

Bradley E. Wright

Department of Public Administration and Policy
School of Public and International Affairs
204 Baldwin Hall
University of Georgia
Athens, Georgia 30602-1615
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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 and Department Head, 2014 – 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

Instructor/Adjunct Assistant Professor, 1998 - 2002

Department of Public Administration and Policy, University at Albany (SUNY)

Publications

Hassan, S., Wright, B.E. & Yukl, G. (2014). Does ethic 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., Vandenberg, W., Wright, B.E., Andersen, L.B., Cerase, F.P., Christensen, R.K., Desmarais, C., Koumenta, M., Leisink, P., Liu, B., Paliduskaite, 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. & 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.

Conference Papers and Presentations

- Wright, B.E. (2014) Leadership and motivation in public sector organizations: Thoughts on a research agenda and making a compelling contribution to theory and practice. Presented at the 38th Annual Meeting of the National Association of Graduate Studies and Research in Administration (ANPAD), Rio de Janeiro, Brazil.
- Hatmaker, D.M., Hassan, S. & Wright, B.E. (2014). Encouraging innovative behavior: The effects of leader-member exchange and public service motivation. Presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Pasha, O., Poister, T., Wright, B.E. & Thomas, J.C. (2014). Cascading effects of transformational leadership and its impact on mission valence. Presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Wright, B.E. (2014). Leadership, management and motivation in public sector organizations. Cardiff University.
- Wright, B.E. & Hassan, S. (2014). Public service motivation and ethical behavior: An empirical test. Presented at the 17th Annual Conference of the International Research Society for Public Management, Ottawa, Canada.
- Wright, B.E. (2014). The Science of Public Administration: Problems, progress, presumptions, and possibilities. Presented at the American Society for Public Administration, Washington, D.C.
- Wright, B.E. (2013). Public service motivation: Some thoughts on conceptual and operational definitions. Presented at the International Institute of Administrative Science research conference: One step beyond – refining public service motivation theory and research methods, Utrecht University School of Governance, the Netherlands
- Hassan, S., Wright, B.E. & Yukl, G. (2013). Does ethical leadership matter in government? Effects on willingness to report ethical problems, commitment and absenteeism behavior. Presented at the 12th National Public Management Research Conference, Madison, WI.

- Wright, B.E., Christensen, R.K. & Hassan, S. (2013). Back to the future: Testing the fundamental assumptions of public service motivation with panel data. Presented at the 12th National Public Management research Conference, Madison, WI.
- Hassan, S. & Wright, B.E. (2013). The role of employee task performance and learning effort in determining empowering managerial practices: Evidence from a public agency. Presented at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
- Christensen, R.K. & Wright, B.E. (2012). Does the pool of narcissus reflect public service motivation? Evidence from municipal employees participating in organizational change. Presented at the 16th Annual Conference of the International Research Society for Public Management, Rome, Italy.
- Moynihan, D.P., Pandey, S.K. & Wright, B.E. (2011). Working within constraints: Can transformational leaders alter the experience of red tape? Presented at the 7th Transatlantic Dialogue on Strategic Management of Public Organizations, Newark, NJ.
- Wright, B.E., Christensen, R.K. & Isett, K. (2011). Motivated to adapt? The role of public service motivation as employees face organizational change. Presented at the 11th National Public Management research Conference, Syracuse, NY.
- Davis, R.S., Pandey, S.K. & Wright, B.E. (2011). What do measures of bureaucratic red tape register? Individual perceptions or organizational property. Presented at the 11th National Public Management research Conference, Syracuse, NY.
- Wright, B.E. & Isett, K. (2011). Validating a three-dimensional model of employee commitment to change: Testing antecedents and consequences. Presented at the 15th Annual Conference of the International Research Society for Public Management, Dublin, Ireland.
- Wright, B.E., Christensen, R.K., Pandey, S.K. & Whiting, S.W. (2010). Measuring Public Service Motivation: Exploring Antecedents, Consequences and the Equivalency of Existing Measures. Presented at the international workshop on Public Service Motivation and Public Performance in a Globalized World, Huazhong University of Science & Technology, China.
- Moynihan, D.P., Pandey, S.K. & Wright, B.E. (2010). A Reason to Believe: How the Perceived Social Impact of Work Encourages Performance Information Use. Presented at the 70th Annual Meeting of the Academy of Management, Montreal, Canada.
- Moynihan, D.P., Pandey, S.K. & Wright, B.E. (2009). Leadership and reform: Mapping the causal pathways of performance information use. Presented at the 10th Public Management Research Conference, Columbus, OH.
- Christensen, R.K. & Wright, B.E. (2009). The effects of public service motivation on job choice decisions: Exploring the contributions of person-organization fit and person-job fit. Presented at the 10th Public Management Research Conference, Columbus, OH.
- Wright, B.E. (2009). Public Administration as an Interdisciplinary Field: A research note assessing its relationship with other fields of Law, Management and Political Science. Presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.

- Wright, B.E. & Grant, A.M.. (2009). Advancing Public Service Motivation Research: Research Designs for Key Questions about Emergence and Effects. Presented at the International Public Service Management Research Conference, Bloomington, IN.
- Moynihan, D.P., Pandey, S.K. & Wright, B.E. (2009). Pulling the Levers: Leadership, Public Service Motivation and Mission Valence. Presented at the International Public Service Management Research Conference, Bloomington, IN.
- Christensen, R.K. & Wright, B.E.. (2009). Public Service Motivation: Testing Measures, Antecedents and Consequences. Presented at the International Public Service Management Research Conference, Bloomington, IN.
- Wright, B.E. (2008). Public Administration as Politics, Law and Management: Claims of intersection, concerns of isolation. An essay prepared for phase one of Minnowbrook III, Blue Mountain Lake, NY.
- Wright, B.E. & Pandey, S.K. (2008). Transformational leadership in government: Exploring the influences of public sector organizational and contextual characteristics. Presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
- Wright, B.E. (2007). Leveraging collective action toward the common good. Presented at the Leadership Scholarship Research Conference, Center for Integrative Leadership, University of Minnesota.
- Wright, B. E. & Christensen, R.K. (2007). Public Service Motivation: A Longitudinal Analysis of the Job Attraction-Selection-Attrition Model. Presented at the 9th National Public Management Research Conference, Tucson, AZ.
- Wright, B.E. & Pandey, S.K. (2007). What Makes Mission Matter? Mission Valence, Public Service Motivation and Human Resource Outcomes. Presented at the 9th National Public Management Research Conference, Tucson, AZ.
- Wright, B.E. (2007). Methodological Challenges associated with Public Service Motivation Research. Presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Pandey, S.K., Wright, B.E. & Stazyk, E.C. (2007). Understanding organizational commitment: A public sector model. Presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Millesen, J.L. & Wright, B.E. (2006). Understanding the motive to serve on a nonprofit board of directors: Does service field matter? Presented at the Association for Research on Nonprofits and Voluntary Action, Chicago, IL.
- Pandey, S.K. & Wright, B.E. (2005) Connecting the Dots in Public Management: Political Environment, Goal Ambiguity and Role Ambiguity". Presented at the 65th Annual Meeting of the Academy of Management. Received the *Charles H. Levine Award for Best Conference Paper* in the Public and Nonprofit Division. Selected for inclusion into the *Best Papers Proceedings of the 65th Annual Meeting of the Academy of Management*.
- Wright, B.E. & Pandey, S.K. (2005). Exploring the nomological map of the public service motivation concept. Presented at the 8th National Public Management Research Conference, Los Angeles, CA.

- Kim, S. & Wright, B.E. (2004). Information Technology Employee Work Exhaustion: Toward an Integrated Model of Antecedents and Consequences. Presented at the 64th Annual Meeting of the Academy of Management, New Orleans.
- Wright, B.E. (2003). Toward understanding task, mission and public service motivation: A conceptual and empirical synthesis of goal theory and public service motivation. Presented at the 7th National Public Management Research Conference, Washington, D.C.
- Kim, S. & Wright, B.E. (2002). The impact of participative decision making and job characteristics on job satisfaction. Presented at the 63rd National Conference of the American Society for Public Administration, Phoenix, Arizona.
- Wright, B.E. & Rohrbaugh, J. (2001). Antecedents and correlates of organizational commitment: Testing the contributions of a four-tier conceptual model. Presented at the 6th National Public Management Research Conference, Bloomington, Indiana.
- Wright, B.E. (2001) Work motivation in the public sector: An application of goal and social cognitive theories. Presented at the 61st Annual Meeting of the Academy of Management, Washington, D.C. Received the *Sage Publications' Best Doctoral Student Conference Paper Award*. Selected for inclusion into the *Best Papers Proceedings of the 61st Annual Meeting of the Academy of Management*.
- Davis, B. & Wright, B.E. (2001). Public sector job satisfaction: The role of work environment. Presented at the 62nd National Conference of the American Society for Public Administration, Newark, New Jersey.
- Rohrbaugh, J. & Wright, B.E. (1999). Big Five personality theory and management team effectiveness. Presented at the 5th National Public Management Research Conference, College Station, Texas.
- Wright, B.E., Black, T., & Flournory, L. (1999). Research measurement in the public administration literature: An evaluation of journal publications. Presented at the 5th National Public Management Research Conference, College Station, Texas.
- McCartt, A.T., Wright, B.E., Rohrbaugh, J., & Hammer, M. (1999). Testing a causal model of sleepiness-related driving among long-distance truck drivers. Presented at the 10th International Conference – Traffic Safety on Two Continents, Malmo, Sweden. Published in the *Proceedings of the 10th International Conference Traffic Safety on Two Continents*.
- McCartt, A.T., Schneider, N.R., Wright, B.E., & Fuller, S.Z. (1999). Driver, carrier, vehicle, and other variables related to an out-of-service determination resulting from a roadside truck safety inspection. Presented at the 2nd International Truck and Bus Safety Symposium, Knoxville, Tennessee. Published in the *Proceedings of the 2nd International Truck and Bus Safety Symposium*.
- Wright, B.E. (1998). Service quality and satisfaction in the public sector: An empirical model. Presented at the 59th National Conference of the American Society for Public Administration, Seattle, Washington.

Awards and Honors

MPA Professor of the Year, University of North Carolina at Charlotte, 2004-05 & 2005-06

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
College Scholar, Nelson A. Rockefeller College of Public Affairs and Policy, University at Albany (SUNY), 1996-99
Department Graduate Research and Creative Scholar, Western Michigan University, 1994
Phi Kappa Phi, Honor Society, Western Michigan University, 1993
Political Science Book Award, Hope College, 1991
Pi Sigma Alpha, Political Science Honor Society, Hope College, 1990
Phi Alpha Theta, History Honor Society, Hope College, 1990

Professional Service

Journal Management

Editor, *Journal of Public Administration Research and Theory*, October 2013-Present
Associate Editor, *Public Administration Review*, Public Administration & the Disciplines section, 2011-2013
Co-editor, *Journal of Public Administration Research and Theory*, 2012-2013
Editorial Board Member: *Journal of Public Administration Research and Theory* 2008-2012, *International Journal of Organizational Theory and Behavior* 2008-Present, *American Review of Public Administration* 2009-Present, *International Public Management Journal* 2011-Present, *Public Performance and Management Review* 2013-Present
Peer Reviewer: Academy of Management (Annual Conference), *Employee Relations*, *Governance*, *International Review of Administrative Sciences*, *Journal of Business Research*, *Journal of Change Management*, *Journal of Policy Analysis and Management*, *Leadership Quarterly Review*, *Nonprofit and Voluntary Sector Quarterly*, *Organization Science*, *Policy Studies Journal*, *Psychological Reports*, *Public Administration*, *Public Administration Review*, *Public Management Review*, *Review of Public Personnel Administration*

Professional Society Governance

Public Management Research Association: Board of Directors 2013-Present; 2015 Public Management Research Association Conference Site Selection Committee Chair, 2017
Public Management Research Association Conference Site Selection Committee member.
Academy of Management Public and Nonprofit Division: 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

Meeting Organization

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

Program Chair, Academy of Management Public & Nonprofit Division (Atlanta, GA), 2005-06

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

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

Local Practitioner

Member, City Employee of the Year Committee, Charlotte, NC. 2007, 2008, 2010

Member, County Employee of the Year Committee, Mecklenburg County, NC. 2007 & 2008

Vice President, Central Piedmont Chapter of ASPA, 2003-04

Georgia State University

Member, Public Management and Policy Executive Committee 2013-Present

Faculty Advisor, Pi Alpha Alpha Honor Society, 2012-Present

University Internal Grant Review Committee, 2012-Present

Member, 2CI Faculty Search Committee, 2012-2013

University of North Carolina at Charlotte

Member, Department of Political Science Executive Committee 2010-2012

Member, MPA Assessment Committee, 2009-2012

Faculty Advisor, Pi Alpha Alpha Honor Society, 2007-2012

Member, MPA Admissions Committee, 2006-2012

Member, College of Arts & Sciences Faculty Council, 2004-05 & 2008-09

Member, American Politics Faculty Search Committee, 2007-08

Member, College of Arts & Sciences Technology Committee, 2006-07

Member, University Faculty Council, 2005-06

Chair, MPA Faculty Search Committee, 2005-06

Chair, MPA Comprehensive Exam Committee, 2003-06

Member, Department of Political Science 10 year Self-Study Committee, 2003-05

Judge, 4th and 5th Annual UNCC Graduate Research Fair, 2004, 2005

Member, Nonprofit Management Faculty Search Committee, 2004-05

Member, Comprehensive Review Committee for the Chair of Political Science, 2004

Member, International Politics Faculty Search Committee, 2003-04

Graduate Faculty Representative, Mark Robertson's Dissertation Committee, 2003-04

Member, MPA Graduate Committee

MPA Student Advisor

Teaching Experience

Undergraduate Courses

Public Administration and Management (SUNY Albany)
Introduction to American Politics (UNCC)
Political Science Research Methods (UNCC)

Graduate Courses

Data, Models and Decisions II (SUNY Albany)
Survey Research Tools and Techniques (SUNY Albany)
Changing the Public Sector Organization (UNCC)
Public Management and Organizations (UNCC)
Human Resource Management (UNCC)
Research Applications (UNCC)
Research Methods for Public Administrators (UNCC)
Data Analysis for Decision Making (UNCC)
Applied Research Methods and Statistics II (GSU)
Public Administration & Democracy (GSU)
Leadership and Organizational Behavior (GSU)

Professional Memberships

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

Research Assistant, 1998 - 1999

Institute for Traffic Safety Management and Research, University at Albany (SUNY)

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

Research Assistant, 1992 - 1993

Regional Education and Economic Development, Western Michigan University