

**CURRICULUM VITAE OF RANDALL S. DAVIS**  
**2021**

**I. PROFESSIONAL AFFILIATION AND CONTACT INFORMATION**

**A. Present University Department**

School of Management and Marketing  
Master of Public Administration Program &  
School of Psychological and Behavioral Sciences (courtesy affiliation)

**B. Office Address:**

Southern Illinois University  
1000 Faner Drive  
Mail Code 4501  
Carbondale, IL 62901  
E-Mail: [rsdavis@siu.edu](mailto:rsdavis@siu.edu)

**II. EDUCATION**

Ph.D., Public Administration, University of Kansas, 2011

M.P.A., Division of Public Administration, Northern Illinois University, 2008

B.A., Political Science, Iowa State University, 2005

**III. PROFESSIONAL EXPERIENCE**

2020 - Present, Director, Applied Research Consultants, School of Psychological and Behavioral Sciences, Southern Illinois University, Carbondale, Illinois

2018 - Present, Affiliated Faculty, Applied Psychology Program, Southern Illinois University, Carbondale, Illinois

2017 – 2020, Director, Master of Public Administration Program, Southern Illinois University, Carbondale, Illinois

2017 – present, Associate Professor, Southern Illinois University, Carbondale, Illinois

2017, Acting Director, Master of Public Administration Program, Southern Illinois University, Carbondale, Illinois

2013 – 2016, Assistant Professor, Southern Illinois University, Carbondale, Illinois

2011 – 2013, Assistant Professor, Miami University, Oxford, Ohio

2011 – 2013, Senior Research Fellow, Center for Public Management and Regional Affairs, Miami University, Oxford, Ohio

2010 – 2011, Research Assistant, Center for Research Methods and Data Analysis, University of Kansas, Lawrence, Kansas

2009 – 2011, Research Assistant, Public Management Research Association Secretariat

2009 – 2011, Project Manager, University of Kansas Local Government Workplace Study

2008 – 2010, Instructor, Department of Public Administration, University of Kansas, Lawrence, Kansas

2010, Graduate Assistant, University of Kansas Summer Institute in Statistics, Course in Structural Equation Modeling: Foundations and Extended Applications

2010, Graduate Teaching Assistant, Public Policy Analysis, Department of Public Administration, University of Kansas

2010, Graduate Teaching Assistant, Quantitative Methods in Public Administration, Department of Public Administration, University of Kansas

2006 – 2008, Administrative Intern, Department of Public Works, Highland Park, Illinois

2006, High School Teacher, 9<sup>th</sup> Grade Geography, Dwight D. Eisenhower Ninth Grade School, Aldine Independent School District, Houston, Texas

#### **IV. RESEARCH AND CREATIVE ACTIVITY**

##### **A. Interests and Specialties:**

I hold research specializations in organizational behavior and human resources management with a specific focus on the public workplace. My primary research interests center broadly on issues of employee motivation, organizational commitment, and work stress. More specifically I seek to directly contribute to research on goal setting, work roles, prosocial behavior, and organized labor.

##### **B. Current Projects:**

“Developing a Psychological Process Theory of Bureaucratic Red Tape” (With Sanjay K. Pandey)

“Goal Clarity and Political Support: Understanding the Advantages of Ambiguous Goals” (With Edmund C. Stazyk).

“Organizational Justice and Gender Equity: The Integration of Women in the U.S. Special Forces” (With Shannon Portillo, Alesha Doan, and Edmund C. Stazyk).

“Research Handbook on Motivation in Public Administration” (With Edmund C. Stazyk; edited book under contract with Edward Elgar).

“Experience, Emotion, and Exhaustion: How Unionization Influences Emotional Labor” (with Edmund C. Stazyk, Erika Kline, and Adam Greene)

“The relationship between conflict and motivation in public organizations”

#### **C. Grants Applied for:**

Examining the Mixed Effects of Goal Ambiguity Using A New, Multi-Dimensional Goal Scale, National Science Foundation (Fall 2013)

Planning for the Future: Examining Effective Succession Among Local Government Managers, Local Government Research Collaborative (Spring 2014)

#### **D. Grants Received:**

Summer Research Grant, Miami University, 2011

#### **E. Honors and Awards**

Third place, Best Paper Award, Public Management Review, 2020

The Public Values Consortium 5th Biennial Workshop Best Paper Award ,Center for Organization Research and Design, 2016

Paul A Volcker Junior Scholar Research Award, American Political Science Association, 2014

Dissertation Honors Distinction, University of Kansas, 2011

Graduate Studies Fellowship, University of Kansas, 2010

Pi Alpha Alpha National Honor Society Inductee, Pi Alpha Alpha, 2008

## **F. Papers and Presentations at Professional Meetings**

Elevating Public Service Motivation Research - Advantages of Appreciation: How the Expression of Gratitude Influences the Linkages between PSM and Behavior, 2019 (With Edmund C. Stazyk)

International Research Society for Public Management - Dealing with Dark Times: Emotional Dissonance and Workplace Incivility during Environmental Negativity, 2018 (With Edmund C. Stazyk)

Northeast Conference on Public Administration – Dealing with Dark Times: Emotional Dissonance and Workplace Incivility during Environmental Negativity, 2017 (With Edmund C. Stazyk)

Public Management Research Conference - Coping with Conflict: Examining the Influence of Union – Management Conflict and PSM on Turnover Intent, 2017 (with Edmund C. Stazyk)

21st International Research Society on Public Management Conference - Coping with Conflict: Examining the Influence of Union – Management Conflict and PSM on Turnover Intent, 2017 (With Edmund C. Stazyk)

20th International Research Society on Public Management Conference - Birds of a Feather? The Role of Diversity in Shaping Goal Clarity and Employee Value Congruence, 2016 (With Edmund C. Stazyk)

Center for Organization Research and Design; The Public Values Consortium 5th Biennial Workshop - More Dissimilar than Alike? Public Values Preferences Across Minority and Non-Minority Managers, 2016 (with Shannon Portillo and Edmund C. Stazyk)

Public Management Research Conference - Examining the Relationships between Public Service Motivation, Ethical Climate, and Prosocial Rule Bending, 2015 (with Erin L. Borry and Christopher Klingeman)

Public Management Research Conference - Connecting Role Ambiguity, Public Service Motivation, and Whistle Blowing in Federal Agencies, 2015 (with Edmund C. Stazyk)

American Political Science Association Annual Meeting – How Much is Too Much, and When?: Exploring the Relationships Between Behavioral Networking, Goal Ambiguity, and Role Ambiguity, 2014 (with Edmund C. Stazyk)

Academy of Management Annual Meeting – Serving Larger Purposes: Does Transformational Leadership Foster Employee Use of Normative Public Values? 2014 (With Sanjay K. Pandey, Sheela Pandey, and Shuyang Peng)

International Research Society for Public Management – How Much is Too Much, and When?: Exploring the Relationships Between Behavioral Networking, Goal Ambiguity, and Role Ambiguity, 2014 (with Edmund C. Stazyk)

American Political Science Association Annual Meeting - Contract Performance in Federal Agencies: Assessing the Impact of Incentives on Contract Outcomes, 2013 (with Amanda Girth and Edmund C. Stazyk)

17th Annual Conference of the International Research Society for Public Management – Developing and Testing a New Goal Ambiguity Taxonomy, 2012 (with Edmund C. Stazyk)

Association for Public Policy Analysis and Management Fall Research Conference - The Social and Technical Determinates of Contract Performance: Resource Availability, Contracting Rules, Discretion, and Ethical Climate, 2012 (with Amanda Girth and Edmund C. Stazyk)

Association for Public Policy Analysis and Management Fall Research Conference - Examining the Links Between Workforce Diversity, Organizational Goal Clarity, and Job Satisfaction, 2012 (with Edmund C. Stazyk and Jiaqi Liang)

Creating Public Value in a Multi-Sector, Shared-Power World Conference - Exploring the Links Between Work Environment, Public Values, and Citizen Participation, 2012 (with Edmund C. Stazyk)

American Political Science Association Annual Meeting - Examining the Links Between Workforce Diversity, Organizational Goal Clarity, and Job Satisfaction, 2012 (with Edmund C. Stazyk and Jiaqi Liang)

International Research Society for Public Management Conference – Red Tape vs. Green Tape: A Comparison of Rule Effectiveness Theories, 2012 (with Leisha DeHart-Davis and Zachary Mohr)

Public Management Research Conference – What do Measures of Bureaucratic Red Tape Register? Individual Perceptions or Organizational Property, 2011 (with Bradley E. Wright and Sanjay Pandey)

Public Management Research Conference – Blue Collar Public Servants: How Union Membership Influences Public Service Motivation, 2010

Northeast Conference on Public Administration – Collective Bargaining in Municipal Government: Understanding Unions’ Impact on the PSM – Job Satisfaction Link, 2010

## **G. Other**

Going Along to Get Along: Examining the Contingent Relationship between Hostility in Collective Bargaining and Role Ambiguity. Invited for presentation at SUNY - Albany.

## **V. PUBLICATIONS AND CREATIVE WORKS**

### **A. Books**

None

### **B. Articles in Professional Journals**

Davis, R. S., & Stazyk, E. C. (2021). Ambiguity, appraisal, and affect: Examining the connections between goal perceptions, emotional labour, and exhaustion. *Public Management Review*, doi: <https://doi.org/10.1080/14719037.2021.1909348>

Stazyk, E. C., & Davis, R. S. (2021). Birds of a feather: how manager–subordinate disagreement on goal clarity influences value congruence and organizational commitment. *International Review of Administrative Sciences*, 87(1), 39-59.

Davis, R. S., Stazyk, E. C., & Dickman, Z. T. (2020). Advantages of feeling appreciated: An examination of how receipt of gratitude influences the linkages between PSM and behaviour. *Public Administration*, doi: <https://doi.org/10.1111/padm.12707>

Davis, R. S., Stazyk, E. C., Kochenour, A., & Neuhoff, E. (2020). Coping With Conflict: Examining the Influence of PSM on Perceptions of Workplace Stressors. *Review of Public Personnel Administration*, 40(3), 405-425.

Stazyk, E. C., & Davis, R. S. (2020). Transformational leaders: bridging the gap between goal ambiguity and public value involvement. *Public Management Review*, 22(3), 364-385.

Davis, R. S., Stazyk E. C., & Klingeman, C. M. (2020). Accounting for Personal Disposition and Organizational Context: Connecting Role Ambiguity, Public Service Motivation, and Whistle-Blowing in Federal Agencies. *The International Journal of Human Resource Management*, 31(10), 1313-1332.

Davis, R. S. & Stazyk E. C. (2017). Putting the Methodological Cart Before the Theoretical Horse?: Examining the Application of SEM to Connect Theory and Method in Public Administration Research. *Review of Public Personnel Administration*, 37(2), 202-218.

Pink-Harper, S. A., Davis, R. S., & Burnside, R. (2017). "Justice for all": An examination of self-identified LGBT job satisfaction in the US federal workforce. *Canadian Journal of Administrative Sciences / Revue Canadienne des Sciences de l'Administration*, 34(2), 182-197.

Stazyk, E. C., Davis, R. S., & Portillo, S. (2017). More Dissimilar than Alike?: Public Values Preferences Across U.S. Minority and White Managers. *Public Administration*, 95(3), 605 - 622.

Davis, R. S., & Pink-Harper, S. A. (2016). Connecting Knowledge of Rule-breaking and Perceived Red Tape: How Behavioral Attribution Influences Red Tape Perceptions. *Public Performance & Management Review*, 40(1), 181-200.

Davis, R. S., Girth, A. M., & Stazyk, E. C. (2016). Social and Technical Determinants of Perceived Contract Performance: Rules, Autonomy, and Ethics. *Public Performance & Management Review*, 39(3), 728-755.

Davis, R. S., & Stazyk, E. C. (2016). Examining the Links between Senior Managers' Engagement in Networked Environments and Goal and Role Ambiguity. *Journal of Public Administration Research and Theory*, 26(3), 433-447. doi:10.1093/jopart/muv023

Pandey, S. K., Davis, R. S., Pandey, S., & Peng, S. (2016). Transformational Leadership and the Use of Normative Public Values: Can Employees be Inspired to Serve Larger Purposes? *Public Administration*, 94(1), 204-222. doi:10.1111/padm.12214

Stazyk, E. C., & Davis, R. S. (2015). Taking the 'High Road': Does Public Service Motivation Alter Ethical Decision Making Processes?. *Public Administration*, 93(3), 627-645.

DeHart-Davis, L., Davis, R. S., & Mohr, Z. (2015). Green Tape and Job Satisfaction: Can Organizational Rules Make Employees Happy? *Journal of Public Administration Research and Theory*, 25(3), 849-876. doi:10.1093/jopart/muu038

Davis, R. S., & Stazyk, E. C. (2015). Developing and Testing a New Goal Taxonomy: Accounting for the Complexity of Ambiguity and Political Support.

*Journal of Public Administration Research and Theory*, 25(3), 751-775.  
doi:10.1093/jopart/muu015

Davis, R. S., & Stazyk, E. C. (2014). Making Ends Meet: How Reinvention Reforms Complement Public Service Motivation. *Public Administration*, 92(4), 919-936. doi: 10.1111/j.1467-9299.2012.02112.x

Davis, R. S. (2013). Unionization and Work Attitudes: How Union Commitment Influences Public Sector Job Satisfaction. *Public Administration Review*, 73(1), 74-84. doi: 10.1111/j.1540-6210.2012.02609.x

Davis, R. S. (2013). Union Commitment and Stakeholder Red Tape: How Union Values Shape Perceptions of Organizational Rules. *Review of Public Personnel Administration*, 33(4), 365-383. doi: 10.1177/0734371x12453056

Davis, R. S. (2011). Blue-Collar Public Servants: How Union Membership Influences Public Service Motivation. *The American Review of Public Administration*, 41(6), 705-723. doi: 10.1177/0275074010392367

#### **C. Creative Contributions**

None

#### **D. Chapters in Professional Books**

Davis, R. S. (2018). The “Dark Side” of the Public Workplace: Counterproductive Workplace Behavior and Environmental Negativity in Public Administration Research. In H. G. Frederickson & E. C. Stazyk (Eds.) *The Handbook of American Public Administration*.

Davis, R. S. (2018). Unions in the Public Sector. In N. Riccucci (Ed.) *Public Personnel Management: Current Concerns, Future Challenges* (6th ed.) (pp. 97 - 109).. New York, NY: Routledge.

Stazyk, E. C., Davis, R. S., Sanabria, P., & Pettijohn, S. (2014). Working in the Hollow State: Exploring the Links between Public Service Motivation, Contracting, and Collaboration. In Y. K. Dwivedi, M. A. Shareef, S. K. Pandey & V. Kumar (Eds.), *Public Administration Reformation: Market Demand from Public Organizations* (pp. 124-143). New York, NY: Routledge.

#### **E. Popular and Creative Writing**

None

#### **F. Book Reviews**



Davis, R. S. (2020). Book Review of Administrative Burden: Policymaking by other means. *American Review of Public Administration*, 50(1), 113-115.

Davis, R. S. (2010). The ABCs of Public Service Motivation: Altruism, Behavior, and Compensation. *Journal of Public Administration Research and Theory*, 20(4), 887-897.

## **G. Other**

Davis, R. S., Moldavanova, A. V., and Stazyk, E. C. (2020). A tribute to H. George Frederickson – One of public administration’s modern-day founding fathers. *Journal of Public Affairs Education*, 26(3), 256-263.

Davis, R. S. (2019). Commentary on “Science V. Significance: Examining the Role and Application of Statistical Significance Testing in Public Administration Research”. *Public Administration Quarterly*, 43(2), 244-251.

Davis, R. S. (2016). Goal-Setting Theory of Organizations. In A. Farazmand (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance* (pp. 1-4). Cham: Springer International Publishing. doi: 10.1007/978-3-319-31816-5\_160-1

## **VI. TEACHING EXPERIENCE**

### **A. Teaching Interests and Specialties**

Foundations of Public Administration  
Public Management  
Organization Theory and Behavior  
Governance  
Public Administration Ethics  
Quantitative Methodology  
Research Design

### **B. Teaching and Training Grants**

None

### **C. Teaching Honors and Awards**

None

**D. Current Graduate Faculty Status**

Designated a Member of the Graduate Faculty, Fall 2013

**E. Number of Master's and Ph.D Committees on which you have served**

Committees including:

Thesis Committees

1. Green, Adam
2. Minneyfield, Aarren
3. Spillman, Mary

MPA Paper Committees

1. Brown, Chris
2. Kinley, Austin
3. Koehn, Ben, chair
4. Knaus, Lindsay, chair
5. Ritchie, Faith, chair
6. Stoerger, Wes
7. Volle, Katharine, chair

Ph.D. Committees

1. Berry, Stephen
2. DiStefano, Charles
3. Fletcher, Michelle
4. Green, Adam
5. Klingeman, Christopher, Chair
6. Kline, Erika
7. Kochenour, Allysha, Chair
8. Montoya, Richard
9. Neuhoff, Emily
10. Ratliff, Chasity
11. Searcy, David
12. Zhou, Wenqian

**F. Names of Students who have completed Master's Theses and Doctoral Dissertations under your Direction**

1. Knaus, Lindsay, "The Ethical Dimensions of Public Sector Contracting" (2018)
2. Koehn, Ben, "Effects of Intrinsic Rewards and Goal Setting on Job Satisfaction in Public Organizations" (2015)
3. Ritchie, Faith, "Understanding the Connections between Goal Ambiguity, Lateral Organizational Communication, and Job Satisfaction" (2014)
4. Volle, Katharine, "Public Service Motivation, Role Ambiguity, and Job Satisfaction among Municipal Police Officers." (2014)

**G. Other**

1. Courses Taught SIUC  
Introduction to Public Administration (POLS 340), Fall 2020; Summer 2019; Fall 2018; Fall 2013  
  
Special Topics in Research Methods - Structural Equation Modeling (POLS 502), Spring 2017; Summer 2019  
  
Research Methods for Public Administrators (POLS 503), Fall 2014, Spring, 2015, Fall 2015, Spring 2016, Fall 2016, Fall 2017  
  
Ethical Foundations of Public Service (POLS 535), Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017; Spring 2021 (Note: Course offered as POLS 541 in Fall 2013)  
  
Governance Networks in Public Administration (POLS 534), Spring 2014; Spring 2015, Summer 2017 (Note: Course offered as POLS 541 in Spring 2014)  
  
Organization Theory and Behavior (POLS 545), Spring 2015, Spring 2018; Fall 2020; Fall 2021

Seminar in Applied Problems of Public Administration - Public Sector Unions (POLS 541), Summer 2015 (distance education)

Pro-Seminar in Public Administration (POLS 550), Spring 2015

Pre-Professional Seminar in Public Administration Spring 2017, Fall 2017, Spring 2018; Fall 2019

Topical Political Behavior: Public Management (POLS 513), Fall 2019

Preprofessional Seminar in Public Administration (POLS 594), Fall 2017, 2018, 2019; Spring 2018, 2019

Preprofessional Seminar in Political Science (POLS 593), Fall 2018, Fall 2019

Applied Research Consultants (PSYC 569); Fall 2020; Spring 2021; Summer 2021; Fall 2021

## **VII. UNIVERSITY EXPERIENCE**

### **A. Department Committees:**

MPA Program Committee, School of Management and Marketing, Southern Illinois University 2017-Present

Graduate Studies Committee, Department of Political Science, Southern Illinois University, 2014-2017

Executive Committee, Department of Political Science, Southern Illinois University, 2014-2016

MPA Committee, Department of Political Science, Southern Illinois University, 2013-present

Accreditation and Assessment Committee, Department of Political Science, Miami University, 2012-2013

Public Administration and Policy Analysis Committee, Department of Political Science, Miami University, 2012-2013

Political Science Undergraduate Studies Committee, Department of Political Science, Miami University, 2011-2013

Public Administration Field Committee, Department of Political Science, Miami University, 2011-2013

Theory and Methods Field Committee, Department of Political Science, Miami University, 2011-2012

**B. College and University Committees and Councils:**

COLA Council, College of Liberal Arts, Southern Illinois University, 2013-2014

Communications and Outreach Subcommittee of CoLA Council, College of Liberal Arts, Southern Illinois University, 2013-2014

College of Liberal Arts Scholarship Committee, College of Liberal Arts, Southern Illinois University, 2014

Dissertation Research Assistantship Award Committee, College of Liberal Arts, Southern Illinois University, 2014

**C. Other:**

Public Administration Student Organization, Adviser, Southern Illinois University-Carbondale, 2014- 2015

Pi Alpha Alpha National Honor Society for Public Affairs and Administration, Adviser, Southern Illinois University-Carbondale Chapter, 2013-2014

**VIII. PROFESSIONAL SERVICE**

**A. Membership in Professional Associations**

Academy of Management Public and Non-Profit Division, 2009-2012

Academy of Management Research Methods Division, 2009-2012

American Political Science Association, 2012-present

American Society of Public Administration, 2011-2014

Association for Public Policy Analysis and Management, 2012-present

International Research Society for Public Management, 2015-present

Public Management Research Association, 2008-present

**B. Offices Held and Honors Awarded in Professional Associations**

Member of Board of Editors, Public Administration Review, 2020 - Present

Member of Board of Editors, Review of Public Personnel Administration, 2020 - Present

Member of Board of Editors, American Review of Public Administration, Section Journal Affiliated with the American Society for Public Administration, 2016 - Present

Member of Executive Council, Public Administration Section of the American Political Science Association, 2014 – 2017

Fellow, Center for Organization Research and Design, Arizona State University, 2014 – Present

Fellow, Local Government Workplace Initiative, University of North Carolina-Chapel Hill, 2019 - Present

Paul A. Volcker Junior Scholar Research Award, American Political Science Association, 2014

Member of Board of Editors, Journal of Public Administration Research and Theory, Journal Affiliated with Public Management Research Association, 2014 - 2020

### **C. Consultantships**

None

### **D. Evaluation of Manuscripts for Journals and Book Publishers and of Grant Proposals for Agencies**

#### Book Referee Service:

Edward Elgar Publishing Ltd.

#### Journal Referee Service:

American Review of Public Administration

International Review of Administrative Sciences

International Public Management Journal

Journal of Public Administration Research and Theory

Journal of Public Budgeting, Accounting, and Financial Management

Journal of Public Administration and Policy Research

Journal of Public Management and Social Policy

Public Administration Review

Public Administration Quarterly

Public Administration: An International Quarterly

Public Management Review

Public Performance and Management Review  
Public Personnel Management  
Review of Public Personnel Administration

Conference Referee Service:

Academy of Management Annual Meeting

**E. Papers and Presentations at Professional Meetings**

None

**F. Other:**

Member of Levine Award Committee, American University, Spring 2015

**IX. COMMUNITY SERVICE**

Research for Local Governments:

Carbondale Business Development Commission, Constructed and Distributed  
Business Satisfaction Survey, 2016

Hanover Township, Ohio, Assisted in the Development and Distribution of  
Citizen Satisfaction Survey, 2012

City of Topeka, Kansas, Collected and Presented Data as a Part of a Workplace  
Study, 2010

Workshops:

Ohio Township Association Conference, Delivered Personnel Policies and  
Procedures Workshop, 2012

Ohio Township Association, Delivered Leadership Skills and Styles Workshop,  
2011