

Bradley E. Wright

Robert D. Pursley Professor of Public Administration and Policy
Department of Public Administration and Policy
School of Public and International Affairs
University of Georgia
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Education

Ph.D. in Public Administration, University at Albany (SUNY)
Master of Public Administration, Western Michigan University
B.A. in History and Political Science, Hope College

Academic Appointments

Professor, 2014 – Present

Department Head, 2014 – 2024

Supervisor, The Global Leadership and Development Program 2021 – Present

Department of Public Administration and Policy, School of Public and International Affairs,
University of Georgia

Associate Professor, 2012 - 2014

Public Management and Policy, Andrew Young School of Policy Studies, Georgia State
University

Associate Professor, 2008 - 2012

Assistant Professor, 2002 - 2008

Department of Political Science, University of North Carolina at Charlotte

Publications

Hassan, S., Wright, B. E., Baluran, D. A. & Baker, D.B. (forthcoming). Motivation, Burnout, and Resignation: A Longitudinal Study of Law Enforcement Officers. Review of *Preview of Public Personnel Administration* <https://doi.org/10.1177/0734371X261419150>

Hassan, S., Wright, B. E., & Tinkler, J.E. (forthcoming). Anticipated Stigma and Burnout: The Impact of Concerns About Appearing Racist Among Law Enforcement Officers. *Public Administration Review* <http://doi.org/10.1111/puar.70085>

Wright, B. E., Hassan, S., & Baluran, D. A. (forthcoming). Motivation, Meaning, and Burnout: Understanding Frontline Public Service Workers' Work Experiences During Turbulent Times. *Public Administration Review*. <https://doi.org/10.1111/puar.70037>

Tavares, GM, Wright, BE, & Sobral, F. (2024). Organizational leniency: examining the consequences of ignoring performance problems in public organizations. *Brazilian Journal of Public Administration*, 58 (6), e2024-0093. <https://doi.org/10.1590/0034-761220240093>

Bashir, M., Wright, B. E., & Hassan, S. (2023). The interactive influence of public service motivation, perceived reward equity, and prosocial impact on employee engagement: a panel study in Pakistan. *Public Management Review*, 25(7), 1213-1237. <https://doi.org/10.1080/14719037.2021.2013069>

- Wright B.E., Hassan, S., Baker, D., & Teaford, K. (2023). Work engagement, burnout, and the motivation to serve among law enforcement officers during the COVID-19 pandemic and community protests in the United States. *Policing: A Journal of Policy and Practice*. <https://doi.org/10.1093/police/paac078>
- Wright, B.E. (2023). Behavioral Public Administration: Recognizing, Celebrating and Reflecting on Research Trends. in Zhixia Chen (ed.), *Frontier Research in Behavioral Public Administration*, pp. 17-24. Springer Nature.
- Tavares, G. M., Sobral, F., & Wright, B. E. (2021). Commitment to Public Values, Charismatic Leadership Attributions, and Employee Turnover in Street-level Bureaucracies. *Journal of Public Administration Research and Theory*, 31(3), 542-560.
- Wright, B. E., & Christensen, R. K. (2021). Additional intervention evidence on the relationship between public service motivation and ethical behavior. *Journal of Behavioral Public Administration*, 4(1). <https://doi.org/10.30636/jbpa.41.134>
- Hassan, S. & Wright, B.E. (2020). The Behavioral Public Administration movement: A critical reflection. *Public Administration Review*, 80(1), 163-167.
- Christensen, R.K. & Wright, B.E. (2018). Public Service Motivation and ethical behavior: Evidence from three experiments. *Journal of Behavioral Public Administration*, 1(1), <https://doi.org/10.30636/jbpa.11.18>
- 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(1), 108-131.
- Pasha, O., Poister, T. H., Wright, B.E. & Thomas, J.C. (2017). Transformational Leadership and Mission Valence of Employees: The Varying Effects by Organizational Level. *Public Performance & Management Review*, 40(4), 722-740. 2017 *Public Performance & Management Review* 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 Problems. *Public Administration*, 94(3), 647-663.
- 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(1), 57-79. 2016 Best Article published in *Review of Public Personnel Administration* Award
- Wright, B.E. (2015). The Science of Public Administration: Problems, Progress, Presumptions, and Possibilities. *Public Administration Review*, 75(6), 795-805.
- 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(3), 333-343.
- Wright, B.E. & Hassan, S. (2014). 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.
- Moynihan, D.P, Pandey, S.K. & Wright, B.E. (2014). Transformational leadership in the public sector: Empirical evidence of its effects. in Y. K. Dwivedi, M. A. Shareef, S. K.

- Pandey & V. Kumar (eds.), *Public Administration Reformation: Market Demand from Public Organizations*, pp. 87-104. Routledge/Taylor and Francis.
- Wright, B.E., Christensen, R.K. & Isett, K.R. (2013). Motivated to Adapt? The Role of Public Service Motivation as Employees Face Organizational Change. *Public Administration Review*, 73(5), 738-747.
- Wright, B.E., Christensen, R.K. & Pandey, S.K. (2013). Measuring public service motivation: Exploring the equivalence of existing global measures. *International Public Management Journal*, 16(2), 197-223.
- Kim, S., Vandenabeele, W., Wright, B.E., Andersen, L.B., Cerase, F.P., Christensen, R.K., Desmarais, C., Koumenta, M., Leisink, P., Liu, B., Palidauskaite, J., Pedersen, L.H., Perry, J.L., Ritz, A., Taylor, J. & De Vivo, P. (2013). Investigating the structure and meaning of public service motivation across populations: Developing an international instrument and addressing issues of measurement invariance. *Journal of Public Administration Research and Theory*, 23(1), 79-102.
- Moynihan, D.P., Wright, B.E. & Pandey, S.K. (2012). Working within constraints: Can transformational leaders alter the experience of red tape? *International Public Management Journal*, 15(3), 315-336.
- Rainey, H.G. & Wright, B.E. (2012). Symposium on Red Tape in Public Management: International Contributions to Conceptualization and Empirical Analysis. *International Public Management Journal*, 15(3), 241-244.
- Wright, B.E., Moynihan, D.P., & Pandey, S.K.. (2012). Pulling the Levers: Transformational Leadership, Public Service Motivation and Mission Valence. *Public Administration Review*, 72(2), 206-2015.
- Moynihan, D.P., Pandey, S.K., & Wright, B.E. (2012). Prosocial values and performance management theory: The link between perceived social impact and performance information use. *Governance*, 25(3), 463-483.
- Moynihan, D.P., Pandey, S.K., & Wright, B.E. (2012). Setting the table: How transformational leadership fosters performance information use. *Journal of Public Administration Research and Theory*, 22(1), 143-164.
- Stazyk, E.C., Pandey, S.K. & Wright, B.E. (2011). Understanding affective organizational commitment: The importance of institutional context. *American Review of Public Administration*, 41(6), 603-624.
- Christensen, R.K. & Wright, B.E. (2011). The effects of public service motivation on job choice decisions: Disentangling the contributions of person-organization fit and person-job fit. *Journal of Public Administration Research and Theory*, 21(4), 723-743.
- Wright, B.E. & Pandey, S.K. (2011). Public organizations and mission valence: When does mission matter? *Administration & Society*, 42(8), 22-44.
- Wright, B.E. (2011). Public Administration as an Interdisciplinary Field: Assessing its relationship with other fields of Law, Management and Political Science. *Public Administration Review*, 71(1), 96-101
- Moynihan, D.P., Fernandez, S., Kim, S., LeRoux, K.M., Piotrowski, S.J., Wright, B.E., & Yang, K. (2011). Performance regimes amidst governance complexity. *Journal of Public Administration Research and Theory*. 21(s1), 141-151.

- Wright, B.E. (2010). Public administration and management research: Evidence of isolation and unrealized opportunity. In R. O'Leary, D. M. Van Slyke, & S. Kim (eds.), *The future of public administration, public management, and public service around the world: The Minnowbrook Perspective*, pp. 267-272. Washington, D.C.: Georgetown University Press.
- Wright, B.E. (2010). Public Administration in 2020: Balancing Values as a Journey not a Destination. *Public Administration Review*, 70(s1), 312-313.
- Wright, B.E. & Grant, A.M. (2010). Unanswered questions about public service motivation: Designing research to address key issues of emergence and effects. *Public Administration Review*, 70(5), 691-700.
- Wright, B.E. & Christensen, R.K. (2010). Public Service Motivation: A test of the job attraction-selection-attrition model. *International Journal of Public Management*, 13(2), 155-176.
- Wright, B.E. & Pandey, S.K. (2010). Transformational Leadership in the Public Sector: Does Structure Matter? *Journal of Public Administration Research and Theory*, 20(1), 75-89.
- Wright, B.E. & Pandey, S.K. (2008). Public Service Motivation and the assumption of person-organization fit: Testing the mediating effect of value congruence. *Administration & Society*, 40(5), 502-521.
- Wright, B.E. & Millesen, J.L. (2008). Nonprofit board role ambiguity: Investigating its prevalence, antecedents and consequences. *American Review of Public Administration*, 38(3), 322-338.
- Wright, B.E. (2008). Methodological challenges associated with public service motivation research. In J. L. Perry & A. Hondeghem (eds.), *Motivation in public management: The call of public service*, pp. 80-98. Oxford: Oxford University Press.
- Pandey, S.K., Wright, B.E. & Moynihan, D.P. (2008). Public service motivation and interpersonal citizenship behavior: Testing a preliminary model. *International Public Management Journal*, 11(1), 89-108.
- Kim, S. & Wright, B.E. (2007). Information technology employee work exhaustion: Toward an integrated model of antecedents and consequences. *Review of Public Personnel Administration*, 27(2), 147-170.
- Wright, B.E. (2007). Public service and motivation: Does mission matter? *Public Administration Review*, 67(1), 54-64.
- Pandey, S.K. & Wright, B.E. (2006). Connecting the dots in public management: Political environment, organizational goal ambiguity and public manager's role ambiguity. *Journal of Public Administration Research and Theory*, 16(4), 511-532.
- Wright, B.E., Manigault, L.J. & Black, T.R. (2004) Quantitative research measurement in public administration: An assessment of journal publications. *Administration & Society*, 35(6), 747-764.
- Wright, B.E. & Kim, S. (2004) Participation's influence on job satisfaction: The importance of job characteristics. *Review of Public Personnel Administration*, 24(1), 18-40.
- Wright, B.E. (2004) The role of work context in work motivation: A public sector application of goal and social cognition theories. *Journal of Public Administration Research and Theory*, 14(1), 59-78. Received the Academy of Management's Public and Non-Profit Division Best Article Award for 2004.

- Wright, B.E. & Davis, B.S. (2003). Job satisfaction in the public sector: The role of the work environment. *American Review of Public Administration*, 33(1), 70-90.
- Wright, B.E. (2001). Public sector work motivation: Review of current literature and a revised conceptual model. *Journal of Public Administration Research and Theory*, 11(4), 559-586.
- Wright, B.E. & Rohrbaugh, J. (1999). Evaluating the strengths and weaknesses of group decision-making processes: A competing values approach. *Group Facilitation: A Research and Applications Journal*, 1, 5-13.
- Visser, J.A. & Wright, B.E. (1996). Professional education in economic development: Conflicting expectations for college programs in the Great Lakes region. *Economic Development Quarterly*, 10, 3-20.
- Visser, J.A. & Wright, B.E. (1996). A rejoinder. *Economic Development Quarterly*, 10, 39-43.

Recent Conference Papers and Presentations

- Park, J.W., Nam, K., Wright, B.E. & Cho, Y. (2025). Telework & Promotion Decisions: The Role of Public Service Motivation. Presented at the Journal of Policy Studies workshop, Korean Association for Public Administration (KAPA) conference. Cheonan, South Korea.
- Hassan, S., Wright, B.E. & Tinkler, JE. Concerns for Appearing as Racist and Burnout Among Frontline Police Officers. Presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark..
- Park, J.W., Wright, B.E. & Cho, Y. (2025). A Hidden Cost of Telework: Telework and Government Managers' Promotion Decisions. Presented at the 22nd Public Management Research Conference, Seoul National University.
- Wright, BE. (2025). Contemporary Issues in U.S. Public Administration. Presented at Seoul National University, Seoul, Korea
- Wright, BE, & Hassan, S. (2025). Motivation, Meaning, and Burnout: Understanding Frontline Public Service Workers' Work Experiences During Turbulent Times. Presented at Yonsei University, Seoul, Korea
- Wright, BE & Zeemering, E. (2024). Attracting, Engaging and Preparing the Next Generation of Public Administration Students Post-Pandemic. Presented at the 6th Transylvanian International Conference in Public Administration, Babes-Bolyai University
- Hassan, S., Wright, BE & Tinkler, JE. (2024) Street level Bureaucracy & Stigma: Police Officer Stereotype Threat during the Pandemic and the Black Lives Matter Movement, Presented at the 21th Public Management Research Conference, University of Washington.
- Wright, B.E., Hassan, S., Baluran, D. & Baker, D. (2024). Public Service Motivation, Burnout, and Resignation of Police Officers. Presented at the Seoul National University & University of Chicago Illinois Joint Conference on Building Better Governance: Inclusivity, Innovation, and the New Normal
- Hassan, S., Wright, B.E., Baluran, D. & Baker, D. (2024). Exploring Frontline Public Service Workers' Experiences During Times of Crisis, Presented at the Seoul National University

Wright, B.E. (2024). Motivation & Engagement: How to get Public Employees on board with their jobs. Presented at the Brazilian National School of Public Administration, Brasilia, Brasil

Awards and Honors

Fellow, National Academy of Public Administration, 2015-present
Leslie A. Whittington Excellence in Teaching Award, Network of Schools of Public Policy, Affairs, and Administration (NASPAA), 2024
Donato J. Pugliese Award, Southeastern Conference for Public Administration, 2024
William A. Owens Creative Research Award, University of Georgia, 2023
Visiting Professor, Huazhong University of Science and Technology, 2019-2022
Distinguished Alumnus in Public Administration, Rockefeller College of Public Affairs & Policy, University at Albany SUNY, 2020
Distinguished Visiting Researcher, American University in Cairo, 2019
MPA Professor of the Year: University of North Carolina at Charlotte, 2005 & 2006; University of Georgia 2016, 2019
Western Michigan University College of Arts and Sciences Alumni Achievement Award, 2014
Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division, Academy of Management, 2005
Public and Non-Profit Division Best Article Award, Academy of Management, 2004
Sage Publications' Best Doctoral Student Conference Paper, Academy of Management, 2001
William H. Newman Award Divisional Nominee, Academy of Management, 2001
Distinguished Dissertation Award, Nelson A. Rockefeller College of Public Affairs and Policy, University at Albany (SUNY), 2001

Professional Service

Journal Management

Member, Chester A. Newland Best Article Award Committee, *Public Administration Review*, 2025
Editor, *Journal of Public Administration Research and Theory*, October 2013-2018
Associate Editor, *Public Administration Review*, Public Administration & the Disciplines section, 2011-2013
Co-editor, *Journal of Public Administration Research and Theory*, 2012-2013
CoChair, Best Article committee *Review of Public Personnel Administration*, 2018
Editorial Board Member: *American Review of Public Administration* 2009-Present, *International Journal of Organizational Theory and Behavior* 2008-Present, *International Public Management Journal* 2011-Present, *Journal of Behavioral Public Administration* 2016-Present, *Journal of Public Administration Research and Theory* 2008-2012 and 2019-present, *Public Performance and Management Review* 2013-Present; *Revista de Administracao Publica* 2019-Present

Professional Society Governance

Public Management Research Association: Board of Directors 2013-2018; 2015 Conference Site Selection Committee Chair, 2017 Conference Site Selection Committee member.
Journal of Public Administration Research and Theory Editor Search Committee member 2017-2018 & 2022-2023

Academy of Management Public and Nonprofit Division: Keith Provan Award Committee 2023, Executive Board (Program Chair, 2005-2006, Division Chair Elect 2006-07, Division Chair 2007-08 and Past Division Chair/Elections 2008-09); Five year Review Committee, Academy of Management, 1999-2000, 2010-2011; Best Article Committee Member 2004-05; Best Dissertation Committee Chair 2003-04; Co-Coordinator Doctoral Student Consortium 2003

National Academy of Public Administration, Fellow Nomination Committee 2023 – Present

Meeting Organization

Member (elected), Southeastern Conference of Public Administration Governing Board, 2025 - Present

Member, *Public Administration Review* Newland Award Committee 2024-2025

CoChair, Southeastern Conference of Public Administration Pugliese Award Committee
Chair of 2023 Southeastern Conference of Public Administration Planning, Host and Finance committees

CoChair of the Public Leadership and Motivation in Public Value Production” two day panel at the 16th Transatlantic Dialogue Conference, Roskilde University, Denmark

Co-chair, Program Committee, Southeastern Conference of Public Administration, 2021

Member, Program Committee, Public Management Research Conference, 2020 - 2025

Chair, Doctoral Student Consortium, Public Management Research Conference, 2015 - 2019

Co-chair, Program Committee, Southeastern Conference of Public Administration (Charlotte, NC), 2013

Program Chair, Academy of Management Public & Nonprofit Division (Atlanta, GA) 2006

Co-chair, Promotions Committee, Southeastern Conference of Public Administration, 2004

Member, Program Committee, Southeastern Conference of Public Administration, 2004

University of Georgia

Chair, Owens Institute of Behavioral Research, Program Review Committee, Fall 2024 – Spring 2025

Member/Chair, Social and Behavioral Sciences Research Awards Committee, 2024 – Present

Member, UGA University Council, Fall 2021 – May 2024

Member UGA Human Resources Committee, Fall 2021 – May 2024

Member UGA Faculty Grievance Committee, Fall 2021 – May 2024

Chair, Search Committee for the Director of the Gwinnett Campus, Fall 2022

Member, Working Group for Online Education, 2020 - 2021

CVIOG Management Team member, 2016-2022

SPIA/GLOBIS Study Abroad Committee

Faculty Advisor, Graduate Students for Public Administration, 2016 - 2023

Recent Teaching Experience

Undergraduate Courses

Working Hard or Hardly Working: A Dilbert's Guide to Government (UGA)

Program Evaluation (UGA)

Public Sector Human Resource Management (UGA)

Graduate Courses

Research Methods in Public Administration (UGA)

Leadership in Public Administration (UGA)

Employee Engagement & Supervision (UGA)

Public Personnel Administration (UGA)

Dissertation Committees

Obed Pasha, Georgia State University, PhD in Public Policy, 2014

Gustavo M. Tavares, Brazilian School of Public and Business Administration at the Getulio Vargas Foundation, PhD in Administration 2019

Jekyung Lee, University of Georgia, PhD in Public Administration and Policy 2020

Ah Rum Chang, University of Georgia, PhD in Public Administration and Policy 2020

Ivan Lee, Rutgers University, PhD in Public Administration, 2022

Jungyeon Park, University of Georgia, PhD in Public Administration and Policy, 2022

Ju Won Park (chair), UGA, PhD in Public Administration and Policy, 2024

Nayeong Kim, UGA, PhD in Public Administration and Policy, in progress

Gabe Kidman, UGA, PhD in Public Administration and Policy, in progress

Professional Memberships

National Academy of Public Administration

Academy of Management

American Society for Public Administration

Public Management Research Association

Other Professional Experience

Associate for University Financial Analysis, 2000 - 2002

Resource Planning, System Administration, State University of New York

Senior Research Aide, 1997 - 2000

Center for the Study of the States/Urban and Metropolitan Studies Group, The Nelson A. Rockefeller Institute of Government

Special Assistant to the Dean, 1995 - 1996

Division of Continuing Education, Western Michigan University

Presidential Management Intern/Internal Management Consultant, 1993 - 1995

Human Resources/Office for Quality, Western Michigan University