

Presentation (CV & web)

SHORT BIO

Mogens Jin Pedersen is Senior Researcher at VIVE—The Danish Center for Social Science Research and Postdoctoral Researcher at Department of Political Science at Aarhus University. He received his Ph.D. in Political Science from Aarhus University in 2015. His research focuses on work motivation, public management, employee behavior and decision-making, policy implementation, gender and racial biases, and research methods for causal inference. His research has appeared in journals such as *International Public Management Journal*, *Journal of Public Administration Research and Theory*, *Public Administration*, *Public Administration Review*, *Review of Public Personnel Administration*, and *The American Review of Public Administration*.

CURRICULUM VITAE

MOGENS JIN PEDERSEN

May 10, 2018

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PERSONAL INFORMATION

Surname: Pedersen
First name: Mogens Jin
Address: Store Mølle Vej 17.2.th, 2300 Copenhagen S, Denmark
Year of birth: 1982
Place of birth: Seoul, Korea
Nationality: Danish

EDUCATION

2012-2015: PhD, Political Science, Aarhus University. Dissertation: *Capitalizing on the Forces within Us: Public Employee Motivation and Commitment at Work*
2007-2010: MSc, Political Science, Aarhus University
2004-2007: BSc, Political Science, Aarhus University

PROFESSIONAL EXPERIENCE AND APPOINTMENTS

2017-Present: Senior Researcher, Department of Social Policy and Welfare, VIVE—The Danish Center for Social Science Research
2015-Present: Postdoctoral Researcher, Department of Political Science, Aarhus University
2015-Present: Research Fellow, Center for Organization Research and Design (CORD), School of Public Affairs, Arizona State University
2017: Senior Researcher, Department of Social Policy and Welfare, SFI—The Danish National Centre for Social Research
2015-2017: Researcher, Department of Social Policy and Welfare, SFI—The Danish National Centre for Social Research
2010-2012: Research Assistant, Department of Children and Family, SFI—The Danish National Centre for Social Research.
2008-2010: Student Assistant, Department of Social Services, Aarhus Municipality,
2008: Intern, Department of Social Services, Aarhus Municipality

RESEARCH INTERESTS

Work Motivation, Public Management, Human Resource Management, Public Employee Behavior and Decision Making, Public Policy, Policy Implementation, Street-Level Bureaucracy, Gender and Racial Biases, Research Methods and Statistics, Experimental Research

PROFESSIONAL DEVELOPMENT

"Media School: Welfare Research in Public Debate" by Metropolitan University College, SFI—The Danish National Centre for Social Research, and the daily newspaper Information, 2016
"Project Management Course" by Michael S. Sjølland (Ramboll Management Consulting), SFI—The Danish National Centre for Social Research, 2016
"Marginal Treatment Effects" by Edward Vytlacil (Yale University), SFI—The Danish National Centre for Social Research, 2016
"Presentation and Performance Course" by Nastja Arcell (actor and consultant), SFI—The Danish National Centre for Social Research, 2015/2016
"Writing Course" by Kresten Bjerg (Bjerg K), SFI—The Danish National Centre for Social Research, 2015

“Causal Inference from Observational Data” by Felix Elwert (University of Wisconsin-Madison), Aalborg University and University of Copenhagen, 2014
“Ideas and Issues in Public Administration” by Laurence J. O’Toole, Jr. (University of Georgia), University of Georgia, 2014
“Econometric Methods to Estimate Causal Effects” by Sascha O. Becker (Warwick University), SFI–The Danish National Centre for Social Research, 2013
“Social Research as Craft” by Asbjørn S. Nørgaard (University of Southern Denmark) and Svend-Erik Skaaning (Aarhus University), Aarhus University, 2013
“Socio-Economic Analysis” by Kristian Kolstrup (Incentive), SFI–The Danish National Centre for Social Research, 2013
“Applied Econometrics” by Sascha O. Becker (Warwick University), SFI–The Danish National Centre for Social Research, 2012
“Panel Analysis” by Steven Finkel (University of Pittsburgh) and Harold D. Clarke (University of Texas), Aarhus University and Centre for Survey and Survey/Register Data (CSSR), 2012
“Quantitative Methods for Causal Inference” by Thad Dunning (Yale University), the Danish Political Science Research Programme (PolForsk), 2012
“Advanced Stata Programming and Introductory Mata” by Ulrich Kohler (Social Science Research Center Berlin), University of Copenhagen, 2012
“Essex Summer School: Panel Data Analysis of Microdata” by Mark Bryan (University of Essex), University of Essex, 2012
“Experimental and Quasi-Experimental Applications in the Economics of Education” by Thomas Dee (Stanford University), the Danish Graduate Programme in Economics (DGPE) and the Center for Strategic Education Research (CSER), 2012
“Advanced Training: Meta-Analysis” by Terri D. Pigott (Loyola University Chicago), Joshua R. Polanin (Vanderbilt University), and Emily Tanner-Smith (Vanderbilt University), the Campbell Collaboration, 2012
“Project Management” by Leif Knudsen (Implement), SFI–The Danish National Centre for Social Research, 2011
“Academic Writing” and “Journal Analysis” by Natalie Reid (professional editor), SFI–The Danish National Centre for Social Research, 2011

RESEARCH VISITS

Visiting Researcher, Department of Public Administration and Policy, University of Georgia, Georgia, January-June 2014

TEACHING EXPERIENCE

“Cognitive Bias in Public Administration and Performance,” Master’s degree course, Political Science, Aarhus University, Spring 2018
“Policy Evaluation,” Bachelor’s degree course, Political Science, Aarhus University, Spring 2017 & Spring 2018
“Public Service Employees: Motives, Motivation, and Causal Effects,” Master’s degree course, Political Science, Aarhus University, Summer 2014

HONORS AND AWARDS

Professional Development Grant, the Reinholdt W. Jorck and Wife Foundation, 2013
Professional Development Grant, the Oticon Foundation, 2013
Professional Development Grant, the Augustinus Foundation, 2013
Doctoral Scholarship, SFI–The Danish National Centre for Social Research, 2012
Master Thesis Scholarship, SFI–The Danish National Centre for Social Research, 2009

PROFESSIONAL ACTIVITIES

PROFESSIONAL SERVICE

Ad hoc manuscript reviewer: *Administration & Society*, *Field Methods*, *International Journal of Human Resource Management*, *International Public Management Journal*, *International Journal of Public Administration*, *International Review of Administrative Sciences*, *Journal of Public Administration Research and Theory*, *Public Administration*, *Public Administration Review*, *Public Management Review*, *Public Personnel Management*, *Public Policy and Administration*, *Review of Public Personnel Administration*, *Social Science Computer Review*, *The American Review of Public Administration*

Member of the Danish National Censor Corps [“Censorkorpset”] for Political Science, September 2017-
Screening Committee Member, Research Assistant vacancies, SFI—The Danish National Centre for Social Research, October 2016

Panel Chair, Public Management Research Association Conference, Copenhagen, June 22-24, 2016
Discussant, SFI Advisory Research Board Conference 2015, SFI–The Danish National Centre for Social Research, Copenhagen, June 2-3, 2016

Conference Abstract Reviewer, Public Management Research Association Conference 2016

Panelist and discussant, Sixth Conference on Empirical Studies of Organizations and Public Management, Texas A&M University, College Station, TX, May 16-18, 2014

Discussant, The International Research Conference: One Step Beyond: Refining PSM Theory and Research Methods, Utrecht University, Utrecht, November 14-16, 2013

Occasionally giving lectures about social science research and the challenges of causal estimation to high school and college students, 2011-

PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS

Public Management Research Association
Midwest Political Science Association
Southern Political Science Association

INVITED PRESENTATIONS AND LECTURES

"Client Ethnicity and Caseworker Decision Making." Public Policy and Management LAB, KORA–The Danish Institute for Local and Regional Government Research, May 29, 2017
"What We Know about Policy Instruments." Workshop on Policy Instruments, Ministry of Employment (Denmark), Copenhagen, August 24, 2016
"School Manager Types and School Results" and "Motivation, Management, and Effects." Seminar on School Management Research, Ministry for Children, Education, and Gender Equality (Denmark), Copenhagen, May 26, 2016
"Activating Public Employee Work Motivation." SFI Board of Directors Meeting, SFI–The Danish National Centre for Social Research, Copenhagen, August 27, 2015
"More Similar Than Different." Sixth Conference on Empirical Studies of Organizations and Public Management, Texas A&M University, College Station, TX, May 16-18, 2014
"New Evidence on the Effect of Work Motivation on Performance." Seminar on Public Service Motivation and Performance, Aarhus University, Aarhus, November 21, 2012
"PhD Projects on Motivation and the Use of School Data" with Maria F. Mikkelsen. Seminar on Motivation and Work Time, Aarhus University and Center for Survey and Survey/Register Data (CSSR), Aarhus, August 30, 2012

CONFERENCE AND RESEARCH PRESENTATIONS

"Client Ethnicity and Caseworker Decision Making" with Justin M. Stritch. Public Management Research Association Conference, Washington, D.C., June 8-10, 2017
"Public Employment Hiring and Citizen Perception of Procedural Fairness" with Gabel Taggart. Public Management Research Association Conference, Aarhus, June 22-24, 2016
"Effects of Internal Management on Trust in Management" with Justin M. Stritch. Public Management Research Association Conference, Minneapolis, MN, June 11-13, 2015.
"An Experiment Examining HR Decision Making Processes and Employee Perceptions of Fairness" with Justin M. Stritch. Public Management Research Association Conference, Minneapolis, MN, June 11-13, 2015.
"Manager Gender and Perceptions of Managerial Trustworthiness." Workshop on Labour, Family, and Gender, SFI–The Danish National Centre for Social Research, Copenhagen, May 20, 2015
"Survey Experiments in Public Administration." Research seminar, SFI–The Danish National Centre for Social Research, Copenhagen, May 4, 2015
"Heart of Goal and the Will to Succeed." Midwest Political Science Association Annual Meeting, Chicago, IL, April 3-6, 2014
"Managing Versus Reacting: A Cluster Analytical Perspective on Public Management" with Vibeke L. Nielsen. Midwest Political Science Association Annual Meeting, Chicago, IL, April 3-6, 2014
"Exploring the Context Dependency of the PSM-Performance Relationship" with Mikkel Lynggard and Lotte B. Andersen. American Society for Public Administration Annual Meeting, Washington, DC, March 14-18, 2014
"Activating the Forces of Public Service Motivation." The International Research Conference: One Step Beyond: Refining PSM Theory and Research Methods, Utrecht University, Utrecht, November 14-16, 2013.
"Altruism and Achievements: A Question of Autonomy and Agency?" with Mikkel Lynggard and Lotte B. Andersen. The International Research Conference: One Step Beyond: Refining PSM Theory and Research Methods, Utrecht University, Utrecht, November 14-16, 2013.
"Ways to Procure a High Survey Response Rate?" Research seminar, SFI–The Danish National Centre for Social Research, Copenhagen, October 30, 2013
"My Supervisor Is Female, But I Am Not!" with Vibeke L. Nielsen. Public Management Research Association Conference, Madison, WI, June 20-22, 2013
"Pygmalion in Public Leadership: Leader Expectations and Performance" with Søren C. Winter, Vibeke L. Nielsen, and Simon C. Andersen. Public Management Research Association Conference, Madison, WI, June 20-22, 2013
"Gender Congruence and Public Service Motivation Activation." Research seminar, the Rockwool Foundation Research Unit, Copenhagen, June 5, 2013.
"Working, Shirking, Sabotage" and Public Service Performance." Southern Political Science Association Annual Meeting, Orlando, FL, January 3-5, 2013
"Work Motivation and "Working, Shirking, Sabotage" among Frontline Public Service Employees" Research seminar, SFI–The Danish National Centre for Social Research, Copenhagen, December 5, 2012
"Management by Objectives or Means: Examining School Management and Performance." With Søren C. Winter, Vibeke L. Nielsen, Simon C. Andersen, and Ulrik Hvidman. Midwest Political Science Association Annual Meeting, Chicago, IL, April 11-15, 2012
"Public Service Motivation: Antecedents and the Public Sector Correlation" Research seminar, SFI–The Danish National Centre for Social Research, Copenhagen, June 1, 2010

GRANTS

2015 Danish Ministry of Employment, DKK 1,700,000. Project "Governing the Administration of Municipal Employment Policy: Policy Tools, Motivation and Output," with Frederik Thuesen (project manager).

- 2015 The National Board of Health and Welfare, DKK 2,700,000. Project “Promising Practice in the Specialized Social Area” with Lars G. Foldspang (project manager) et al.
- 2015 Danish Council for Independent Research, DKK 5,497,212. Project “Visitation Rights and Discrimination against Fathers: Bias or a Myth?” with Vibeke L. Nielsen (project manager).
- 2015 Danish Ministry of Education, DKK 10,647,484. Project “The Role of School Management in the Implementation of the Public School Reform,” with Søren C. Winter (project manager) et al.
- 2012 Danish Ministry of Education, DKK 1,747,479. Project “The Significance of Teachers’ Background Characteristics and Teaching for Student Performance in Public Schooling,” with Vibeke L. Nielsen and Søren C. Winter (project managers) et al.
- 2010 Danish Ministry of Education, DKK 2,000,000. Project “Investigation of Public School Management,” with Søren C. Winter (project manager) et al.

PUBLICATIONS

ARTICLES (PEER-REVIEWED)

- Pedersen, Mogens J., Justin M. Stritch, and Frederik Thuesen (2018). Punishment at the Frontlines of Public Service Delivery: Client Ethnicity and Caseworker Sanctioning Decision in a Scandinavian Welfare State. *Journal of Public Administration Research and Theory* (epub ahead of print), doi:10.1093/jopart/muy018.
- Pedersen, Mogens J., and Justin M. Stritch (2018). RNICE Model: Evaluating the Contribution of Replication Studies in Public Administration and Management Research. *Public Administration Review* (epub ahead of print), doi:10.1111/puar.12910.
- Pedersen, Mogens J., and 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.
- Pedersen, Mogens J. (2018). More Similar Than Different: Experimental Evidence on the (In)Significance of Gender for the Effect of Different Incentives on Compliance Behavior. *Administration & Society* 50(2):217-39.
- Pedersen, Mogens J., Nathan Favero, Vibeke L. Nielsen, Kenneth J. Meier (2017). Public Management on the Ground: Clustering Managers Based on Their Behavior. *International Public Management Journal* (epub ahead of print), doi:10.1080/10967494.2017.1396273.
- Pedersen, Mogens J., Justin M. Stritch, and Gabel Taggart (2017). Citizen Perceptions of Procedural Fairness and the Moderating Roles of 'Belief in a Just World' and 'Public Service Motivation' in Public Hiring. *Public Administration* 95(4):874-94
- Stritch, Justin M., Mogens J. Pedersen, and Gabel 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.
- Pedersen, Mogens J., and Vibeke L. Nielsen (2016). Manager-Employee Gender Congruence and the Bureaucratic Accountability of Public Service Employees: Evidence from Schools. *Public Personnel Management* 45(4): 360-81.
- Lynggaard, Mikkel, Mogens J. Pedersen, and Lotte B. Andersen (2016). Exploring the Context Dependency of the PSM-Performance Relationship. *Review of Public Personnel Administration* (epub ahead of print), doi:10.1177/0734371X16671371.
- Pedersen, Mogens J. (2016). A 'Heart of Goal' and the Will to Succeed: Goal Commitment and Task Performance among Teachers in Public Schools. *Public Administration* 94(1):75-88.
- Pedersen, Mogens J., and Christian V. Nielsen (2016). Improving Survey Response Rates in Online Panels: Effects of Low-Cost Incentives and Cost-Free Text Appeal Interventions. *Social Science Computer Review* 34(2):229-43.
- Pedersen, Mogens J. (2015). Activating the Forces of Public Service Motivation: Evidence from a Low-Intensity Randomized Survey Experiment. *Public Administration Review* 75(5):734-46.
- Pedersen, Mogens J. (2013). Public Service Motivation and Attraction to Public versus Private Sector Employment: Academic Field of Study as Moderator?” *International Public Management Journal* 16(3):357-85.

MONOGRAPHS

- Frederik Thuesen, Rebekka Bille, and Mogens J. Pedersen (2017). *Styring af den kommunale beskæftigelsesindsats: Instrumenter, motivation, og præstationer*, SFI Report 17:11. Copenhagen: SFI–The Danish National Centre for Social Research, pp. 208.
- Jensen, Didde C., Mogens J. Pedersen, Jan H. Pejtersen, and Anna Amilon (2016). *Indkredsning af lovende praksis på det specialiserede socialområde*, SFI Report 16:26. Copenhagen: SFI–The Danish National Centre for Social Research, pp. 128
- Pedersen, Mogens J. (2015). *Capitalizing on the Forces within Us: Public Employee Motivation and Commitment at Work*, The Politica PhD Series. Aarhus: Politica. tinyurl.com/pvgw8v2
- Pedersen, Mogens J., Ander Rosdahl, Søren C. Winter, Anders P. Langhede, and Mikkel Lynggaard (2011). *Ledelse af folkeskoler – Vilkår og former for skoleledelse*, SFI Report 11:39. Copenhagen: SFI–The Danish National Centre for Social Research, pp. 283
- Pedersen, Mogens J. (2010) *Public service motivation: Antecedenter og den offentlige sektorkorrelation?* Aarhus: Department of Political Science and Government, Aarhus University, pp. 84

CHAPTERS

- Lynggaard, Mikkel, and Mogens J. Pedersen (2013). Lærernes teamsamarbejde. In *Lærere, undervisning og elevpræstationer i folkeskolen*, SFI Report 13:09, eds., Søren C. Winter and Vibeke L. Nielsen, 175-89. Copenhagen: SFI–The Danish National Centre for Social Research

Pedersen, Mogens J., and Ulrik Hvidman (2011). Datamateriale og metode. In *Ledelse, læring og trivsel i folkeskolerne*, SFI Report 11:47, eds. Simon C. Andersen and Søren C. Winter, 31-57. Copenhagen: SFI–The Danish National Centre for Social Research

Meier, Kenneth J., Mogens J. Pedersen, and Ulrik Hvidman (2011). Skolelederens efteruddannelse i ledelse. In *Ledelse, læring og trivsel i folkeskolerne*, SFI Report 11:47, eds. Simon C. Andersen and Søren C. Winter, 59-67. Copenhagen: SFI–The Danish National Centre for Social Research

O’Toole, Laurence J., Jr., and Mogens J. Pedersen (2011). Skoleledelsens eksterne samarbejde. In *Ledelse, læring og trivsel i folkeskolerne*, SFI Report 11:47, eds. Simon C. Andersen and Søren C. Winter, 77-86. Copenhagen: SFI–The Danish National Centre for Social Research

Laursen, Per F., and Mogens J. Pedersen (2011). Organisering af lærersamarbejdet. In *Ledelse, læring og trivsel i folkeskolerne*, SFI Report 11:47, eds. Simon C. Andersen and Søren C. Winter, 95-104. Copenhagen: SFI–The Danish National Centre for Social Research

Winter, Søren C., and Mogens J. Pedersen (2011). Pædagogisk ledelse. In *Ledelse, læring og trivsel i folkeskolerne*, SFI Report 11:47, eds. Simon C. Andersen and Søren C. Winter, 115-138. Copenhagen: SFI–The Danish National Centre for Social Research

Hvidman, Ulrik, and Mogens J. Pedersen (2011). Betydningen af sociale forhold for læring og trivsel. In *Ledelse, læring og trivsel i folkeskolerne*, SFI Report 11:47, eds. Simon C. Andersen and Søren C. Winter, 139-143. Copenhagen: SFI–The Danish National Centre for Social Research

OTHER OUTLETS

News article (2015). How to Motivate Public Employees? *Altinget: forskningsformidling*. Published October 21, 2015. <http://www.altinget.dk/forskningsformidling/artikel/hvordan-motiverer-man-offentligt-ansatte>

Podcast (2015). Activating Public Service Motivation. *Public Administration Review* 75.52. bit.ly/1IRD6Gh