

Contact Information

John Glenn College of Public Affairs
310A Page Hall, 1810 College Street, Columbus, OH 43210
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Academic Positions

Associate Professor, John Glenn College of Public Affairs, Ohio State University, 2016 –
Assistant Professor, John Glenn College of Public Affairs, Ohio State University, 2010 – 2016

Professional Positions

Chair (Elect), Public and Nonprofit Division, Academy of Management, 2019-2020
Program Chair, Public and Nonprofit Division, Academy of Management Annual Meeting, 2018
Research Fellow, Local Government Workplace Research Initiative, University of North Carolina,
Chapel Hill, 2018-present
Director of Doctoral Studies, John Glenn College of Public Affairs, The Ohio State University,
August, 2017 – May, 2018
Fellow, Center for Organization Research and Design, Arizona State University, 2016-present
Communications Secretary, International Research Society for Public Management, 2014-2019
Treasurer, Public and Nonprofit Division, Academy of Management, 2014-2017
Co-chair of the Doctoral Student Professional Development Consortium, Public and Nonprofit
Division, Academy of Management, 2013-2014

Editorial Activities

Editorial Board, *Journal of Public Administration Research and Theory*, 2019-present
Editorial Board, *Public Administration Review*, 2018-present
Editorial Board, *The American Review of Public Administration*, 2015-present
Editorial Board, *International Public Management Journal*, 2012-present

Education

Ph.D., State University of New York, Albany, 2010 (*Advisor: John Rohrbaugh*)
M.S., London School of Economics & Political Science, 2005
B. S. (with honors), California State University, Northridge, 2003

Awards and Honors

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

Research Interests

Leadership in Public Organizations | Motivation and Performance of Public Employees | Diversity and Inclusion | Citizen-State Interactions | Law Enforcement Organizations | Legal Institutions

Publications

Journal Articles

Hassan, S., & Jiang, Z. (in revision). The Importance of Inclusive Leadership in Facilitating Learning and Improving Performance of Police Units. *International Public Management Journal*.

Young, K., Hassan, S., & Hatmaker, D. (in revision). Gender, Personal Control, and Ethical Leadership: A Study of Workplace Incivility. *Public Management Review*.

Hassan, S. (forthcoming). The Perils of Unethical Leadership in Government. *Public Integrity*¹

Bashir, M. & Hassan, S. (forthcoming). The Need for Ethical Leadership in Combatting Corruption: Evidence from Pakistan. *International Review of Administrative Sciences*.

Hassan, S., DeHart-Davis, L., & Jiang, Z. (forthcoming). How Empowering Leadership Reduces Employee Silence in Public Organizations. *Public Administration*.

Hassan, S., Park, J., & Raadschelders, J. (forthcoming). Taking a Closer Look at the Empowerment-Performance Relationship: Evidence from Law Enforcement Organizations. *Public Administration Review*.

Young, K. A., & Hassan, S. (forthcoming). How Procedural Experiences Shape Citizens' Perceptions of and Orientations Toward Legal Institutions: Evidence from a Household Survey in Bangladesh. *International Review of Administrative Sciences*.

Umar, S., & Hassan, S. (forthcoming). Encouraging the Collection of Performance Data in Nonprofit Organizations: The Importance of Organizational Support for Learning. *Public Performance and Management Review*.

Yukl, G., Mahsud, R., Prussia, G., & Hassan, S. (forthcoming). Effectiveness of Broad and Specific Leadership Behaviors. *Personnel Review*.

Park, J. & Hassan, S. (2018). Does the Influence of Empowering Leadership Trickle down in Public Organizations? Evidence from Law Enforcement Organizations. *Journal of Public Administration Research and Theory*, 28, 212–225. [Carlo Masini Award, AOM 2017]

Young, K. A. & Hassan, S. (2018). An Assessment of the Prevalence, Perceived Significance and Response to Dowry Solicitation and Domestic Violence in Bangladesh. *Journal of Interpersonal Violence*, 33, 2968–3000.

Hassan, S., Prussia, G., Mahsud, R., & Yukl, G. (2018). How Leader Networking, External Monitoring, and Representing Are Relevant for Effective Leadership. *Leadership and Organizational Development Journal*, 39, 454 – 467.

Wright, B.E., Hassan, S., & Christensen, R.K. (2017). Job Choice and Performance: Revisiting Core Assumptions about Public Service Motivation. *International Public Management Journal*, 20, 108-131.

Hassan, S., Wright, B.E., & Park, J. (2016). The Role of Employee Task Performance and Learning Effort in Determining Empowering Managerial Practices: Evidence from a Public Agency. *Review of Public Personnel Administration*, 36, 57-79. [Best Article Award, ROPPA 2017]

¹ Invited guest editorial essay.

- Wright, B.E., Hassan, S., & Park, J. (2016). Does a Public Service Ethic Encourage Ethical Behavior? Public Service Motivation, Ethical Leadership and the Willingness to Report Ethical Concerns. *Public Administration*, 94, 647–663.
- Hassan, S. & Hatmaker, D. M. (2015). Leadership and Performance of Public Employees: Effects of the Quality and Characteristics of Manager-Employee Relationships. *Journal of Public Administration Research and Theory*, 25, 1127-1155.
- Hassan, S. (2015). The Importance of Ethical Leadership and Personal Control in Promoting Improvement-Centered Voice among Government Employees. *Journal of Public Administration Research and Theory*, 25, 687-719.
- Hassan, S., Wright, B.E., & Yukl, G. (2014). Does Ethical Leadership Matter in Government? Effects on Organizational Commitment, Absenteeism, and Willingness to Report Ethical Problems. *Public Administration Review*, 74, 333-343.
- Hassan, S. (2014). Sources of Professional Employees' Job Involvement: An Empirical Investigation in a Government Agency. *Review of Public Personnel Administration*, 34, 356-378.
- Hassan, S., Mahsud, R., Yukl, G., & Prussia, G. (2013). Ethical and Empowering Leadership and Leader Effectiveness. *Journal of Managerial Psychology*, 28, 133-146.
- Yukl, G., Mahsud, R., Hassan, S., & Prussia, G. (2013). An Improved Measure of Ethical Leadership. *Journal of Leadership and Organization Studies*, 20, 38-48.
- Hassan, S. (2013). Does Fair Treatment in the Workplace Matter? An Assessment of Organizational Fairness and Employee Outcomes in Government. *The American Review of Public Administration*, 43, 539-557.
- Hassan, S. (2013). The Importance of Role Clarification in Workgroups: Effects on Perceived Role Clarity, Work Satisfaction and Turnover Rates. *Public Administration Review*, 73, 716-725. [Charles Levine Award, AOM 2012]
- Hassan, S. (2012). Employee Attachment to Workplace: A Review of Organizational and Occupational Identification and Commitment. *International Journal of Organizational Theory and Behavior*, 15, 383-422.
- Hassan, S. & Rohrbaugh, J. (2012). Variability in Organizational Climate in Government Offices and Affective Organizational Commitment. *Public Management Review*, 14, 563-584. [Carlo Masini Award, AOM 2011]
- Hassan, S. & Rohrbaugh, J. (2011). The Role of Psychological Climate on Affective Commitment of Multiple Occupational Groups: An Empirical Assessment in Public Agencies. *International Public Management Journal*, 14, 27-62.
- Hassan, S. & Rohrbaugh, J. (2009). Incongruity in 360-degree Feedback Ratings and Competing Managerial Values: Evidence from a Public Agency Setting. *International Public Management Journal*, 12, 421 – 449.

Book Chapters

- Wright, B.E. & Hassan, S. (2013). Job design in public sector organizations. In Y. K. Dwivedi, M. A. Shareef, S. K. Pandey & V. Kumar (eds.), *Public Administration Reformation: Market Demand from Public Organizations*, pp. 105-123. Routledge/Taylor and Francis.

Hassan, S., & Rohrbaugh, J. (2011). Value Knowledge Management for Multi-party Conflicts: An Example of Process Structuring. In A. Fred et al. (Eds.), *Knowledge Discovery, Knowledge Engineering and Knowledge Management, Communications in Computer and Information Science*, Springer-Verlag.

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

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

Funded Research

Principal Investigator (CoPI: Daniel Baker). Cultivating Procedural Fairness within Police Organizations: The Importance of Ethical Leadership, Fisher Leadership Research Grant (\$5,532), 2018.

Principal Investigator (CoPI: Zhongnan Jiang). Leader Inclusiveness and Team Performance in Law Enforcement Agencies, Fisher Leadership Research Grant (\$6, 126), 2017.

Courses Taught

Public Management Research Seminar (doctoral)

Managerial Leadership in Public Organizations (masters)

Public Affairs Statistics (masters)

Leadership in Public and Non-profit Organizations (undergraduate)

Information Systems Management (undergraduate)

Ph.D. Thesis Committees

Daniel Baker, Chair

Zhongnan Jiang, Chair

Kimberly Young, Chair (Visiting Assistant Professor, Ohio State University)

Jongsoo Park, Chair, (Assistant Professor, Korea University)

Jieun You, Member (Researcher, Yonsei University)

Ad-hoc Reviews

American Review of Public Administration | Business Ethics: An European Review | Current Psychology | European Journal of Work and Organizational Psychology | International Review of Administrative Science | International Public Management Journal | International Journal of Human Resources Management | Journal of Managerial Psychology | Journal of Public Administration Research and Theory | Journal of Policy Analysis and Management | Israeli Science Foundation | Local Government Studies | Nonprofit Management and Leadership | Organizational Management Journal | | Political Research Quarterly | Public Administration | Public Administration Review | Public Management Review | Public Personnel Management | Public Performance and Management Review | Review of Public Personnel Administration | Studies in Higher Education