

TAHA HAMEDUDDIN

Curriculum Vitae

Lee Kuan Yew School of Public Policy

National University of Singapore

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CURRENT POSITION

Assistant Professor

December 2019-Present

Lee Kuan Yew School of Public Policy, National University of Singapore

EDUCATION

Indiana University, School of Public and Environmental Affairs, Bloomington, Indiana

Ph.D. in Public Affairs

July 2019

Major Fields: Public Management, Public Policy Analysis

Minor Field: Organizational Behavior & Human Resource Management, Kelley School of Business, Indiana University

Dissertation Committee: Sergio Fernandez (chair), Claudia Avellaneda, Michael McGuire, Sean Nicholson-Crotty

Title: Three Essays on the Employee Engagement Construct: Exploring the Role of the External Environment, and its Efficacy in the U.S. Federal Government

University of Georgia, School of Public and International Affairs, Athens, Georgia

Master of Public Administration

May 2014

Major Fields: Public Management, Nonprofit Administration

University of Missouri, Columbia, Missouri

Bachelor of Science in Economics, Bachelor of Science in Statistics

December 2012

Minor in Classical Humanities & General Honors Certificate

PEER-REVIEWED PUBLICATIONS

Hameduddin, Taha & Sergio Fernandez. (2019). "Employee Engagement as Administrative Reform: Testing the Efficacy of OPM's Employee Engagement Initiative." *Public Administration Review*, 79(3), 355-369. <https://doi.org/10.1111/puar.13033>

Hameduddin, Taha, Sergio Fernandez, & Mehmet Demirciouglu. (2020). "Conditions for Open Innovation in Public Organizations: Evidence from Challenge.gov." *Asia Pacific Journal of Public Administration*, 42(2), 111-131. <https://doi.org/10.1080/23276665.2020.1754867>

Hameduddin, Taha & Shinwoo Lee. (2021). "Employee Engagement Among Public Employees: Examining the Role of Organizational Images." *Public Management Review*, 23(3), 422-446. <https://doi.org/10.1080/14719037.2019.1695879>

Hameduddin, Taha & Trent Engbers. (2021). "Leadership and Public Service Motivation: A Systematic Synthesis." *International Public Management Journal*.

<https://doi.org/10.1080/10967494.2021.1884150>

Hameduddin, Taha. (2021). "Employee Engagement Among Public Employees: Exploring the Role of the (Perceived) External Environment." *American Review of Public Administration*
<https://doi.org/10.1177/02750740211010346>

Demirciouglu, Mehmet, **Taha Hameduddin**, & Colin Knox. (2021). "Innovative Work Behaviors and Networking Across Government." *International Review of Administrative Sciences* (Forthcoming).

SELECTED MANUSCRIPTS UNDER REVIEW

Hameduddin, Taha & Hongseok Lee. "Sexual Harassment & Employee Engagement: Evidence from Public Organizations." *Review of Public Personnel Administration* (Revise and Resubmit).

Rutherford, Amanda & **Taha Hameduddin**. "Executive Vacancies in Federal Agencies." *Public Administration Review* (Revise and Resubmit).

Lee, Hongseok & **Taha Hameduddin**. "Sexual Harassment, Gender Context, and Organizational Climate"

WORKING PAPERS

Hameduddin, Taha. "Bureaucratic Reputation and Trust in Times of Crisis: A Cross-Country Study."

Hameduddin, Taha and Roberto Vivona. "Reputation and Representation, and its Effect on Trust and Images of Government: Evidence from India."

Hameduddin, Taha. "Workplace Aggression and Employee Engagement: Exploring the Roles of Unit Climate, Espoused Policies, and Enacted Policies"

Hameduddin, Taha. "Nonprofit Innovation: A Systematic Literature Review"

RESEARCH PRESENTATIONS (*scheduled)

Hameduddin, Taha and Roberto Vivona. "Reputation and Representation, and its Effect on Trust and Images of Government: Evidence from India," Midwest Political Science Association Conference 2021 (Online, April 18, 2021).

***Hameduddin, Taha**. "Bureaucratic Reputation and Trust in Times of Crisis: A Cross-Country Study," Public Management Research Conference, Honolulu, Hawaii (June 23-26, 2021).

Lee, Hongseok & **Taha Hameduddin**. "Sexual Harassment Experiences in the U.S. Federal Government: Do Workgroup Gender Context and Organizational Climate Matter?," Public Administration Review (PAR) Symposium on Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance, George Washington University, Washington, D.C. (September 25, 2020).

Hameduddin, Taha & Sergio Fernandez. "Examining the Silent Storm of Employee Engagement in Government", International Political Science Association World Congress, Lisbon, Portugal (25-29 July, 2020). [Conference canceled due to COVID-19 Pandemic].

- Hameduddin, Taha** & Shinwoo Lee. “Do Perceived External Images influence Internal Organizational Images?: Evidence from the U.S. Federal Employees”, Public Management Research Conference, Honolulu, Hawaii (June 24-27, 2020). [Conference canceled due to COVID-19 Pandemic].
- Lee, Shinwoo, Gordon Abner, & **Taha Hameduddin**. “Bureau-Bashing and Employee Work Attitudes: The Case of the 2014 Veterans Affairs Hospital Scandal”, Public Management Research Conference, Honolulu, Hawaii (June 24-27, 2020). [Conference canceled due to COVID-19 Pandemic].
- Hameduddin, Taha** & Trent Engbers. “Leadership and Public Service Motivation: A Systematic Research Synthesis”, Midwest Political Science Association, Chicago, IL (April 5, 2020). [Conference canceled due to COVID-19 Pandemic].
- Hameduddin, Taha** & Trent Engbers. “Leadership and Public Service Motivation: A Systematic Research Synthesis”, Nazarbayev University Graduate School of Public Policy Research Seminar (November 15, 2019).
- Hameduddin, Taha** & Trent Engbers. “Leadership and Public Service Motivation: A Systematic Synthesis”, Elevating Public Service Motivation Conference (Brigham Young University), Sundance, Utah (September 26, 2019).
- Rutherford, Amanda & **Taha Hameduddin**. “Executive Vacancies in Federal Agencies”, American Political Science Association, Washington, D.C. (September 1, 2019).
- Lee, Hongseok & **Taha Hameduddin**. “Sexual Harassment Behaviors in the Public Workplace: Do Gender Context and Organizational Climate Matter?”, Midwest Political Science Association, Chicago, IL (April 5, 2019).
- Hameduddin, Taha**. “Employee Engagement, the External Environment, and Public Support: Evidence from the U.S. Federal Government”, Association of SPEA PhD Students Conference, School of Public and Environmental Affairs, Indiana University, Bloomington, Indiana (February 15, 2019).
- Hameduddin, Taha** & Hongseok Lee. “Sexual Harassment & Employee Engagement: Evidence from the U.S. Federal Context,” American Political Science Association, Boston, MA (September 2, 2018).
- Hameduddin, Taha** & Shinwoo Lee. “Engagement Among Public Employees: Examining the influence of the External Environment and the Role of Job Attitudes,” American Society for Public Administration, Denver, CO (March 13, 2018).
- Hameduddin, Taha** & Sergio Fernandez. “Employee Engagement as Administrative Reform: Testing the Efficacy of OPM’s Employee Engagement Initiative,” American Political Science Association, San Francisco, CA (September 2, 2017).
- Hameduddin, Taha** & Sergio Fernandez. “Employee Engagement and Performance: Evidence from the U.S. Office of Personnel Management’s Employee Engagement Initiative,” Public Management Research Conference, Washington, DC (June 9, 2017).
- Demirciouglu, Mehmet & **Taha Hameduddin**. “The Effects of Collaboration across Government and Non-Government Stakeholders on Innovative Behavior: Evidence from Managers at the Australian Public Service,” Association of SPEA PhD Students Conference, School of Public and Environmental Affairs, Indiana University, Bloomington, Indiana (February 24, 2017).
- Hameduddin, Taha**. “Nonprofit Innovation: A Systematic Literature Review,” Association for Research on Nonprofit Organizations and Voluntary Action Conference, Washington, DC (November 17, 2016).

Hameduddin, Taha & Sergio Fernandez. “Federal Agency Usage of Challenge.gov: Predicting the Adoption of Open Innovation,” American Political Science Association Conference, Philadelphia (September 3, 2016).

Hameduddin, Taha. “Predicting the Adoption of Open Innovations in the Federal Government: The Role of Managerial Practices,” Association of SPEA PhD Students Conference, School of Public and Environmental Affairs, Indiana University, Bloomington, Indiana (February 19, 2016).

Hameduddin, Taha. “Performance and Open Innovation in the Public Sector: The Case of Challenge.gov,” Association of SPEA PhD Students Conference, School of Public and Environmental Affairs, Indiana University, Bloomington, Indiana (April 10, 2015).

OTHER PUBLICATIONS

Hameduddin, Taha and Megan LePere-Schloop. (2013). “Best Practices for Public Splash Pads: Case Studies from Florida and Georgia.” University of Georgia Archway Partnership.

TEACHING

National University of Singapore

Lee Kuan Yew School of Public Policy

PP5802 Policy Analysis (MPA core course, Semester 2 AY 2019/2020, AY 2020/2021)

PP6707 Qualitative Methods for Public Policy Research (PhD. core course, Semester 1 AY 2020/2021)

PP5524 Diversity Management in Public Organizations (Elective, Semester 2 AY 2020/2021)

School of Continuing and Lifelong Education

Managing Cultural Diversity in Organizations (Online Module Series: Future Ready Soft-Skills for Professionals), March 2021

Good Governance Lab, School of Active Citizenship (October 11, 2020)

Invited Masterclass Lecture on “Managing People for a Changing World”

Nazarbayev University, Graduate School of Public Policy

MPA 609/DPP 608 Human Resource Management (MPA/PhD course, Fall 2019)

Indiana University, O’Neill School of Public and Environmental Affairs

SPEA V-236 Managing and Leading Organizations (Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018, Spring 2019)

Guest lectures: SPEA-V 621 Seminar in Teaching Public Affairs (February 2017); SPEA-V 263 Public Management (October 2016); SPEA-V 362 Nonprofit Management and Leadership (February 2016)

Level 1 Certification, Top Hat

SERVICE

Service to Profession:

Member, 2021 Public Management Research Conference Review Committee.
Manuscript reviewer: Academy of Management Annual Meeting (OB & PNP Divisions; 2019, 2020, 2021), Asia Pacific Journal of Public Administration, Australian Journal of Public Administration, Current Psychology, International Public Management Journal, International Review of Administrative Sciences, International Journal of Organization Theory & Behavior, Journal of Policy Analysis and Management, Journal of Public Affairs Education, Perspectives on Public Management and Governance, Public Administration Review, Public Management Review, Public Performance & Management Review, Review of Public Personnel Administration, VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations.

University Service:

Member, Ph.D. in Public Policy Qualifying Examination Committee, 2021 (Public Management, Qualitative Methods), Lee Kuan Yew School of Public Policy, National University of Singapore
Moderator, Asia Thinker Series Talkback Episode 2, “After the Pandemic: A Test of Resilience (Workplace Innovation, and Strategies), 14 July, 2020, Lee Kuan Yew School of Public Policy, National University of Singapore
Association of SPEA PhD Students (President, May 2017-May 2018; Secretary, May 2016-May 2017; Social Officer, May 2015-May 2016; Conference Committee Member, May 2015-May 2016), O’Neill School of Public and Environmental Affairs, Indiana University.

AWARDS, HONORS, GRANTS, & PROFESSIONAL ACTIVITIES

National University of Singapore

Teaching Enhancement Grant (Co-PI), “The Interoperable Curriculum for Exponential Teaching and Learning”, April 2021-April 2022, Center for Development of Teaching & Learning (6,000 SGD)

Perspectives on Public Management and Governance, Appreciation for Review Service (2019), <https://doi.org/10.1093/ppmgov/gvaa004>

Academy of Management, Public and Nonprofit Division

Top 10 Reviewer Award, Academy of Management Annual Conference (August 2019)
Doctoral Student Professional Development Consortium Participant (August 11, 2018)

Public Management Research Association

Doctoral Student Professional Development Workshop Participant (June 8, 2017)

American Political Science Association

2017 APSA Conference Travel Grant, \$125 (September 2017)
2016 APSA Conference Travel Grant, \$170 (September 2016)

Indiana University, School of Public and Environmental Affairs

Summer Fellowship, \$3,000 each (May 2015, May 2016, May 2017, May 2018)

University of Georgia, Athens, Georgia

Student Spotlight, Public Service and Outreach (May 2014)

Featured by Public Service and Outreach Division for public service work at The University of Georgia. Accessible at <http://outreach.uga.edu/featured-taha-hameduddin/>

First Place, Georgia Students for Public Administration Policy Competition (February 2013)

University of Missouri, Columbia, Missouri

Chancellor's Excellence Award for Multicultural Leadership (April 2012)

Chancellor's Excellence Award for Emerging Leadership (April 2011)

Curator's Grant-in-Aid (Fall 2010, Spring 2011 & Fall 2011)

Dean's List (Spring 2009, Fall 2009, Spring 2010 & Fall 2010)

PROFESSIONAL EXPERIENCE

Nazarbayev University, Graduate School of Public Policy, Nur-Sultan, Kazakhstan

Visiting Professor

October-December 2019

Indiana University School of Public and Environmental Affairs, Bloomington, Indiana

Research Assistance Experience:

Professor James Perry

March-July 2019

Maintained an online database of Public Service Motivation research.

Professors Jennifer Brass and Allison Schnable, "Systematic Review of NGO Literature Using Machine Learning/Topic Modeling Methods" May-June 2017

Professor Thomas Rabovsky

August 2015-May 2016

Helped create/maintain database of performance of educational institutions.

Professor Michael McGuire

August 2014-May 2015

Conducted archival research for a book project on civil servants.

University of Georgia, Archway Partnership, Athens, Georgia

Graduate Assistant

May 2013-May 2014

Relevant Projects: Formulated Personnel Policies Manual for the City of Tennille, Georgia;

Developed an Operations Manual for the Twin Cities Country Club of

Sandersville, Georgia; Used interview research methods to prepare report entitled

"Best Practices for Public Splash Pads: Case Studies from Florida and Georgia"

(with Megan LePere-Schloop); Formulated Bylaws for the Americus-Sumter

County Chamber of Commerce, Inc.; Grant writer for a Georgia Department of

Transportation Grant for the City of Cairo, Georgia

Islamic Development Bank, Country Department, Jeddah, Kingdom of Saudi Arabia

Summer Intern

June 2012-August 2012

Relevant Projects: created a database of socio-economic indicators for eight Eurasian

countries; performed economic research in conjunction with department lead economist

to prepare the Bangladesh Member Country Partnership Strategy; assisted in developing

Midterm Country Program Strategies

PROFESSIONAL MEMBERSHIPS

Midwest Political Science Association
Academy of Management (Public and Nonprofit Division)
American Political Science Association (Public Administration Division)
Pi Alpha Alpha Public Affairs and Administration Honor Society

RESEARCH INTERESTS

Public Human Resource Management
Organizational Behavior
Organizational Theory
Administrative Reform
Public Sector Innovation
Comparative Public Administration
Representative Bureaucracy

TEACHING INTERESTS

Public Human Resource Management
Diversity Management
Performance Management
Organizational Theory and Behavior
Public Management
Introduction to Public Administration

PRESS

Global-is-Asian. August 6, 2020. "How has COVID19 changed the way we work? A Conversation with Assistant Professor Taha Hameduddin." *Lee Kuan Yew School of Public Policy*. Accessible at <https://lkyspp.nus.edu.sg/gia/podcast/how-has-covid19-changed-the-way-we-work-a-conversation-with-assistant-professor-taha-hameduddin>

Global-is-Asian. July 21, 2020. "After the Pandemic: A Test of Board Resilience: Workplace Innovation & Strategies." *Lee Kuan Yew School of Public Policy*. Accessible at <https://lkyspp.nus.edu.sg/gia/article/after-the-pandemic-a-test-of-board-resilience-workplace-innovation-strategies>

Andrews, Rachel. May 2020. "SPIA Alum Accepts Faculty Position At National University Of Singapore." *University of Georgia School of Public & International Affairs*. Accessible at <https://spia.uga.edu/spia-alum-accepts-faculty-position-at-national-university-of-singapore/>

Global-is-Asian. May 14, 2020. "The Importance of Being Overly-Cautious amid the COVID-19 pandemic." *Lee Kuan Yew School of Public Policy*. Accessible at <https://lkyspp.nus.edu.sg/gia/article/the-importance-of-being-overly-cautious-amid-the-covid-19-pandemic>

- Kelman, Steve*. May 30, 2019. "Employee engagement' and agency performance." *The Lectern*. Accessible at <https://fcw.com/blogs/lectern/2019/05/kelman-employee-engagement-spea-opm.aspx>
- American University News*. June 12, 2017. "Public Management Research Conference Brings Fresh Perspective to Pressing Issues." *American University News*. Accessible at <https://www.american.edu/spa/news/pmrc-brings-fresh-perspective-to-pressing-issues-06122017.cfm>
- University of Georgia Public Service and Outreach*. May 9, 2014. "Featured Student: Taha Hameduddin." *University of Georgia Public Service and Outreach*. Accessible at <http://www.archwaypartnership.uga.edu/news/archway-news/featured-student-taha-hameduddin/>
- University of Georgia School of Public & International Affairs*. "Recent MPA Graduate Featured as Spotlight Student." *University of Georgia School of Public & International Affairs*. Accessible at <http://spia.uga.edu/recent-mpa-graduate-featured-as-spotlight-student/>
- University of Georgia School of Public & International Affairs*. "Graduate Students Go Head-to-Head in Policy Competition." *University of Georgia School of Public & International Affairs*. Accessible at <http://spia.uga.edu/graduate-students-go-head-to-head-in-policy-competition/>

LANGUAGE SKILLS

Fluency: English; Conversational proficiency: Urdu, Hindi, and Arabic; Basic proficiency: French

OTHER ACTIVITIES

Radio co-host, WIUX-LP Bloomington (99.1 FM). *Don't Curry About It*, 2016-2018