

## **Jesse W. Campbell**

Assistant Professor  
Department of Public Administration  
Incheon National University  
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### **Education**

PhD in *Public Administration*, Seoul National University, South Korea, 2014.  
Dissertation: *Performance Management and Identification: An Assessment of Change-Oriented Behavior in Public Organizations*. Supervisor: Tobin Im.

MA in *Philosophy*, University of Western Ontario, Canada, 2005.

BA (Hons) in *Philosophy & English*, Nipissing University, Canada, 2004.

### **Publications**

#### *Journal Articles*

- Campbell, J.W. 2018. Workgroup Accord and Change-Oriented Behavior in Public Service Organizations: Mediating and Contextual Factors. *Journal of Management & Organization*. DOI: 10.1017/jmo.2018.42.
- Campbell, J.W. 2018. Efficiency, Incentives, and Transformational Leadership: Understanding Collaboration Preferences in the Public Sector. *Public Performance & Management Review*. 41(2), 277-299.
- Kalgin, A., Podolskiy, D., Parfenteva, D., & Campbell, J.W. 2018. Performance Management and Job-Goal Alignment: A Conditional Process Model of Turnover Intention in the Public Sector. *International Journal of Public Sector Management*. 31(1), 65–80.
- Campbell, J.W. 2017. Felt Responsibility for Change in Public Organizations: General and Sector-specific Paths. *Public Management Review*. 20(2), 232-253.
- Campbell, J.W. 2017. Red Tape and Transformational Leadership: An Organizational Echelons Perspective. *Journal of Organizational Change Management*. 30(1), 76-90.
- Campbell, J.W., & Im, T. 2016. Perceived Public Participation Efficacy: The Differential Influence of Public Service Motivation Across Organizational Strata. *Public Personnel Management*. 45(3), 308-330.

- Campbell, J.W. 2016. A Collaboration-based Model of Work Motivation and Role Ambiguity in Public Organizations. *Public Performance & Management Review*. 39(3), 655-675.
- Campbell, J.W., Lee, H., & Im, T. 2016. At the Expense of Others: Altruistic Helping Behavior, Performance Management, and Transformational Leadership. *Public Management Review*. 18(6), 795-818.
- Campbell, J.W., & Im, T. 2016. PSM and Turnover Intention in Public Organizations: Does Change-oriented Organizational Citizenship Behavior Play a Role? *Review of Public Personnel Administration*. 36(4), 323-346.
- Campbell, J.W. 2015. Performance Management and Identification: An Assessment of Change-Oriented Behavior in Public Organizations. *Public Personnel Management*. 44(1), 46-69.
- Kim, D.H., & Campbell, J.W. 2015. Development, Diversification, and Legitimacy: Emergence of the Committee-based Administrative Model in South Korea. *Public Organization Review*. 15(4), 551-564.
- Campbell, J.W., Im, T., & Jeong, J. 2014. Internal Efficiency and Turnover Intention: Evidence From Local Government in South Korea. *Public Personnel Management*. 43(2), 259-282.
- Campbell, J.W., & Cho, W. 2014. The Two Faces of Government-business Relations During Korea's Developmental Era. *Korean Journal of Comparative Government*. 18(1), 47-66.
- Campbell, J.W., & Im, T. 2015. Identification and Trust in Public Organizations: A Communicative Approach. *Public Management Review*. 17(8), 1065-1084.
- Im, T., Campbell, J.W., & Jeong, J. 2016. Commitment Intensity in Public Organizations: Performance, Innovation, Leadership, and PSM. *Review of Public Personnel Administration*. 36(3), 219-239.
- Im, T., Campbell, J.W., & Cha, S. 2013. Revisiting Confucian Bureaucracy: Roots of the Korean Government's Culture and Competitiveness. *Public Administration and Development*. 33(4), 286-296.
- Im, T., Cho, W., Lee, H., & Campbell, J.W. 2014. Citizen Preference and Resource Allocation: The Case for Participatory Budgeting in Seoul. *Local Government Studies*. 40(1), 102-120.

#### *Book Chapters*

- Campbell, J. W. 2017. Public Procurement Policy in South Korea: Approaches to Sustainable Development and Anti-Corruption. In T. Im (Ed.), *The Experience of Democracy and Bureaucracy in South Korea* (pp. 159–179).

## **Teaching**

### *Undergraduate Courses*

Incheon National University: *Civil Society* (Fall 2016), *Comparative Public Administration* (Spring 2017, Spring 2018), *Korea and Official Development Assistance* (Fall 2016, Fall 2017), *Theories of Public Management* (Fall 2016, Fall 2017), and *Organization Theory* (Spring 2017, Spring 2018).

Higher School of Economics: *Foundations of Public Administration* (Co-taught) (Fall 2015), and *Research Seminar in Public Administration* (Fall 2014).

Chung-Ang University: *Special Topics in Public Administration: Development and Global Governance* (Spring 2012), and *Special Topics in Public Policy: Theories of the State and Justice* (Fall 2012).

### *Graduate Courses*

Incheon National University: *Internet Research Methods* (Spring 2017), *Organization Theory* (Fall 2017), and *Public Bureaucracy* (Spring 2018).

## **Thesis Supervision**

*Committee Member, E-government Practice, Perceived Red-tape, Citizens' Satisfaction and Trust in Government: Evidence from the the Inland Revenue Department, Nepal*, Devid K. Basyal, PhD Thesis, Incheon National University, Spring 2018.

*External Committee Member, Performance Management System Effectiveness: Antecedents and Consequences in Local Government*, Reginald G. Ugaddan, PhD Thesis, Sungkyunkwan University, Spring 2018.

## **Journal Activities**

2018-present: *Section Editor*, Chinese Public Administration Review, Institute for Public Service, Suffolk University, Boston, United States.

2015-present: *Managing Editor*, Public and Social Policy Working Papers, Higher School of Economics, Moscow, Russia.

*Ad hoc reviewer* for *American Review of Public Administration*, *Asian Journal of Political Science*, *Current Psychology*, *International Journal of Human Resource Management*, *International Journal of Public Sector Management*, *International Review of Public Administration*, *Journal of Contemporary Asia*, *Journal of Organizational Behavior*, *Korean Journal of Policy Studies*, *Local Government Studies*, *Policy & Politics*, *Policy Studies*, *Public Administration*, *Public Administration Review*, *Public Management Review*, *Public Personnel Management*, and others.

## **Past Academic Appointments**

*Assistant Professor* (tenure track), Higher School of Economics, Department of Public and Local Service, Moscow, Russia, 2014-2016.

*Assistant Professor* (contract), Chung-Ang University, College of Public Service, Seoul, South Korea, 2011-2014.

## **Funding**

*Co-researcher*, Government Competitiveness Center, Seoul National University, funded by the National Research Foundation of Korea Grant. Current grant number NRF-2014S1A3A2044898. 2011-Present.

## **Conference Activity and Public Speaking**

### *Conference Presentations*

*Public Participation and Trust in Government: Results From a Vignette Experiment*, Korean Association of Public Administration, Seoul, Korea, Summer 2018.

*Sector Characteristics and Change-Oriented Behavior by Public Employees: Cross-National Evidence from the Government Competitiveness Global Survey*, 26<sup>th</sup> NISPAcee Annual Conference, Alexandru Ioan Cuza University, Iasi, Romania, Spring 2018.

*Legitimate Performance Trade-offs and Perceived Red Tape: Results from a Vignette Experiment*, Asia-Pacific Public Policy Network Conference, Tsinghua University, Beijing, China, Spring 2018.

*Public Sector Institutions and Change-Oriented Behavior in Developing Countries: A Cross-National Study*, 2017 Jeju International Conference, Jeju, South Korea, Fall 2017.

*Public Sector Institutions and Change-Oriented Behavior in Developing Countries: A Cross-National Study*, International Research Symposium on Public Management in Asia, Education University of Hong Kong, Hong Kong, Fall 2017.

*Catalyst or Impediment to Change? Workgroup Accord and Change-oriented Behavior in Public Service Organizations*, Lien International Conference, Singapore, Fall 2017.

*Contextualizing Inefficiency: Performance Trade-Offs, Red Tape, and Public Service Motivation*, Korean Assoc. for Public Administration, Jeonju, Korea, Spring 2017.

*Competition, Performance Reporting Integrity, and Public Service Motivation*, American Society for Public Administration, Atlanta, United States, Spring 2017.

*A Model of Felt Responsibility for Change in Public Organizations*, International Conference on Social Policy and Governance Innovation, The Education University of Hong Kong, Hong Kong, Fall 2016.

*Development Assistance and Financial Institutional Quality: A Cross-Country Analysis*, American Society for Public Administration, Seattle, United States, Spring 2016.

*Dishonest Performance Reporting in the Public Sector: Can Public Service Motivation Foster Ethical Behavior in Competitive Organizational Contexts?* Transatlantic Dialogue (NISPACEe), University of Ljubljana, Ljubljana, Slovenia, Winter 2015.

*Collaborative Initiatives: How Public Service Motivation and Organizational Capacity Shape Public Servants' Support*, Association of Public Policy Analysis & Management, Miami, United States, Fall 2015.

*Can Performance Incentives Motivate Exchange-Oriented Public Service Providers? Evidence from Korean Central Government*, International Research Society for Public Administration, Budapest, Hungary, Fall 2015.

*A Bigger Piece of the Pie: PSM and Leadership as Factors Underlying Civil Servants' Preference for Budgetary Expansion and Dishonest Performance Reporting in Public Organizations: Inter-Organizational and Inter-Personal Competition, and Public Service Motivation*, International Research Society for Public Management Conference, Birmingham University, Birmingham, United Kingdom, March 2015.

*The Role of Performance Incentives in Motivating Exchange-Oriented Employees: Evidence From Korean Central Government*, Major Issues of Public Administration in the Smart Governance Era, Ritsumeikan University Umeda Campus, Osaka, Japan, January 2015.

*Voluntary Policy Compliance and Citizen Trust in Government*, Public Management in the 21<sup>st</sup> Century: Opportunities and Challenges, University of Macau, China, Fall 2014.

*At Whose Expense? Altruistic Helping Behavior, Performance Management, and Transformational Leadership*, Public Management Research Conference, Seoul National University, Seoul, South Korea, Summer 2014.

*Inter-Work Group Collaboration, Role Ambiguity, and Work Motivation*, Korean Association for Public Administration Conference, Daegu, South Korea, Summer 2014.

*PSM and Turnover Intention: Does Change-Orientated Behavior Play a Role?* Korean Association for Public Administration Conference, Seoul, South Korea, Fall 2013.

*Organizational Identification and Superior Interaction: The Mediating Role of Organizational Trust*, European Group for Organization Studies, HEC, Montreal, Canada, Summer 2013.

*Motivating Citizen Participation: The Bureaucratic Perspective*, Korean Association of Policy Study (KAPS), Yeonsei University, Seoul, South Korea, Summer 2013.

*Motivating Citizen Participation: The Bureaucratic Perspective*, University of Macau, Macau, China, Fall 2012.

*Beyond Ubiquity: Mobile Government, Theory and Practice*, Korean Association for Public Administration and American Society for Public Administration Conference, Seoul National University, Seoul, South Korea, Fall 2012.

*Welfare Orientated Development: Social Impacts of Industrial Policy in Developmental Korea*, Korean Association for Public Administration and American Society for Public Administration Conference, Korea University, Seoul, South Korea, Fall 2011.

*Management for Results Reform of the Korean Government*, Asia Development Bank Managing for Results International Conference, Seoul National University, Seoul, South Korea, Fall 2011.

*The Developmental Legacy of Korean Chaebol*, Keio University, Tokyo, Japan, Winter 2010.

*Citizen Preference and Resource Allocation: The Case for Participatory Budgeting in Seoul*, University of Pittsburgh, Pittsburgh, United States, Fall 2010.

#### *Other Conference Participation*

*Organizer, Behavioral Public Administration and Public Value Creation: Chinese Public Administration Review Panel*, Korean Association of Public Administration, Seoul, Korea, Summer 2018.

*Chair, Effective Public Administration in a Changing World I & II: Emerging Scholars Sessions*, Korean Association of Policy Studies Conference, Inha University, Incheon, Korea, Winter 2017.

#### *Invited Talks*

*Government Competitiveness: Research, Results, and An Agenda for Strengthening Governance*, Faculty of Administration and Public Management, Bucharest University of Economic Studies, Bucharest, Romania, Spring 2018.

*At the Expense of Others: Altruistic Helping Behavior, Performance Pay, and Transformational Leadership*, Department of Public Administration, Higher School of Economics, Moscow, Russia, Spring 2014.