

## CURRICULUM VITAE

**LOIS RECASCINO WISE, PH.D.**  
**PROFESSOR**  
**INDIANA UNIVERSITY**

### EDUCATION

Ph.D. 1982, Indiana University, Political Science, Bloomington, Indiana

Dissertation: *Public Employee Membership Incentives: The Effect of Organizational Change and Individual Characteristics*

M.S. in Political Science, 1974, Indiana State University, Indiana

B.A. in Social Science, 1970, Wm. Paterson College, New Jersey

### ACADEMIC APPOINTMENTS

WEST EUROPEAN STUDIES, COLLEGE OF ARTS AND SCIENCES, INDIANA UNIVERSITY

DIRECTOR, July 2008- August 2012. Main accomplishments as director of the academic unit were to substantially increase graduate and undergraduate enrollments, substantially increase the quality of graduate student enrollments in terms of GPA and GRE scores, revise the graduate degrees for the MA, MA certificate, PhD minor, as well as the undergraduate minor in West European Studies. Increased the number of MA students funded. Contributions to IU Foundation substantially increased during this period, including establishment of new “best” thesis award. Increased graduate credit hour enrollments. Initiated the name change process to European Studies and secured approval for graduate degree name changes. For the outreach center, secured federal funding and other financial resources for West European Studies Center activities and for language programs. Promoted lectures and conferences in social sciences and partnerships with other programs and universities. Expanded IU language proficiency training and efforts to harmonize language testing standards for West European languages. Organized an annual series of language-related events and lectures (Language Proficiency, Minority Languages, Bridge Language, Endangered Languages). Partnered with other IU programs and centers to expand resources and footprint.

EUROPEAN UNION CENTER, DIRECTOR July 2008 – August 2012. Main accomplishments were to substantially expand the footprint of the EU Center in the Midwest and to increase the level of activity and recognition of the center in both the United States and Europe. Secured grant funding from the EU Commission for EU Center activities, staffing and graduate students. Organized multiple lecture series, conferences, and events. Partnered with other IU programs and centers to expand EU activities and presence in the State of Indiana and Region.

SCHOOL OF PUBLIC AND ENVIRONMENTAL AFFAIRS (SPEA, INDIANA UNIVERSITY):

PROFESSOR, School of Public and Environmental Affairs, Indiana University, Bloomington, 7/97 to date.

CONVENER, Faculty of Governance and Management, 2006-07 and 2007-08 (Bloomington)

CHAIR, Policy and Administration Faculty, System-wide, School of Public and Environmental Affairs, Bloomington 2003 to 2004 (includes faculty annual reviews, salary recommendations, and scheduling).

DIRECTOR, Joint Ph.D. in Public Policy 1999-2000

DIRECTOR, Doctoral Program in Public Affairs 1999-2000

Main accomplishments as director of doctoral programs were negotiating and initiating the first Minority Doctoral Fellowship, substantially expanding the budget and number of sponsored doctoral students, expanding the number of women and minorities applying to and accepted by the program, moving the international application procedure and related program documents online, thereby expediting the processing and substantially reducing costs, major staff reorganization, and increasing the overall qualifications of recruited students in terms of GPA and GRE scores.

ASSOCIATE PROFESSOR, School of Public and Environmental Affairs (SPEA) Indiana University, 8/91-6/97

ASSISTANT PROFESSOR, SPEA, Indiana University, Bloomington, 1/83-7/91

LECTURER, SPEA, Indiana University, Indianapolis, 1/82 – 12/82

ADJUNCT FACULTY, SPEA, Indiana University, Bloomington, 1/80-5/81

#### OTHER APPOINTMENTS

MEMBER, West European Studies Affiliated Faculty, Indiana University  
MEMBER, Indiana University Graduate Faculty, Indiana University  
ADJUNCT PROFESSOR, Indiana University Department of Political Science  
VISITING PROFESSOR, Dept of Political Science, Umeå University, Sweden, May 2003  
VISITING SCHOLAR, Department of Political Science, Northern Arizona University, 2002; Spring 2006  
VISITING PROFESSOR, School of Public Policy and Management, U of Arizona, Tucson, 10/98 to 5/99  
VISITING PROFESSOR, Department of Political Science and Institute for Public Administration, Göteborgs University, Sweden, Spring 1992 and Fall 1996  
VISITING PROFESSOR, Department of Politics, University of Örebro, Sweden, Fall.1991/May-June 1992

#### OTHER APPOINTMENTS AND PROFESSIONAL CONSULTANTSHIPS

University of Umeå, Sweden. Dept. of Political Science, Visiting Professor, 2005  
Member, Editorial Board, American Review of Public Administration, 2005-  
Member, Editorial Board, Public Administration Review, 2004-  
Member, Editorial Board, Public Management Review, 2002-  
Member, Editorial Board, Review of Public Personnel Administration 2001-2010  
Member, Editorial Board, Public Organization Review 2000-  
Member, Editorial Board, Journal of Public Administration Research and Theory, 1993-1997  
Member, Fulbright National Selection Committee for Scandinavia, 1999 to 2002  
University of Umeå, Sweden Dept. of Political Science, Professor Promotion Committee, 2000  
Member, Board of Visitors, School of Public Affairs, Gothenburg University 1996-to 2000  
Visiting Scholar, Swedish Agency for Government Employers, Stockholm,  
(Fall term 1996; May June 1996; May-June 1995 and Sept-December 1995).  
Visiting Researcher, Swedish Association for Local Authorities, Stockholm, Sweden (June 1994) (May-June 1992).  
Visiting Researcher, Statistics Sweden (February to August 1985).

#### PROFESSIONAL CONSULTANTSHIPS

Consultant regarding bureaucratic postures/motivations, organizational incentives, and policy compliance, CGIAR, Consultative Group on International Agricultural Research, 2012  
Advisory Board Member. "State Authorities – Integrating Integration Policy." Swedish Council for Working Life and Social Research (FAS). 2007-2009  
Consultant regarding gender impact of public policy and legislation, Parliamentary Development Project, 2004-2008  
Consultant regarding gender policy and legislation, United Nations.  
Consultant regarding review Master of Public Administration Program, Dean of Social Sciences, Northern Arizona University (2002).  
Special Advisor, State University of Rio de Janeiro, 2000  
Consultant for managing for diversity, Tesla AB, Stockholm (1997-2001). Clients on diversity projects ranged from local governments to multinational corporations.  
Consultant for Pay Policy Reform, Crane Naval Warfare Center (1997)  
Consultant for Pay Flexibility and Employee Competency Development, Arbetsgivarverket (Swedish Agency for Government Employers), Stockholm (1996-1997)  
Consultant for job evaluation and pay equity strategies, Arbetsgivarverket, Swedish Agency for Government Employers, Stockholm (1994-95)  
Consultant for job evaluation, Kommunförbundet, Swedish Association of Local Authorities Stockholm (1994)  
Consultant for rapid feedback evaluation of Search Communities Project for Pioneer HiBred International (1990-1991)  
Consultant for public opinion research SIFO, AB, Stockholm (1990)  
Consultant for evaluation of Head Start Family Service Center Self Sufficiency Demonstration Project, Monroe County, Indiana (1990-1991)  
Consultant, regarding analysis of senior labor force participation trends, Ministry of Labor, Sweden (1985).  
Consultant to the Director, National Institute of Justice, U.S. Department of Justice, Washington, D.C. Analysis and recommendations for management reforms within the organization. (1983-1984)

Consultant, Office of Legislative Affairs, U.S. Department of Justice, Washington, D.C., assessment of potential impact of proposed federal legislation (1982).  
Consultant, Indiana Legislative Services Agency, regarding state police personnel policy (1982)  
Consultant for Reorganization and Pay Schedule Revision, Central Indiana Health Systems Agency Indianapolis, Indiana (1981)  
Consultant for Position Classification and Pay Administration, Central Indiana Health Systems Agency (1980 - 1981)  
Research Associate, Indiana Classification Evaluation Study, School of Public and Environmental Affairs, Bloomington (1975 - 1981).  
Consultant for Evaluation Training, National Association of State Budget Officers (1980)  
Training Consultant for job evaluation, Indiana Association of Cities and Towns (1975 - 1979).  
Consultant for Program Evaluation Training, Michigan State Civil Service, Executive Development Program (1979)  
Consultant, regarding community task force organization, Katherine Hamilton Mental Health Center, Terre Haute, Indiana (1977)  
Consultant for Position Classification and Pay Administration, Indiana Association of Cities and Towns (1973-1975)  
Consultant to Division of Public Service, School of Public and Environmental Affairs, Agency Needs Assessment and Evaluation Training Plan Development (1975)  
Staff Associate, Paul A. Lucey Associates (executive search firm), Wayne, N.J. (1972).

#### **LICENSURE AND CERTIFICATION**

Swedish IV, Level 3 Certificate, Kursverksamheten vid Stockholmsuniversitet, 1993  
Frontline Leadership Instructor Certification, 1991  
Intermediate Swedish II Certificate, Kursverksamheten vid Stockholmsuniversitet, 1990  
Intermediate Swedish I & II Certificates, Kursverksamheten vid Stockholmsuniversitet, 1989

#### **PROFESSIONAL SOCIETIES**

##### American Political Science Association (APSA)

Chair, Gaus Award Selection Committee, APSA, 1996-97.  
Chair, Section for Public Administration, APSA, 1996-1997  
Chair-Elect, Section for Public Administration, APSA, 1995-1996  
Member, Section on Public Administration, APSA 1994 to date  
Program Chair, Public Administration Section, 1995 Annual Meeting of the American Political Science Association (1994-95).  
Member, Executive Committee, Section on Public Administration, American Political Science Association (1992-99).  
Member, Kaufman Award Selection Committee, American Political Science Association (1993-94).

##### International Political Science Association

Member, Executive Committee Public Policy and Administration Research Committee, International Political Science Association, 2003-to date  
Elected Treasurer 2006-2009  
Chair, Public Policy and Administration Research Committee, International Political Science Association, 2000-2003  
Chair, Public Policy Analysis Research Committee, International Political Science Association 1994-to 2000  
Member, Section on Governance  
Subcommittee on the Study of the Discipline—Public Policy and Administration 2000

##### International Network of Diversity Scholars and Policy Analysts

Chair, 2000-2003; Member 2000 to date

##### International Public Management Network, member

##### Public Management Research Association,

Executive Committee Member, 2001-2005  
Chair Site Selection Committee for 2007, 2005-06  
Chair, Conference Organizing Committee for 2001

American-Scandinavian Foundation  
American Society for Public Administration  
    Program Committee Member (1992)  
    Founder's Forum Organizing Committee 2003  
    Member, PAR Editorial Search Committee 2004  
Fulbright Association 1992 to date  
Society for the Advancement of Scandinavian Studies 1991 to date

## HONORS

Distinguished Woman of the Year, 2008, Tulip Trace Girl Scouts/Namaste Foundation  
Indiana University, The Trustee Teaching Award, April 2, 2006.  
Inaugural Fellow, Randall L. Tobias Center for Leadership 2005  
Certificate of Appreciation, Founding Member, Paul Volker Endowment for Public Service Research  
and Education, 2001  
Certificate of Appreciation, Special Advisor, State University of Rio de Janeiro, December 2000  
Jubilee Prize for International Scholarship, Swedish Institute, presented by King Carl XVI Gustaf, 1995  
Fulbright Senior Scholar Research Fellowship Award, 1992  
Certificate of Appreciation for Outstanding Initiative, Achievement, and Service, Swedish National  
Committee of New Sweden, 1988  
Delta Zeta Outstanding Greek Faculty Advisor, 1996

## SERVICE TO ACADEME

### Recent (2008 to present)

External Evaluator, University of Leiden program in Public Administration, 2011  
External Faculty Reviews, University of Missouri; Rutgers University, IU Northwest  
Member, Indiana University, Student Exchange Selection Committee-Western Europe 2008-120  
Member, School of Public & Environmental Affairs, Overseas Study Committee  
Member, Presidents Council on International Programs  
Faculty Mentor, IU Strategic Hiring, SPEA  
Office of Women's Affairs, Distinguished Faculty Selection Committee (Spring 2008)  
Member, Indiana University, Title VI 50 Year Review Committee  
Member, SPEA Overseas Education Committee  
Member, SPEA Personnel Committee  
Member, SPEA Promotion and Tenure Committee (2012-2013)  
Member, SPEA MPA Curriculum Review Committee  
Member, SPEA Dean Search Committee (Spring 2008)  
Chair, SPEA International Affairs Committee (2008)  
Doctoral Program Faculty Liaison, Public Management Field Exams  
Chair, West European Studied Undergraduate Minor Curriculum Review Committee  
Member, West European Studies (WEST), FLAS Selection Award Committee (Spring 2008)  
Member, West European Studies, Associate Director Selection Committee (Spring 2008)  
Member WEST, Scandinavian Studies Faculty Group  
Member, European Union Center, Grant preparation committee (Spring 2008)  
Member, Board of Editors and manuscript reviewer for the following Academic Journals: *American Review  
of Public Administration; Public Administration Review; Public Management Review; Public  
Organizations; Review of Public Personnel Administration*  
Ad hoc Journal Manuscript Blind Peer Reviewer: *Administration & Society; Public Administration; Public  
Management Review*

### Past (selected)

Co-Chair, SPEA Green Building Committee  
Award Committee for Presidents Council on International Programs  
Andrew W. Mellon Dissertation Fellowship Selection Committee  
Fulbright Application Reviewer  
Member MPA Curriculum Review Committee

Chair, Salary Equity Committee  
Member IU Faculty Diversity Committee  
Member or Chair, Search and Screen Committees (Bloomington, IUPUI, South Bend)  
Ad hoc group for ADVANCE multi-university proposal  
SPEA Selection Committee for Dutch Exchange Program  
Chair, SPEA Promotion and Tenure Advisory Committee, Fall 1999 to 2000.  
Member, SPEA Promotion and Tenure Advisory Committee, Fall 1997-2000.  
Member SPEA Personnel Committee 2004-05 (the Promotion and Tenure committee and its replacement  
(Personnel Committee are responsible for annual reviews, salary recommendations, and promotion and  
tenure recommendations for the full faculty)  
West European Studies  
Advisory Board Member  
Faculty Research Awards Review Committee  
Student Research Awards Review Committee  
Library Liaison  
Professional Schools Committee  
Salary Review Committee (2004)  
Assisted in Title VI grant writing  
Assisted in development of Norwegian minor  
External Reviewer for Public Affairs Program Certification  
External Reviewer for faculty promotion and tenure (various universities)  
External Reviewer for distinguished chair appointments  
National Assoc of School of Public Affairs and Administration, Co-chair,  
Committee on Critical Perspectives on International Partnerships for Graduate Education  
Member Board of Editors, Journal of Public Administration Research and Theory

## **TEACHING**

### **School of Public & Environmental Affairs, Bloomington**

1. V366 Organizational Behavior
2. V373-Public Human Resource Management
3. V443 Managing Workforce Diversity
4. V450-Managing a Diverse Public Workforce (cross listed with West European Studies)
5. V450-Changing Public Workforce
6. V502-Public Management
7. V504- Public Organizations
8. V550/V652-Managing a Diverse Public Workforce
9. V561-Public Personnel Management
10. V569-Managing Interpersonal Relations
11. V575-Comparative Public Management
12. V580-Research in Public Affairs
13. V590-Readings in Public Affairs
14. V600-Capstone in Public Affairs
15. V650-Topics in Public Personnel Management
16. V652 Managing Diversity in Public Organizations
17. V675-Current Issues in Public Personnel Administration: Cross-national Employment Policies
18. V710-Employment Policy in Transition
19. Doctoral Seminar, Gothenburg University, Sweden: Developing and Publishing Scholarly Research, 1995
20. W413 Independent Study in West European Studies
21. W805 Various topics
22. W805/V590 Program Evaluation Policies in the European Union

### **Curriculum Development and Advising for SPEA and West European Studies**

Revisions to West European Studies Master, Undergraduate Minor, Doctoral Minor, Graduate Certificate;  
Development & approval of related new courses

(Graduate Research Seminar; Undergraduate Minor Capstone)  
Creation of new graduate certificate for West European Studies  
Created V443; V550/V652 Managing Workforce Diversity in the Public Sector;  
Not-for-Profit Human Resource Management (V522)  
Annual Capstone Course Projects under V600 (2004-2012) Diversity Policies in the Big Ten, Temporary Foreign Professionals, State Government Quality Control, E-Government in the States; Wildfire Policy Simulation; State Park Responses to Changing Demographics & Fiscal Stress; Indiana as a Global Trading Partner with the EU and Other World Regions  
Occasional Topics Courses for graduate independent study  
Committee Member or chair in reviews of undergraduate and MPA program requirements  
Doctoral Course Development with University of Linkoping, Fall 2008  
Course offered Fall 2009  
Public Management and Comparative International Administration Concentrations  
Faculty Advisor, International Public Affairs Association;  
SPEA Faculty Advisory for Joint Degree Students  
MPA Internship Advisor  
Doctoral Committee Member for the following Degree Programs and SPEA Minors  
SPEA Public Affairs, Joint Political Science/SPEA; Business/SPEA; HPER/SPEA;  
School of Education/SPEA; West European Studies Minor  
West European Studies, MA and PhD advisor 2008-2012  
West European Studies, MA Thesis Advisor 2008-date  
Advisory, Undergraduate Independent Major 2011

**GRANTS, FELLOWSHIPS, AND AWARDS (56) (VALUE AMOUNTS AVAILABLE UPON REQUEST)**

Principal Investigator, Integrating the European Union into Midwestern Thinking and Practice, European Union Commission, Getting to Know Europe Program. Jan 2011-June 2012.  
Principal Investigator, College of Arts and Sciences Humanities Institute (CAHI). Greek Ethnic Diaspora, Displacement, and Search for National Identity, with Dr. Frank Hess 2011.  
Co-PI with Tim Hellwig, Institute for Advanced Studies, Mini Workshop Grant for conference on European Responses to Economic Crisis: Lessons for the US, 2011.  
Principal Investigator, U.S. Dept of Education, Title VI funding for West European Studies National Resource Center, 2008-10, extended through January 2011.  
Principal Investigator, Andrew W Mellon Foundation awarded 9/27/10 (ending 7/31/12).  
Principal Investigator, U.S. Dept of Education Aug 2009-Aug 2010 supplemental grant  
Project Director, U.S. Dept of Education, FLAS (Foreign Language and Area Studies), 2008-10  
Principal Investigator, U.S. Dept of Education, Web and Data Management Grant, 2008  
FAS (Swedish Council for Working Life and Social Research). Guest Researcher (2008-Sept 2009).  
EU Center of Excellence, Indiana University. Funding for a workshop entitled: EU Inclusion and Social Integration, August 2008.  
Randall Tobias Leadership Center, Leadership Strategies and Diversity, 2005-06.  
West European Studies National Resource Center, Indiana University. Inclusiveness in the Bureaucracy: Employment of Foreign Nationals in Central Government, 2006.  
IU Overseas Conference Fund, to present a paper at the meeting of Nordic Political Science Association, 2005.  
West European Studies, IU. Diversity and Labor Unions in Europe and the US, 2003-2005.  
West European Studies, Office of International Programs, Approaches to Diversity Workshop, 2004.  
International Political Science Association. Grants for Research Section project on Evaluation of Public Sector Reform, 2001 and 2002 and 2003  
EU/ Rådet för Arbetslivsforskning (Swedish Council for Work Life Research) to co-organize an international research conference on diversity in the workplace in Brussels 1999-2000.  
SALTSA, (research arm of the confederation of Swedish trade unions) for participation in EU-funded research group on international diversity research, 1998.  
International Political Science Association, grant for section's website development, 1999. \$350  
Institute for Futures Studies/Swedish Work Life Council. Meta-Analysis of Diversity Research, 1997-1998  
Swedish Agency for Government Employers, Multiple contracts for research pertaining to pay policy,

innovation and management reform and knowledge development, 1995-1997  
U.S. Information Service, Stockholm, Managing for Diversity Seminar, 1995  
Swedish Agency for Government Employers, Swedish Association of Local Government Authorities,  
Swedish Federation of Counties, Individuell Lönepolitik, book project with M. Sjölund, 1994-95  
Swedish Information Service, Travel Grant, Summer 1994  
American Political Science Association/National Science Foundation, Travel Award to attend the  
International Political Science World Congress, Berlin, 1994 \$900  
Swedish Ministry of Public Administration, Swedish Association of Local Government Authorities,  
Federation of County Councils, KFi, Center for Public Administration Research, University of  
Gothenburg, "Partnerships in Local Government," project co-coordinator with Docent Jon Pierre,  
Göteborgs Universitet, 1993-94  
West European Studies National Resource Center, Indiana University, Andrew W. Mellon Award for  
research, summer 1994  
Federal Emergency Management Agency, Transportation Research Center, I.U. "Emergency Medical  
Services Recruitment and Retention," co-principal researcher with James Palmer, 1993-94  
Lilly Endowment, Not-for-Profit Human Resource Management, Course Development, with J Perry, 1993.  
West European Studies National Resource Center, Indiana University, Title VI Summer National Resource  
Fellowship, Summer 1993 (Swedish 4, Level 3 Certificate).  
Fulbright Commission, Fulbright Fellowship for research in Sweden, 1992  
NASPAA (National Association of Schools of Public Affairs and Administration) Diversity Innovation  
Grant for Curriculum Development, with James L. Perry and Kathryn Malec, 1992  
Swedish Government Guest Researcher Fellowship, 1991-92  
Kommunforskning I Västsverige (KFi), "Transitions in Local Government Pay Policy," 1992  
Indiana Education Policy Center, "Equity and Efficiency in Compensation for Public Teachers: A  
Comparative Study," 1991  
Andrew W. Mellon Travel Award, Center for West European Studies, Summer 1991  
Swedish Government Travel Grant, December 1990  
U.S. Department of Education, Title VI Language Fellowship, Center for West European Studies, Indiana  
University (Intermediate Swedish II Certificate), 1990  
Swedish Government, "SASS" Travel Grant, May-June 1989  
Center for West European Studies, Indiana University, Summer Language Fellowship (Intermediate  
Swedish I & II Certificates), May /June 1989  
National Institute of Justice, U.S. Department of Justice. Comparative Case Analysis of Research  
Management Practices, 1988-89  
Center for West European Studies, Indiana University, Andrew W. Mellon Travel Grant, Summer 1988  
EFA, Expert Group for Labor Market Policy, Swedish Ministry of Labor, "The Swedish Experience with  
the Partial Pension System and Its Implications for United States Employment Policy,"  
March-December, 1987  
National Institute of Justice, U.S. Department of Justice. Study of research management methods in  
federal and private research-sponsoring organizations, September 1986 - July 1987  
Swedish Ministry of Labor. Sponsorship of computer costs for labor force research, 1985  
Swedish Bicentennial Fund Fellowship. Analysis of labor force participation patterns in the Swedish  
public and private sectors of employment, February-June, 1985  
National Institute of Justice, U.S. Department of Justice. Analysis of the correlates of research quality in  
empirical studies funded by NIJ from 1978 to 1984, 1985-86  
Indiana University President's Council on International Programs. Research visit to Stockholm, Sweden,  
for meetings with Swedish Prime Minister Palme and other government officials regarding Swedish  
employment policy, 1983  
National Institute of Justice, U.S. Department of Justice. Analysis of factors affecting research utilization,  
1983-84  
National Institute of Justice, U.S. Department of Justice. Assessment of secondary resources for criminal  
justice research, 1983  
Doctoral Dissertation Fellowship, National Association of Schools of Public Affairs and Administration  
and the National Association of Counties, 1981-82  
Intergovernmental Personnel Program, U.S. Office of Personnel Management, Indiana Productivity

- Project. Robert Agranoff, Project Director. Survey of productivity improvement efforts in local governments, 1982
- Intergovernmental Personnel Program, U.S. Office of Personnel Management, Classification Evaluation Project. Evaluation of the impact of structural changes in a state's personnel system on work force attitudes and employment behavior, 1975-80
- Midwest Intergovernmental Training Committee. Development, field testing, and refinement of a program evaluation training manual and subsequently, for development of an instructors' guidebook, 1978-79
- Associate Instructorships and Data Laboratory Research Assistantship, Department of Political Science, Indiana University, Bloomington, Indiana, 1974-76
- Research Assistantships, Center for Governmental Services, Indiana State University, 1972-74

## **PUBLICATIONS**

### **BOOKS AND EDITED JOURNAL SYMPOSIA**

- Rainey, Hal and Lois R. Wise, 1999. Symposium co-editors, "Public Management Change and Reform: General Issues and National Variations," Public Productivity and Management Review, December, pp 127-193. Introduction, pp 127-129.
- Sjölund, Maivor, Lois R. Wise, James L. Perry and Alf Sjöström. 1997. Lön för Mödan (Reward for Effort). Stockholm: Kommentus.
- Wise, Lois Recascino. 1994. Special Editor, "Transitions in Public Administration: Comparative Perspectives of Sweden and the United States," International Journal of Public Administration, vol. 17, 10: 1709-03.
- Wise, Lois Recascino. 1989. Labor Market Policies and Employment Patterns in the United States, Boulder, CO: Westview ISBN: 0813378397. Reviewed in Journal of Economic Literature, Sep90, Vol. 28 (3): 1315.
- Wise, Lois Recascino. 1988. Labor Market Policies and Employment Patterns in the United States, Stockholm: EFA Series Publications.

### **JOURNAL ARTICLES AND BOOK CHAPTERS** (Blind Reviewed = ®; Invited = I)

#### **a. Journal Articles** (40)

- Abelkop, A., Botos, A., Wise, L., Graham, G. 2012. "Regulating Industrial Chemicals: Lessons for US Lawmakers from the European Union's REACH Program." Environmental Law Review, November, 2012, vol. 42, pp. 11042-65. ®
- Abelkop, A., Botos, A., Wise, L., Graham, G. 2011. "Risk vs. Hazard: Lessons from the EU's REACH Program." European Journal of Risk and Regulation, issue 2/2011. (I)
- Fernandez, Sergio and Lois R. Wise (2010). "An Exploration of Why Public Organizations 'Ingest' Innovations." Public Administration. 88:4, 979-998.®
- J. L. Perry, A Hondeghem and L. R. Wise (2010), "Revisiting the Motivational Bases of Public Service: Twenty Years of Research & an Agenda for the Future." Public Administration Review, 70(5): 681-690. ®
- Pitts, David W. and Lois R. Wise. (2010). "Workforce Diversity in the New Millennium: Prospects for Research." Review of Public Personnel Administration. March, 30, 1: pp. 44-69. 1<sup>st</sup> published online Nov 5, 2009.®
- Rubaii-Barrett, Nadia, and Lois Recascino Wise. (2008). "Disability Access and E-Government: An Empirical Analysis of State Practices." Journal of Disability Policy Studies, 19, June: 52 - 64.®
- Tschirhart, Mary and Lois R. Wise. (2007). "U.S. Nonprofit Organizations' Demand for Temporary Foreign Professionals." Nonprofit Management & Leadership 18(2): 121-140. ®
- Rubaii-Barrett, Nadia, and Lois R. Wise. (2007). "From Want Ads to Websites: What Diversity Messages are State Governments Projecting?" Review of Public Personnel Administration, 27(1): 21-38. ®
- Rubaii-Barrett, Nadia, and Lois R. Wise. (Fall 2006). "Language Minorities and the Digital Divide: A Study of State E-Government Accessibility," Journal of Public Management and Social Policy, 12(2): 5-27. ®
- Rubaii-Barrett, Nadia, and Lois R. Wise. (2005). State Government Websites: Are They Helping Diversity Recruitment Efforts? PA Times, June pp 5.6.
- Wise, Lois Recascino (2004). "Bureaucratic Posture: On the Need for a Composite Theory of Bureaucratic Behavior," Public Administration Review, November/December., 64(6): 669-680. ® (included as part of the *CSA Worldwide Political Science Abstracts*)



- Pitts, David and Lois R. Wise (2004). "Diversity in Professional Schools: A Case Study of Public Affairs & Law," Journal of Public Affairs Education, 10 (2):125-42. ®
- Wise, Lois R. (2003). "What's Wrong and What Should be Done," Public Performance and Management Review, September, Vol. 27, Issue 1: 101-102. (I-case study)
- Wise, Lois Recascino. 2002. "Public Management Reform: Competing Drivers of Change," Public Administration Review 62 (5): 542-554. ® (included as part of the *CSA Worldwide Political Science Abstracts*)
- Christensen, Tom, Per Lægred and L. R. Wise. 2002. "Transforming Administrative Policy," Public Administration. 80 (1):153-178. ®
- Tschirhart, Mary and Lois R. Wise. 2002. "Responding to a Diverse Class: Insights from Seeing a Course as an Organization," Journal of Public Affairs Education 8(3): 165-177 (lead article). ®
- Christensen, Tom, Per Lægred and Lois R. Wise, 2001. "Assessing Public Management Reform in Norway, Sweden and the United States," International Journal of Political Studies, 3: Sept, 41-70. ®
- Wise, Lois Recascino and Mary Tschirhart. 2000. "Examining Empirical Evidence on Diversity Effects: How Useful is Diversity Research for Public Sector Managers?" Public Administration Review, Sept/October, 2000, 60, 5:386-394 (lead article). ®
- Wise, Lois Recascino. 1999. "The Use of Innovative Practices in the Public and Private Sectors: The Role of Organizational and Individual Factors," Public Productivity and Management Review, 23:2: 150-168, December. ®
- Wise, Lois Recascino. 1999. "Job Evaluation: White Elephant on the Path to Reform," Research in Public Administration 5: 131-148. ®
- Wise, Lois Recascino. 1999. "Taking Stock: Evidence about the Standing of Public Administration in Academia," Journal of Public Affairs Education, vol. 5, pages 145-155, April. ®
- Wise, Lois Recascino. 1997. "Reforms and the State: The Public/private Cleavage in a Welfare State," Sage Abstracts, vol. 23:4 pp 522. (abstract)
- Wise, Lois Recascino and Stefan Szücs. 1996. "The Public/Private Cleavage in a Welfare State: Attitudes Towards Public Management Reform," Governance, vol. 9, 1:43-70, Jan. ®
- Mesch, Debra J., James L. Perry and Lois Recascino Wise. 1995. "Bureaucratic and Strategic Human Resource Management: An Empirical Comparison in the Federal Government," Journal of Public Administration Research and Theory, vol. 5, 4:385-402, Oct. ®
- Wise, Lois Recascino. 1994. "Factors Affecting the Size of Performance Awards among Mid-Level Civil Servants in the United States," Public Administration Quarterly, vol. 18, 3:260-278, Fall. ®
- Wise, Lois Recascino. 1994. "Implementing Pay Reform in the Public Sector: Different Approaches to Flexible Pay in Sweden and the United States," International Journal of Public Administration, vol. 17, 10:1937-1959. ®
- Perry, James L., Lois Recascino Wise and Margo Martin. 1994. "Breaking the Civil Service Mold: The Case of Indianapolis," Review of Public Personnel Administration, vol. 14, 2: 40-54, Spring. ®
- Wise, Lois Recascino. 1993. "Whither Solidarity? Transitions in Swedish Public-Sector Pay Policy," British Journal of Industrial Relations, vol. 31, 1: 75-95, March. ®
- Wise, Lois Recascino and Anna Lindholm. 1993. "Nya riktlinjer för att fastställa lärarnas löner," ("New Policies for Setting Teachers Pay,") Forskning om Utbildning, vol. 20, 1: 21-38. ®
- Wise, Lois Recascino. 1992. "Schwedisches Dilemma: Karriere mit Grenzen," ("A Swedish Dilemma: Women's Place in an Egalitarian State") NORDEUROPAforum, no. 4, December. ®
- Wise, Lois Recascino. 1992. "Changing Worklives and Flexible Retirement," Scandinavian Studies, vol. 64, no. 2: 198-215, Spring. ®
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- Chair, Comparing Responses to the Crisis: Europe and the US, European Responses to Economic Crisis: Lessons for the US. April 7-8, 2011, Indiana University Bloomington
- Globalization and the Impact of Insourcing, October 9<sup>th</sup> REMESO, University of Linköping, Norrköping, Sweden, October 7, 2009
- Marketization: Factors Affecting Implementation of Public Management Reforms in Government Agencies. Biennial meeting of the Public Management Research Conference. October 3, 2009
- Marketization: Alternative Funding Models for State Parks, Ohio Legislative Summit. Feb. 2009
- Wise, Lois R. Workforce Globalization: Factors Affecting the Mobility of European Professionals, West European Studies Lecture Series, October 17<sup>th</sup> 2008. Bloomington, Indiana
- Wise, Lois R. and Jilayne Willhoite. Inclusiveness in the Bureaucracy: Factors Affecting Employment of Foreign Nationals in Central Governments in European Countries. IPAA Conference, Bloomington. April 11, 2008
- Exploring the Influence of Environmental, Organizational, and Leadership Factors on the Adoption of "Ingested" Innovations, co-author Sergio Fernandez. Public Management Research Association Biennial Conference, Tucson, University of Arizona, Oct 25-27, 2007
- Prevailing and Promised Wages: What Visa Applications for Foreign Can Tell Us about Wage Patterns in the Nonprofit Sector, Coauthor with Mary Tschirhart, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Chicago, Illinois, Nov. 2006
- Adoption of H-1B Visas for Foreign Teachers among Texas Public School Districts: An Empirical Analysis of Organizational Innovation, coauthor with Sergio Fernandez, National Association of Schools of Public Affairs and Administration, Annual Meeting, Minneapolis, October 2006
- The Impact of Globalization on Civil Service Systems, National Association of Schools of Public Affairs and Administration, Annual Meeting, Minneapolis, October 2006
- Ethical Perspectives on Diversity and Leadership, Tobias Center's Multi-Sector Forum on Ethical Leadership, Indianapolis, April 13-15, 2006
- Use and Impact of Insourcing by Nonprofit Organizations in a Hollow State Environment coauthor Mary Tschirhart, Public Management Research Association, USC, September 30-Oct 1, 2005
- Inclusiveness in the Bureaucracy: Employment of Foreign Nationals in Central Government in Four Nordic Countries, Nordic Political Science Association, Reykjavik, Iceland August 11-14<sup>th</sup> 2005
- Getting the Buy-In for Diversity, Teaching Public Administration Conference, Fort Walton, FL Feb 9<sup>th</sup> 2005
- Managing for Diversity Research: What We Know from Empirical Research about the Consequences of Heterogeneity in the Workplace, presented at Approaches to Diversity: Management and Policies for Diversity Regulation in Private and Public Organizations, Indiana University, Bloomington, August 12-14, 2004.
- Bureaucratic Posture: Building a Composite Theory of Bureaucratic Behavior, Lecture, University of Stockholm, Dept of Political Science, May 11, 2004.
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- Reflections on Teaching Managing Diversity at the Graduate and Undergraduate Levels, National Association of Schools of Public Affairs and Administration, Annual meeting Pittsburgh 10/16/03
- Organizational Responses to Diversity in Labor Unions: A Case Study of Two Uniformed Services,” paper presented at Worklife Institute, Norrköping, Sweden, September 10, 2003
- Nordic Integration Policy in an International Perspective, keynote presented at the Nordic Ministers Conference, Integration Policies in the Nordic Region and the EU, Norrköping, Sweden, 9-9-03
- Global Perspectives on Academic Programs in Public Administration and Public Policy: Challenging the Convergence Myth, Lois R. Wise and David Pitts. Paper Presented at the 26<sup>th</sup> Annual Teaching Public Administration Conference, Dayton, OH February 8, 2003.
- Administrative Policy: How Central Governments Vary in their Evaluation of Public Management Reforms, Paper presented at the upper symposium, Dept of Political Science, Umeå University May 12, 2003.
- The Relationship between Diversity and Workplace Performance: Lessons for the Public Service. Lois R. Wise and Mary Tschirhart, Van Riper Symposium, Annual Meeting of the American Society for Public Administration, Phoenix, 23rd March 2002
- Responding to a Diverse Class: Insights from Seeing a Course as an Organization, M. Tschirhart and LR. Wise. 25th Annual Teaching Public Administration Conference, Knoxville, Tennessee Feb. 7-9, 2002
- What We Know about Managing Diversity Practice from Research, 6<sup>th</sup> International Metropolis Conference, Rotterdam November 25, 2001. [http://www.international.metropolis.net/events/Rotterdam/papers/9\\_Wise.htm](http://www.international.metropolis.net/events/Rotterdam/papers/9_Wise.htm)
- Teaching Managing for Diversity at the Graduate and Undergraduate Levels: 1990-2001, Annual Meeting of the National Association of Schools of Public Affairs and Administration, Washington, D.C, Oct. 25<sup>th</sup> 2001.
- Managing for Diversity in a University Setting: Comparing Diversity Strategies in Schools of Public Affairs and Law, David Pitts and Lois R. Wise, paper presented at the Annual Meeting of the National Association of Schools of Public Affairs and Administration, Washington, D.C, Oct. 25<sup>th</sup> 2001
- “Public Management Reform: Alternative Drivers of Change,” 6<sup>th</sup> National Public Management Research Conference, SPEA, Indiana University, Bloomington, Indiana, October 18-20, 2001
- “Evaluation as a Tool for Change in Rapidly Changing Environments.” Keynote speech, International Conference on the Modernization of the State, Rio de Janeiro, September 19, 2001
- “Representation and the Public Service: The Public Interest and Bureaucratic Performance,” paper presented at the Annual Meeting of the American Political Science Association, San Francisco, August 30 - September 2, 2001
- “Using the Managing Diversity Perspective in Research and Teaching,” Swedish National Defense College, Stockholm, March 16, 2001
- “What Difference Does Difference Make?” 2001. Mary Tschirhart and Lois Wise, paper presented at annual Conference on Teaching Public Administration, Feb 4-5, Arizona State University.
- “Diversity: A Research Perspective on Theory and Practice,” Policy Briefing, Work Life 2000 Malmö, Sweden January 22<sup>nd</sup> 2001.
- “Diversity Research: Eight Things We Know about the Consequences of Heterogeneity in the Workplace,” 2000. Diversity Practice: Diversity Management and Integration- Ethnicity and Gender in Focus - Work and Culture, Laxholmen Norrköping, Sweden, November 24<sup>th</sup>.
- “Public Service Motivation and Democracy,” paper presented at the annual meeting of the American Political Science Association, Sept. 2, 2000, Washington, D.C.
- “An Active Administrative Policy: Presumptions and Practice—The Case of Norway, Sweden and the US,” Tom Christensen, Per Lægreid and Lois Wise, paper presented at the World Congress of the International Political Science Association, Quebec City, August 1-5, 2000
- “What Diversity Research Tells Us about Heterogeneity and Work Performance,” Lois R. Wise and Mary Tschirhart, paper presented at Workplace Diversity: A Research Perspective on Policy and Practice, Brussels, June 13-15, 2000
- “Public Service Motivation and Democracy,” presented at the 5<sup>th</sup> National Public Management Research Conference, Texas A & M, December 3-5, 1999
- “Can Diversity Research Inform Public Managers,” co-authored with Mary Tschirhart and presented at the 5<sup>th</sup> National Public Management Research Conference, Texas A&M, December 3-5. 1999
- “Knowledge Framework for Diversity,” SALTSA Research Workshop, Stockholm, November 5-12, 1998

- "Taking Stock," NASPAA, Roundtable on the Image of Public Administration, Boise, Idaho, Oct 17-18, 1998
- "Taking Stock: The Status of Public Administration in Academia," Roundtable on the Image of Public Administration, American Political Science Association, Boston, September 2-6, 1998
- "Organizational Context, Status, and Members Attitudes toward Reform," American Political Science Association, Boston, September 2-6, 1998
- "Knowledge Framework for Diversity Research," *Olika som Bär* (As Different as Berries), Diversity Conference, Stockholm, March 23-26, 1998
- "Methodological Limitations in Diversity Research," Diversity Seminar for academics, Future Studies Institute, Stockholm, March 25, 1998
- "Policy Implications of Diversity," Diversity Seminar for practitioners in government and business, Future Studies Institute, Stockholm, March 26, 1998
- "Job Evaluation: White Elephant on the Path to Reform," Comparative Civil Service Conference, Indiana University, Bloomington, In., April 1997
- "Changing Values and New Attitudes: Receptivity to Pay Reform among Swedish Employees, Umeå University, December 6, 1996
- "Managing for Diversity in the Work Place," Högskoloverket, Stockholm, November 13, 1996
- "Discretion in Pay Setting: More Flexibility or Greater Discrimination?" Annual Meeting of the American Political Science Association, San Francisco, August 27 1996
- "Pushing the Envelope of Pay Flexibility: Employees' Attitudes toward Pay Reform," Conference on Eurocracy and Flexibility, Stockholm, May 7, 1996
- "Managing for Diversity: Lessons from America," U.S. Embassy Stockholm, Co-sponsored by the U.S. Information Services and Swedish Confederation of Academics (SACO), Stockholm, Dec 7, 1995.
- "Applying Internal Labor Market Theory to Public Management Reform in the U.S. and Sweden: A Comparative Assessment of Change Implementation," University of Kansas Third National Public Management Research Conference, Lawrence Kansas, October 5-7, 1995
- "Reinventing Government? New Public Management's Impact on Government Organizations," Jubilee Prize Lecture, Swedish Institute, Stockholm, March 15, 1995
- "Are Public Organizations Different? Implications for Performance Measurement," Nätverket Forskare och Praktiker, Stockholm, November 23, 1994
- "Mobility Mechanisms: A Vehicle for Intergovernmental Partnerships in Human Resource Capacity Development," co-author with Barbara Lamb, presented at Partnerships in Local Government, Hindåsgården, Sweden, August 27-30, 1994
- "The Public/Private Cleavage in a Welfare State: Intrasectoral Variations in Attitudes toward the New Public Management in Sweden," co-author with Stefan Szücs. Paper presented at the International Political Science Association Annual Meeting, Berlin, August 23, 1994
- "Bureaucratic vs. Strategic Human Resource Management Models: An Empirical Comparison in the Federal Government," with Debra Mesch, Political Science Doctoral Seminars, Indiana University, January 21, 1994 and Academy of Management Annual Meeting, Dallas, 1994.
- "The Impact of Public Management Reforms on Internal Labor Markets in Government Organizations with Examples from Sweden and the United States," Public Management Service, OECD, Paris, September 10, 1993
- "Are Swedish Bureaucrats Ordinary People?" Annual Meeting of the American Political Science Association, Washington, D.C., September 2, 1993.
- "Definering av Kvinnors Politiska Framtoning," (Defining a Woman's Political Image), presented at Women and Politics: Strategies for Change, Örebro, Sweden, May 12-16, 1993
- "Internal Labor Markets: Public Issues and Strategies," Maxwell School, Syracuse University, Conference on Rethinking Public Personnel Systems, Greenberg House, Washington, D.C., March 4-6, 1993
- "Are Swedish Bureaucrats Ordinary People?" with Stefan Szücs. Presented at The Public Policy and Administration Seminar, Department of Political Science, University of Gothenburg, Dec. 8, 1992
- "Decentralization of Wage Setting: The Impact of International and Domestic Forces on the Swedish Public Sector," Sweden in the New Europe, University of Washington, Seattle, November 13-14, 1992.
- "Approaches and Strategies for Implementing Merit Pay," Annual Meeting of the Association for Public Policy Analysis and Management, Denver, Colorado, October 29-31, 1992
- "Decentralization and Flexibility in Public Sector Pay," Transitions in Public Administration Conference, Örebro/Indiana Universities, Grythyttan, Sweden, May 25-28, 1992

- "Performance-based Pay and Decentralized Wage Negotiations--A Departure from the Swedish Tradition of Equalization in Income Policy," Umeå University, May 14, 1992
- "Through a Looking Glass Darkly: New Deal Themes in a New World Order--Transition & Continuity in Public Personnel Management," American Society for Public Administration, Chicago, Apr 14, 1992
- "Tensions between Equity and Efficiency: Issues in Pay," Forum for Kvinno -och jämställdhetsstudier, Örebro University, 13 March 1992
- "Decentralization and Efficiency: Whither Wage Solidarity?" Political Science Seminar, Göteborgs University, 9 March 1992
- "Whither Solidarity? New Roles and Postures in Swedish Government Pay Policy," Seminar, Dept. of Political Science, Uppsala University, January 27, 1992
- "Whither Solidarity? New Roles and Postures in Swedish Pay Administration," Presented at *Where is Sweden Heading? A Policy Analysis*. New School for Social Research, New York City, New York, November 15-16, 1991
- "The Public Sector as an Internal Labor Market," Seminar on American Perspectives on Public Administration, Örebro University, 31 October 1991.
- "Internal Labor Markets in Civil Service Systems: A Framework for Comparative Analysis," Conference on Comparative Civil Service Systems, Erasmus/Leiden Universities, Netherlands, 17-19 October 1991.
- "Female Elites in the Public Bureaucracy: Comparisons of Equity and Status between Sweden and the United States," Political Science, Stockholm University, 14 October 1991
- "The Unfinished Democracy: Power and Equity in the Swedish Government Bureaucracy," Annual Meeting of the Society for the Advancement of Scandinavian Studies, Amherst, Massachusetts, May 2-4; 1991
- "Identifying and Managing the Tension between Pay Competitiveness and Social Equity," Annual Meeting of the American Society for Public Administration, Section for Research on Public Administration, Washington, D.C., March 25, 1991
- "Female Elites in the Public Bureaucracy: Comparisons in Equity and Status between Sweden and the United States," Special Seminar for Public Administration Research, University of Gothenburg, Sweden, December 11, 1990
- "Female Elites in the Public Bureaucracy," Kvinnor och Ledarskap, University College of Örebro, October 4, 1990
- "Power and Equity in the Government Bureaucracy," Annual Meeting of the Swedish Political Science Association, Stockholm - Åbo, October 1-3, 1990
- "Public Policies for Managing Older Workers: A Cross-national Perspective," Fundación Ortega y Gasset, Madrid, Spain, May 24, 1990
- "The Civil Service as a Vehicle for Social Equity," Symposium on Public Administration Research, National meeting of the American Society for Public Administration, Los Angeles, April 7, 1990
- "Factors Affecting the Partial Retirement Mode of Work: Testing a Model with Swedish Hus Survey Data," Presented at HUS Conference, Billdal, Sweden, August 25, 1989
- "Flexible Retirement Policies and Changing Working Life in Sweden," Presented at the University of Groningen, Netherlands, April 28, 1989
- "The Motivational Bases of Public Service," co-authored with James L. Perry. Presented at the Annual Meeting of the American Society for Public Administration, Miami, April 11, 1989
- "Public Sector Pay Administration in Sweden & the U.S." Dept. of Economics, Lund University, 11/27/88
- "The Swedish Experience with the Partial Pension and its Implications for U.S. Employment Policy," Presented to the Expert Group for Labor Market Policy (EFA), Stockholm, November 23, 1988
- "A Comparative Analysis of Public Sector Pay: Sweden and the United States," Presented at the Region IV meeting of the American Society for Public Administration, Toledo, September 15, 1988.
- "Labor Market Policy and Employment Patterns in the U.S.," Presented at the meeting of the Expert Group for Labor Market Policy, Stockholm, March 9, 1988
- "The Composition and Outcome of Government Labor Market Policies: The Case of the United States," Presented in West Berlin, Comparative Employment Policy Working Group, Aug 28 - Sept 2, 1987
- "The Impact of the Swedish Partial Pension on the Senior Work Force." Presented at the Annual Meeting of the Society for the Advancement of Scandinavian Studies, Columbus, Ohio, May 1987
- "U.S. Labor Market Policies," Working Conference, Swedish Ministry of Labor, Stockholm, 3/16-20/87
- "Potential Utility of University & Non-University Research for Criminal Justice Practitioners," Presented at the Annual Meeting of the American Society for Public Administration, Anaheim, CA, April 14, 1986.



- "Correlates of Research Quality," Annual Meeting of the American Society of Criminology, Cincinnati, 1984
- "Assessment of the Potential for Secondary Data Analysis of Government-Sponsored Research," Annual Meeting of the American Society of Criminology, Denver, 1983
- "Membership Incentives among State Employees," Annual Meeting of the American Society for Public Administration, Honolulu, 1982
- "Performance Incentives among State Health and Welfare Workers," Annual Meeting of the American Society for Public Administration, Detroit, 1981

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