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ACADEMIC POSITIONS

Lee Shau Kee Foundation Chair Professor of Public Administration, Lingnan University, 2025-

Chair Professor, Department of Government and International Affairs, Lingnan University, 2024-

Research Fellow, School of Social Sciences, Universiti Sains Malaysia, 2024-

Chan Hon Pun Professorship in Behavioural and Policy Sciences, City University of Hong Kong, 2019-2024

Chair Professor of Public Management, Department of Public and International Affairs, 2022-2024 and Department of Public Policy, City University of Hong Kong, 2013-2020

Professor, Department of Public and Social Administration, City University of Hong Kong, July 2011-2012

Professor, Department of Sociology, University of Hong Kong, 2009-2011

Professor, Kadoorie Institute, University of Hong Kong, 2008-2011

Professor, 2006-2008 Associate Professor, 2004-2006, Centre of Urban Planning and Environmental Management, University of Hong Kong,

Professor, Personal Chair, 2004-2010, Reader 2002-2004, Senior Lecturer 1999-2002, Lecturer 1990-1999, School of City and Regional Planning, Cardiff University

LEADERSHIP

Director, Government and Bureaucracy Lab, Lingnan University, 2024-

Director, Lingnan University Institute for Advanced Study, 2024-

Head, Department of Government and International Affairs, Lingnan University, 2024-

Director, Centre for Public Affairs and Law, City University of Hong Kong, 2020-2024

Dean, College of Liberal Arts and Social Sciences, City University of Hong Kong, 2019-2024

Head, Department of Public Policy, City University of Hong Kong, 2018-2020

Associate Director, CityU Apps Lab, City University of Hong Kong, 2015-2019

Director, Laboratory for Public Management and Policy, City University of Hong Kong, April 2015-2024

Associate Dean (Research and Postgraduate Studies), College of Liberal Arts and Social Sciences, City University of Hong Kong, 2013-2018

Deputy Director, Centre for Local and Regional Government Research, Cardiff University, 2000-2004

EDUCATION

PhD University of Reading, Faculty of Urban and Regional Studies, Scientific and Engineering Research Council Postgraduate Research Studentship, 1991.

BA (Hons) Housing Studies (CNA) Sheffield City Polytechnic (class 2:1), 1986.

AWARDS, HONOURS AND ELECTED POSITIONS

H. George Frederickson Award for significant career contributions to the field of public management and the Association, Public Management Research Association, 2025.

Ranked #1 in political science in China, Research.com (2022, 2023, 2024).

Among top 0.05% of cited scholars and #11 highly ranked scholar (lifetime) in public administration by ScholarGPS (2024).

Public Administration Review article ‘Does Strategic Planning Improve Organizational Performance: A Meta-Analysis’, 70, 6, 810-819 cited in US President Biden’s Financial Year 2023 Budget (https://www.cityu.edu.hk/class/media_events/news_item.aspx?ref=367) and the official US Budget Guidance for Federal Agencies (<https://www.whitehouse.gov/wp-content/uploads/2018/06/s230.pdf>)

Included in the ‘Top 2% most highly cited scientists’, Ioannidis J. P. A. et al. (2020, 2021, 2022, 2023, 2024) *PLOS Biology* <https://doi.org/10.1371/journal.pbio.3000384>

Fellow, Academy of Social Sciences, U.K. September 2020 -

Winner of the 2019 Louis Brownlow Award from *Public Administration Review* for ‘Does Strategic Planning Improve Organizational Performance: A Meta-Analysis’, 70, 6, 810-819.

President *Public Management Research Association* (Past-President 2021-2023, President 2019-2021, Vice-President 2017-2019).

Commendation from UGC Teaching Excellence Award (Group) 2018: CityU Apps Lab.

Placed in the world top 20 of productive and collaborative political scientists (Metz and Jackle 2017)

The President’s Award 2016 (received for excellence in research and professional education, and sustained performance with international recognition), City University of Hong Kong, January 2017.

International Member of the Institute of Chinese Urban Governance, Shanghai JiaoTong University and Shanghai Municipal People’s Government, 2016-

Visiting Research Associate, School of Public Affairs and Administration, Rutgers University, Aug 2016-Jan 2017.

Winner of the 2015 Beryl A. Radin Award for Best Article in *Journal of Public Administration Research and Theory* for ‘Local Government Management and Performance: A Review of Evidence’, 25, 1, 101-33

Winner of the 2014 Kooiman Best Paper award from *Public Management Review* for ‘Internal and External Antecedents of Process Innovation in Local Government: A Review and Extension’, 16, 1, 21-44.

International Advisory Board Member for the Observatory on Public Administration, Department of Public Policy and Public Management, Bocconi University, 2014-

Member of the International Advisory Committee for the Brain Korea (BK) Research Team, Department of Public Administration, Yonsei University, 2014-2020.

Member of the Board of Advisors, Center for Organization Research and Design, Arizona State University, 2013-2016

Elected member of Board of Directors *International Research Society for Public Management*, 2012-2017.

Winner of the 2012 Pierre De Celles Award for best paper from the International Association of Schools and Institute of Administration.

Honorary Professor: Kadoorie Institute, University of Hong Kong, 2011-2017

Top 1 per cent of social scientists, based on total citation counts and cites per paper scores, 2010-2014 ISI Web of Knowledge Essential Science Indicators.

Member of the UK Economic and Social Research Council Peer Review College, 2010-2014.

Senior Research Associate: Centre for Performance Management, Xi'an Jiaotong University, 2009-2015

Elected member of Board of Directors *Public Management Research Association*, 2007-2011.

Best paper proceedings at the Academy of Management Conference in 2005 & 2007.

Visiting Professor, Xi'an Jiaotong University, China, 2005, 2006, 2007.

Member of the UK Economic and Social Research Council Virtual College, 2004-2007.

Visiting Professor, Monash University, 2004.

Fellow Advanced Institute for Management Research (Economic and Social Research Council and Engineering and Physical Sciences Research Council) and Fellow of London Business School, 2003-2011.

Visiting Associate Professor, University of Hong Kong, 1997, 2001, 2002.

Visiting Researcher, Delft University Technology, The Netherlands, 1997.

Scientific and Engineering Research Council, Research Studentship, 1987-1990.

PUBLICATIONS

Books, Monographs

1. Walker, Richard M. and Fariborz Damanpour. Forthcoming. *Management Innovation: Theory and Evidence in Public Services*. Oxford, Oxford University Press.
2. Walker, Richard M., Jiasheng Zhang and Yanto Chandra. 2024. *Topics in Public Administration: Perspectives from Computational Social Sciences and Corpus Linguistics*. Cambridge Elements: Public and Nonprofit Management. Cambridge, Cambridge University Press. DOI: 10.1017/9781009378697
3. Andrews, Rhys, George A. Boyne, Jennifer Law and Richard M. Walker. 2012. *Strategic Management and Public Service Performance*. Basingstoke, Palgrave Macmillan pp. 214 ISBN 978-0-230-25242-4
4. Kirkpatrick, Ian, Stephen Ackroyd and Richard M. Walker. 2005. *The New Managerialism and Public Service Professions* London, Palgrave Macmillan pp. 215 ISBN 0333739752
5. Boyne, George. A, Catherine Farrell, Jennifer Law, Martin, Powell and Richard M. Walker. 2003. *Evaluating Public Management Reforms: Principles and Practice*

Philadelphia and Buckingham: The Open University Press pp. 177 ISBN 0-335-20246-2. Translated into Chinese by Tsinghua University and published by McGraw Hill (2008) ISBN 978-7-302-16830-0.

6. Walker, Richard M. Emma Jeanes and Robert Rowlands 2001. *Managing Public Services Innovation: The Experience of English Housing Associations* Bristol, The Policy Press pp. 126 ISBN 1-86134-294-2

Books, Edited Volumes

1. Osborne, Stephen, Louise Brown and Richard M. Walker. Eds. 2016. *Public Services Innovation: Theoretical, Managerial and International Perspectives*. London, Routledge pp.290 ISBN 978-1138949829
2. Walker, Richard M., George A. Boyne and Gene A. Brewer. Eds. 2010. *Public Management and Performance: Research Directions*. Cambridge, Cambridge University Press pp. 288 ISBN 978-0-521-16663-3. Translated into Korean (2014) and published by CUP and Korean Contracting Out Management Institute pp.347 ISBN 978-89-97582-05-1
3. Boyne, George. A., Kenneth. J. Meier, Laurence J. O'Toole. Jr. and Richard M. Walker. Eds. 2006. *Public Service Performance: Perspectives on Measurement and Management*, Cambridge, Cambridge University Press pp. 315 ISBN 0-521-85991-3

Journal Editing: Symposium Editions

1. Petrovsky, Nicolai, Richard M. Walker, Nathan Favero and Miyeon Song. Forthcoming. 'The Next Generation of Citizen Satisfaction Research: Theoretical and Methodological Advancements' *Public Management Review*
2. Van Witteloostuijn, Arjen, Hendrik Slabbinck and Richard M. Walker. 2020 'Serving the Public Interest? Micro-Level Perspectives on Antecedents, Motivations, and Values of Pro-Social and Pro-Self Behavior' *Frontiers in Psychology*.
<https://www.frontiersin.org/research-topics/11718/serving-the-public-interest-micro-level-perspectives-on-antecedents-motivations-and-values-of-pro-so>
3. Jiannan Wu and Richard M. Walker. 2020. 'Public Management in China: Reform, Innovation and Governance' *International Public Management Journal* 23, 3, v-ix and 308-441.
4. Walker, Richard M., Gene A. Brewer and Oliver James. 2017. 'Replication, Experiments and Knowledge in Public Management Research' *Public Management Review* 19, 9, 1221-1379.
5. Sun, Milan Tung-Wen, Shih, Mei-Chiang and Richard M. Walker. 2014. 'Innovation Adoption and Diffusion: The Bookstart Program in Taichung City, Taiwan' *Journal of Asian Public Policy* 7, 2, 115-208.
6. Walker, Richard M. 2014. 'Public Administration in East and Southeast Asia: A Review of the Evidence' *American Review of Public Administration* 44, 2, 131-209.
7. Osborne, Stephen P., Louise Brown and Richard M. Walker. 2014. 'Innovation in Public Services', *Public Management Review* 16, 1, 1-164 and 16, 2, 165-255.
8. Walker Richard M. and Evan Berman. 2013. 'Performance Practices in Asia-Pacific' *Public Management Review* 15, 8, 1065-1228.
9. Su, Tsai-Tsu, Richard M. Walker and Lan Xue. 2013. 'Reform and Transition in Public Administration Theory and Practice in Greater China' *Public Administration* 91, 2, 253-399.
10. Walker, Richard M. and Barry Bozeman, 2011. 'Publicness and Organizational Performance' *Journal of Public Administration Research and Theory*, 21, S3, i279-380.
11. Walker, Richard M. and George A. Boyne. 2009. 'Determinants of Performance in Public Organizations Symposium II' *Public Administration* 87, 3, 433-518.

12. Boyne, George A. and Richard M. Walker. 2005. 'Determinants of Performance in Public Organizations Symposium' *Journal of Public Administration Research and Theory* 15, 4, 483-639.

Journal Articles

1. Favero, Nathan, Richard M. Walker and Jiasheng Zhang. 2025. 'A Dynamic Study of Citizen Satisfaction: Replicating and Extending Van Ryzin's "Testing the Expectancy Disconfirmation Model of Citizen Satisfaction with Local Government"', *Public Management Review* 27, 6, 1588-1606. 10.1080/14719037.2024.2304130
2. Dong, Binziz, Dongshu Liu and Richard M. Walker. 2025. 'Tolerating Violence: Public Opinion of Anti-Government Protests and State Repression', *Democratization*
3. Wang, Yao, Ning Liu and Richard M. Walker. 2025. 'Are "Justified" Biases Acceptable? Perceptions of Gendered Hiring in Government', *Public Management Review* 10.1080/14719037.2025.2483959
4. Wen Wen, Shuo Yang, Richard M. Walker and Peng Zhou. 2025. 'Effectiveness of Collaborative Policy Tools for Promoting Electric Vehicles', *Transport Research Part A* 192, 104382. 10.1016/j.tra.2025.104382
5. Walker, Richard M., Oliver James, M. Jae Moon and Wen Wen. 2024. 'A Cross-Cultural Replication of "Citizens' Blame of Politicians for Public Service Failure: Experimental Evidence about Blame Reduction and Contracting"', *Public Administration Review* 85, 2, 436-450. 10.1111/puar.13845.
6. Walker, Richard M., Jiasheng Zhang and Edmund Cheng. 2024, 'Punctuating the Knowledge Illusion Does Not Reduce Political and Policy Extremism: Evidence from a Replication and Extension', *Political Psychology* 45, 3, 581-599. 10.1111/pops.12938
7. Walker, Richard M., Jiasheng Zhang, Yanto Chandra, Binzizi Dong and Yao Wang. 2023. 'Revisiting the Academic-Practitioner Divide: Evidence from Computational Social Sciences and Corpus Linguistics', *Public Administration Review* 83, 6, 1599-1617. 10.1111/puar.13724
8. Walker, Richard M., Rhys Andrews, Bert George and Xuan Tu. 2023. 'Organizational Size and Public Service Performance: A Meta-Analysis and Research Agenda', *Asia-Pacific Journal of Public Administration* 10.1080/23276665.2023.2176333
9. Chen, Wenna, Binzizi Dong, Chih-Wei Hsieh, Lee, M. Jin, Richard M. Walker, Ning Liu, Yao Wang, Bo, Wen, Peiyi Wu and Jiasheng Zhang. 2022. 'A Replication of "An Experimental Test of the Expectancy-Disconfirmation Theory of Citizen Satisfaction"', *Public Administration* DOI: 10.1111/padm.12860.
10. Zhu Yuner, Edmund Cheng, Fei Shen and Richard M. Walker. 2022. 'An Eye for an Eye? An Integrated Model of Attitudinal Change Towards Protest Violence', *Political Communication* 39, 4, 539-563 DOI: 10.1080/10584609.2022.2053915.
11. Chen, Wenna, Binzizi Dong, Chih-Wei Hsieh, Richard M. Walker, Ning Liu, Yao Wang, Bo, Wen, Peiyi Wu and Jiasheng Zhang. 2022. 'Experimental Research in the Asia-Pacific Region: Review and Assessment of Regional Capacity', *Asia-Pacific Journal of Public Administration* 44, 1, 4-25. DOI: 10.1080/23276665.2021.1945470.
12. Zhang, Jiasheng, Wenna Chen, Nicolai Petrovsky and Richard M. Walker. 2022. 'The Expectation-disconfirmation Model and Citizen Satisfaction with Public Services: A Meta-analysis and an Agenda for Best Practice', *Public Administration Review* 82, 1, 147-159. DOI: 10.1111/puar.13368
13. Ramos, Tomás B., Ana Rita Domingues, Sandra Caeiro, Joana Cartaxo, Marco Painho, Paula Antunes, Rui Santos, Nuno Videira, Richard M. Walker, and Donald Huisingh. 2021. 'Co-creating a Sustainability Performance Assessment Tool for Public Sector Organisations', *Journal of Cleaner Production* DOI: 10.1016/j.jclepro.2021.128738

14. Andrews, Rhys, Benedetta Bello, James Downe, Steve Martin and Richard M. Walker. 2021. 'The Motivations for the Adoption of Management Innovation by Local Governments and its Performance Effects', *Public Administration Review* 81, 4, 625-637. DOI:10.1111/puar.13375
15. Lee M. Jin, Nicolai Petrovsky and Richard M. Walker. 2021. 'Public-private Differences in Incentive Structures: A Laboratory Experiment on Work Motivation and Performance' *International Public Management Journal* 24, 2, 183-202. doi.org/10.1080/10967494.2020.1856246
16. Walker, Richard M., Dannii Yuen-lan Yeung, M Jin Lee, and Ivan P. Lee. 2020. 'Assessing Information-based Policy Tools: An Eye-Tracking Laboratory Experiment on Public Information Posters', *Journal of Comparative Policy Analysis* 22, 6, 558-578. doi.org/10.1080/13876988.2020.1753035
17. Jiannan Wu and Richard M. Walker. 2020. 'Introduction. Public Management in China: Reform, Innovation and Governance' *International Public Management Journal* 23, 3, v-ix doi.org/10.1080/10967494.2020.1784646
18. Chen, Jiyao, Richard M. Walker and Mohanbir S. Swahney. 2020. 'Public Service Innovation: A Typology'. *Public Management Review* 22, 11, 1674-1695 DOI: 10.1080/14719037.2019.1645874
19. Fariborz Damanpour, Catherine Magelessen and Richard M. Walker. 2020. 'Outsourcing and Insourcing of Organizational Activities: The Role of Outsourcing Process Mechanisms', *Public Management Review* 22, 6, 767-790. DOI: 10.1080/14719037.2019.1601243
20. Ivan P. Lee and Richard M. Walker. 2019. 'Does Source Credibility Matter for Point-of-decision Prompts? A Quasi-experimental Field Study to Increase Stair Use', *PLOS ONE*. 14(11): e0225520. doi.org/10.1371/journal.pone.0225520
21. George, Bert, Richard M. Walker and Joost Monster. 2019. 'Does Strategic Planning Improve Organizational Performance: A Meta-Analysis', *Public Administration Review* 79, 6, 810-819 DOI: 10.1111/puar.13104
22. Walker, Richard M., Yanto Chandra, Jiasheng Zhang and Arjen van Witteloosijin. 2019. 'Topic Modeling the Research-practice Gap in Public Administration', *Public Administration Review* 79, 6, 931-937. DOI: 10.1111/puar.13095
23. Walker, Richard M., Gene A. Brewer, Myong Jin Lee, Nicolai Petrovsky, and Arjen van Witteloostuijn. 2019. 'Best Practice Recommendations for Replicating Experiments in Public Administration', *Journal of Public Administration Research and Theory* 29, 4, 609-626. DOI: 10.1093/jopart/muy047
24. Figueira, Inês, Ana Rita Domingues, Sandra Caeiro, Marco Painho, Paula Antunes, Rui Santos, Nuno Videira, Richard M. Walker, Donald Huisinigh, Tomás B. Ramos. 2018. 'Sustainability Policies and Practices in Public Sector Organisations: The Case of the Portuguese Central Public Administration', *Journal of Cleaner Production* doi.org/10.1016/j.jclepro.2018.07.244
25. Chandra, Yanto and Richard M. Walker. 2018. 'How Does a Seminal Article in Public Administration Diffuse and Influence the Field? Bibliometric Methods and the Case of Hood's "A Public Management for All Seasons"', *International Public Management Journal* 22, 5, 712-742 10.1080/10967494.2018.1498817
26. Walker, Richard M., Myoung Jin Lee, Oliver James and Samuel H. Y. Ho. 2018. 'Analyzing the Complexity of Performance Information Use: Experiments with Stakeholders to Disaggregate Dimensions of Performance, Data Sources and Data Types', *Public Administration Review* 78, 6, 852-863. DOI: 10.1111/puar.12920
27. Coutinho Vera, Ana Rita Rita Domingues, Sandra Caeiro, Marco Painho, Paula Antunes, Rui Ferreira dos Santos, Nuno Videira, Richard M. Walker, Donald Huisinigh, Tomas B.

- Ramos. 2018. 'Employee-Driven Sustainability Performance Assessment in Public Organisations', *Corporate Social Responsibility and Environmental Management* 25, 1, 29-46.
28. Walker, Richard M., Oliver James and Gene A. Brewer. 2017 'Replication, Experiments and Knowledge in Public Management Research', *Public Management Review* 19, 9, 1221-1234.
 29. Korac, Sanja, Iris Saliterer, Richard M. Walker. 2017. 'Analyzing the Environmental Antecedents of Innovation Adoption among Politicians and Public Managers', *Public Management Review* 19, 4, 566-587.
 30. Walker, Richard M., Jiyao Chen and Deepa Aravind. 2015. 'Management Innovation and Firm Performance: An Integration of Research Findings', *European Management Journal* 33, 5, 407-422.
 31. Walker, Richard M., Claudia Avellaneda and Frances Stokes Berry. 2015. 'Limits on Innovativeness in Local Government: Examining Capacity, Complexity and Dynamism in Organizational Task Environments', *Public Administration* 93, 3, 663-683.
 32. Walker, Richard M. and Rhys Andrews. 2015. 'Local Government Management and Performance: A Review of Evidence', *Journal of Public Administration Research and Theory* 25, 1, 101-33.
 33. Lam, Jacqueline, Richard M. Walker and Peter Hills. 2014. 'Interdisciplinarity in Sustainability Studies: A Review', *Sustainable Development* 22, 3, 158-176.
 34. Walker, Richard M. and Peter Hills. 2014. 'Changing Dimensions of Trust in Government: An Exploration in Environmental Policy in Hong Kong'. *Public Administration and Development* 34, 2, 123-136.
 35. Sun, Milan Tung-Wen, Mei-Chiang Shih and Richard M. Walker. 2014. 'Diffusion of the Bookstart Programme in Taiwan: Description, Concepts and Research Design', *Asian Journal of Public Policy* 7, 2, 115-127.
 36. Walker, Richard M. 2014. 'Public Administration Research in East and Southeast Asia: Concluding Symposium Remarks', *American Review of Public Administration* 44, 2, 203-209.
 37. Walker, Richard M. Gene A. Brewer and Yujin Choi. 2014. 'Public Administration Research in East and Southeast Asia: A Review of the English Language Evidence, 1999-2009'. *American Review of Public Administration* 44, 2, 131-150.
 38. Walker, Richard M. 2014. 'Internal and External Antecedents of Process Innovation in Local Government: A Review and Extension', *Public Management Review* 16, 1, 21-44.
 39. Walker, Richard M., Gene A. Brewer, Barry Bozeman, M. Jae Moon and Jiannan Wu. 2013. 'An Experimental Assessment of Public Ownership and Performance: Comparing Perceptions in East Asia and the USA. *Public Management Review* 15, 8, 1208-1228.
 40. Walker, Richard M., George A. Boyne and Chan Su Jung. 2013. 'Marching to Different Drums? The Performance Effects of Alignment Between Political and Managerial Perceptions of Performance Management'. *Public Administration Review* 73, 6, 833-844.
 41. Walker, Richard M. 2013. 'Strategic Management and Performance in Public Organizations: Findings from the Miles and Snow Framework', *Public Administration Review*, 73, 5, 675-685.
 42. Su, Tsai-Tsu, Richard M. Walker and Lan Xue. 2013. 'Reform and Transition in Public Administration Theory and Practice in Greater China' *Public Administration* 91, 2, 253-260.
 43. Andrews, Rhys, George A. Boyne, Kenneth J. Meier, Laurence J. O'Toole Jr. and Richard M. Walker. 2013. 'Managing Migration? EU Enlargement, Local Government Capacity and Performance in England', *Public Administration* 91, 1, 174-194.

44. Brewer, Gene A. and Richard M. Walker. 2013. 'Personnel Constraints in Public Organizations: A Study of Intraorganizational Variation and Performance', *Public Administration Review* 73, 1, 121-131.
45. Walker, Richard M. and Peter Hills. 2012. 'Network Behaviour, Partnership Structure, and Publicness: Evidence on the Performance of Sustainable Development Projects.' *International Public Management Journal* 15, 4, 479-499.
46. Brewer, Gene A., Richard M. Walker, Barry Bozeman, Claudia N. Avellaneda and Gene A. Brewer Jr. 2012. 'External Control and Red Tape: The Mediating Effect of Client and Organizational Feedback', *International Public Management Journal* 15, 3, 288-314.
47. Christensen, Tom, Lisheng Dong, Martin Painter and Richard M. Walker. 2012. 'Imitating the West? Evidence on Administrative Reform from the Upper Echelons of Chinese Provincial Government', *Public Administration Review* 72, 6, 798-806.
48. Andrews, Rhys, George A. Boyne and Richard M. Walker. 2012. 'Overspending in Public Organizations: Does Strategic Management Matter?', *International Public Management Journal* 15, 1, 39-61.
49. Howlett, Michael and Richard M. Walker. 2012. 'Public Managers in the Policy Process: More Evidence on "the Missing Link"', *Policy Studies Journal* 40, 2, 211-232.
50. Andrews, Rhys, George A. Boyne, Kenneth J. Meier, Laurence J. O'Toole Jr. and Richard M. Walker. 2012. 'Vertical Strategic Alignment and Public Service Performance', *Public Administration* 90, 1, 77-98.
51. Andrews, Rhys, George A. Boyne, Jennifer Law and Richard M. Walker. 2011. 'Strategy Implementation and Public Service Performance', *Administration & Society* 43, 6, 643-671.
52. Wu, Jiannan, Jia Liu, and Richard M. Walker. 2011. 'Stakeholder and Performance Data from a Local Government Performance Evaluation in China—Based on Delphi Method' *East China Economic Management*, 4, 152-156. (In Chinese)
53. Walker, Richard M., Gene A. Brewer, George A. Boyne, and Claudia N. Avellaneda. 2011. 'Market Orientation and Public Service Performance: New Public Management Gone Mad?', *Public Administration Review* 71, 5, 707-717.
54. Andrews, Rhys, George A. Boyne, Kenneth J. Meier, Laurence J. O'Toole Jr. and Richard M. Walker. 2011. 'Environmental and Organizational Determinants of External Networking' *American Review of Public Administration* 41, 4, 355-374.
55. Andrews, Rhys, George A. Boyne and Richard M. Walker. 2011. 'Dimensions of Publicness and Performance: A Review of the Evidence', *Journal of Public Administration Research and Theory*, 21, S3, i301-319.
56. Walker, Richard M. and Barry Bozeman. 2011. 'Publicness and Organizational Performance', *Journal of Public Administration Research and Theory*, 21, S3, i279-i281
57. Andrews, Rhys, George A. Boyne, Kenneth J. Meier, Laurence J. O'Toole Jr. and Richard M. Walker. 2011. 'Managing Migration? How Some Councils Cope Better than Others', *Public Policy Research* 17, 4, 207-213.
58. Walker, Richard M., Fariborz Damanpour, Carlos Alberto Devece. 2011. 'Management Innovation and Organizational Performance: The Mediating Effect of Performance Management', *Journal of Public Administration Research and Theory* 21, 2, 367-86.
59. Andrews, Rhys, George A. Boyne and Richard M. Walker. 2011. 'The Impact of Management on Administrative and Survey Measures of Organizational Performance', *Public Management Review*, 13, 2, 227-255.
60. Walker, Richard M., Claudia Avellaneda and Frances Stokes Berry. 2011. 'Exploring the Diffusion of Innovation among High and Low Innovative Localities: A Test of the Berry and Berry Model', *Public Management Review* 13, 1, 95-125.

61. Walker, Richard M. 2011. 'Globalized Public Management: An Interdisciplinary Design Science?', *Journal of Public Administration Research and Theory*, 21, 3, i53-59.
62. Boyne, George and Richard M. Walker. 2010. 'Strategic Management and Public Service Performance: The Way Ahead', *Public Administration Review*, 70, S1, S185-192.
63. Walker Richard M., Andrews, Rhys, George A. Boyne, Kenneth J. Meier, and Laurence J. O'Toole Jr. 2010. 'Wake Up Call: Strategic Management, Network Alarms, and Performance', *Public Administration Review* 70, 5, 731-741.
64. Brewer, Gene A. and Richard M. Walker. 2010. 'Explaining Variation in Perceptions of Red Tape: A Professionalism-Marketization Model', *Public Administration*, 88, 2, 418-438.
65. Andrews, Rhys, George A. Boyne, M. Jae Moon, and Richard M. Walker. 2010. 'Assessing Organizational Performance: Explaining Differences between Internal and External Measures', *International Public Management Journal* 13, 2, 105-129.
66. Meier Kenneth J., George A. Boyne, Laurence J. O'Toole Jr., Richard M. Walker, and Rhys Andrews. 2010. 'Alignment and Results: Testing the Interaction Effects of Strategy, Structure, and Environment from Miles and Snow', *Administration & Society* 42, 2, 160-192.
67. Walker, Richard M. and Jiannan Wu. 2010. 'Future Prospects for Performance Management in Chinese City Governments', *Administration & Society* 42, S1, 34-55.
68. Brewer, Gene A. and Richard M. Walker. 2010. 'The Impact of Red Tape on Governmental Performance: An Empirical Analysis', *Journal of Public Administration Research and Theory* 20, 1, 233-257.
69. Andrews, Rhys, George A. Boyne, Jennifer Law and Richard M. Walker. 2009. 'Strategy, Structure and Process in the Public Sector. A Test of the Miles and Snow Model', *Public Administration* 87, 4, 732-749.
70. Hu, Chunping, Fanrong Meng, and Richard M. Walker. 2009. 'The Status Quo of Data Sources in Local Government Performance Evaluation in China: Evidence from a Delphi Study'. *Journal of Intelligence*, 28, 10, 10-14. (In Chinese)
71. Wu, Jiannan, Bo Bai, Richard M. Walker. 2009. 'The Status Quo and the Future of Performance Dimensions in Local Government Performance Evaluation in China: Evidence from a Delphi Study', *Journal of Intelligence*, 28, 10, 1-5. (In Chinese)
72. Walker, Richard M. and George A. Boyne. 2009. 'Introduction: The Determinants of Performance in Public Organizations', *Public Administration* 87, 3, 433-439
73. Walker, Richard M. and Gene A. Brewer. 2009. 'Can Management Strategy Minimize the Impact of Red Tape on Organizational Performance?', *Administration & Society* 41, 4, 423-448.
74. Damanpour, Fariborz, Richard M. Walker and Claudia N. Avellaneda. 2009. 'Combinative Effects of Innovation Types and Organizational Performance: A Longitudinal Study of Service Organizations', *Journal of Management Studies* 46, 4, 650-675.
75. Walker, Richard M. and Gene A. Brewer. 2009. 'Can Public Managers Reduce Red Tape? The Role of Internal Management in Overcoming External Constraints', *Policy & Politics* 37, 2, 255-272.
76. Enticott, Gareth, George A. Boyne and Richard M. Walker. 2009. 'The Use of Multiple Informants in Public Administration Research: Data Aggregation Using Organizational Echelons', *Journal of Public Administration Research and Theory*, 19, 2, 229-253.
77. Andrews, Rhys, George A. Boyne, Kenneth J. Meier, Laurence J. O'Toole Jr. and Richard M. Walker. 2009. 'EU Accession and Public Service Performance', *Policy & Politics* 37, 1, 19-37.

78. Andrews, Rhys, George A. Boyne, Jennifer Law and Richard M Walker. 2009. 'Strategy Formulation, Strategy Content and Performance: An Empirical Analysis', *Public Management Review* 11, 1, 1-22.
79. Andrews, Rhys, George A. Boyne, Jennifer Law and Richard M. Walker. 2009. 'Centralization, Organizational Strategy and Public Service Performance', *Journal of Public Administration Research and Theory* 19, 1, 57-80.
80. Walker, Richard M. and Gene A. Brewer. 2008. 'An Organizational Echelon Analysis of the Determinants of Red Tape in Public Organizations', *Public Administration Review* 68, 6, 1112-1127.
81. Walker, Richard M. 2008. 'An Empirical Evaluation of Innovation Types and Organizational and Environmental Characteristics: Towards a Configuration Framework', *Journal of Public Administration Research and Theory* 18, 4, 591-615.
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American Public Policy Analysis and Management Conference: 2005, 2011, 2016

American Society of Public Administration: 2000 (Panel), 2002, 2011

Annual Employment Research Unit Conference: 1997

Asia-Pacific Network for Housing Research Conference/Hong Kong Network of Housing Research Conference: 2000, 2003, 2004

Asian Association for Public Administration: 2004, 2006, 2007, 2008, 2009, 2011, 2012 (Panel), 2015 (Keynote speech), 2020 (Keynote speech), 2022 (Keynote speech).

Association for Public Policy and Management: 2005, 2012, 2013

British Academy of Management Conference: 2000, 2001, 2007, 2010

Conference of the European Roundtable on Sustainable Production and Consumption: 2013

Determinants of Performance in Public Organizations: I & II: 2004, 2006

European Network of Housing Research Conference/workshop: 1993, 1994, 1998, 1999

Housing Studies Association: 1994, 1997

IAHS World Housing Conference: 1995

Innovation in Public Services and Public Policy: 2020, 2025

International Association of Schools and Institute of Administration: Winner of the 2012 Pierre De Celles Award for best paper at the 2012 *IASIA* meeting

International Public Management Network Conference: 2009, 2013, 2104, 2017 (Keynote speaker)

International Research Society on Public Management: 1996, 2000, 2002, 2006, 2007, 2008, 2010, 2011, 2012 (panel), 2013 (panel), 2014 (panel), 2015 (panel), 2016, 2017, 2018, 2019, 2021, 2022, 2023, 2025

International Sustainable Development Research Conference: 2004, 2013, 2014, 2015

Korean Institute of Public Administration, 2003, 2008

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INVITED LECTURES: EXAMPLES

University of Birmingham (2000), Bocconi University (2015), City University of Hong Kong (2002, 2011), Fudan University (2012, 2019), University of Edinburgh (2011, 2016), Erasmus University of Rotterdam (2017), Georgia State University (2004), University of Georgia, Athens (2003, 2008), University of Ghent (2015, 2016), Ho Chi Minh City University (2007), University of Hong Kong (1999, 2003), Huzhou University of Science and Technology (2003), Hong Kong Institute of Education (2013), KU Leuven (2016), Korea University (2004), Ohio State University (2012), National Chung-Hsing University (2014, 2014 Keynote speech), National Taipei University (2013), National University of Singapore (2005), Ritsumeikan University (2015), Seoul National University (2004, 2105), Shanghai Jiao Tong University (2016, 2017, 2018), Texas A&M University (2003, 2008), Tunghai University (2013) Shih University (2014), Syracuse University (2009), Xi'an Jiaotong University (2004, 2005, 2006, 2008, 2012), Utrecht University (2018, 2023), Yonsei University (2004, 2008, 2019).

GRANTS/CONTRACT AWARDS/DONATIONS

Externally funded – as PI

Research Grants Council Hong Kong, Humanities and Social Sciences Prestigious Fellowship Scheme. *Management Innovation in Public Service Organizations: Adoption, Implementation and Performance* PI (2025)—HK\$570,941

Research Grants Council Hong Kong, General Research Fund. *Publicness and Citizen's Attribution of Blame and Success to Politicians in Public Service Delivery: A Comparative Replication Study* PI (2021-23)—HK\$602,391

Donation. *Centre for Public Affairs and Law* PI (2020-27)—HK\$7,500,000.

Public Policy Research Fund Scheme (HKSAR Government). *Knowledge Illusion, Community of Knowledge and Citizens' Extreme Attitudes in Politics and Public Policy* PI (2020)—HK\$390,080

Public Policy Research Fund Scheme (HKSAR Government). *Developing and Testing a Behavioural Theory of Performance Information Use for Hong Kong: Experimental Evidence on Cognitive Bias* PI (2020-21)—HK\$908,293

National Natural Science Foundation, China. *Public Services, Performance and Citizen Satisfaction: Expanding Experimental Methods in China* PI (2020-23)—RMB475,000

UGC Knowledge Transfer Earmarked Fund, *Experimental Public Policy Polling for Hong Kong* PI (2019-20)—HK\$199,500

Research Grants Council Hong Kong, General Research Fund. *Public Administration Research and Real-World Problems: Topic Modelling the Changing Landscape* PI (2018-20)—HK\$474,492.

UGC Knowledge Transfer Earmarked Fund, *My Citizens Panel: Citizen Satisfaction* PI (2018-19)—HK\$185,000.

Environmental Conservation Fund, *Secondary School Outreach Program: Behavioural Insights in Environmental Public Policy* PI (2017-19)—HK\$172,048.

UGC Knowledge Transfer Earmarked Fund, *mycitizenpanel: mobile app public opinion polling* PI (2017-18)—HK\$195,000.

Research Grants Council Hong Kong, General Research Fund, *Organizational Design and Public Management: Extending the Experimental Methods Agenda* PI (2017-2019)—HK\$790,492.

Public Policy Research Funding Scheme (HKSARG), *The 'Citizen Satisfaction Assessment Tool': Applying Expectancy Disconfirmation Theory to Public Services in Hong Kong* PI (2016-17)—HK\$961,400.

Chiang Ching-kuo Foundation, *A Comprehensive Test of Policy Innovation Theses: The Taiwanese Bookstart Programme* PI (2015-2017)—US\$70,000

Public Policy Research Funding Scheme (HKSARG), *Performance Information Use: Experiments on Performance Dimensions, Communication and Data Sources in Education and Solid Waste Recycling* PI (2015-16)—HK\$597,264

Chiang Ching-kou Foundation, Taiwan, *Improving Chinese Public Services: Theory and Empirical Evidence* (Conference grant) PI (2013)—US\$17,000

Research Grants Council Hong Kong, General Research Fund, *Publicness: A Comprehensive Survey of Managerial and Organizational Antecedents in Hong Kong* PI (2013-15)—HK\$684,454

National Science Foundation, China, *Capacity Building, Innovation Diffusion and Performance Improvement: An Empirical Study into Chinese Local Government*, Co-PI—(2012-2015) RMB450,000

National Research Foundation of Korea, Social Sciences Korea, *Reassessing Government*, International Expert (2011-14 and 15-18)—US\$90,000 and US\$90,000

United Nations Development Programme, *Contents, Quality Standards and Responsibilities on Public Services (Ho Chi Minh City)*, PI (2010-11)—US\$109,000

Chiang Ching-kou Foundation, Taiwan, *Reform and Transition in Public Administration Theory and Practice in Greater China* (Grant to run conference.) PI (2010)—US\$14,000.

Research Grants Council Hong Kong, Public Policy Research, *Partnerships for Sustainable Development: Implications for Public Policy in Hong Kong*, PI (2009-12)—HK\$647,000

National Science Foundation, China, *Management by Objectives, Financial Management, Innovation and Performance* (2009-11) Co-PI—RMB300,000

University of Hong Kong Research Committee, *Public Service Performance and Stakeholders: Experimental Methods in Environmental Policy* PI (2007-08)—HK\$80,000

Economic and Social Research Council (UK), *How Public Management Matters: Strategy, Networking, and Local Service Performance*, PI (2006-10)—£750,000

Economic and Social Research Council/Engineering and Physical Sciences Research Council (UK), *Advanced Institute for Management Research, Fellow: Public Service Excellence, Performance and Innovation*, PI (2003-05)—£113,000

British Academy (UK), *Assessing the Impact of Public Management Reform on Public Policy in Hong Kong*, PI (2002-03)—£5,000

Housing Corporation (UK), *Defining and Reviewing Sources of Improvement*, PI (2002-03)—£25,500

Office of the Deputy Prime Minister (UK), *The Long Term Evaluation of Best Value and its Impact*, PI (2001-05)—£1,318,000

Economic and Social Research Council (UK), *Strategy and Service Improvement in Local Government*, PI 2001-04 (2001-06)—£174,363

Economic and Social Research Council (UK), *Housing Association Innovation*, PI (1997-00)—£114,000

Shelter (UK), *Employees and Housing*, PI (1996-97)— £6,600

National Housing Forum/ Joseph Rowntree Foundation (UK), *Housing and Employment*, Co-PI (1994-95)—£13,000

Merseyside Improved Houses, *An Evaluation of the Changing Costs, Culture and Performance in Social Housing*, PI (1995-96)—£10,000

Housing Corporation, *A Standard Classification for Housing Associations*, Co-PI (1993)—£28,000

Department of the Environment/ Housing Corporation, *A Directory of Housing Training and Education Opportunities*, PI (1993-94)—£28,000

University of Wales, Cardiff, *An Evaluation of Housing Management Performance Measurement Regimes in Europe*, PI (1993)—£2,600

HOMES, *An Evaluation of Housing Mobility in Wales*, PI (1993)—£31,000

Welsh Office, *Housing Research support in Wales*, Co-PI (1992-98)—£228,770

Welsh Office, *An Evaluation of the Impact of the Performance Measurement Reports to Public Sector Tenants*, PI (1992)—£11,300

Welsh Office and Council of Welsh Districts, *CWD Housing Database*, PI (1991-96)—£30,500

As Co-I

Research Grants Council Hong Kong, General Research Fund, *Burdening our Brain? Neurological Effects of Administrative Burdens*, Co-PI, PI Professor Bert George (2025-26)—HK\$431,500.

Research Grants Council Hong Kong, General Research Fund, *The Effect of Red Tape in Emotions: A Comparative Replication Study*, Co-I, PI Dr Bert George (2024-26)—HK\$568,000

Research Grants Council Hong Kong, General Research Fund, *Hidden Use Influence, Disruptive Technologies, and Service Quality of Third-Party Professionals Experimental Evidence from Public Legal E-services*, Co-I, PI Dr Liu Ning (2023-26)—HK\$478,888

Research Grants Council Hong Kong, Public Policy Research, *Analyzing Stakeholders' Views on Environmental Issues through Text Analysis—An Interdisciplinary Approach Using Computational Content Analysis*, Co-I (2013-16)—HK\$840,000

Research Grants Council Hong Kong, Strategic Public Policy Research, *Effective Nuclear Safety Governance for Hong Kong and Guangdong China: A Stakeholder Trust-based Model*. Co-I (2012-16)—HK\$3.25M

National Science Foundation, Portugal, *Sustainability Performance Assessment and Benchmarking Framework of the Public Sector*, International Expert (2012-15)—€121,000

Office of the Deputy Prime Minister (UK), *Overarching Evaluation of the Local Government Modernisation Agenda (LGMA)*, Co-I (2002-08)—£1,800,000.

Economic and Social Research Council (UK), *Devolution and Regulation: Political Control of Public Agencies in Scotland and Wales*, Co-I (1999)—£43,676

Welsh Office (UK), *The Wales Evaluation of Best Value*, Co-I (1998-00)—£157,000

Department of the Environment, *Vacant Dwellings in the Private Sector*, Co-I (1993-93)—£110,000

University funded – as PI

Lingnan University Start-up Package. *Government and Bureaucracy Lab*. PI. (2024-2027)—HK\$1,380,000.

City University of Hong Kong, Strategic Interdisciplinary Research Grant. *Governance and Compliance in the Post-Pandemic Normal: A Comparative Panel Study of “Down to Recovery”*. PI. (2022-2023)—HK\$300,000.

City University of Hong Kong, Strategic Interdisciplinary Research Grant. *Real-time AI-Enabled Motion Planning of Connected Autonomous Vehicles in Urban Transportation Networks*. Co-PI. (2021-2023)—HK\$300,000.

City University of Hong Kong, Hong Kong Institute for Data Sciences. *Blending Topic Modeling and Social Network Analysis: Big Data Analysis of the Hong Kong Protests* PI (2020-2022)—HK\$1,960,000

Campus Sustainability Fund, City University of Hong Kong, *Reading Environmental Information: A Behavioural Insights Eye-Tracking Laboratory Experiment with CityU Stakeholders* PI (2017-18)—HK\$120,000.

City University of Hong Kong, Strategic Research Grant, *Topic Modelling in Public Management: Exploring the Terrain* PI (2017-19)—HK\$100,000

City University of Hong Kong, College of Liberal Arts and Social Sciences, *Behavioural Public Services Management and Policy: Network Building at the Laboratory for Public Management and Policy* PI (2016-17)—HK\$141,700.

City University of Hong Kong, Campus Sustainability Fund, *Motivating Waste Reduction and Recycling in the University Workplace: An Experimental Evaluation of Negatively-framed Collective Incentives and Group-level Feedback* PI (2016-2017)—HK\$200,000

City University of Hong Kong, Tin Ka Ping Education Fund. *Visiting Professorship* PI (2014-15)—HK\$30,000

City University of Hong Kong, *Public Management Evidence Lab (PuMEL)* PI (2014-2016)—HK\$1,200,000

City University of Hong Kong, *World Values Survey: Hong Kong* PI (2013-15)—HK\$1,120,000

City University of Hong Kong, *Discovery and Innovation through Experimental Methods* PI (2013-15)—HK\$497,500.

City University of Hong Kong, *Management, Organization, Environment and Public Service Performance: A Meta-Analysis* PI (2012-15)—HK\$200,000

Initiative on Clean Energy and the Environment, University of Hong Kong, *Effectiveness of Policy Instruments for Promoting the Development and Adopting of Renewable Energy Technologies in HK, EU and USA*, Co-PI (2011-12)—HK\$250,000

University of Hong Kong, *Understanding Public Management Reform in China: Internationalisation or Chinese Characteristics*, PI (2010)—HK\$100,000

University of Hong Kong Research Committee, *New Institutional Economics and Urban Housing Markets in China: A Wuhan Case Study* PI (2006)—HK\$70,000

University of Hong Kong Research Committee, *Strategic Research Theme: Social and Public Policy* PI (2005-06)—HK\$1,000,000

As Co-I

Cardiff University, School of Business, *Innovative Delivery of Public Services: Management Innovation in Local Government* Co-I (2016-2018)—£80,000

City University of Hong Kong, *What Stimulates Resource Saving Behaviour Among CityU Students? A Field Experiment Approach* Co-I (2012-13)—HK\$220,000

University of Hong Kong Research Committee/Faculty of Social Sciences, *Managing World Cities* Co-I (2008-12)—HK\$2,000,000

TEACHING

Courses taught

City University of Hong Kong:

Principles of Public Sector Management: BSocSc Public Policy and Politics (2017 - 2018)

Qualitative and Quantitative Research Methods: PhD class (2014 - 2016)

Comparative Public Policy: Masters in Public Policy and Management (2011 - 2018)

Comparative Public Sector Management: Masters in Public Policy and Management (2012-2015) (2012 Outstanding Academic Papers by Students Award for student assignment)

Capstone Project: Masters in Housing Studies (2011 - 2015) (2012 APCIH Best Student Project Award)

International Housing Economics and Finance: Masters in Housing Studies (2012)

Intellectual History of Public Administration: PhD Programme (2011)

University of Hong Kong:

Research Methods for Criminology: Masters in Social Science, Criminology (2009-2010)

Social Research Methods: Bachelor in Social Sciences (2010-2011)

Housing Economics: Masters in Housing Management (2005-2009)

Research Methods: Masters in Housing Management (2004-2009)

Applied Social Research Methods: Bachelors in Housing Management (2004-2009)

Cardiff University:

Management in the Public Sphere: MSc Housing, Dip. Planning, MSc City and Regional Planning (1995-2003)

Housing Strategies and Choices: MSc Housing, Dip. Planning, MSc City and Regional Planning (1993-2002)

New Public Management: MSc Strategic Management and Public Services (1999, 2001)

Strategic Management: MSc Strategic Management and Public Services, Co-teacher (1999, 2001)

Research Methods: MSc Strategic Management and Public Services (1999, 2001)

Current Strategic Issues: MSc Strategic Management and Public Services (2000, 2002)

The Governance of Public Services: MSc Strategic Management and Public Services, (2000, 2002)

Strategy Formulation Project: MSc Strategic Management and Public Services (2000, 2002)

PhD

Golam Moinuddin, Graduated in 2012 from the University of Hong Kong. Associate Professor, Jahangirnagar University, Bangladesh.

Man Sum Chow, Graduated in 2014 from the University of Hong Kong, civil servant, Hong Kong Housing Authority.

Vivian Xuan Tu. Graduated 2016. Assistant Professor, Jiangsu Provincial Party School, PR China.

Bert George, Ghent University, Visiting PhD student City University of Hong Kong Dec 2014-March 2015 and April-May 2016, Assistant Professor, Erasmus University Rotterdam 2017, Assistant Professor Ghent, 2019.

Liang Shang. Postdoc, Chinese University of Hong Kong, 2020, Research Assistant Professor, Lingnan University, 2021.

Fan Li. Co-Supervisor, Department of Electrical Engineering. Graduated 2020.

Peiyi Wei. In progress. Joint PhD Programme CityU and University of China Academy of Sciences, Graduated 2021. Postdoc at Tsinghua University 2021, Assistant Professor, Beihang University, 2022.

Wenna Chan. Graduated 2021. Assistant Professor, Sun Yat Sen University, 2022.

Binzizi Dong. Graduated 2024. Post Doctoral Fellow, Centre for Public Affairs and Law, City University of Hong Kong, 2024.

Chengwei Wang. Joint PhD Programme CityU and Renmin University. Graduated 2024. Assistant Professor, University of International Business and Economics, 2024.

Yao Wang. In progress.

Xia Wu. Joint Supervisor. Joint PhD Programme CityU and Renmin University. In progress.

Qianying Ye, Co-supervisor. In progress.

Post-Doctoral Fellows

Myong Jin Lee 2015-2018. Research Fellow, Yonsei University 2018-2021; Senior Lecturer, University of Malaya, 2021

Jiasheng Zhang, 2018 – 2022. Assistant Professor, Department of Public Administration, University of Macau

Wen Wen, 2021-2023. Hong Kong Scholars Scheme; Associate Professor, China University of Petroleum

External examiner:

- External Examiner at the University of Stirling (1997- 2000), Dip/MSc in Housing.
- External Examiner for MSc in Housing by Research, Salford University (1998).
- PhD External Examiner at Salford University (1999) entitled ‘Public Service Orientation in Housing: Theory v. Reality’ (re-examined in 2000)
- PhD External Examiner at Hong Kong University (2001) entitled ‘The reform of Shanghai’s housing system: a comparative perspective’
- PhD External Examiner at Hong Kong University (2001) entitled ‘A strategic evaluation of privatisation of professional services for housing maintenance’

SERVICE

Professional academic

International Society for Public Management Research (Board Member 2012-2015, 2015-2018)

- Member best paper at the 2015 conference committee
- Chair of the IRSPM Routledge Prize for Outstanding Contribution to Public Management Research 2015 Award Committee: winner, Professor Stephen Osborne.

Public Management Research Association (Board member 2007-11, Vice President 2017-2019, President 2019-2021, Past President 2021-2023):

- Internationalisation Strategy for the Association (2005-06 and 2018-19).
- Search committee for new directors (2005-06).
- H. George Frederickson Life Time Contribution Award for outstanding contributions to the field of public management (2007). Recipient: Professor Christopher Hood.
- *JPART* publishers committee (2007-08).
- Organized conferences co-sponsored by PMRA in Cardiff (2004), Hong Kong (2006), Hong Kong (2010), Shanghai (2012), Hong Kong (2019).
- Conference committee for University of Arizona (2007), Ohio State University (2009) and Syracuse University (2011) and the search for the 2017 annual conference.
- Chair of the ‘Site Search Committee for the 2013 Conference’, awarded to University of Wisconsin, Madison.
- Chair, PMRA Book Series Committee (2017-2018)

European Network for Housing Research.

- I played a major role in organising the Networks 1998 bi-annual full-scale conference and established a new working group entitled Institutional and Organisational Change in Social Housing Organisations in Europe. This group held meetings in 2002 and 2004.

Conference organization:

- 1997: Housing Studies Association, Cardiff University—academic committee chair
- 1998: European Network for Housing Research, Cardiff University—member of academic committee
- 2004: Advanced Institute for Management Research: Determinants of Performance in Public Organizations I, Cardiff University—academic committee chair
- 2006: Strategic Theme of Public and Social Policy: Determinants of Performance in Public Organizations II, University of Hong Kong, co-sponsored by Public Management Research Association—academic committee chair
- 2007: International and Theoretical Perspectives on Public Policy: A Week of Dialogue, University of Hong Kong—academic committee chair
- 2008: Faculty of Social Sciences: Managing World Cities, University of Hong Kong—member of academic committee
- 2008: Economic and Social Research Council: Organizational Strategy, Structure, and Process: A Reflection on the Research Perspective of Miles and Snow, Cardiff University—academic committee chair
- 2010: Faculty of Social Sciences/Chiang Ching-kou Foundation: Reform and Transition in Public Administration Theory and Practice, 1978-2008, University of Hong Kong—academic committee chair
- 2010: The Red Tape Workshop: Rethinking and Expanding the Study of Administrative Rules, University of Wisconsin-Madison—instigator, member of academic committee
- 2010: Public Administration Research Association and International Research Association for Public Management: Research Directions for a Global Public Management, University of Hong Kong—academic committee chair
- 2011: Performance Practices in East and Southeast Asia, Department of Public and Social Administration, City University of Hong Kong—chair academic committee
- 2012: Public Administration Research Association, International Research Association for Public Management, China-America Association of Public Affairs: Public Management Research: Seeking Excellence in at Time of Change, Fudan University, China—co-chair academic committee.
- 2013: Improving Chinese Public Services: Theory and Empirical Evidence, City University of Hong Kong, Conference Chair
- 2014: When Administration meets Policy: Eastern and Western Voices: Public Administration Research Association/International Research Association for Public Management Conference, Co-Chair, Seoul National University
- 2014, International Public Management Network Conference, City University of Hong Kong, The Science of Service Delivery. Conference Chair
- 2015, International Research Society of Public Management, University of Birmingham, Member of the Scientific Committee.
- 2016, International Research Society for Public Management, co-hosted with Hong Kong Polytechnic University, Conference co-Chair.
- 2017, International Public Management Network Conference, Shanghai Jiaotong University, Member of the Scientific Committee

- 2017, Public and Social Innovation, Lillehammer University College, Member of the Scientific Committee
- 2017-18, Public Management Research Conference 2018, Singapore, Member of the Scientific Committee
- 2017-18, Global Chinese Urban Governance Conference, Institute for Urban Governance, Shanghai Jiao Tong University, Member of the Scientific Committee
- 2017-19, International Research Society for Public Management 2019, Victoria University of Wellington, New Zealand, Member of the Scientific Committee
- 2018, Public and Social Innovation, Bocconi University, Member of the Scientific Committee
- 2019, Academic Writing Conference in Public Administration, City University of Hong Kong with the Public Management Research Association, Conference Chair
- 2019, Public and Social Innovation, Tampa University, Member of the Scientific Committee
- 2025, Public Management Research Conference, Seoul National University, Member of the Conference Committee

Referee for Journals and Editorial Board Membership

Academy of Management Meeting
Administration & Society (Editorial board member 2007 -)
American Journal of Political Science
American Review of Political Science
American Review of Public Administration (Editorial board member 2014 - 2020) (Member of the best article committee for the 2014 and 2015 volumes of the journal)
Asia Pacific Management Review
Australian Journal of Public Administration (Editorial board member 2018 – 2021)
Behavioural Public Policy
British Journal of Management
Business Strategy and the Environment
Canadian Public Administration
China Policy Journal (Editorial board member 2017-2022)
Computers in Biology and Medicine
Construction Management and Economics
The China Quarterly
European Journal of Housing Policy
European Journal of Political Research
Environment and Planning B
Environment and Planning C: Government and Policy
Governance
Government Information Quarterly
Housing Studies
Housing, Theory and Society
Innovation Management
International Public Management Journal (Editorial board member 2011 -)
International Review of Administrative Science
Journal of Behavioral Public Administration (Editorial board member 2018 -)
Journal of Business Research
Journal of Clean Production
Journal of Environmental Management

Journal of Environmental Policy and Planning
 Journal of Management Studies
 Journal of Housing and the Built Environment
 Journal of Policy Analysis and Management
 Journal of Public Administration Research and Theory (Editorial board member 2006 -)
 Journal of Public Policy
 The Leadership Quarterly
 Local Government Studies
 Perspectives on Public Management and Governance
 Policy & Politics
 Policy and Society (Editorial board member 2016 -)
 Policy Studies Journal
 Political Studies
 Public Administration (Editorial board member 2008 - 2020)
 Public Administration Review (Editorial board member 2016 - 2022) (Chair, Mosher Committee for best article in PAR in 2015)
 Public Management Review (Editorial board member 2012 -)
 Public Money and Management
 Public Performance and Management Review (Editorial board member 2013 -)
 Research Policy
 Review of Public Personnel Administration (Editorial board member 2008-2022) (Member of the Best Article in 2011 Committee)
 Social Epistemology
 Social Science and Humanities Open (Guest Editor, Methodology Corner, 2021 -)
 Social Science and Medicine
 Social Science Quarterly
 State and Local Government Review

Reviewer of book proposals for: *Blackwell, Cambridge University Press, Plagrave Macmillan, Oxford University Press, Routledge, Sage.*

Reviewer of research proposals and end of award reports for: *Danish Council for Independent Research-Social Sciences, Dutch Research Council (NWO), European Science Foundation, Economic and Social Research Council (UK), Innovation Fund Denmark, Israel Science Foundation, National Research Foundation of Korea, National Science Centre (Poland), National Science Foundation (USA), Research Grants Council (Hong Kong), Velux Foundations (Denmark), Research Foundation - Flanders (Fonds Wetenschappelijk Onderzoek - Vlaanderen, FWO), Swiss National Science Foundation*

External assessor for promotion for: Arizona State University, Bocconi University, Hong Kong Polytechnic University, Indiana University, King's College London, KU Leuven, Nanyang Technological University, National University of Singapore, Ohio State University, Rutgers University – Newark, Seoul National University, Syracuse University, Texas A&M University, Tsinghua University, University of Edinburgh, University of Georgia, University of Hong Kong, University of Kentucky.

Professional/Academic Network Membership

- Academy of Management (2005 – 2008, 2012, 2015)
- American Society of Public Administration (2001 – 2005, 2010)

- Asian Forum on Public Management/Asian Association for Public Administration (2005-)
- Asia Pacific Network for Housing Research (2001 - 2007)
- International Research Society for Public Management Research (2010 -)
- Corporate Member of the Chartered Institute of Housing (1991 - 2007)
- European Network for Housing Research (1992 - 2004), working group co-ordinator (2001-2004)
- Public Management Research Association (2003 -)

Professional Practice Service

Highlights of my professional practice leadership include: -

- Member of the Public Affairs Forum (Home Affairs Bureau) Hong Kong SAR Government (2011-2018).
- Establishing and managing a short course to deliver a weeklong research methods training to the National Audit Office (2003-2006).
- I have presented my research findings to practice conferences including: Audit Commission, Housing Institute of Ireland, Joseph Rowntree Foundation, National Assembly for Wales, Victoria Government, Australia, OECD Asian Centre for Public Governance.
- Chartered Institute of Housing Education Panel from 1992-1999
- Special adviser to the:
 - Welsh Office on performance measurement (1993-1996)
 - Welsh Assembly Government on Best Value (1998-2000) in local government and separately on Best Value in Housing (2000 - 2004).
 - Welsh Federation of Housing Associations on Best Value (2002 - 2004)
 - Wales Improvement Network providing information and advice on improvement in local government (2000 - 2004)
 - Welsh Assembly Government on Public Service Improvement (2003)
 - Welsh Assembly Government as a member of the Improvement Board (2003 - 2004)

University Service

University Grants Committee of Hong Kong

- Member, Selection Panel of the Hong Kong PhD Fellowship Scheme (2016/17, 2017/18, 2018/19, 2019/20)

Lingnan University

- Senate (2024 -)
- Head, Department of Government and International Affairs (2024 -)
- Director, Lingnan University Institute for Advanced Study (2024 -)

City University of Hong Kong
University

- Grievance Review Panel (2022-2025)
- Central Committee for Performance-based Pay Review (2020, 2021)
- Senate Nominating Committee (2020-2022)
- Member, Faculty Club Committee (2020-2024)

- Presidential Committee for Chair Professors (2019-20, 2020-21)
- Ambassador for International Collaboration of Chow Yei Cheng School of Graduate Studies (2019-20)
- Member of the Distinguished Lecture Committee (2019-20)
- Management Board (2019-2024)
- Academic Policy Committee (2019-2024)
- Member of the Project Steering Committee (PSC) of the *CityU Scholars* Phase II project (2018-2024)
- Member of the Group Reviewing Incentives for GRF/ECS Applications (2018)
- Member, University Review Committee on Outstanding Doctoral Research Award (2018, 2019, 2020)
- Member of the Task Force on the Review of the Sabbatical Leave Scheme (2017-18).
- Chair of the Task Force on Research Integrity, University Research Committee (2017-18)
- Member, Quality Assurance Committee (2016-2018)
- Member, SEEDS Award Committee, Knowledge Transfer Office (2016, 2017, 2018, 2019)
- Member, School of Law, Performance Assessment Committee (SPAC) and School Staffing Committee (SSC) (2015-16)
- Public Orator, Honorary Fellows Congregation (2015)
- Member, Student Discipline Committee (2015-2017)
- Member, School of Graduate Studies, Academic Conduct Committee (2015-2017)
- Member, Advisory Group on Research Centres (2014-2018)
- Member, Review Committee for Personnel Reviews in Schools (Creative Media, Data Sciences, Energy and Environment, and Law) (2014-15, 2018-19)
- Member, University Knowledge Transfer Committee (2014-2016, 2016-2018, 2018-2020, 2020-2022)
- Member, University Appeal Committee (2014-2016)
- Chair of the Task Force on Contract Research Terms (2014-2015)
- Member, Task Force on Nomenclature of University Degree Awards (2014)
- Member, Task force on Instrumentation and Large Equipment (2014 - 2018)
- Member, University Committee on Taught Postgraduate Programmes (2012 - 2018)
- Member, University Board of Graduate Studies (2012 – 2018, 2019-2021)
- Member, University Committee on Research Degrees Candidature (2012 – 2018, 2020 – 2021)
- Member, University Research Committee (2012 - 2018)
- Member, University Committee for the Appointment of Chair Professors and Professors (2013-15, 2017-)
- Member, Selection Committee for Appointment of Deans of Colleges/Schools and Heads of Academic Departments (2013-15, 2015-17, 2020-2022)
- Member, University Committee for Appointment and Personnel Reviews for Associate Professor (2013-14, 2016-17)
- Appointment panels for Director of Knowledge Transfer (2013), Vice-President (Research and Technology) and Dean School of Graduate Studies (2013), Head of Department of Management Sciences (2014), Head of Department of Media and Communication (2015), Head of Department of Marketing (2014-15, 2017-18), (Reappointment) Head of Department Applied Social Sciences (2016), Dean of College of Business (2018-19), (Reappointment) Dean of School of Creative Media (2018-19) (Reappointment), Head of Department of English (2018-19), Special Committee on the

appointment of the Dean of Engineering (2018-19), Language Centre (2019-2021), Dean College of Business (2018-2020), Head of Department of Chinese and History (2020), Dean School of Creative Media (2021).

- Member, Senate (2013 -)

College

- Dean (2019-2024)
- Chair, College Board (2019-2034)
- Chair, College Committee (2019-2024)
- Ex Officio member various college committees (2019-2024)
- Member, Departmental Performance Assessment Committee, English Language Centre (2018-19)
- Chair, Task Force on the Organization of the College of Liberal Arts and Social Sciences (2018)
- Chair, College Research Excellence Committee (2014 - 2020) leading the preparation of for the RAE 2020
- Chair, Task force on Taught Postgraduate Courses (2014-15)
- Member, Implementation of Working Group to manage split of Department of Chinese, Translation and Linguistics (2013 – 2014)
- Member, College Editorial Board (2016-18)
- Associate Dean (Research and Postgraduate Affairs), College of Liberal Arts and Social Sciences Kong (2013 - 2018)
 - Introduced Research Integrity and Research Conduct statements and training for PhD students in the College (2014-2015) and the University (2018)
 - Developed research and knowledge transfer infrastructure for the College (2015)
 - Doubled GRF/ECS grants and dollar value (2014-15)
 - Led RAE for College (2013 and 2020)
 - Redesigned Research Ethic Approvals for the College (2014)
 - Reviewed PhD/TPG education across College, lead Joint Mainland PhD Collaboration
 - Oversaw approval of 5 new Masters degrees, academic years 2013-15
- Chair, Research Committee, College of Liberal Arts and Social Sciences (2012-18)
- Chair, Graduate Studies Committee, College of Liberal Arts and Social Sciences (2012-18)
- Chair, College Research Ethics Committee (2012-18)
- Responsibility for College Research Seminars (2012-14)
- Responsibility for Knowledge Transfer (2012-18)
- Member, College Board (2012 -)
- Assistant Dean (Research and Postgraduate Affairs), College of Liberal Arts and Social Sciences Kong (Oct-Dec 2012)
- Chair, University Task Force on Organization and Staffing of the Department of Chinese, Translation and Linguistics (2012-2013)
- Grant Reviewer for College of Liberal Arts and Social Sciences (2011 - 2012)

Department

- Head of Department (2018-2019), Interim Head (2019-2020)
- Member/Chair, Departmental Performance Assessment Committee (2017- 2020)
- Member/Chair, Departmental Staffing Committee (2017- 2020)

- Member, Department Executive Committee (2013-)
- Director, Laboratory for Public Management and Policy (2015 -)
- Co-ordinator of the Public Management Research Group (2011-2015, 2017 -2018)
- Acting Research Co-ordinator (2012)
- Member, Research Committee (2012 - 2018)
- Member Professional Research Education Committee (2011-2012)

University of Hong Kong

- Member, Faculty of Social Sciences Teaching and Learning Committee (2010-2011)
- Member, Faculty of Social Sciences Research Ethics Panel (2010-2011)
- Member, Faculty of Social Sciences Research Committee (2010-2011)
- Member, University Disciplinary Committee (2010-2011)
- Elected to Senate (2009-2011)
- Member of the Committee of Management, Urban and Environmental Studies Trust Fund (2008 – 2011)
- Co-coordinator Strategic Research Theme on Law, Development and Policy (2008 - 2011) sub-theme on Managing World Cities (jointly with King's College London and The New York University)
- Coordinator for the Strategic Research Area Social and Public Policy (2005 - 2008)
- Deputy Director, Housing Programme (2004 - 2008)
- Member of the Departmental Postgraduate Research Committee, CUPEM, (2004 - 2008)

Cardiff University

- Founder and Deputy Director Centre for Local and Regional Government Research (CLRGR). Co-found the CLRGR in 2000. The Centre, which I was deputy director of from 2000-2004, successfully raised over £5 million (c. HK\$67.5 million) in research income during this period and successfully implemented a programme of collaborative research across the University focusing upon the Business School and School of City and Regional Planning.
- Founder and member of editorial board and Policy Review Editor (2000-2004) for the *European Journal of Housing Policy* (ISSN 1461-6718) published by Routledge.
- Course Director for the MSc in Strategic Management and Public Services (1998 - 2003), established course between the Schools of City and Regional Planning and Cardiff Business School
- Chair of the Board of Studies and Board of Examiners for the MSc in Strategic Management and Public Services (1998 - 2003)
- Leading two successful professional validations for Chartered Institute of Housing accreditation at Cardiff University (1992, 1997) for the MSc in Housing, and Programme Director
- Member of the Departmental Teaching Committee (1998 - 2003)
- Departmental Equipment Committee (1998 - 2004)
- Chair of the Departmental Postgraduate Review Group. Outcomes: establishment of a departmental graduate school and review of all post-graduate courses (1999).
- Departmental Promotions and Marketing Committee (1998 - 2002)
- Member of Departmental team preparing for the Teaching Quality Assessment by HEFCW (1996) for which the department achieved the highest rating of 'excellent'.
- Member Departmental Senior Management Team (1995 - 1997)
- Chair of Departmental Staff Meeting (1995 - 1997)

- Admissions Tutor MSc in Housing Management (1994 to 1996 and 1997 - 2000)
- Course Director MSc in Housing Management (1993 - 1995)
- Secretary Staff/Student Panel in Housing (1993 - 1996)
- Member Departmental Teaching Committee (1993 - 1996)
- Secretary of the Centre for Housing Management and Development Advisory Board (1993 - 1997)
- Member of Departmental working group for the Academic Audit (1993).
- Member of Departmental working group on Teaching Assessment Panel (1993).
- Member of Departmental working group the CVCP External Academic Audit (1992).
- Chair of the Board of Studies in Housing (1992 - 1994).
- Library book ordering (1990 - 1996)

External Service

- External Review Mock Panel for Validation of Environmental Studies for Degree Award at Hong Kong Institute of Education (2014)
- Panel member of the Review of the Estate Office, University of Hong Kong (2013)
- External Review Panel for Revalidation of Bachelor of Social Science (Honours) in Global and Environmental Studies, Hong Kong Institute of Education (2013)

Community Service

- Board Member of Charter Housing Association. Organization had c. 4,000 homes in South Wales and a turnover of over £20 million. I was Vice Chair of Seren Housing Group (2003-04) the parent that had strategic and financial responsibility for the management of the group of subsidiaries (1991-2004).
- Committee member/Chair of Cardiff Repairs for the Elderly Scheme (1990-1992).
- Council member of the Welsh Federation of Housing Associations (1992-1994).
- Management Committee member of Tenant Participation Advisory Service (Wales) (1994).
- Member of the General Committee for Aberdeen Boat Club, Hong Kong (2007-2020) and Rear Commodore and Chair of House and Building Committee (2010 – 2019)
- Member West Island School Parent Teacher Association, Hong Kong (2009 – 2013), Chairperson (2009-2011).
- Member of the West Island School Council, Hong Kong (2009 – 2011)