

Justin M. Stritch

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EDUCATION

Ph.D.	The University of Georgia Dissertation: An Examination of Personnel Instability in Public Organizations	June 2014
M.P.A	The University of North Carolina at Charlotte Concentration: Urban Management	May 2010
B.A.	The University of North Carolina at Charlotte, Majors: Political Science and Latin American Studies Minor: Spanish	May 2006

APPOINTMENTS & AFFILIATIONS

Arizona State University	School of Public Affairs Doctoral Program Director	July 2022 to Present
	Associate Professor	Aug. 2020 to Present
	Assistant Professor	Aug. 2014 to Aug. 2016
	Co-Founder Sustainable Purchasing Research Initiative	September 2017 to Present
	Sustainability Scholar Julie Ann Wrigley Global Institute of Sustainability	Jan. 2016 to Present
	Faculty Research Affiliate Center for Organization Research and Design	Aug. 2014 to Present
University of North Carolina	Academic Fellow Local Government Workplace Initiative School of Government	June 2019 to Present
VIVE-The Danish National Centre for Applied Social Science	Research Fellow	Feb. 2016 to Feb. 2019

JOURNAL PUBLICATIONS

1. Michelle Allgood, Ulrich Thy Jensen, & **Justin M. Stritch** (2022). Work-Family Conflict and Burnout amid COVID-19: Exploring the Roles of Instrumental Leadership and Social Belonging. *Review of Public Personnel Administration*. <https://doi.org/10.1177/0734371X221101308>
2. Christoffer Florczak, Stig Hebbelstrup Rasmussen, Ulrich Thy Jensen, **Justin M. Stritch**, Kaare Christensen, Asbjørn S. Nørgaard, Robert Klemmensen (2022). Exploring the Foundational Origins of Public Service Motivation through the Lens of Behavioral Genetics. *Public Administration*. <https://doi.org/10.1111/padm.12837>
3. Funk, Kendall D., Ulrich Thy Jensen, Angel L. Molina Jr., & **Justin M. Stritch** (2021). Does leader gender matter for performance evaluations? Evidence from two experiments. *Public Management Review*. <https://doi.org/10.1080/14719037.2021.2000222>
4. Chen, Yifan, Stuart Bretschneider, **Justin M. Stritch**, Nicole Darnall & Lily Hsueh (2021). The Role of Task Complexity and Organizational Structure on Information and Communication Technology Adoption: Local Government Adoption of E-Procurement Systems. *Public Management Review*. <https://doi.org/10.1080/14719037.2021.1874497>
5. **Stritch, Justin M.**, Stuart Bretschneider, Nicole Darnall, Lily Hsueh, & Yifan Chen^a (2020). Sustainability policy objectives, centralized decision making and efficiency in public procurement processes in U.S. local governments. *Sustainability*, 12(17), 6934. <https://doi.org/10.3390/su12176934>
6. Hsueh, Lily, Stuart Bretschneider, **Justin M. Stritch** & Nicole Darnall (2020). Measuring policy implementation: Sustainable procurement policy in U.S. local governments. *International Journal of Public Sector Management Research*, 33(6/7), 697-612. <https://doi.org/10.1108/IJPSM-09-2019-0233>
7. **Stritch, Justin M.**, Angel L. Molina Jr., & Nathan Favero (2020). Pushing too hard? The organizational consequences of unattainable goals. *Review of Public Personnel Administration*, 40(2), 272-296 <https://doi.org/10.1177/0734371X18805795>

Article selected as 2020 Honorable Mention for Best Article in Review of Public Personnel Administration.
8. Zhang, Fengxiu, **Justin M. Stritch**, & Eric Welch (2020). Tension in democratic administration: Does managerial confidence in administrative capacity undermine democratic participation in organization decision making? *Public Administration*, 98(3), 675-695. <https://doi.org/10.1111/padm.12645>
9. Feeney, Mary K., & **Justin M. Stritch** (2019). Family-friendly policies, gender, and work-life balance in the public sector. *Review of Public Personnel Administration*, 39(3), 422-448. <https://doi.org/10.1177/0734371X17733789>
10. **Stritch, Justin M.**, & Mogens J. Pedersen (2019). The apparent locus of managerial decision making and perceptions of fairness in public personnel management. *Public Personnel Management*, 48(3), 393-412. <https://doi.org/10.1177/0091026018819017>

^a Underlining indicates a doctoral student in Arizona State University's School of Public Affairs.

11. Singla, Akheil, **Justin M. Stritch**, & Mary K. Feeney (2018). Constrained or creative? Changes in financial condition and entrepreneurial orientation in public organizations. *Public Administration*, 96(4), 769-786. <https://doi.org/10.1111/padm.12540>
12. **Stritch, Justin M.**, & Anders Ryom Villadsen (2018). The gender wage gap and the moderating effect of educational attainment in public and private sector employment. *Public Administration*, 96(4), 690-706. <https://doi.org/10.1111/padm.12533>
13. Pedersen, Mogens Jin, **Justin M. Stritch**, & Frederik Thuesen (2018). Punishment on the frontlines of public service delivery: Experimental evidence from Danish unemployment agencies. *Journal of Public Administration Research and Theory*, 28(3), 339-354. <https://doi.org/10.1093/jopart/muy018>
14. Pedersen, Mogens Jin, & **Justin M. Stritch** (2018). RNICE model: Evaluating the contribution of replication studies in public administration and management research. *Public Administration Review*, 78(4), 606-612. <https://doi.org/10.1111/puar.12910>
15. **Stritch, Justin M.**, Nicole Darnall, Lily Hsueh, & Stu Bretschneider (2018). Green technology firms and sustainable public purchasing. *IEEE-Engineering Management Review*, 46(1), 128-131. <https://doi.org/10.1109/EMR.2018.2810080>
16. Pedersen, Mogens Jin, & **Justin M. Stritch** (2018). Internal management and perceived managerial trustworthiness: Evidence from a survey experiment. *The American Review of Public Administration*, 48(1), 67-81. <https://doi.org/10.1177/0275074016657179>
17. Christensen, Robert K., Rebecca Nesbitt, & **Justin M. Stritch** (2017). The role of employees' public service motives and organizational commitment in workplace giving campaigns. *The American Review of Public Administration*, 48(7), 644-658. <https://doi.org/10.1177/0275074017701223>
18. **Stritch, Justin M.** (2017). Minding the time: A critical look at longitudinal design and data analysis in quantitative public management research. *Review of Public Personnel Administration*, 37(2), 219-244. <https://doi.org/10.1177/0734371X17697117>
19. **Stritch, Justin M.**, Mogens Jin Pedersen, & Gabel C. Taggart (2017). The opportunities and limitations of using Mechanical Turk (MTurk) in public administration and management scholarship. *International Public Management Journal*, 20(3), 489-511. <https://doi.org/10.1080/10967494.2016.1276493>
20. Pedersen, Mogens Jin, **Justin M. Stritch**, & Gabel C. Taggart (2017). A survey experiment examining citizens' perceptions of procedural fairness and the moderating roles of 'Belief in a Just World' and 'Public Service Motivation' in public employment. *Public Administration*, 95(4), 874-894. <https://doi.org/10.1111/padm.12353>
21. **Stritch, Justin M.**, (2016). A preliminary examination of citizen orientation and multiple dimensions of organizational performance. *International Journal of Public Administration*, 39(5), 345-358. <https://doi.org/10.1080/01900692.2015.1015554>
22. Tsai, Chin-Chang, **Justin M. Stritch**, & Robert K. Christensen (2016). Eco-helping and eco-civic engagement in the public workplace. *Public Performance and Management Review*, 40(2), 336-363. <https://doi.org/10.1080/15309576.2016.1216001>

23. **Stritch, Justin M.**, & Robert K. Christensen (2016). Raising the next generation of public servants? Parental influence on volunteering behavior and public service career aspirations. *International Journal of Manpower*, 37(5), 840-858. <https://doi.org/10.1108/IJM-12-2014-0249>
24. Anderson, Derrick M., & **Justin M. Stritch** (2016). Goal clarity, task significance and performance: Evidence from a laboratory experiment. *Journal of Public Administration Research and Theory*, 26(2), 211-225. <https://doi.org/10.1093/jopart/muv019>
25. **Stritch, Justin M.**, & Robert K. Christensen (2016). Going green in public organizations: Linking organizational commitment and public service motives to public employees' workplace eco-initiatives. *The American Review of Public Administration*, 46(3), 337-355. <https://doi.org/10.1177/0275074014552470>
26. Bullock, Justin B., **Justin M. Stritch**, & Hal G. Rainey (2015). Do sector differences hold across countries? An international comparison of public and private employees' work orientations. *Public Administration Review*, 75(3), 479-489. <https://doi.org/10.1111/puar.12356>
27. Christensen, Robert K., **Justin M. Stritch**, J. Edward Kellough, & Gene Brewer (2015). Pre-career public service motivation: Public service orientation among new college freshmen. *Journal of Higher Education Outreach and Engagement*, 19(4), 39-62. <https://eric.ed.gov/?id=EJ1086105>
28. **Stritch, Justin M.**, & Robert K. Christensen. (2014). Looking at a job's social impact through PSM tinted lenses: Probing the motivation – perception relationship. *Public Administration*, 92(4), 826-842. <https://doi.org/10.1111/padm.12043>
29. Christensen, Robert K., Steven W. Whiting, Tobin Im, Eunju Rho, **Justin M. Stritch**, & Jungho Park. (2013). Public service motivation, task, and non-task behavior: A performance appraisal experiment with Korean MPA and MBA students. *International Public Management Journal*, 16(1), 28-52. <https://doi.org/10.1080/10967494.2013.796257>
30. Christensen, Robert K., John Szmer, & **Justin M. Stritch**. (2012). Race and gender bias in three administrative contexts: Impact on work assignments in state supreme courts. *Journal of Public Administration Research and Theory*, 22(4), 625-648. <https://doi.org/10.1093/jopart/mus020>

BOOK CHAPTERS

1. **Stritch, Justin M.**, Ulrich T. Jensen, & Michelle Allgood (2022). Self-Determination Theory: Use and Prospects in Public Management Research. In *Handbook on Motivation in Public Management Research*. Edited by Edmund Stazyk and Randall Davis. Palgrave Macmillan
2. Darnall, Nicole, Lily Hsueh, **Justin M. Stritch**, & Stuart Bretschneider (2018). Environmental Purchasing in the City of Phoenix. In *Handbook of Sustainability: Case Studies and Practical Solution* (pp. 485-502), edited by S. Garren and R. Brinkman. Palgrave Macmillan.

2019 Recipient of the Sustainable Purchasing Leadership Council's Outstanding Case Award

WORKING PROJECTS & PAPERS

1. **Justin M. Stritch**, Ulrich Jensen, Michelle Allgood, Allegra Fullerton, & David Swindell. Prior Military Service in the Evaluation of Candidates in Public Service.

2. Florczak, Christoffer, Ulrich Jensen, & **Justin M. Stritch**. Indirect Reciprocity as a Motivator to Serve the Collective: Rethinking Public Service Motivation from the Perspectives of Evolution and Social Identity.
3. Ulrich Thy Jensen, Akheil Singla, **Justin M. Stritch** and David Swindell. Negativity bias in elite decision makers' responsibility attribution for COVID-19 outcomes.
4. **Stritch, Justin M.**, Mogens Jin Pedersen, & Ulrich Jensen. Catching up with the crowd: A reflection on the use of crowdsourced data in public administration and management research.
5. Allegra Fullerton, **Justin M. Stritch**, David Swindell & Ulrich Jensen. Veteran preference implementation in local governments.

PROFESSIONAL REPORTS

1. **Stritch, Justin M.**, Nicole Darnall, Aure Adell, Yifan Chen, Angela Fox*, & Jake Swanson* (forthcoming). Executive Summary. *2022 Global Review of Sustainable Public Procurement*. Paris: United Nations Environment Programme.
2. Darnall, Nicole, **Justin M. Stritch**, Yifan Chen, Angela Fox*, Jake Swanson*, & Aure Adell (2022). Introduction. *2022 Global Review of Sustainable Public Procurement*. Chapter 1. Paris: United Nations Environment Programme. *Forthcoming*.
3. **Stritch, Justin M.**, Nicole Darnall, Yifan Chen, Angela Fox*, Jake Swanson*, & Aure Adell, (2022). Global Trends in Sustainable Procurement. *2022 Global Review of Sustainable Public Procurement*. Chapter 2. Paris: United Nations Environment Programme. *Forthcoming*.
4. Fox, Angela*, Nicole Darnall, **Justin M. Stritch**, Jake Swanson*, Stuart Bretschneider, Yifan Chen, Jacob Ivy, Andy Wilkerson, Lauren Carter, Francesco Testa, Fabio Iraldo, Fabio Iannone, Brian W. Husted, David Pérez-Castillo, Ernesto Amorós, Ana R. Blanco, Sandor Lukacs De Pereny, Gavin Schwarz, Toshi Arimura, & Takuro Miyamoto (forthcoming). Sustainable Procurement in Local Governments. *2022 Global Review of Sustainable Public Procurement*. Chapter 4. Paris: United Nations Environment Programme. *Forthcoming*.
5. Swanson, Jake, Nicole Darnall, **Justin M. Stritch**, Aure Adell, Yifan Chen & Angela Fox (forthcoming). Best Practices in Sustainable Procurement. *2022 Global Review of Sustainable Public Procurement*. Chapter 8. Paris: United Nations Environment Programme. *Forthcoming*.
6. Darnall, Nicole, **Justin M. Stritch**, Aure Adell, Yifan Chen, Angela Fox*, & Jake Swanson* (forthcoming). Conclusions. *2022 Global Review of Sustainable Public Procurement*. Chapter 9. Paris: United Nations Environment Programme. *Forthcoming*.
7. Allgood, Michelle, Allegra Fullerton*, **Justin M. Stritch**, Ulrich Thy Jensen, David Swindell, Mia Miller*, Callie West*, and Brian Williams* (2020). *Veteran Hiring Preferences: A Survey of HR Directors in Local Government*. Phoenix: Arizona State University, School of Public Affairs.
8. Leal, Ana R., David Pérez-Castillo, Brian W. Husted, Ernesto Amorós, Jacob Ivy*, N. Darnall, **Justin M. Stritch**, Stuart Bretschneider (2020). *Advancing Green Purchasing in Mexican*

Municipalities. Tecnológico de Monterrey, EGADE Business School and Arizona State University, Center for Organization Research and Design, Sustainable Purchasing Research Initiative.

9. Lukacs de Pereny, Sandor., Gavin Schwarz, Lauren Carter*, Nicole Darnall, **Justin M. Stritch**, and Stuart Bretschneider. (2020). *Advancing Green Purchasing in Australian Municipalities*. UNSW Business School and Arizona State University, Center for Organization Research and Design, Sustainable Purchasing Research Initiative.
10. Testa, Francesco., Fabio Iraldo, Fabio Iannone, Andie Wilkerson*, Nicole Darnall, **Justin M. Stritch**, and Stuart Bretschneider (2020). *Advancing Green Purchasing in Italian Municipalities*. Sant' Anna School of Advanced Studies, Institute of Management, and Arizona State University, Sustainable Purchasing Research Initiative.
11. **Stritch, Justin M.**, & Yifan Chen (2019). *2019 Sustainable Purchasing Guidelines Survey: Report to the ASU Staff Council's Sustainable Purchasing Guidelines Subcommittee*. The Center for Organization Research and Design (CORD) and Sustainable Purchasing Research Initiative (SPRI) at Arizona State University.
12. Jensen, Ulrich T., **Justin M. Stritch**, David Swindell, Allegra Fullerton*^b, & Jorge Suarez* (2019). *Veteran Hiring Preferences in Local Government*. Phoenix, AZ: Arizona State University, School of Public Affairs.
13. Darnall, Nicole, Toshi H. Arimura, Takuro Miyomoto, **Justin M. Stritch**, Stuart Bretschneider, & Lily Hsueh (2018). *Advancing Green Purchasing in Japanese Municipalities*. The Center for Organization Research and Design (CORD) and Sustainable Purchasing Research Initiative (SPRI) at Arizona State University in partnership with The Research Institute for Environmental Economics and Management at Waseda University (Japan).
14. Darnall, Nicole, **Justin M. Stritch**, Stuart Bretschneider, Lily Hsueh, Melissa Duscha, Jeffery Iles*, Won No, Jorge Suarez*, & Caitlyn Burwell* (2017). *Advancing Green Purchasing in U.S. Local Governments*. The Center for Organization Research and Design (CORD) and Sustainable Purchasing Research Initiative (SPRI) at Arizona State University.

OTHER PUBLICATIONS

1. **Stritch, Justin M.**, Jensen, U. T., & Swindell, D. (2021). A Look at Recruiting and Hiring U.S. Military Veterans into Local Government Employment. *PM Magazine*.
2. Chen, Yifan, Nicole Darnall, **Justin M. Stritch**, Stuart Bretschneider (2021). Using e-procurement systems to accommodate multiple sustainability objectives. *LSE Business Review*. Sept. 22, 1-3.
3. Chen, Yifan, Nicole Darnall, **Justin M. Stritch**, Stuart Bretschneider (2021). Do Multiple Sustainability Objectives Affect the Speed of Local Procurement Processes? *ICMA Blog*. Apr. 6, 1-3.

^b Asterisk (*) indicates a master's student or undergraduate student.

4. Darnall, Nicole, **Justin M. Stritch**, Stuart Bretschneider, Lily Hsueh, & **Won No** (August 25th, 2017). Five practices to help cities green their purchasing. Cityspeak: National League of Cities Blog. Available at: <https://cityspeak.org/2017/08/25/five-practices-to-help-cities-green-their-purchasing/>
5. Darnall, Nicole, **Justin M. Stritch**, Stuart Bretschneider, Lily Hsueh, & **Won No** (27 August 2017) Going green on purchasing: Eight practices to reduce environmental impacts. *Public Management Magazine*. Available at: <https://icma.org/articles/going-green-purchasing>
6. Darnall, Nicole, **Justin M. Stritch**, Stuart Bretschneider, Lily Hsueh, & **Won No** (19 July 2017). How cities are addressing climate change through sustainable purchasing. *Public Administration Review: Speak Your Mind Blog*. Available at: <https://publicadministrationreview.org/climate-change-symposium-cities-sustainable-purchasing/>
7. Darnall, Nicole, **Justin M. Stritch**, Stuart Bretschneider, Lily Hsueh, & **Won No** (29 June 2017) “US cities’ buy-green schemes reduce their environmental liabilities and costs.” *London School of Economics Business Review Blog*. Available at: <http://blogs.lse.ac.uk/businessreview/2017/06/29/us-cities-buy-green-schemes-reduce-their-environmental-liabilities-and-costs/>

INVITED PRESENTATIONS

1. “Punishment on the Frontlines of Public Service.” Delmer Dunn Lecture in the Department of Public Administration and Policy, The University of Georgia on March 31st, 2017.
2. “What is Public Administration and Why Does It Matter?” Invited Presentation at the School of Sustainable Engineering and Built Environment’s Transportation Seminar Series—Arizona State University. Invited presentation to researchers and students. January 20th, 2017.
3. “Public Employee Performance: Outputs, Task, Context and Beyond.” Invited presentation to the Symposium on Behavioral Public Administration at the Royal Academy of the Arts and Sciences of the Netherlands (Amsterdam) on November 4th, 2016.

CONFERENCE PAPERS

1. Swindell, David, **Justin M. Stritch**, Ulrich Thy Jensen, Michelle Allgood, & Allegra Fullerton. Veteran Hiring Preferences in U.S. Local Governments (2021). Paper presented at the 2021 American Society for Public Administration (Online), April 9th-14th.
2. Florezak, Christoffer, Ulrich Jensen, **Justin M. Stritch**, Robert Christensen (2019). Me, You, Us, Them and PSM. Paper presented at The Elevating Public Service Motivation Conference hosted by Brigham Young University. Aspen Grove, Utah, September 25th-28th.
3. Jensen, Ulrich, Kendall Funk, Angel Molina, & **Justin M. Stritch** (2019). Role Incongruity or Expectancy Disconfirmation? The Role of Gender in Performance Evaluations. Paper presented at the 2019 Academy of Management Conference. Boston, MA, August 9th-13th.
4. Bretschneider, Stuart, **Justin M. Stritch**, Nicole Darnall, & Malcolm Goggin (2019). A Theory of Implementation Designed to Explain Implementation Performance Applied to the Case of Implementing Sustainable Procurement Policy in U.S. Local Governments. Paper presented at the 2019 Public Management Research Conference. Chapel Hill, NC, June 11th-14th.

5. Jensen, Ulrich, Kendall Funk, Angel Molina, & **Justin M. Stritch** (2019). Role Incongruity or Expectancy Disconfirmation? The Role of Gender in Performance Evaluations. Paper presented at the 2019 Public Management Research Conference. Chapel Hill, NC, June 11th-14th.
6. Chen, Yifan, Stuart Bretschneider, **Justin M. Stritch**, Nicole Darnall, & Lily Hsueh (2018). Local Government Procurement: Does the Policy Complexity of Purchasing Affect the Adoption of E-Procurement Systems. Paper presented to the Association of Public Policy and Management Conference. Washington, D.C., November 8th-10th.
7. **Stritch, Justin M.**, Stuart Bretschneider, Lily Hsueh, & Nicole Darnall (2018). The Interaction among Value Complexity and Structure in the Public Procurement Process. Paper presented at the 2018 Southeastern Conference of Public Administration (SeCOPA). Birmingham, AL, Sept. 19th-23rd.
8. Darnall, Nicole, **Justin M. Stritch**, Stu Bretschneider, & Lily Hsueh (2018). Sustainable Public Procurement Implementation in U.S. Local Governments. Paper presented at the 2018 Academy of Management Conference. Chicago, IL, August 10th-14th
9. **Stritch, Justin M.**, Stuart Bretschneider, & Lily Hsueh (2018). Value Complexity, Structure, and Technology in Public Procurement Process Performance. Paper presented at the 2018 Academy of Management Conference. Chicago, IL, August 10th-14th

Published in the *2018 Academy of Management Best Paper Proceedings*, 1,
<https://doi.org/10.5465/AMBPP.2018.120>

10. Darnall, Nicole, **Justin M. Stritch**, Stu Bretschneider, Lily Hsueh, & Melissa Duscha (2017). Sustainable Public Procurement Implementation in U.S. Local Governments. Paper presented at the 2017 Association for Policy Analysis and Management. Chicago, IL, November 2nd-4th.
11. Hsueh, Lily, Stuart Bretschneider, **Justin M. Stritch**, Nicole Darnall, & Melissa Duscha (2017). Measuring Policy Implementation: Sustainable Procurement Policy in U.S. Local Governments. Paper presented at the 2017 Association for Policy Analysis and Management. Chicago, IL, November 2nd-4th.
12. Pedersen, Mogens Jin, **Justin M. Stritch**, & Fredrik Thuesen (2017). Punishment on the Frontlines of Public Service Delivery. Paper presented at the 2017 Academy of Management Conference. Atlanta, GA, August 4th-8th.
13. Singla, Akheil, **Justin M. Stritch**, & Mary K. Feeney (2017). Constrained or Creative? Financial Condition and Innovation in Public Organizations. Paper presented at the 2017 Public Management Research Conference at American University, Washington, D. C., June 8th-10th.
14. Pedersen, Mogens Jin, **Justin M. Stritch**, & Fredrik Thuesen (2017). Client Ethnicity and Caseworker Sanctioning Decision in a Scandinavian Welfare State. Paper presented at the 2017 Public Management Research Conference at American University, Washington, D. C., June 8th-10th.
15. Zhang, Fengxiu, **Justin M. Stritch**, & Eric C. Welch (2017). Does Managerial Confidence on Organizational Response Capacity Reduce Political Oversight and Participative Governance? Paper presented at the 2017 Midwest Political Science Association, Chicago, IL, April 6th-9th.

16. **Stritch, Justin M.**, & Anders Villadsen (2016). Closing the Gap: Differences in Wages among Women in the Public and Private Sector Labor Markets and the Moderating Effect of Educational Attainment. Paper presented at the 2016 Annual Meeting of the Academy of Management. Anaheim, California, August 5th-9th.
17. **Stritch, Justin M.**, & Mary K. Feeney (2016). Organizational and Institutional Correlates of Computer-Mediated Information Transparency in U.S. Local Governments. Paper presented at the 2016 Public Management Research Conference at Aarhus University, Denmark, June 22nd-24th.
18. Feeney, Mary K., & **Justin M. Stritch** (2016). Committed to Family and Work: Family Friendly Policies, Work-life Balance and Commitment in the Public Sector. Paper presented at the 2016 Public Management Research Conference at Aarhus University, Denmark, June 22nd-24th.
19. Christensen, Robert K., & **Justin M. Stritch** (2016). Prosocial Dr. Jekyll, Meet Pathological Mr. Hyde: Exploring the Confluence of Other-Oriented Public Values and Self-Centered Narcissism. Paper to be presented at the 2016 Public Values Consortium at Arizona State University, Phoenix, AZ, January 7th-8th.
20. Parker, Marla, **Justin M. Stritch**, & Barry Bozeman (2015). The Effects of Race and Gender Repertoires on Citizens' Evaluations of Bureaucratic Decision Outcomes. Paper presented at the Association of Public Policy and Management's 37th Annual Fall Research Conference, Miami, FL, November 12th-14th.
21. **Stritch, Justin M.**, & Nathan Favero (2015). Setting the Bar Too high? Paper presented at the 2015 Annual Meeting of the Academy of Management. Vancouver, BC, August 7th-11th.
22. **Stritch, Justin M.**, Barry Bozeman, & Marla Parker (2015). Citizens' Perceptions, Evaluations, and Reactions to Bureaucratic Decisions. Paper presented at the 2015 Annual Meeting of the Academy of Management Vancouver, BC, August 7th-11th.
23. Pedersen, Mogens J., & **Justin M. Stritch** (2015). The Effects of Internal Management on Trust in Management. Paper presented at the 2015 Public Management Research Conference at the University of Minnesota, Minneapolis, MN, June 9th-13th.
24. **Stritch, Justin M.**, & Mogens J. Pedersen (2015). An Experiment Examining HR Decision Making Processes and Employee Perceptions of Fairness. Paper presented at the 2015 Public Management Research Conference at the University of Minnesota, Minneapolis, MN, June 9th-13th.
25. **Stritch, Justin M.** (2015). Middle Management Succession's Effect on Frontline Employee Stability in Public Service Organizations. Paper presented at the 2015 Midwest Political Science Association, Chicago, IL, April 16th-19th.
26. Christensen, Robert K., & **Justin M. Stritch** (2013). Looking for Omitted Variables: Exploring PSM's Relationship with other Personality Characteristics. Paper presented at the IIAS study group on Strategic Human Resources Management and Organizational Behavior in the Public Sector International Research Conference, "One Step Beyond: Refining Public Service Motivation Theory and Research Methods." Utrecht University School of Governance, Utrecht, the Netherlands, November 14th-16th.

27. **Stritch, Justin M.** (2013). Managerial Succession and Organizational Social Capital. Paper presented at the 2013 Southeastern Conference of Public Administration (SECoPA). Charlotte, NC, September 25th-28th.
28. **Stritch, Justin M.**, & Robert K. Christensen. (2013). Social Learning, Parental Influence, and Public Service Orientations in Undergraduate Students. Paper presented at the 2013 Annual Meeting of the Academy of Management. Orlando, FL, August 9th-13th.
29. **Stritch, Justin M.** (2013). Citizen Orientations and Multiple dimensions of Organizational Performance. Paper presented at the 2013 Public Management Research Conference. The La Follett School of Public Affairs at the University of Wisconsin, Madison, WI, June 19th-22nd.
30. Bullock, Justin B., **Justin M. Stritch**, & Hal G. Rainey. (2013). Do Sector Differences Hold Across Countries? An International Comparison of Public and Private Employees' Work Orientations. Paper presented at the 2013 Public Management Research Conference. The La Follett School of Public Affairs at the University of Wisconsin, Madison, WI, June 19th-22nd.
31. Reinagel, Tyler P., & **Justin M. Stritch**. (2012). Multi-jurisdictional Facilities and Revenue Sharing. Poster presented at the Association of Public Policy Analysis and Management Fall Research Conference. Baltimore, MD, November 8th-10th.
32. Christensen, Robert K., **Justin M. Stritch**, J. Edward Kellough, & Gene A. Brewer. (2012). The Pre-career Consequences of Public Service Motivation: Exploring Service Orientations Among College Freshman. Paper to be presented at the 2012 Annual Meeting of the American Political Science Association in New Orleans (presentation canceled due to weather).
33. **Stritch, Justin M.** (2012). Encouraging Workplace Participation in Pro-Environmental Behavior. Paper presented at the 2012 Annual Meeting of the Academy of Management. Boston, MA, August 3rd-7th.
34. Christensen, Robert K., Rebecca Nesbit, **Justin M. Stritch**, & Brian R. Gamsey. (2012). The Role of Organizational Identity and Public Service Motivation in Workplace Giving Decisions. Paper presented at the 2012 Annual Meeting of the Academy of Management. Boston, MA, August 3rd-7th.

Published in the *2012 Academy of Management Best Paper Proceedings*, 1,
<https://doi.org/10.5465/AMBPP.2012.232>
35. Kellough, J. Edward, Gene A. Brewer, Robert K. Christensen, & **Justin M. Stritch** (2012). Emergent Public Service Motivation among University Students. Paper presented at the Sixteenth Annual Conference of the International Research Society for Public Management, University of Rome Tor Vergata, Rome, Italy, April 11th -13th.
36. Bullock, Justin B., & **Justin M. Stritch**. (2012). Transnational Differences in Motivation among Public, Private and Non-profit Employees. Paper presented at the 70th Annual Meeting of the Midwest Political Science Association. Chicago, IL, April 12th-15th.
37. **Stritch, Justin M.** (2011). Age and Career Advancement Motivation: Drawing on Life-Course Theory to Understand Differences in Career Advancement Motivation. Paper presented at the 2011 Southeastern Conference of Public Administration (SECoPA). New Orleans, LA, September 21st-24th.

38. **Stritch, Justin M.** (2011). Explaining Participation in Discretionary Pro-Environmental Behaviors While Controlling for Environmental Attitudes. Paper presented at the 2011 Public Management Research Conference. The Maxwell School of Syracuse University, Syracuse, NY, June 2nd-4th.
39. Christensen, Robert K., John Szmer, & **Justin M. Stritch.** (2010). Bias in Randomized Administrative Processes: Staff Assignment of Majority Opinions in State Supreme Courts. Paper presented at the 1st PMRA/IRSPM Asia Conference. The University of Hong Kong, October 14th-16th.
40. **Stritch, Justin M.** (2010). Explaining Variations in State-level Energy Efficiency and Conservation Policies. Paper presented at the 2010 Southeastern Conference for Public Administration (SECoPA). Wilmington, NC, October 13th-16th.

GRANTS AND FUNDING (RECEIVED)

2022 UNEP Global Review of Sustainable Public Procurement (Co-PI with Prof. Nicole Darnall). \$47,400	June 2021
“Understanding How Elected Local Officials Make Decisions: Interpretation and Responsibility Attribution Among Elected Officials” (Co-PI w/Dr. Ulrich Jensen & Akheil Singla). Seed funding \$8,000	May 2020
“Advancing Sustainable Purchasing in Cities Globally” (Co-PI w/Drs. Nicole Darnall, Stu Bretschneider). Global Consortium for Sustainability Outcomes (GCSO) Seed Grant (\$78,000).	May 2018
“Meeting Our Obligations: Education Support and Hiring Preferences for America’s Military Veterans” (Co-PI w/Drs. David Swindell and Ulrich Jensen). Watts College of Public Service and Community Solutions Category 5 Seed Grant (\$30,000).	April 2018
“Sustainable Procurement in State and Local Government” (Co-PI w/Drs. Nicole Darnall, Stuart Bretschneider, & Lily Hsueh). V. K. Rasmussen Foundation Grant (\$200,000).	March 2016

DATA COLLECTION PROJECTS

2021 Local Elected Leader Survey Project (Co-Principal Investigator) --Despite the critical role that local elected leaders play in issues of community governance and local government management, remarkably little is known about their views and perspectives on a variety of important issues such as economic development, relationships with professional civil servants, and community responses to COVID-19 as well as how they approach the decision-making process. This project is designed to close this gap. Together with Akheil Singla, Ulrich Jensen and David Swindell, we identified a select group of 3,200 elected officials in cities across the U.S. to participate and collect their thoughts on issues facing local government leaders using a survey hosted on Qualtrics Survey Software. The survey was conducted in spring and summer of 2021 with a team of one doctoral student and five master’s students.	Dec. 2020-Aug. 2021
2020 ASU Study of Veteran Recruitment and Hiring in U.S. Local Governments (Co-Principal Investigator). I constructed and implemented a survey on policies and	Dec. 2019 to June 2020

practices related to U.S. military veteran recruitment and hiring in U.S. local governments with colleagues David Swindell and Ulrich Jensen. In spring 2020, I oversaw the data collection activities and supervised a doctoral student in managing the survey's distributions, mailings (traditional and email), and follow-up phone calls. We also worked with a team of Masters students who participated in the research project. The project was funded with the Watts College of Public Service and Community Solutions Category 5 Seed Grant, for our project titled "Meeting Our Obligations: Education Support and Hiring Preferences for America's Military Veterans."

2019 ASU Study of Veteran Recruitment and Hiring in U.S. Local Governments in Alliance for Innovation Member Cities (Co-Principal Investigator). I constructed and implemented a survey on policies and practices related to U.S. military veteran recruitment and hiring in U.S. local governments with Drs. David Swindell and Ulrich Jensen. In spring 2019, I oversaw the data collection activities and supervised an MPP student in managing the survey's distributions, mailings (traditional and email), and follow-up phone calls. The project was funded with the Watts College of Public Service and Community Solutions Category 5 Seed Grant, for our project titled "Meeting Our Obligations: Education Support and Hiring Preferences for America's Military Veterans."

Feb. 2019 to
March 2019

2018 Gender, Performance and Leadership Blame Attribution Study (Co-Principal Investigator). I designed and implemented a series of online experiments examining the effect of public sector leader gender on citizen blame/credit attribution for high/low performance with Drs. Kendall Funk, Ulrich Jensen, and Angel Molina.

Dec. 2018

2017 Green Procurement in U.S Local Governments Survey (Co-Principal Investigator). I constructed and implemented a survey with Drs. Nicole Darnall, Stu Bretschneider, and Lily Hsueh as part of our V.K. Rasmussen Foundation grant. In spring 2017, I oversaw and managed the day-to-day survey implementation and data collection process. This included planning and managing the survey's implementation, follow-up phone calls, and working with a dedicated postdoctoral researcher, two part-time master's students, and an undergraduate student to collect the data.

Dec. 2016 to
April 2017

City of Phoenix Sustainable Procurement Focus Groups (Co-Principal Investigator). With Dr. Stu Bretschneider, we hosted a series of four focus groups (~8 participants in each) of purchasers at the City of Phoenix to investigate current procurement policies and practices.

Oct. 2016

Citizen Perceptions of Policy Credibility and Expectations of Bureaucrats Experiments (Principal Investigator). With Drs. Barry Bozeman and Marla Parker, I designed and conducted a series of experiments examining citizen perceptions of the credibility of professionals in policymaking as well as the effects of race and gender on citizen expectations of how bureaucrats are likely to use discretion.

July 2015

Trust, Management, and Fairness Experiments (Principal Investigator). With Dr. Mogens Jin Pedersen, I designed and implemented a series of exploratory experiments examining the effects of management on perceptions of trust and procedural fairness.

April 2015

National Administrative Studies Project (NASP)—Citizen (Co-Principal Investigator). With Dr. Barry Bozeman, I oversaw survey construction, data collection, data cleaning, and data processing.	July 2014 to June 2015
UGA Goal Clarity and Task Performance Laboratory Study (Research Associate). I worked with Derrick Anderson to implement a laboratory study examining the relationships among goal clarity, task significance, and performance using a real-effort experiment.	March 2013
Survey of Student Attitudes and Voluntary Behaviors (Data & Project Manager). I worked with Drs. Ed Kellough, Gene Brewer, and Robert Christensen to initiate an assessment of student attitudes toward public service. My responsibilities included survey design and construction, survey distribution, data capture and management.	Feb. 2012 to June 2014
City of Charlotte Employee Environmental Behavior and Attitudes Survey (Project Leader). My responsibilities included generating survey questions, vetting survey questions, online survey design and construction, and data capture and management for the City of Charlotte.	March 2010

COMMUNITY OUTREACH AND PRACTITIONER ENGAGEMENT ACTIVITIES

SPRI-ASU Green Procurement Partnership. I am currently working to help ASU procurement staff better understand the barriers to implementing their new 2018 Green Purchasing Guidelines. We are developing and implementing a survey that will help identify the educational needs of staff tasked with implementing these new guidelines.	Nov. 2018 to Present
SPRI-EPA Servicing Partnership. In October 2017, EPA's Office of Policy partnered with the Sustainable Purchasing Research Initiative (Drs. Nicole Darnall, Stu Bretschneider, Justin Stritch) to develop a website that shares existing knowledge about lessons learned from servicing (the process of charging customers for the function of a product rather than the product itself) to practitioners. See http://sustainablepurchasing.issuelab.org/	Oct. 2017
Alliance for Innovation Webinar. Alongside Drs. Nicole Darnall, Stuart Bretschneider, and Lily Hsueh, we partnered with the Alliance for Innovation to host an hour-long webinar to share recommendations and best practices for integrating and implementing sustainable procurement policies within their cities.	Aug. 2017
Development of the Sustainable Purchasing Research Initiative (SPRI) Website and Outreach. In collaboration with Drs. Nicole Darnall and Stuart Bretschneider, I engaged in a practitioner-oriented outreach effort to influence government practices related to sustainable purchasing. We are still realizing the impact of these efforts. However, they represent a significant innovation in how we have tried to engage local governments to improve sustainability outcomes. In May and June of 2017, we developed a website (https://spa.asu.edu/spri) containing project reports, practitioner-oriented articles, recommendations, podcasts, and videos for practitioners.	June 2017 to Aug. 2017

We coordinated a practitioner outreach campaign with SPA's social media team. Our outreach efforts to practitioners included:

- 1,825 postcards to cities
- 616 personal emails
- 75 personal emails were sent to expert stakeholders
- A social media campaign of 85 Tweets, 60 Facebook announcements and 15 LinkedIn posts about our project findings.

City of Phoenix Green Procurement Pro-Bono Project. In collaboration with Drs. Nicole Darnall, Stuart Bretschneider and Lily Hsueh, we partnered with the City of Phoenix to conduct focus group interviews, to learn more about the barriers and facilitators to green purchasing in their departments. Additionally, eight graduate students used the project in their class, "Organizations, Sustainability and Public Policy," to develop reports on the ways the City of Phoenix can further implement its sustainable purchasing policy. Students presented their reports to City of Phoenix Directors of Finance and Environment. One of these students was hired by Phoenix to work directly with the Chief Sustainability Officer.

Sept. 2016 to
Aug. 2017

PROFESSIONAL PRESENTATIONS

Opportunities for Collaborations. Presentation to the Arizona Department of Transportation of ways that CORD and CSTEPS might collaborate with the department to assess mentoring outcomes, implementation of diversity initiatives in hiring, and customer service.

Sept. 2015

City Employees Participation in Eco-Initiatives. Presentation to the City of Charlotte's Environmental Cabinet.

July 2010

MEDIA APPEARANCES/RESEARCH COVERAGE

Summer 2019. "Using MTurk for Social Science Research: A Conversation with Justin Stritch, PhD" by Morgan Farnworth. Research featured, interviewed and quoted in *The Water Cooler: A Quarterly Digest for Public Personnel Management*, 1(2).

December 5th, 2017. "ASU Partners with EPA on Sustainable Purchasing Website." December 5, 2017. (<https://asunow.asu.edu/20171201-asu-partners-epa-sustainable-purchasing-website>)

July 6th, 2017. "Researchers Launch Campaign to Publicize Best practices in Green Purchases." Research featured, interviewed, and quoted in <https://asunow.asu.edu/20170705-arizona-impact-asu-initiative-helping-cities-become-more-sustainable>

March 3rd 2017. "ASU Research Informs City of Phoenix on Eco-Friendly Buying." Research featured in story at <https://asunow.asu.edu/20170303-asu-research-informs-city-phoenix-eco-friendly-buying>

February 12th, 2016. "Three Phoenix Employees Suspended over Roosevelt Row" by Eric J. Toll. Interviewed and quoted in <http://www.bizjournals.com/phoenix/blog/business/2016/02/three-phoenix-employees-suspended-over-roosevelt.html>

TEACHING

Arizona State University	PAF 311—Leadership and Change (Undergraduate course)	Spring 2022 (ASU Online)
		Fall 2020 (ASU Online)
		Fall 2019 (ASUOnline)
		Summer 2018 (ASUOnline)
		Spring 2018 (ASUOnline)
		Spring 2016
		Spring 2015
	PAF 503—Introduction to Public Affairs (Master’s course)	Fall 2017
		Spring 2017
		Fall 2016
		Spring 2016
		Fall 2015
		Fall 2014
	PAF 508—Organizational Behavior (Master’s course)	Spring 2021
		Fall 2020
		Spring 2020
		Fall 2019
		Spring 2018
		Fall 2018
		Fall 2017
		Fall 2016
		Fall 2015
		Fall 2014
	PAF 604—Foundations of Public Administration (Doctoral seminar)	Spring 2022
		Spring 2021
		Spring 2020
		Spring 2019
		Spring 2018

SERVICE TO THE SCHOOL & UNIVERSITY

School of Public Affairs Committee Member	Doctoral Comprehensive Exam Chair	Aug. 2020 to Feb. 2021
	Faculty Advisory Committee (elected)	Aug. 2020 to Present
	Master’s Program Committee	Aug. 2017 to Present
	Doctoral Comprehensive Exam Committee	Aug. 2019 to Sept. 2019
	Public Budget and Finance Search Committee	Aug. 2018 to Jan. 2019
	Undergraduate Program Committee	Aug. 2016 to Dec. 2017

	Public Management Search Committee	Aug. 2015 to Jan. 2016
	Urban Ad-hoc Committee	Aug. 2014 to Present
	SPA Doctoral Program Committee	Aug. 2018 to July 2020 Aug. 2014 to July 2015
Doctoral Dissertation Committee Member	Michelle Allgood	Present
	Mattia Caldarulo	Present
	Hyuk Yang (External-Rutgers Newark)	Present
	Heyjie Jung	Summer 2022
	Yifan Chen	Summer 2022
	Leonor Camarena	Summer 2020
	Qingqing Wang	Summer 2020
	Chin-Chang Tsai	Spring 2017
Doctoral Specialization Exam Committee Member	Michelle Allgood (Chair)	Fall 2021
	Yifan Chen	Fall 2019
	Seongkyung Cho	Fall 2018
	David Selby	Fall 2018
	Fengxiu Zhang	Fall 2017
	Federica Fusi	Fall 2016
	Chin-Chang Tsai	Spring 2016
	Chen-Yu Kao	Spring 2016
Dissertation Completion Fellowship Faculty Review Committee Member	ASU Graduate College	April 2019
Undergraduate Research Judge	Watts College of Public Service and Community Solutions Undergraduate Student Research Fair	April 2019 April 2017
Undergraduate Recruitment Phone Calls	Watts College of Public Service and Community Solutions	March 2019 March 2018

SERVICE TO THE ACADEMY

Editorial Board Member	<i>Public Personnel Management</i>	April 2020 to Present
	<i>Review of Public Personnel Administration</i>	March 2019 to Present
	<i>The Journal of Behavioral Public Administration</i>	Jan. 2018 to Present
Reviewer	<i>American Review of Public Administration</i>	June 2012 to Present
	<i>International Journal of Public Administration</i>	
	<i>International Public Management Journal</i>	

Journal of Politics
Journal of Public Administration Research & Theory
Public Administration
Public Administration Review
Public Management Review
Public Performance & Management Review
Public Personnel Management
Publius
Nonprofit and Voluntary Sector Quarterly
Nonprofit Management and Leadership
Review of Public Personnel Administration
Sustainability

2017 Academy of Management Conference
 2016 Academy of Management Conference
 2015 Academy of Management Conference
 2013 Academy of Management Conference

Journal Awards Committees	2019 Best Article Award Committee (Chair), <i>Journal of Behavioral Public Administration</i>	Dec. 2019 to March 2020
Conference Committees	2022 Public Management Research Conference Committee	March 2021-Present
	2021 Program (PDW) Chair, Academy of Management (PNP Division)	Aug. 2021 to Present
	2021 Program (PDW) Chair, Academy of Management (PNP Division)	Aug. 2020 to Aug. 2021
	2020 Professional Development Workshops (PDW) Chair, Academy of Management (PNP Division)	Aug. 2019 to Aug. 2020
	2020 Public Management Research Conference—Review Committee Member	Oct. 2019 to Dec. 2019
	2019 Best Dissertation Award Chair (elected for term), Academy of Management (PNP Division)	Aug. 2018 to Aug. 2019
	2019 Academy of Management, PNP Division Program Committee (Associate Editor)	Dec. 2018 to Feb. 2019
	2019 Public Management Research Conference—Review Committee Member	Oct. 2018 to Dec. 2018
	2018 Best Dissertation Committee Member, Academy of Management (PNP Division)	Jan. 2018 to May 2018
	2018 Academy of Management, PNP Division Program Committee (Associate Editor)	Dec. 2017 to Feb. 2018

Discussant/Panel Chair	2019 Academy of Management Conference	Aug. 2019
	2019 Public Management Research Conference	June 2019
	2019 Seoul National University Graduate School in Public Administration's Winter International Conference	Jan. 2019
	2018 Academy of Management Conference	Aug. 2018
	2017 Academy of Management Conference	Aug. 2017
	2015 Midwest Political Science Conference	April 2015

AWARDS & HONORS

2020 Distinguished Teaching Award, School of Public Affairs (ASU)	May 2020
2019 Outstanding Reviewer Award, <i>Journal of Public Administration Research and Theory</i>	June 2019
2019 Distinguished Teaching Award, School of Public Affairs (ASU)	May 2019
2018 Distinguished Research Award, School of Public Affairs (ASU)	May 2018
2018 Emerging Scholar Award, Center for Organization Research and Design (CORD) - ASU	April 2018
2018 Keynote Speaker at the University of North Carolina at Charlotte Political Science Department's Annual Award Ceremony	April 2018
2015 Best Dissertation Award, Academy of Management-Public and Nonprofit Division	Aug. 2015
2015 Best Reviewer Award (1 of 12), Academy of Management-Public and Nonprofit Division	Aug. 2015
2013 Dean's Award Dissertation Enhancement Grant, Graduate School, University of Georgia	Dec. 2012
2012 Graduate School Scholar of Excellence Fellowship, University of Georgia	Oct. 2012
2010 & 2011 Stan Shelton Fellowship, School of Public and International Affairs, University of Georgia	Aug. 2010 to Aug. 2012