May 28-June 1, 2008.

Chan Su Jung and Hal G. Rainey, "Factors Related to PART Performance Scores of U.S. Federal Programs: Goal Ambiguity, Program Size, Type, Political Content, and Budget Increases." A paper presented at the Ninth National Public Management Research Conference, University of Arizona, Tucson, Arizona, October 25-28, 2007.

James Thompson and Hal G. Rainey, "Organizational Transformation, Logics of Action, and the IRS, 1998-2007." A paper presented at the Ninth National Public Management Research Conference, University of Arizona, Tucson, Arizona, October 25-28, 2007.

Michael Koehler and Hal G. Rainey, "Interdisciplinary Foundations of Public Service Motivation." A paper presented at the Academy of Management Annual Meeting, Philadelphia, PA, August 4-7, 2007.

Panel Discussant, "In the Belly of Bureaucracy: Work Environments of Public Organizations." A panel at the Academy of Management Annual Meeting, Philadelphia, PA, August 4-7, 2007.

Hal G. Rainey, "Publishing in Leading Journals and Presses," and "Developing the Research Agenda and Methodology." Presentations to the Public and Nonprofit Division Doctoral Consortium, Academy of Management Annual Meeting, Philadelphia, PA, August 4-7, 2007.

Sung Min Park and Hal G. Rainey, "Consequences and Interactions of Leadership and Motivation: A Study of Public Employees' Work Attitudes in U.S. Federal Agencies." A paper presented at the Academy of Management Annual Meeting, Philadelphia, PA, August 4-7, 2007.

Sung Joo Choi and Hal G. Rainey, "Managing Diversity in U.S. Federal Agencies: Analyzing Effects of Diversity and Diversity Management on Organizational Performance." A paper presented at the National Conference of the American Society for Public Administration, Washington, D.C., March 25-27, 2007.

Jung Wook Lee and Hal G. Rainey, "Of Politics and Purpose: Political Salience, Structural Insulation, and Goal Ambiguity of U.S. Federal Agencies." A paper presented at the Conference on "The Determinants of Performance in Public Organizations II," Hong Kong, December 7-10, 2006.

Jay Eungha Ryu and Hal G. Rainey, "Organizational Design and Program Performance: One-Stop Shopping Structures in Employment Training Programs." A paper presented at the Conference on Collaborative Public Management, Syracuse University Greenberg House, Washington, D.C., September 29, 2006.

Panel Chair, "Public Management and Organizational Performance," Annual Meeting of the American Political Science Association, Philadelphia, PA, Sept. 2, 2006.

Hal G. Rainey, "Succeeding on the Job Market." A presentation to the Doctoral Consortium, Public and Nonprofit Division, Academy of Management Annual Meeting, Atlanta, Georgia, August 12, 2006.

Panel Chair, "Organizational Commitment in the Public and Nonprofit Sectors." A panel at the Academy of Management Annual Meeting, Atlanta, Georgia, August 14, 2006.

Jung Wook Lee and Hal G. Rainey, "Organizational Technology and Goal Ambiguity in Public Organizations." A paper presented at the 77th Southern Political Science Association Annual Conference, Atlanta, January 5-7, 2006

Mary K. Feeney and Hal G. Rainey, "Work Satisfaction among Managers in State Government Agencies: Effects of Job Choice Motivations, Mentoring, and Red Tape." A paper presented at the Twenty-Seventh Annual Research Conference of the Association for Public Policy Analysis and Management, Washington, D.C., November 4, 2005.

Hal G. Rainey and Jung Wook Lee, "Of Politics and Purpose: Political Context and Goal Ambiguity of U.S. Federal Agencies." A paper presented at the Eighth Public Management Research Conference, University of Southern California, Los Angeles, CA, September 29-October 1, 2005.

Sanjay Pandey and Hal G. Rainey, "Public Managers' Perceptions of Goal Ambiguity: Analyzing Alternative Models." A paper presented at the Annual Meeting of the American Political Science Association, Washington, D.C., September 1-4, 2005.

Hal G. Rainey, "Public Administration and Direct Service Delivery: Research on Privatization and Public and Private Pension Services." A paper presented at the National Conference of the American Society for Public Administration, Milwaukee, Wisconsin, April 2-4, 2005.

Stefanie A. Lindquist, Hal G. Rainey, and Elizabeth Jarry, "Eternal Disquiet: Discretionary Action by Unelected Officials in the Administrative State." A paper presented at the Annual Meeting of the American Political Science Association, Chicago, Illinois, September 1-4, 2004.

Young Han Chun and Hal G. Rainey, "Consequences of Goal Ambiguity in Public Organizations." A paper presented at the Research Seminar of the Advanced Institute for Management Research, Cardiff University, Cardiff, Wales, May 6-8, 2004.

Young Han Chun and Hal G. Rainey, "Goal Ambiguity in Federal Agencies." A paper presented at the National Public Management Research Conference, Georgetown University, October 11, 2003.

Hal G. Rainey and James Thompson, "Leadership, Organizational Change, and the Governmental Context: Charles Rossotti at the IRS," a paper presented at the Midwest Political Science Association Annual Conference, Chicago, Illinois, April 5, 2003

Hal G. Rainey, "Why Developments at IRS Deserve the Attention of Practitioners and Academics," a presentation for the panel, "Modernizing the IRS," at the National Conference of the American Society for Public Administration, Washington, D.C., March 17, 2003.

James Thompson and Hal G. Rainey, "Human Resource Management Innovations at the Internal Revenue Service," a paper presented at the Government Performance Project Conference of the Campbell Institute of the Maxwell School, Syracuse University, Greenberg House, Washington, D.C., October 3-4, 2002.

Hal G. Rainey, "High Performance and Innovativeness in Government: A Review and Assessment of the Literature," a paper presented at the Research Workshop on Governance, Management, and Performance at the Bush School, Texas A&M University, February 21-23, 2002.

Hal G. Rainey and Sergio Fernandez, "Special Hiring Authorities for Crucial Talent: Critical Pay Authorities in the Internal Revenue Service as Organizational Change," a paper presented at the Paul Van Riper Symposium, American Society for Public Administration National Conference, Phoenix, Arizona, March 23, 2002.

Panel chairperson and panel discussant, Sixth National Public Management Research Conference, School of Public and International Affairs, Indiana University, Bloomington, Indiana, October 18-20, 2001.

Hal G. Rainey, "Big Science, Big Bureaucracy, and Privatization: Extending Theory of Quasi-Market Success and Failure." A paper presented at the Annual Meeting of the Academy of Management, Washington, D.C., August 6-8, 2001.

Jerome Legge and Hal G. Rainey, "Public Opinion and Privatization in Germany." A paper presented at the Annual Meeting of the Western Political Science Association, Las Vegas, Nevada, March 15-17, 2001.

Hal G. Rainey and Barry Bozeman, "Comparing Public and Private Organizations: Empirical Research and the Power of the A Priori." A paper presented at the National Public Management Conference, Texas A&M University, December 3-4, 1999.

Panel Chair and Discussant, "Pay, Public Service Motives, Performance and Productivity." American Political Science Association Annual Meeting, Atlanta, September 2-5, 1999.

Invited Participant and Team Leader, "The Public Service in the 21st Century," a conference of federal officials and human resource professionals, on the needs of the public

service in the next century, sponsored by the Maxwell School at Syracuse University, Wye River Conference Center, Queenstown, Maryland, June 27-29, 1999.

Panel Discussant, “Reinventing Government: Problems and Prospects.” Midwest Political Science Association Annual Meeting, Chicago, April 15-17, 1999.

Hal G. Rainey and Edward Kellough, “Civil Service Reform and Incentives in the Public Service,” a paper/lecture delivered by invitation to the Conference on the Future of Merit, sponsored by George Mason University and the Woodrow Wilson Center for Scholars, The Reagan Building, Washington, D.C., November 18, 1998.

Panel Discussant, “Organization Theory and Political Theory.” Southern Political Science Association Annual Meeting, Atlanta, GA, October 30-November 1, 1998.

Hal G. Rainey, “Using Comparisons of Public and Private Organizations to Assess Innovative Attitudes Among Members of Organizations.” A paper presented at the Annual Meeting of the American Political Science Association, Boston, September 3-6, 1998.

Jonathan Gill and Hal G. Rainey, “Public Management, Privatization Theory and Privatization in the State Government of Georgia.” A paper presented at the Annual Meeting of the American Political Science Association, Boston, September 3-6, 1998.

Hal G. Rainey, “Theories of Effective Government Organizations.” A paper presented at the National Conference of the American Society for Public Administration, Seattle, Washington, May 10-13, 1998. (This presentation was on a “Senior Scholar” panel).

Hal G. Rainey and Paula Steinbauer, “Galloping Elephants: Developing Elements of a Theory of Effective Government Organizations.” A paper presented at the Midwest Political Science Association Annual Meeting, Chicago, Illinois, April 23-25, 1998. (This presentation was on a special theory development panel with this one paper and one discussant for the paper).

Activities at “DPA: 25 Years of Excellence,” a conference commemorating the 25th anniversary of the University of Georgia Doctor of Public Administration Program, Athens, GA, May 9-10, 1997:

Sally Selden, Eugene Brewer, and Hal Rainey, “Testing the High Performance Cycle Theory of Work Motivation.” (a panel paper)

Facilitator, “Roundtable: Adjusting to New Realities: Public, Nonprofit, and For-Profit Organizations and the Delivery of Services.”

Panel Chair, “The Future Public Organization: Change and the Environment.”

Hal G. Rainey, “Promising Research Directions.” Invited presentation to the Doctoral Consortium of the Public and Nonprofit Sectors Division of the Academy of Management, Academy of Management Annual Meeting, Boston, Aug. 8-13, 1997.

Panel Discussant, "Dilemmas in Public Decision-Making." A panel at the National Conference of the American Society for Public Administration, Philadelphia, July 26-30, 1997.

Jonathan Gill and Hal G. Rainey, "The Relationship Between Privatization and Public Management." A paper presented at the Southeastern Conference on Public Administration (SECOPA), Knoxville, TN, Sept. 25-27, 1997.

Panel Moderator, "Policy." A panel at the Southeastern Conference on Public Administration (SECOPA), Knoxville, TN, Sept. 25-27, 1997.

Richard Chackerian, Paul Mavima, and Hal G. Rainey, "Using the National Organizations Survey Data: The Public/Private Distinction in Structural Analysis." A paper presented at the Fourth National Public Management Research Conference, The University of Georgia, Oct. 30- Nov. 1, 1997.

Hal G. Rainey and Barry Bozeman, "Comparing Public and Private Organizations: Empirical Research and the Power of the A Priori." A paper presented at the Annual Meeting of the American Political Science Association, San Francisco, California, Aug. 30, 1996.

Panel Chair and Organizer: "Research on Motivation and Public Service Motives in the Public and Nonprofit Sectors." A panel at the Annual Conference of the National Association of Schools of Public Affairs and Administration, Denver, Colorado, October 17, 1996.

Barry Bozeman and Hal G. Rainey, "Organizational Rules and the Bureaucratic Personality." A paper presented at the Third National Public Management Research Conference, University of Kansas, Lawrence, Kansas, October 5-7, 1995.

Hal G. Rainey, Rex Facer, and Barry Bozeman, "Repeated Findings of Sharp Differences Between Public and Private Managers' Perceptions of Personnel Rules." A paper presented at the American Political Science Association Annual Meeting, Aug. 31-Sept. 3, 1995.

Participant and discussant, Symposium on Reinvention Laboratories of the National Performance Review, The Maxwell Center for Public Management, Washington, D.C., September 26 and 27, 1995.

Discussant, Graduate Student Roundtable, a panel at the National Conference of the American Society for Public Administration, San Antonio, Texas, July 24, 1995.

Panel chair and discussant, "Cutting Edge Organization Theory," a panel at the American Political Science Association Annual Meeting, September 3, 1994, New York, New York.

Hal G. Rainey and Rex Facer, "Organizational Change and Transformation in the Public Sector," a paper presented at the Southeastern Conference on Public Administration, Lexington, KY, October 7, 1994.

Hal G. Rainey, "Compilations and Reviews of Literature," a presentation to the Doctoral Consortium of the Public and Nonprofit Sector Division of the Academy of Management, Annual Meeting of the Academy of Management, Dallas, Texas, August 14, 1994.

Hal G. Rainey, "Opportunities and Obstacles in Working with the Governor's Office and Blue Ribbon Commissions," a presentation and discussion at the Second Annual Conference on the Link Between Public Universities and State Capitals, Georgia Center for Continuing Education, University of Georgia, April 25, 1994.

Chair and discussant on panel, "Bureaucratic Behavior and Decision Models," at the Annual Meeting of the Midwestern Political Science Association, Chicago, IL, April 14, 1994.

Chair and participant, "Roundtable on Public Administration and Public Management," at the Annual Meeting of the Midwestern Political Science Association, Chicago, IL, April 16, 1994.

Chair and Discussant, "Frameworks of Policy Formulation and Implementation," a panel at the Annual Meeting of the Southern Political Science Association, Savannah, Georgia, November 4-6, 1993.

Hal G. Rainey, "Public Management and Bureaucracy: The State of Theory," a presentation on a plenary panel at the Berkeley Symposium on Public Management Research, University of California, Berkeley, July 19, 1993.

Hal G. Rainey, "Public Personnel Administration, Organization Theory, and Performance." An invited paper presented at the Personnel and Public Service Conference sponsored by the Maxwell School, Syracuse University, Greenberg House, Washington, D.C., March 4-6, 1993.

Hal G. Rainey and Steven Watson, "Transformational Leadership and Middle Management: Towards A Role for Mere Mortals." A paper presented at the Sherwood Symposium on Administrative Change, Florida State University, Nov. 20-21, 1992.

David H. Coursey and Hal G. Rainey, "Red Tape in Public, Private, and University R & D Organizations." A paper presented at the Southeastern Conference on Public Administration, Montgomery, Alabama, October 7-9, 1992

Panel Chair, "The Consequences of Speaking Out." A panel at the 1992 Meeting of the Academy of Management, Las Vegas, Nevada, Aug. 10, 1992.

Hal G. Rainey, "Public Opinion Toward the Civil Service." A paper presented at the Comparative Civil Service Research Conference, Rotterdam and Leiden Universities, The Netherlands, October 17-19, 1991.

Hal G. Rainey, "Goals, Rules, and Effectiveness in Public, Private, and Hybrid Organizations: How Invisible Is the Invisible Hand?" A paper presented at the Public Management Research Conference, The Maxwell School, Syracuse University, September 19-21, 1991.

Coordinator, Junior Faculty Workshop on Theory Development, Public Sector Division, 1991 Annual Meeting of the Academy of Management, Miami, Florida, August 12-14, 1991.

Chair and Discussant, "Organizational Behavior: Responses to Environmental Change," a panel at the 1990 Annual Meeting of the Southern Political Science Association, Atlanta, GA, November 9, 1990.

Chair, "Administrative Decision-Making," a panel at the 1990 Annual Meeting of the American Political Science Association, San Francisco, California, September 1, 1990.

Hal G. Rainey, "Progress in Public Management Research," a paper presented at the Annual Meeting of the Academy of Management, August 13, 1990.

Convener, "Rigorous Approaches to PA Research," a Doctoral Roundtable at the 51st National Conference of the American Society for Public Administration, Los Angeles, California, April 10, 1990.

Hal G. Rainey and J. Edward Kellough, "The Career Executive and Political Appointee Relationship: Toward A Conceptual Framework," A paper presented at the 51st National Conference of the American Society for Public Administration, Los Angeles, California, April 8, 1990.

(Prior to 1990, 36 conference papers and presentations. List available from author.)

SELECTED CONSULTING/PUBLIC SERVICE ACTIVITIES

Hal G. Rainey, "Managing Large Scale Organizational Change." An invited talk and discussion for the Scientific Management Review Board, National Institutes of Health, Bethesda, Maryland, March 10, 2010.

Advisory Group Member, "Achieving Results and Protecting Public Values in a System of Networked Governance" project, Kennedy School of Government, Harvard University, 2009-2010.

Pro bono consultant on plans for organizational restructuring, Directorate on Computer and Information Science & Engineering (CISE), National Science Foundation, Washington, D.C., June 19, 2003.

Invited Participant, “Human Capital: Mapping a Research Agenda.” A special conference at the Aspen Institute, Wye River Conference Center, Queenstown, Maryland, January 13 and 14, 2002.

Invited Participant, “Executive Session on the Future of the Public Sector Workforce.” John F. Kennedy School of Government, Harvard University, November, 2001 through June, 2002. A task force of governmental, private sector and academic experts and officials to develop an agenda for actions and research concerning governmental workforce challenges.

Team Leader for “The Public Service in the 21st Century,” a conference of federal officials and human resource professionals, on the needs of the public service in the next century, sponsored by the Maxwell School at Syracuse University, Wye River Conference Center, Queenstown, Maryland, June 27-29, 1999.

Hal G. Rainey, “Integrating Public and Private Management,” an executive development module in the Certificate Program in Advanced Public Management, U.S. Patent and Trademark Office, Washington, D.C., Feb. 28-March 1, 1997. (Executive Education Programs of the Maxwell School of Citizenship and Public Affairs, Syracuse University).

Advisory Committee, The Government Performance Project. Campbell Institute, Maxwell School, Syracuse University, 1996-1998. (A project to develop assessment ratings of major managerial functions of state and local governments, supported by a Pew Foundation Grant).

Hal G. Rainey, “Assessing Past and Current Personnel Reforms: The Pursuit of Flexibility, Pay-for-Performance, and the Management of Reform Initiatives,” a presentation and paper for the “Taking Stock of Administrative Reforms” Project of the Canadian Center for Management Development, Ottawa, Ontario, Canada, May 12, 1996.

Commissioner, Athens-Clarke County Unification Charter Overview Commission, Athens-/Clarke-County, Georgia, June, 1995-March, 1996.

Hal G. Rainey, “Organizational Change and Administrative Reform,” a lecture to the South Carolina Executive Institute, Columbia, South Carolina, Nov. 3, 1995.

Hal G. Rainey, “Reforms in Public Sector Human Resource Management,” a presentation to the Advisory Council of the Canadian Center for Management Development, Ottawa, Canada, June 21, 1995.

Hal G. Rainey, "Managing Privatization and Volunteer Programs", one day sessions in the Executive Development Program for Recreation and Park Professionals, The Georgia Center, University of Georgia, February, 1992, 1993, 1994, 1995.

Hal G. Rainey, "Organizational Structure and Design," a two-day session in the Savings Institution Executive Development Program, Department of Banking and Finance, College of Business Administration, The University of Georgia, The Georgia Center, April 27 and 28, 1989.

Conducted interviews with chief of staff and other officials of the Executive Office of the Governor, State of Florida, and wrote sections for the Gubernatorial Transition Support Package, Florida State University Center for Productivity and Executive Office of the Governor, November, 1986.

DEPARTMENTAL AND UNIVERSITY SERVICE

At The University of Georgia, 1988-present:

Graduate Council, 2011-2013. Chair, Administrative Committee, 2013.

President's Faculty Advisory Committee, 2006-2008.

School of Public and International Affairs (SPIA):

SPIA Council, 2002-2007. Chair, SPIA Brochure Committee, 2003. University Committee on SPIA, 2000-2. Search Committee for the Dean of SPIA, 2001-2. Chair, seven post-tenure review committees, 2002-2008. Chair, SPIA Faculty Recruiting Committee, 2002-3. Committee for the Five Year Review of the Dean of SPIA, 2008. Search Committee for Dean of SPIA, 2013. Search Committee, SPIA Constituent Based Director, 2013. SPIA Teaching Award Committee, 2010-2014.

Department of Public Administration and Policy (SPIA):

Faculty Executive Committee, 2014, 2015, 2016, 2017.

Doctoral Program Director, 2008-2014. Chair, Doctoral Program Committee, 2008-2014.

Chair, Recruiting Committee, 2003-6. Graduate Committee, 2003-8. Departmental Colloquium Committee, 2006-2008. Recruiting Committee, 2010. Chair, Recruiting Committee, 2013, 2016.

Department of Political Science:

Faculty Executive Committee (1988-1993; 1997-8, 2001), Graduate Studies Committee (Chair, 1990-91; 1996-99, 2001), Recruitment Committee (Chair, 1989-90), Public Administration Doctoral and MPA Exam Committee (1988-99), Callaway Chair Committee, 1992, Undergraduate Committee, 1993-97, Computer and Information Technology Committee, 1994-8.

College of Arts and Sciences Faculty Senate, Representative for the Department of Political Science, 1990-1993.

University Review Committee, 2002-2004. (Committee that reviews promotion and tenure candidates.

University faculty representative, Truman Scholarship program, Rockefeller Scholarship Program, 1990-1993.

University Program Review Committee, 1993-1995. Chair, 1995.

University Committee on Faculty Small Grants, Social and Behavioral Science Group, 1990-1993.

Promotion Committee for Service Associates, Office of the Vice President for Services, 1992.

Faculty Affiliate, Institute for Behavioral Research, University of Georgia, 1991-2.

Mentor, Institute for Behavioral Research Mentoring Program, 1990-91.

At Florida State University, 1977-1987:

College of Social Sciences Policy and Academic Affairs Committee 1984-87.

Committee to select Assistant Vice President for Academic Affairs, 1984.

Committee on the Reorganization of the Institute for Social research, College of Social Sciences, 1983-84.

University Professional Relations and Faculty Welfare Committee, 1983-85.

Task Force on Teacher Education, College of Education, Florida State University, 1982-83.

Department of Public Administration: Doctoral Program Committee, 1983-87. Executive Committee, 1980-1987. Personnel Committee, 1983-87.

Policy Sciences program: Executive Committee, 1979-86. Policy Sciences Dissertation Fellowship Committee, 1986-87. Survey Research Center Advisory Committee, 1981-87.

PROFESSIONAL/PUBLIC SERVICE ACTIVITIES

Member, Dwight Waldo Award Selection Committee, American Society for Public Administration, 2009-2010.

Chair, Herbert Simon Book Award Committee, Public Administration Division, American Political Science Association, 2007-8.

Chair, Best Dissertation Award Committee, Public and Nonprofit Division, Academy of Management, 2006.

Member, Herbert Simon Best Book Award Committee, Public Administration Division, American Political Science Association, 2005.

Chair, Burchfield Committee, American Society for Public Administration, (Chooses best book review article in Public Administration Review), 2004.

Academic Advisory Board, National Partnership for Public Service, 2003-5.

Chair, Mosher Award Committee for Best Article in Public Administration Review, 2001.

Chair, Selection Committee, Dwight Waldo Award for Outstanding Contributions to the Literature of Public Administration for 1999. (This nine member committee selects the recipient of the highest award conferred on a scholar by the American Society for Public Administration, for lifetime contributions to the literature of the field).

Best Article Award Committee, Public and Nonprofit Sectors Division, Academy of Management, 1998.

Best Dissertation Award Committee, Public and Nonprofit Sectors Division, Academy of Management, 1998.

Research Committee, National Association of Schools of Public Affairs, 1996-1999.

Executive Committee, Public Administration Section, American Political Science Association, 1995-1998.

Chair, Dimock Award Committee, 1997 (for the best lead article in Public Administration Review).

Chair, Best Book Award Committee, Public and Nonprofit Sectors Division, Academy of Management, 1997.

Executive Committee, Public Administration Section, American Political Science Association, 1995-1998.

Conference Organizer (with Jeff Brudney and Larry O'Toole) National Public Management Research Conference, University of Georgia, Oct. 30-Nov. 1, 1997.

External Reviewer, Dissertation Honors, Erasmus University, The Netherlands, 1999; Distinguished Research Award, U. of Pittsburgh, 1997; Chancellor's Professorship and Sonneberg Award, Indiana University, 1997.

Fellow, The Maxwell Center for Public Management, Washington, D.C., 1995-1998.
(The Maxwell Center is operated under the auspices of the Maxwell School of Citizenship and Public Affairs, Syracuse University).

Commissioner, Athens-Clarke County Charter Overview Commission, Athens-Clarke County, Georgia, 1995.

Commissioner, Governor's Commission on Effectiveness and Economy in Government, State Of Georgia, 1990-1992.

Proposal Reviewer, National Science Foundation, 1990, 1994, 1998, 1999, 2000.

Public Administration Section, American Political Science Association: Executive Committee, 1987-89. Program Chair, 1993. Section Chair, 1995. John Gaus Award Committee Chair, 1995.

Public and Nonprofit Sectors Division, Academy of Management: Division Chair., 1985. Program Chairperson, 1983. Coordinator of Doctoral Consortium, 1988. Coordinator of Junior Faculty Workshop, 1991 and 1993. Best conference paper award committee, 1981, 1982, 1986. Best Book Award Committee, 1993. Executive Committee, 1990-1993.

Program Committee (Public Management panels), Southeastern Conference on Public Administration, 1989.

Reference/reviewer for promotion decisions or for professorship and awards:

Full professor, Professorship, or Award: U. of Colorado, U. of Denver, Florida State U. (2), U. of Hong Kong, Indiana U. (3), U. of Kansas (2), U. of Kentucky, LSU, Ohio State U. (2), Penn State-Harrisburg, Rutgers U. (3), SUNY-Albany, U. of Southern Maine, U. of Miami, U. of Minnesota (4), U. of North Carolina-Chapel Hill, U. of Oklahoma.

Associate Professor/Tenure: U. of Alabama, U. of Arizona, Brigham Young U., U. of Central Florida, U. of Denver, Florida International U., Florida State U. (3), Indiana U. (2), U. of Kansas, Louisiana State U., U. of Minnesota (2), U. of North Carolina, Ohio State U. (2), Pennsylvania State U., U. of Pittsburgh, Rutgers U. of South Florida, SUNY-Albany, Vanderbilt U.

National Association of Schools of Public Administration and Affairs (NASPAA) Task Force on the Status of Research in Public Administration, 1985-88. Research Committee, 1995-1998.

NASPAA Committee to Select Best Dissertation, 1987.

Coordinator, Ph.D. Colloquia, 1983 National Conference of the American Society for Public Administration.

Executive Committee, Section on Personnel and Labor Relations, American Society for Public Administration, 1983-1985.

Treasurer, North Florida Chapter, American Society for Public Administration, 1983-84. Council member, 1984-1985. Vice President, 1985-1986.

Committee on Herbert Simon Award for best article, International Journal of Public Administration, 1981.

Council Member, Central Ohio Chapter, American Society for Public Administration, 1976-77.

EDITORIAL BOARDS AND MANUSCRIPT REVIEWING ACTIVITIES

Journal of Public Administration Research and Theory. (Appointed in 1992-present; Associate Editor, 1999-2006. Co-Editor, 2006-2011).

American Review of Public Administration (Appointed in 2011)

Administration and Society (Appointed in 1983).

International Public Management Journal (Appointed in 2003).

Public Administration Review, Associate Editor for "Theory-to-Practice" series 2014-2017.

Public Administration: An International Quarterly. (Appointed in 2010)

Public Performance and Management Review, (Appointed in 1990).

Public Organization Review. (Appointed in 2000).

Review of Public Personnel Administration. (Appointed in 2000).

Academy of Management Review (1984-1990; Ad Hoc Associate Editor, 1990).

Journal of Organizational Behavior, Special Edition Editorial Board, Special Edition on the Brave New Workplace (2001).

Journal of Public Affairs Education, (1994-2008).

Public Administration Quarterly, Section on "Frontiers of Empirical Research and Development" (1988-2006).

Public Administration Review (1997-2003). Review Board for Administrative Profile series, 2006-2008. Editor, Theory to Practice Series, (2014-present)

State and Local Government Review (1984-1988).

The Georgia Review (1995-1998).

Manuscript reviewer:

Professional Journals: Academy of Management Journal, Administrative Science Quarterly, American Journal of Political Science, American Political Science Review, American Review of Public Administration, International Journal of Organizational Analysis, Journal of Management, Journal of Management Inquiry, Organization Science, Journal of Public Policy Analysis and Management, PA European Forum, Policy Studies Journal, Policy Studies Review, Public Administration, Public Budgeting and Finance, Public Integrity, Public Management, Review of Public Personnel Administration, Urban Affairs Review.

Book publishers: Allyn & Bacon; Brookings Institution; Chatham House Publishers; CQ Press, Johns Hopkins University Press, Georgetown University Press; Jossey-Bass; Little, Brown; M.E. Sharpe; Prentice-Hall; Simon & Schuster; Routledge, St. Martin's Press.

Proposal Reviewer, National Science Foundation, 1990, 1994, 1998, 1999, 2000.

Editor, Florida Policy Review, 1986-1987.

GRANTS

Barry Bozeman and Hal G. Rainey, "Administrative Procedures and Red Tape in the University of Georgia System Office: Assessing Information Technology Administration and Activities." Office of Information and Instructional Technology, University System of Georgia, 2008, \$80,366.

Hal G. Rainey, "Privatization (Contracting-out) in the Department of Defense," 2004. Grant from the Department of Defense, U.S. Army, \$20,000 for research on Defense Department contracts and contract data base.

James Thompson and Hal G. Rainey, "Modernizing Human Resource Management in the Federal Government--The IRS Model" a \$15,000 grant from the IBM Endowment for the Business of Government. Final Report, April, 2001.

Hal G. Rainey, "An Assessment of Special Hiring Authorities Provided to Selected Federal Agencies," a \$15,000 grant from the PriceWaterhouseCoopers Endowment for the Business of Government. Final Report, September, 2001.

Co researcher for a grant from the U.S. Department of Energy (Barry Bozeman of Georgia Tech, Principal Investigator) to analyze the management of the U.S. National Laboratories. Conducted the site visits, interviews and information gathering for the assessment and analysis of the Brookhaven National Lab and wrote the section of the grant report on that Lab, July-November, 2000.

STAR Grant: Design and Implementation of a System for Placing Graduates of MPA programs from Florida Universities with County Governments in Florida. Sponsored by State Association of County Commissioners, 1983-84, \$25,000.

STAR Grant: Improving Citizen Information about Costs and Characteristics of Urban Public Services. Sponsored by Florida League of Cities, 1984-85 \$35,000. This grant involved surveys and interviews with citizens and municipal officials to improve information about citizen perceptions of costs and characteristics of municipal services, and alternatives for improved transmission of such information.

HONORS AND AWARDS

Keith Program Award for contributions to empirical theory, Public and Nonprofit Division, Academy of Management, 2018.

George Frederickson Award for “Career Contributions to Public Management Research and to the Intellectual Development of the Field.” Public Management Research Association, 2016.

Duncombe Award for Excellence in Doctoral Education, conferred by the Network of Schools of Public Policy, Affairs, and Administration (NASPAA), 2015.

Author, Most Influential Article in *Public Administration Review*, American Society for Public Administration, 2015. (A committee selected the most influential article to be published in *Public Administration Review* during each year of its 75-year history. Two of my articles were selected for two different years).

Monroe-Paine Lecture, Truman School of Public Affairs, University of Missouri, September 7, 2012, “Knights in Fragile Armor: Challenges in Maintaining an Effective Public Service.” Broadcast on C-SPAN.

John Gaus Award and Lecture, for Career Scholarly Contributions in the Joint Traditions of Political Science and Public Administration, “Politics, Organizations, and Public Purposes.” American Political Science Association, 2011.

Charles Levine Lecture, School of Public Affairs, American University, “Levine’s Legacies.” March 27, 2011.

Dwight Waldo Award for Career Contributions in Scholarship, American Society for Public Administration, 2009.

Best Article Award, for best article in *Review of Public Personnel Administration* in 2007.

Public Management Research Association Beryl Radin Award, 2006, for Best Article in the *Journal of Public Administration Research and Theory* during 2005.

Public and Nonprofit Division, Academy of Management, Best Journal Article Award, 2006, for best article published during 2005.

Outstanding Alumnus Award, School of Public Policy and Management, The Ohio State University, 2005.

Excellence in Teaching Award, School of Public and International Affairs, University of Georgia, 2005.

Elected as Fellow, National Academy of Public Administration, October, 2003.

Professor of the Year, 1998-99 and 2001-2002, Public Administration program, University of Georgia. (Awarded by vote of the graduate students in public administration).

Charles Levine Award for Excellence in Teaching, Research and Service, conferred jointly by the American Society for Public Administration and the National Association of Schools of Public Affairs and Administration, 1995.

Best Journal Article Award, Public and Nonprofit Sector Division, Academy of Management, 1994 (with Zhiyong Lan).

Best Book Award, Public and Nonprofit Sector Division, Academy of Management, 1992.

Appointed Admiral of the Georgia Navy, 1991, for service on the Governor's Commission on Economy and Effectiveness in Georgia Government. (There is no Georgia Navy).

Best Paper Award, Public Sector Division, Academy of Management, 1987 (with James L. Perry).

Central Ohio Chapter, American Society for Public Administration "Outstanding Student in Public Administration" award, 1975.

RELEVANT NONACADEMIC EMPLOYMENT EXPERIENCE

1968-1972 Officer, U.S. Navy.

1967 VISTA volunteer: teacher and counselor at a Job Corps Center.

PROFESSIONAL ASSOCIATIONS

Academy of Management
American Society for Public Administration
American Political Science Association
Midwest Political Science Association
Southern Political Science Association
Southeastern Conference on Public Administration
Public Management Research Association

TEACHING ASSIGNMENTS

At the University of Georgia:
Organization Theory and Public Management (MPA core courses).

Leadership in the Public Service
Organizational Behavior
Problems in Public Administration (Doctoral Seminar).

At Florida State University, 1977-1988:

Research Methods for Public Administration and Quantitative Analysis for Public Administration (Descriptive and Inferential Statistics, Graduate level).
Public Program Evaluation (Graduate level)
Introduction to Public Administration (Undergraduate level)
Public Organizations (Graduate level)
Organizational Analysis and Public Policy (Graduate Level)
Bureaucracy and Society (core course in Doctoral Curriculum).

DISSERTATIONS DIRECTED

Dissertations Directed:

Sergio Fernandez (Winner, Best Dissertation Award, National Association of Schools of Public Administration and Affairs, 2005; Leonard White Award for Best Dissertation in Public Administration, 2005; Best Dissertation Award, Public and Nonprofit Division, Academy of Management, 2005; Honorable Mention, Best Dissertation Award, Association for Public Policy and Management, 2005).

Young Han Chun (Winner, Best Dissertation Award, National Association of Schools of Public Administration and Affairs, 2003; Leonard White Award for Best Dissertation in Public Administration, 2003; Best Dissertation Award, Public and Nonprofit Division, Academy of Management, 2003).

Keith Atkins, Sung Joo Choi, Kyoung-Ho Cho, Cora Duvall, Vicky Edwards, Teddy Lian Kok Fei, Erna Gelles, Meriem Hodge, Roger Qiyuan Jin, Japera Johnson, Sam Juett, Chan Su Jung, Michael Koehler, Jung Wook Lee, Carol Lowman, Deanna Malatesta, Sung Min Park, Tyler Reingal, Sabrina Riles, Heather Rimes, John Ronquillo, Malcolm Woodward.

Member, Doctoral Committees (at the University of Georgia): about 108 students.