

## NICOLAI (“NICK”) PETROVSKY

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Room Y7538, 7/F, Yeung King Man Academic Building  
Department of Public Policy (POL), City University of Hong Kong  
83 Tat Chee Avenue, Kowloon, Hong Kong S.A.R.

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## ACADEMIC APPOINTMENTS

- Department of Public Policy, City University of Hong Kong (CityU):
  - Associate Professor (with tenure), since 01/2020
- Martin School of Public Policy & Administration, University of Kentucky (UK):
  - Associate Professor (with tenure), 07/2015–12/2019
  - Assistant Professor, 08/2009–06/2015
- Research Fellow, Cardiff Business School, Cardiff University, 10/2006–07/2009

## QUALIFICATIONS

- Ph.D. 2009, Texas A&M University, Political Science
- M.S. 2004, University of North Texas, Political Science
- *Vordiplom* 2001, University of Konstanz (Germany), Politics and Management

## ADMINISTRATIVE APPOINTMENTS

- Programme Leader of the Master of Arts in Public Policy and Management, CityU Department of Public Policy, since 03/2021
- Deputy Director, Laboratory for Public Management and Policy, CityU Department of Public Policy, since 03/2020
- Director of International Programs, UK Martin School, 08/2017–05/2019
- Director of Graduate Studies (MPA & MPP), UK Martin School, 08/2017–07/2018

## JOURNAL ARTICLES

- Zhang, Jiasheng, Wenna Chen, Nicolai Petrovsky, and Richard M. Walker. “The Expectancy-Disconfirmation Model and Citizen Satisfaction with Public Services: A Meta-analysis and an Agenda for Best Practice.” *Public Administration Review*. doi: 10.1111/puar.13368

- 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: 10.1080/10967494.2020.1856246
- Mele, Valentina, Marc Esteve, Seulki Lee, Germà Bel, Giulia Cappellaro, Nicolai Petrovsky, and Sonia M. Ospina. 2020. “Enhancing Methodological Reporting in Public Administration: The Functional Equivalents Framework.” *The American Review of Public Administration* 50 (8): 811-824.  
doi: 10.1177/0275074020933010
- Walker, Richard M., Gene A. Brewer, M. 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
- Petrovsky, Nicolai, Oliver James, Alice Moseley, and George A. Boyne. 2017. “What Explains Agency Heads’ Length of Tenure? Testing Managerial Background, Performance, and Political Environment Effects.” *Public Administration Review* 77 (4): 591-602.  
doi: 10.1111/puar.12735
- Gilke, Sebastian, Nicolai Petrovsky, Bart Meuleman, and Oliver James. 2017. “Measurement Equivalence in Replications of Experiments: When and Why It Matters and Guidance on How to Determine Equivalence.” *Public Management Review* 19 (9): 1293-1310.  
doi: 10.1080/14719037.2016.1210906
- Petrovsky, Nicolai, Jue Young Mok, and Filadelfo León-Cázares. 2017. “Citizen Expectations and Satisfaction in a Young Democracy: A Test of the Expectancy-Disconfirmation Model.” *Public Administration Review* 77 (3): 395-407.  
doi: 10.1111/puar.12623
- James, Oliver, Nicolai Petrovsky, Alice Moseley, and George A. Boyne. 2016. “The Politics of Agency Death: Ministers and the Survival of Government Agencies in a Parliamentary System.” *British Journal of Political Science* 46 (4): 763-784.  
doi: 10.1017/S0007123414000477
- Petrovsky, Nicolai, Oliver James, and George A. Boyne. 2015. “New Leaders’ Managerial Background and the Performance of Public Organizations: The Theory of Publicness Fit.” *Journal of Public Administration Research and Theory* 25 (1): 217-236.  
doi: 10.1093/jopart/muu008

- Petrovsky, Nicolai and Claudia N. Avellaneda. 2014. "Mayoral Public Sector Work Experience and Tax Collection Performance in Colombian Local Governments." *International Public Management Journal* 17 (2): 145-173.  
doi: 10.1080/10967494.2014.905406
- Petrovsky, Nicolai and Adrian Ritz. 2014. "Public Service Motivation and Performance: A Critical Perspective." *Evidence-based HRM* 2 (1): 57-79.  
doi: 10.1108/EBHRM-07-2013-0020
- Profiroi, Marius Constantin, Nicolai Petrovsky, and Edward T. Jennings. 2012. "Does Pendleton's Premise Hold in New And Old Democracies Alike? Politicization and Performance in the U.S. and Central and Eastern Europe." *Transylvanian Review of Administrative Sciences* 37 (October): 143-154.  
<http://rtsa.ro/tras/index.php/tras/article/view/77>
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2012. "Party Control, Party Competition and Public Service Performance." *British Journal of Political Science* 42 (3): 641-660.  
doi: 10.1017/S0007123411000482
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2011. "Leadership Succession and Organisational Success: When Do New Chief Executives Make a Difference?" *Public Money & Management* 31 (5): 339-346.  
doi: 10.1080/09540962.2011.598345
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2011. "Top Management Turnover and Organizational Performance: A Test of a Contingency Model." *Public Administration Review* 71 (4): 572-581.  
doi: 10.1111/j.1540-6210.2011.02389.x
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2010. "Does Public Service Performance Affect Top Management Turnover?" *Journal of Public Administration Research and Theory* 20 (suppl. 2): i261-i279.  
doi: 10.1093/jopart/muq024
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2010. "Does Political Change Affect Senior Management Turnover? An Empirical Analysis of Top-Tier Local Authorities in England." *Public Administration* 88 (1): 136-153.  
doi: 10.1111/j.1467-9299.2009.01751.x
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2009. "Democracy and Government Performance: Holding Incumbents Accountable in English Local Governments." *Journal of Politics* 71 (4): 1273-1284.  
doi: 10.1017/S0022381609990089

- Brandt, Patrick T., T. David Mason, Mehmet Gurses, Nicolai Petrovsky, and Dagmar Radin. 2008. "When and How the Fighting Stops: Explaining the Duration and Outcome of Civil Wars." *Defence and Peace Economics* 19 (6): 415-434. doi: 10.1080/10242690701823267
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2008. "Executive Succession in English Local Government." *Public Money & Management* 28 (5): 267-274. doi: 10.1111/j.1467-9302.2008.00655.x

## BOOK CHAPTERS

- James, Oliver, Ayako Nakamura, and Nicolai Petrovsky. 2021. "Managers as Insiders or Outsiders to Public Organizations: Publicness Fit, Leadership, and Organizational Performance." In Peter Leisink, Lotte Bøgh Andersen, Gene A. Brewer, Christian Bøtcher Jacobsen, Eva Knies, and Wouter Vandenberghe, eds. *Managing for Public Service Performance: How People and Values Make a Difference*. Oxford: Oxford University Press. ISBN: 9780192893420. doi: 10.1093/oso/9780192893420.003.0006
- James, Oliver, Alice Moseley, Nicolai Petrovsky, and George A. Boyne. 2012. "United Kingdom." In Koen Verhoest, Sandra Van Thiel, Geert Bouckaert, and Per Laegreid, eds. *Government Agencies: Practices and Lessons from 30 Countries*. Basingstoke, Hampshire: Palgrave Macmillan, 57-68. ISBN: 9780230354357 (HB), 9780230354364 (PB). doi: 10.1057/9780230359512\_6
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2010. "Change at the Top: Connecting Political and Managerial Transitions with Performance." In Kieran Walshe, Gill Harvey, and Pauline Jas, eds. *Connecting Knowledge and Performance in Public Services: From Knowing to Doing*. Cambridge: Cambridge University Press, 128-144. ISBN: 9780521195461. doi: 10.1017/cbo9780511762000.008
- Boyne, George A., Oliver James, Peter John, and Nicolai Petrovsky. 2010. "What If Public Management Reform Actually Works? The Paradoxical Success of Performance Management in English Local Government." In Helen Margetts, Perri 6, and Christopher Hood, eds. *Paradoxes of Modernization: Unintended Consequences of Public Policy Reform*. Oxford: Oxford University Press, 203-218. ISBN: 9780199573547 (HB), 9780199639618 (PB). doi: 10.1093/acprof:oso/9780199573547.003.0011
- Petrovsky, Nicolai. 2010. "The Role of Leadership." In Rachel Ashworth, George A. Boyne, and Tom Entwistle, eds. *Public Service Improvement: Theories and Evidence*. Oxford: Oxford University Press, 78-97. ISBN: 9780199545476 (HB), 9780199545483 (PB). <https://books.google.com/books?id=vu5QnjQ6AIMC>

## BOOK REVIEWS

- Petrovsky, Nicolai. 2011. Review of George Argyrous (ed.): Evidence for Policy and Decision-Making: A Practical Guide. *Public Administration* 89 (3): 1211-1213.  
doi: 10.1111/j.1467-9299.2011.01952.7.x
- Petrovsky, Nicolai. 2009. Review of Rein Taagepera's Making Social Sciences More Scientific: The Need for Predictive Models. *Public Administration* 87 (4): 977-980.  
doi: 10.1111/j.1467-9299.2009.01793.4.x

## WORK UNDER REVIEW AND IN PROGRESS

- "Understanding Public Participation as a Mechanism Affecting Government Fiscal Outcomes: Theory and Evidence from Participatory Budgeting" (with Jinsol Park and J.S. Butler). Revised and resubmitted.
- "Job Satisfaction and Citizen Satisfaction with Street-level Bureaucrats: Is There a Satisfaction Mirror?" (with Ge Xin and Jinhai Yu). Revised and resubmitted.
- "Citizen Blame Attributions for Government Fiscal Crises: Budgeting Professionalism, Environmental Shocks, and Fiscal Transparency" (with Wenchi Wei and Xing Ni).
- "Exploring the Use of New Technologies to Enhance the Fire Emergency Preparedness Among Ethnic Minorities in Hong Kong" (with Alfred T. Ho, Zhicong Lu, and Eric Lee).
- "Permanent Secretaries' Tenure in the UK: A Glass Cliff?" (with Oliver James).
- "An Experimental Test of the Satisfaction Mirror between Frontline Public Servants and Citizens."

## GRANTS AND CONTRACTS

- 2021–2022, Co-Investigator, Sham Shui Po District Office of Home Affairs Department: "Fire Safety Virtual Reality Pilot Project." Contract number: HAD SSP LT1/11/40/30/2-2 (21-22).
- 2010–2013, International Co-Investigator, Economic and Social Research Council (United Kingdom): "Chief Executive Succession and the Performance of Central Government Agencies." Grant number: RES-062-23-2471. GBP 225,723.

## VISITING FELLOWSHIPS

- Visiting Fellowship, Department of Public Policy, City University of Hong Kong, 09/2016–06/2017
- Public Administration Fellowship, Erasmus University Rotterdam, 06–07/2015

## PRESENTATIONS SINCE 2007

- Academy of Economic Studies (Bucharest): 2011
- American Political Science Association (APSA): 2014, 2009
- Asian Association for Public Administration (AAPA): 2020 (online)
- Association for Public Policy Analysis & Management (APPAM): 2014, 2008
- Australasian Public Policy Network Conference: 2021 (online)
- British Academy of Management: 2008, 2007
- British Academy of Management Workshop on Public Leadership (Ashridge Business School): 2009
- Cardiff University: 2013
- China Three Gorges University (Yichang): 2012
- City University of Hong Kong: 2019, 2016
- EPOP (University of the West of England, Bristol): 2007
- Erasmus University Rotterdam: 2015
- European Group of Public Administration (EGPA): 2007
- Indiana University (Bloomington): 2019
- International Conference of the Experiment Lab for Public Management Research at the KDI School of Public Policy and Management: 2020 (online)
- International Conference on Public Administration (University of Electronic Science and Technology of China, Chengdu): 2018, 2011
- International Conference on Next Steps for Public Administration in Theory and Practice (Sun Yat-sen University, Guangzhou): 2014
- International Forum on Green Development and Urban Governance (Sichuan University): 2020 (online)
- International Public Management Network Conference at Seoul National University: 2020 (online)
- International Research Society for Public Management (IRSPM): 2021 (online), 2018, 2012, 2010
- International Studying Leadership Conference (University of Warwick): 2007
- Jeju International Conference hosted by Brain Korea 21 Plus and Seoul National University (Seogwipo, Jeju Island): 2016
- Kyung Hee University (Seoul): 2017
- Latin American Political Science Conference: 2013
- Midwest Political Science Association (MPSA): 2014, 2011, 2010, 2007
- National Assembly of the Republic of Korea, Policy Working Group (Seoul): 2017

- National Chengchi University (Taipei): 2017
- National University of Singapore: 2019
- Ohio State University (Columbus): 2016
- Online Panel on Behavioral and Experimental Public Management (in lieu of IRSPM): 2020
- Political Studies Association (United Kingdom): 2009, 2008
- Public Administration Committee (United Kingdom): 2007
- *Public Administration Review* Editorial Board Meeting: 2018, 2017
- Public Management Research Conference (PMRC): 2021 (online), 2019, 2017, 2016, 2013, 2012, 2011, 2010, 2009, 2007
- Southern Political Science Association (SPSA): 2016, 2013, 2012, 2007
- Texas A&M University (College Station): 2016, 2010, 2007
- The Education University of Hong Kong: 2017
- University of Exeter: 2017 (twice), 2015, 2010, 2009
- University of Incheon: 2012
- University of Manchester: 2008
- University of North Carolina at Charlotte: 2013
- University of Southern California: 2019
- Yonsei University (Seoul): 2021 (online), 2018, 2016
- Yonsei University Workshop at City University of Hong Kong: 2017

## ACADEMIC SERVICE

- *Journal of Behavioral Public Administration* Associate Editor, since 2019
- *Asia Pacific Journal of Public Administration* Editorial Board, since 2020
- *Korean Journal of Policy Studies* Editorial Board, since 2021
- *Public Administration Review* Editorial Board, since 2020
- *Perspectives on Public Management and Governance* Editorial Board, since 2019
- *Public Administration Review* Transparency Editor, 2017–2019
- *Journal of Public Administration Research and Theory* Board of Editors, 2014–2018

- Manuscript reviewer (in order of recency)
  - *Perspectives on Public Management and Governance, Public Administration, Public Performance & Management Review, Governance, International Public Management Journal, Public Management Review, Asia Pacific Journal of Public Administration, Public Administration Review, Journal of Public Administration Research and Theory, Revista de Administração Pública, Local Government Studies, Public Choice, Evidence-based HRM, Journal of Public Policy, American Journal of Political Science, Public Personnel Management, Public Policy and Administration, British Journal of Political Science, Review of Public Personnel Administration, International Journal of Manpower, Journal of Politics, Danish Journal of Management & Business, Journal of Policy Analysis and Management, Policy Studies Journal, Public Money & Management, International Review of Administrative Sciences, Academy of Management conference, European Journal of Political Research, International Studies Perspectives, Political Behavior, African Journal of Business Management, State and Local Government Review, Oxford Economic Papers, British Academy of Management conference, British Journal of Management, International Studies Quarterly*
- Grant reviewer:
  - Hong Kong Policy Innovation and Co-ordination Office, 2020
  - Israel Science Foundation, 2016
- Book manuscript reviewer: Cambridge University Press, 2016
- Network of Schools of Public Policy, Affairs, and Administration (NASPAA)
  - Site visit team member, 2019, 2021
  - NASPAA NEXT participant, October 2017
- Public Management Research Association
  - Committee on Naming of *Perspectives on Public Management and Governance* Best Article Award, 2020
  - Nominating Committee, 2017
  - Doctoral Student Professional Development Workshop at the 2016 Conference
- Southern Political Science Association
  - Section head for Comparative Public Administration and Management at the 2016 Annual Meeting
- City University of Hong Kong, Department of Public Policy
  - Departmental Executive Committee, 2020/21, 2021/22



- Research, Impact and Promotion Committee, 2020/21
- University of Kentucky
  - Martin School faculty search committee, 2009/10, 2012/13, 2013/14, 2017/18, 2019
  - Martin School IPPMI & international programs committee, 2014/15, 2015/16, 2017/18, 2018/19, 2019
  - Martin School assessment committee, 2017/18, 2018/19
  - Martin School Master’s programs committee, 2014/15, 2015/16, 2017/18, 2018/19
  - Martin School director recruitment committee, 2015
  - Martin School PhD program committee, 2010/11, 2011/12, 2012/13, 2013/14, 2014/15
  - Martin School workshop committee, 2010/11
  - PhD outside examiner:
    - \* Xiaojin Wang (Agricultural Economics), 2016
    - \* Timothy Brock (Geography), 2014
  - Member of Patterson School Master’s Comprehensive Exam Committee for Ellie McBroom, 2014
  - Quantitative Initiative for Policy and Social Research (QIPSR) advisory board, 2011/12, 2012/13
  - Tenure review advisory committee for the Graduate School, 2016

## COURSES TAUGHT

- City University of Hong Kong
  - POL 3307 Tutorials for Managing Financial Resources in the Public Sector (undergraduate level), Fall 2020 (live online/hybrid format)
  - POL 3607 Advanced Research Methodology (undergraduate level), Spring 2021 (live online format)
  - POL 3607 Tutorial for Advanced Research Methodology (undergraduate level), scheduled for Spring 2022
  - POL 6201 Comparative Public Policy (Master’s level), Spring 2020 (live online format from February onwards), Spring 2021 (live online/hybrid format), scheduled for Spring 2022
  - POL 6202 Evidence-based Policy and Practice (Master’s level), Fall 2021 (hybrid format)
  - POL 6603 Tutorial for Research Methods in Public Policy and Management (Master’s level), Fall 2021 (hybrid format)

- POL 6903 MAPPM Dissertation, 2021-2022
- POL 8620 Policy Studies and Public Management (PhD level), Spring 2020 (live online format from February onwards), Spring 2021 (live online/hybrid format), scheduled for Spring 2022
- University of Kentucky
  - PA 642 Public Organization Theory and Behavior (Master's level), Fall 2009 (2 sections), Fall 2010 (2 sections), Fall 2011, Fall 2012, Fall 2013, Fall 2014 (2 sections), Fall 2015, Fall 2017, Fall 2018, Fall 2019
  - PA 667 Policymaking in an International Context: Political and Organizational Dimensions (Master's and PhD levels), Fall 2010, Spring 2012 (course listed as PA 795 Special Topics until Spring 2012), Spring 2013, Spring 2014
  - PA 681 Master's Capstone Seminar, Spring 2012, Spring 2013, Spring 2015, (co-taught with Ed Jennings until Spring 2015), Spring 2016, Spring 2018
  - PA 691 Ethics and Public Policy (Master's level), Fall 2015
  - PA 742 Theory of Public Organizations (PhD level), Spring 2010, Spring 2011, Fall 2011, Fall 2012, Fall 2013, Spring 2015, Spring 2016, Spring 2018, Fall 2018, Fall 2019
  - PA 795 Grant Writing and Management (Master's level), Spring 2019
  - PA 796 Special Topics (Master's and PhD levels): Fall 2018, Spring 2016 (twice), Spring 2015, Fall 2014, Spring 2014, Fall 2013, Summer 2012, Fall 2011, Fall 2010
- University of North Texas
  - Political Science 2300: The Study of Politics, Spring 2004

## SUPERVISION OF STUDENT RESEARCH

- City University of Hong Kong Ph.D. Advising
  - Jia Liu, supervisor, in progress
  - Yara Wang, qualifying panel member, in progress
  - Alex Ni, qualifying panel member, in progress
  - Crystal Tsang, qualifying panel member, in progress
  - Binzizi Dong, qualifying panel member, in progress
- University of Kentucky Ph.D. Advising
  - Tara Watterson (Communication), in progress
  - Jinsol Park, 2021
  - Hakyeon Lee, 2020

- Jue Young Mok, chair, 2018
- Austin Trantham (Political Science), 2017
- Heath Rico, 2016
- Anup Phayal (Political Science), 2016
- Seungjin Choi, chair, 2016
- Changgeun Yun, co-chair, 2015
- Jack East (Political Science), 2014
- Bethany Paris, 2013
- Jeremiah Olson (Political Science), 2013
- Biniv Maskay (Economics), 2012
- Jacklyn Arinaitwe, 2012
- University of Kentucky Master’s Capstone Projects (chair only; multiple defense committees each year in addition to the listed students)
  - 2019: Samuel Misleh
  - 2018: Pilku Kang; Seongwoo Kim; Samuel Lockridge
  - 2017: Jachoon Koo; Jungman Moon
  - 2016: Thomas Hatton; Gi-jung Kim
  - 2015: Kyunghoon Ahn; Nicole Lesniewski; Sanghee Kim; Dae Il Kwon; Ning Li; Rob Sutter
  - 2014: David Bachert; Jeong Tack Yi
  - 2013: Boya Chen; Michaela Miles; Chris Record; Theresa Simcic
  - 2012: Tara Bopp; Jon Davis; Juanita Espinoza; Kris Harmon; Aung Phyoo
  - 2010: Meredith Howes

## PROFESSIONAL MEMBERSHIPS

- American Society for Public Administration, International Research Society for Public Management, Public Management Research Association

## FLUENT IN

German (native speaker), English, Spanish

## CITIZENSHIP

U.S.A., Germany

## REFERENCES

Available on request