

Curriculum Vitae

SHAHIDUL (RUSSELL) HASSAN

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Current Appointment

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

Past Appointments

Visiting Professor, School of Business and Social Sciences, Aarhus University, 2021 – 2023

Associate Professor, John Glenn College of Public Affairs, Ohio State University, 2016 – 2021

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

Lecturer (part-time), State University of New York, Albany, 2009 – 2010

Research Affiliations

Faculty Affiliate, Police Staffing Observatory, Michigan State University, 2023 –

Faculty Affiliate, Criminal Justice Research Center, Ohio State University, 2023 –

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

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

Professional Positions

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

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

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

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

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

Editorial Service

Guest Editor, Special Issue on Political Leadership, *Behavioral Science and Policy*, 2022

Co-Editor (with Robert Christensen and James Perry), Special Issue on Elevating Public Service
Motivation, *International Public Management Journal*, 2020

Co-Editor, *International Public Management Journal*, 2019 – 2023

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

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

Editorial Board Member, *Public Administration Review*, 2018 –2021

Editorial Board Member, *American Review of Public Administration*, 2015 –2021

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

Education

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

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

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

Honors and Awards

Charles H. Levine Award for the Best Conference Paper (with Deneen Hatmaker and Amy Smith), Public and Nonprofit Division, Academy of Management Annual Meeting, 2022
Best Article Award (with Amy E. Smith, Deneen M. Hatmaker, Leisha DeHart-Davis, and Nicole Humphrey), *Review of Public Personnel Administration*, 2022
Outstanding Undergraduate Teaching Award, John Glenn College of Public Affairs, The Ohio State University, 2021
Carlo Masini Award for Innovative Scholarship (with Jongsoo Park), Public and Nonprofit Division, Academy of Management Annual Meeting, 2017
Best Article Award (with Bradley E. Wright and Jongsoo Park), *Review of Public Personnel Administration*, 2017
Scholarly Excellence Award, Center for Organization Research and Design, School of Public Affairs, Arizona State University, 2016
Charles H. Levine Award for the Best Conference Paper, Public and Nonprofit Division, Academy of Management Annual Meeting, 2012
Carlo Masini Award for Innovative Scholarship (with John Rohrbaugh), Public and Nonprofit Division, Academy of Management Annual Meeting, 2011
Distinguished Doctoral Dissertation Award, SUNY, Albany, 2011
Information Systems Alumni Merit Award, California State University, 2003

Research Interests

Leadership | Public Management | Democratic Policing | Criminal Justice Policy | Social Identity

Publications

(*doctoral/postdoctoral mentee)

- Wright, B.E., Hassan, S., & Baluran, D. A. (*In Review*). Motivation, Meaning, and Burnout: Exploring Frontline Workers' Experiences During Crisis.
- Huang, T., Hassan, S., Villadsen, A., & Yi, H. (*In Review*). Gender Representation in Top Management Teams and the Adoption of Women-Sensitive Policies by Local Governments in China.
- Perdue, T., Hassan, S., Baluran, D. A., Silverstein, S., & Crawford, T. (*In Review*). Exploring the Associations between Growth Mindset, Stigma Against People Who Use Drugs, and Naloxone Risk Compensation Beliefs among Law Enforcement Officers.
46. Humphrey, N., DeHart-Davis, L., Hassan, S., Hatmaker, D.M., & Smith, A.E. (*R&R: 2nd Round*). Does Workplace Inclusion Mitigate Emotional Exhaustion? Evidence from Local Government Organizations. *Public Management Review*.
45. *Davis, J. A. & Hassan, S. (2024). Preference for Group-based Social Hierarchy and the Reluctance to Accept Women as Equals in Law Enforcement. *Journal of Public Administration Research & Theory*. <https://doi.org/10.1093/jopart/muae003>.
44. Hatmaker, D.M., Smith, A.E., & Hassan, S. (2024). Workplace Incivility and Its Impact on Public Employees' Job Search Behavior. *Public Personnel Management*. <https://doi.org/10.1177/0091026024122865>. [*Academy of Management Public and Nonprofit Division 2021 Charles Levine Award for the Best Conference Paper*]

43. Tran, L., *Baluran, D.A., & Hassan, S. (2024). The Relation between Perceived Racial Discrimination and Civic Engagement among People of Asian Descent. *Nonprofit and Volunteer Sector Quarterly*, <https://doi.org/10.1177/08997640241228598>.
42. *Davis, J.A., Jiang, Z., Hassan, S., & DeHart-Davis, L. (2024). Gender Differences in Workplace Incivility Experiences and Their Impacts on the Wellbeing and Retention of Women in Law Enforcement Organizations. *Policing: A Journal of Policy and Practice*, <https://doi.org/10.1093/police/paad090>.
41. *Davis, J.A., *Baluran, D.A., & Hassan, S. (2023). Support for Democratic Policing among Frontline Police Officers: The Role of Social Dominance Orientation. *The British Journal of Criminology*, <https://doi.org/10.1093/bjc/azad029>.
40. Wright, B.E., Hassan, S., Baker, D.B., & Teaford, K. (2023). Work Engagement, Burnout and the Motivation to Serve among Law Enforcement Officers during COVID-19 Pandemic and Community Protests in the United States. *Policing: A Journal of Policy and Practice*, 23, paac078, <https://doi.org/10.1093/police/paac078>.
39. *Jiang, Z., *Baker, D.B., & Hassan, S. (2023). Conflict and Cooperation in Police Units: The Importance of Manager Inclusiveness. *Public Management Review*, 25, 1449-1474.
38. Bashir, M., Wright, B.E., & Hassan, S. (2023). The Interactive Influence of Public Service Motivation, Perceived Reward Equity, and Prosocial Impact on Public Employee Engagement: A Panel Study in Pakistan. *Public Management Review*, 25, 1213-1237.
37. Hatmaker, D.M. & Hassan, S. (2023). When do Women Receive Managerial Support? The Effects of Gender Congruence and the Quality of Manager-Employee Relationship. *Public Management Review*, 25, 22-41.
36. Datta, B.K., & Hassan, S. (2022). An Early Assessment of the 2017 Child Marriage Restraint Act of Bangladesh. *Asia Pacific Journal of Public Health*, 34, 463-465.
35. *Baker, D.B. & Hassan, S. (2021). Gender and Prosecutorial Discretion: An Empirical Assessment. *Journal of Public Administration Research & Theory*, 31, 73-90.
34. Smith, A. E., Hassan, S., Hatmaker, D.M, DeHart-Davis, L., & Humphrey, N. (2021). Gender, Race, and Experiences of Workplace Incivility in Public Organizations. *Review of Public Personnel Administration*, 41, 674-699. [*Review of Public Personnel Administration Best Article Award*]
33. Hassan, S. Pandey, S., & Pandey, S.K. (2021). Should Managers Provide General or Specific Ethical Guidelines to Employees: Insights from a Mixed Methods Study. *Journal of Business Ethics*, 172, 563-580.
32. *Young, K., Hassan, S., & Hatmaker, D. M. (2021). Towards Understanding Workplace Incivility: Gender, Personal Control, and Ethical Leadership. *Public Management Review*, 23, 31-52.
31. Hassan, S., & Jiang, Z. (2021). Facilitating Learning to Improve the Effectiveness of Law Enforcement Workgroups: The Role of Inclusive Leadership Behavior. *International Public Management Journal*, 24, 106-130.
30. Bashir, M. & Hassan, S. (2020). The Need for Ethical Leadership in Combatting Corruption. *International Review of Administrative Sciences*, 86, 673-690.

29. Hassan, S. & Wright, B.E. (2020). The Behavioral Public Administration Movement: A Critical Reflection. *Public Administration Review*, 80, 163-167.
28. *Young, K. A., & Hassan, S. (2020). How Procedural Experiences Shape Citizens' Perceptions of and Orientations Toward Legal Institutions: Evidence from a Household Survey in Bangladesh. *International Review of Administrative Sciences*, 86, 278–294.
27. Hassan, S. (2019). We Need More Research on Unethical Leadership Behavior in Public Organizations. *Public Integrity*, 21, 553-556. [invited essay]
26. Hassan, S., *Park, J., & Raadschelders, J. (2019). Taking a Closer Look at the Empowerment-Performance Relationship: Evidence from Law Enforcement Organizations. *Public Administration Review*, 79, 427- 438.
25. Hassan, S., DeHart-Davis, L., & *Jiang, Z. (2019). How Empowering Leadership Reduces Employee Silence in Public Organizations. *Public Administration*, 97, 116–131.
24. Umar, S., & Hassan, S. (2019). Encouraging the Collection of Performance Data in Nonprofit Organizations: The Importance of Organizational Support for Learning. *Public Performance and Management Review*, 42, 1062-1084.
23. Yukl, G., Mahsud, R., Prussia, G., & Hassan, S. (2019). Effectiveness of Broad and Specific Leadership Behaviors. *Personnel Review*, 48, 774-783.
22. 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.
21. *Park, J. & Hassan, S. (2018). Does the Influence of Empowering Leadership Trickle Down in Public Organizations? Evidence from Law Enforcement Organizations. *Journal of Public Administration Research & Theory*, 28, 212–225. [*Academy of Management Public and Nonprofit Division 2017 Carlo Masini Award for Innovative Scholarship; Included in the JPART Virtual Issue in Policing and Public Administration*]
20. *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.
19. 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.
18. 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. [*Review of Public Personnel Administration Best Article Award*]
17. 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.
16. 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.

15. 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.
14. Hassan, S. (2014). Sources of Professional Employees' Job Involvement: An Empirical Investigation in a Government Agency. *Review of Public Personnel Administration*, 34, 356-378.
13. 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.
12. Hassan, S., Mahsud, R., Yukl, G., & Prussia, G. (2013). Ethical and Empowering Leadership and Leader Effectiveness. *Journal of Managerial Psychology*, 28, 133-146.
11. Yukl, G., Mahsud, R., Hassan, S., & Prussia, G. (2013). An Improved Measure of Ethical Leadership. *Journal of Leadership and Organization Studies*, 20, 38-48.
10. 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. [*Academy of Management Public and Nonprofit Division 2012 Charles Levine Award for the Best Conference Paper*]
9. 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.
8. 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*, Routledge/Taylor and Francis.
7. Hassan, S. & Rohrbaugh, J. (2012). Variability in Organizational Climate in Government Offices and Affective Organizational Commitment. *Public Management Review*, 14, 563-584. [*Academy of Management Public and Nonprofit Management 2011 Carlo Masini Award for Innovative Scholarship*]
6. Hassan, S. (2012). Employee Attachment to Workplace: A Review of Organizational and Occupational Identification and Commitment. *International Journal of Organization Theory and Behavior*, 15, 383-422.
5. 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.
4. 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.
3. 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.

2. 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.
1. Gil-Garcia, J. R., & Hassan, S. (2008). Structuration Theory and Government IT. In G. D. Garson and M. Khosrow-Pour (Eds.), *Handbook of Research on Public Information Technology*, Hershey, PA: Idea Group.

Funded Research

7. Hassan, S. (PI) and Stott, C. (Co-PI) Project LEGACY: Fostering Police Legitimacy and Community-Public Safety via Knowledge Co-Production and Evidence-Based Policing in Columbus, City of Columbus (\$262,000) and Ohio State University (\$100,000).
6. Hassan, S. An Updated Assessment of Leadership Practices, Work Climate and Morale in Ohio State Highway Patrol, Ohio Department of Public Safety (\$2,000).
5. Purdue, T. (PI), Silverstein, S. (Co-PI), & Hassan, S. (Co-PI). (2021). Exploring Stigma in the Overdose-Justice Nexus: A Mixed-Methods Study of Good Samaritan Laws in Two Overdose Epicenters, Ohio State University Addiction Innovation Initiative Seed Grant (\$49,447).
4. Hassan, S. (2020). Racial Inequities in Drug Case Processing: The Role of Prosecutorial Discretion, Drug Enforcement and Policy Center Research Grant (\$9,732.42).
3. Hassan, S. (2019). An Assessment of the Influence of Leadership Practices and Work Climate on Morale, Performance, Ohio Department of Public Safety (\$29,416).
2. Hassan, S. (2018). Cultivating Procedural Fairness in Police Organizations: The Importance of Ethical Leadership, Fisher Leadership Initiative Research Grant (\$5,532).
1. Hassan, S. (2017). Leader Inclusiveness and Team Performance in Law Enforcement Agencies, Fisher Leadership Initiative Research Grant (\$6, 126).

Courses Taught

Public Management Research Seminar (graduate)
 Organization Theory Seminar (graduate)
 Managerial Leadership in Public and Nonprofit Organizations (graduate)
 Public Affairs Statistics (graduate)
 Leadership in Public and Nonprofit Organizations (undergraduate)
 Capstone Research Paper in Public Affairs (graduate)

Postdoctoral Scholar Supervision

Darwin Baluran (Assistant Professor, Washington University)
 Daniel B. Baker (Assistant Professor, Appalachia State University)

Ph.D. Thesis Supervision

Jill Davis, Chair (ongoing)
 Kathleen Krzyanowski Guerra, Member (ongoing)
 Daniel B. Baker, Chair (Assistant Professor, Appalachia State University)
 Zhongnan Jiang, Chair (Assistant Professor, Shanghai University of Finance and Economics)

Kim M. Young, Chair (Visiting Assistant Professor, Ohio State University)
Jongsoo Park, Chair (Assistant Professor, Korea University)
Jieun You, Member (Researcher, Yonsei University)

College Service

Chair, RAISE Criminal Justice Policy, Faculty Search Committee, 2022
Chair, Race and Public Affairs Post-doc Search Committee, 2021
Chair, Criminal Justice Faculty Search Committee, 2020
Chair, Masters' Comprehensive Exam Committee, 2019 – 2021
Chair, Public Management Faculty Search Committee, 2017
Director of the Doctoral Studies, 2017 – 2018
Chair, Doctoral Examination Committee, 2015 – 2016
Member, Doctoral Examination Committee, 2015 – 2018
Chair, Robert Backoff Research Award Committee, 2017 – 2018
Chair, Public Management Faculty Search Committee, 2016 – 2017
Member, Diversity and Inclusion Committee, 2015 – present
Member, Masters Curriculum Committee, 2015 – 2017
Member, Social Policy Faculty Search Committee, 2015 – 2016
Member, Robert Backoff Research Award Committee, 2014 – 2017
Member, College Wellness Committee, 2014 – 2015
Member of the Best Graduate Policy Paper Committee, 2014 – 2015
Member, Undergraduate Public Management Track Committee, 2013 – 2014
Member, Doctoral Studies Committee, 2012 – 2018
Member, Public Management Faculty Search Committee, 2012 – 2013
Member, MA Comprehensive Exam Committee, 2012 – 2013
Member, Washington Internship Selection Committee, 2011 – 2012

University Service

Member, Graduate Enrichment Fellowship Selection Committee, 2023
Member, Advisory Committee for the Search of University President, 2023
Member, Advisory Committee for the Review of University Space and Entity Names, 2022-
Co-Chair, Senate Ad-hoc Committee on Anti-harassment and Bullying Policy, 2021
Member, Ohio State University Task Force on Racism and Racial Inequality, 2020
Chair, Senate Diversity Committee, 2020 – 2021
Member, Fisher Leadership Initiative Grants Award Committee, 2019
Member, Ohio State University Senate, 2019 – 2022
Member, Senate Diversity Committee, 2018 – present
Faculty Mentor, Summer Research Opportunities Program, 2018
Member, Undergraduate Leadership Studies Minor Committee, 2011 – 2012

Manuscript Reviews

American Psychologist, American Review of Public Administration, Business Ethics: An European Review, European Journal of Work and Organizational Psychology, European

Management Journal, International Review of Administrative Science, International Public Management Journal, International Journal of Human Resources Management, Journal of Business Ethics, Journal of Interpersonal Violence, Journal of Managerial Psychology, Journal of Public Administration Research and Theory, Journal of Policy Analysis and Management, Journal of Social Psychology, Nonprofit Management and Leadership, Organizational Management Journal, Political Research Quarterly, Public Administration, Policing, Public Administration Review, Public Management Review, Public Personnel Management, Public Performance and Management Review, Psychological Reports, Review of Public Personnel Administration

Membership in Professional Associations

American Society of Criminology

Academy of Management

International Research Society for Public Management

Public Management Research Association