

Justin B. Bullock, Ph.D.

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Public Service and Administration Department
The Bush School of Government and Public Service
Texas A&M University
Allen Building #1034
4220 TAMU
College Station, TX 77843

Education

Ph.D. Public Administration and Policy

The University of Georgia, School of Public and International Affairs, May 2014

Specialization: Public Management and Public Policy

Dissertation: A Theoretical and Empirical Examination of Errors in the Public Sector

Major Professor: Laurence J. O'Toole Jr.

Committee Members: W. David Bradford, Hal G. Rainey, and Andrew B. Whitford

Master of Public Administration

The University of Georgia, School of Public and International Affairs, May 2010

Specialization: Public Policy Analysis and Budgeting and Finance

Bachelor of Business Administration

The University of Georgia, Terry College of Business, December 2009

Major: Economics

Professional Position

Assistant Professor of Government & Public Service

Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, Fall 2014-Present

Research Fellow in the Institute for Science, Technology and Public Policy

Texas A&M University, The Bush School of Government and Public Service, Fall 2015-Present

Research Interests

Public Management, Public Administration, Public Policy, Bureaucratic Errors, Improper Payments, Risk Management, Organizational Theory & Behavior, Comparative Public Administration, Health Economics, Econometrics, Public Opinion, and Political Communication

Publications

Justin B. Bullock, Jesper Hansen, and David J. Houston. (Conditionally Accepted). Sector Differences in Employees; Perceived Importance of Income and Job Security: Can these be found across the contexts of countries, cultures, and occupations? *International Public Management Journal*.

Robert A. Greer and **Justin B. Bullock** (Accepted). Decreasing Improper Payments in a Complex Program. *Public Administration Review*.

Justin B. Bullock and Arnold Vedlitz (2017). Emphasis Framing and the Role of Perceived Knowledge: A Survey Experiment. *Review of Policy Research*.
10.1111/ropr.12231

Justin B. Bullock and W. David Bradford. (2016). "The Differential Effect of Compensation Structures on the Likelihood that Firms Accept New Patients by Insurance Type." *International Journal of Health Economics and Management* 16(1):65-88.

Justin B. Bullock, Justin M. Stritch, Hal G. Rainey. (2015). "International Comparison of Public and Private Employees' Work Motives, Attitudes, and Perceived Rewards." *Public Administration Review* 75(3): 479-489. doi: 10.1111/puar.12356

Nathan Favero and **Justin B. Bullock**. (2015) "How (Not) to Solve the Problem: An Evaluation of Scholarly Responses to Common Source Bias." *Journal of Public Administration Research and Theory* 25(1): 285-308 doi: 10.1093/jopart/muu020.

Justin B. Bullock, Hal G. Rainey, and Andrew B. Whitford. (2014) The first virtual issue of the *Journal of Public Administration Research and Theory*. The virtual issue serves as a roadmap for those scholars interested in conducting experiments by demonstrating the viability of the method in the field of public administration.

Justin B. Bullock, Jeffrey B. Wenger, and Vicky M. Wilkins (2014). "Attitudes about Hard Work: A Global Perspective on the Beliefs of Government Employees." *International Public Management Journal* 17(1):25-44.

Currently Under Review

Laurie Paarlberg, Seung-Ho An, Robert K. Christensen, and Rebecca Nesbit, **Justin B. Bullock**. (Revise and Resubmit). A Field Too Crowded? Measuring The Relationship between Nonprofit Density and Financial Health. *Nonprofit and Voluntary Sector Quarterly*.

Justin B. Bullock (Revised & Resubmitted). Understanding the Payment Error-Generating Process. *Public Administration Review*.

Ann O'M Bowman and **Justin B. Bullock**. (Revised & Resubmitted). Exploring Citizens' Support for Policy Tools at the Food, Energy, Water Nexus. *Journal of Environmental Progress and Sustainable Energy*.

Justin B. Bullock, Robert A. Greer, and Laurence J. O'Toole. (Revise & Resubmit). Risky Business: The Role of Risk Management in Public Management and Performance. *Journal of Public Administration Research & Theory*.

Justin B. Bullock and Robert A. Greer (Revise & Resubmit). Program Design and Improper Payments. *Public Performance & Management Review*.

Professional Publications

Robert A. Greer and **Justin B. Bullock**. Risk Management and Payment Errors: A Case Study of the U.S. Department of Labor. *IBM Center for the Business of Government*.

Professional Experience

Research Fellow in the Institute for Science, Technology and Public Policy
Texas A&M University, The Bush School of Government and Public Service (Fall 2015-Present)

Assistant Professor of Government & Public Service for Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department (Fall 2014-present)

Research Assistant for Dr. Edward Kellough, Department Head for The University of Georgia, Department of Public Administration and Policy (Fall 2013-Spring 2014)

Research Assistant for Dr. W. David Bradford and Dr. Vicky Wilkins for the development of undergraduate programs for The University of Georgia, Department of Public Administration and Policy (Summer 2013)

Academic Advisor to Masters of Public Administration students for The University of Georgia, Department of Public Administration and Policy (Summer 2011-current)

Research Assistant for Dr. Jeffrey Wenger, Associate Professor for The University of Georgia, Department of Public Administration and Policy (Summer 2011-December 2012)

Doctoral Fellow for The University of Georgia's J.W. Fanning Institute for Leadership and Development, LEAD 21 Program Director (Summer 2010-Summer 2011)

Doctoral Fellow for The University of Georgia's J.W. Fanning Institute for Leadership and Development, Institute for Georgia Environmental Leaders Program Assistant (Summer 2010-Summer 2011)

Research Intern for The University of Georgia's J.W. Fanning Institute for Leadership and Development, Cities and Downtown – Building Blocks to Recovery (Winter 2010 – Summer 2010)

Teaching Experience

Instructor of Record, PSAA 601: Foundations of Public Service and Administration, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, one section, taught online, consisting of 18 students (Summer 2017)

Instructor of Record, BUSH 632: Quantitative Methods II: Management Emphasis, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, one section, consisting of 30 students (Spring 2017)

Instructor of Record, BUSH 631: Quantitative Methods in Public Service, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, one section, taught online, consisting of 22 students (Spring 2017)

Instructor of Record, Directed Study: International Comparative Governance: Using Case Studies to Analyze Best Practices, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, one section, consisting of 4 students (Spring 2017)

Instructor of Record, PSAA 632: Decision Making in Government and Public Service, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, one section, consisting of 22 students (Spring 2017)

Instructor of Record, PSAA 601: Foundations of Public Service and Administration, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, two sections (Fall 2016)

Instructor of Record, PSAA 634: Public Management, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, one section, consisting of 21 students (Spring 2016)

Instructor of Record, BUSH 632: Quantitative Methods II: Management Emphasis, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, one section consisting of 17 students (Spring 2016)

Instructor of Record, PSAA 601: Foundations of Public Service and Administration, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, two sections (Fall 2015)

Instructor of Record, Directed Study: Public Performance & Improper Payments, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department (Spring 2015)

Instructor of Record, PSAA 634: Public Management, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department (Spring 2015)

Instructor of Record, PSAA 601: Foundations of Public Service and Administration, Texas A&M University, The Bush School of Government and Public Service, Public Service and Administration Department, two sections (Fall 2014)

Guest Lecturer for Dr. W. David Bradford for PADP 8140: Advanced Topics in Statistical Modelling, The University of Georgia, Department of Public Administration and Policy (Fall 2013)

Guest Lecturer for Dr. W. David Bradford for PADP 6960: Economic Foundations of Policy Analysis, The University of Georgia, Department of Public Administration and Policy (Fall 2013)

Guest Lecturer for Dr. Grace Adams for PADP 7110: Research Methods in Public Administration, The University of Georgia, Department of Public Administration and Policy (Fall 2013)

Instructor of Record, PADP 4620: Introduction to Public Administration & Democracy for The University of Georgia, Department of Public Administration and Policy. An upper elective undergraduate course (Spring 2013)

Guest Lecturer for Dr. Whitney Alfonso for PADP 4620: Introduction to Public Administration & Democracy, The University of Georgia, Department of Public Administration and Policy (Spring 2012)

Honors

MPSA Professor Silver Star Award, Bush School of Government and Public Service, Texas A&M University (May 2016)

PhD Student of the Year, for The University of Georgia's Department of Public Administration and Policy (April 2014)

Pass with special distinction, doctoral comprehensive exams as administered by The University of Georgia, Department of Public Administration and Policy (Fall 2012)

Contribution to Career Development Award, greatly contributing to career development of The University of Georgia graduate students as administered by The University of Georgia Career Center (Spring 2012)

Conference Presentations

Ann O'M Bowman and **Justin B. Bullock**. Exploring Citizens' Support for Policy Tools at the Food, Energy, Water Nexus. Paper presented at the American Political Science Association Conference 2016, Philadelphia, PA, September 1-4, 2016.

Justin B. Bullock and W. David Bradford. Identifying Fraud in Home Health Agencies: Using HHA Compare Data to Predict Fraudulent Medicare Payments. Presented at the The Role of Research in Making Government More Effective panel for the 2016 Association for Public Policy Analysis & Management Conference, Washington, DC, November 3-5, 2016.

Cindy Raisor, **Justin B. Bullock**, Matthew Upton, Holly Kasperbauer. Aligning graduate-level assessment, student learning, teaching, career advancement, and professional development through the ePortfolio. Presented at the 2016 Forum on Achieving Equity through Student Success and E-Portfolios, as part of the American Association of Colleges & Universities' Annual Meeting, Washington, DC, January 23, 2016.

Justin B. Bullock, Robert A. Greer, and Laurence J. O'Toole. Risky Business: Incorporating Risk into the Analysis of Public Management and Performance. Paper presented at the Southern Political Science Association Conference 2016, San Juan, Puerto Rico, January 6-9, 2016.

Justin B. Bullock, Robert A. Greer, and Rachel Mallison. Towards A Theory of Payment Error. Paper presented at the Southern Political Science Association Conference 2016, San Juan, Puerto Rico, January 6-9, 2016.

Ann O'M Bowman and **Justin B. Bullock**. Policy Preferences at the Nexus of Water, Energy, and Food. Paper Presented at the National Council for Science and the Environment's Food-Energy-Water Nexus Conference, Washington, DC, January 19-21, 2016

Justin B. Bullock, W. David Bradford, and Robert A. Greer (2015). Understanding the Causes of Payment Errors in Medicare: What is the Role of State-level Factors? International Health Economics Association 2014, July12-157, Milan, Italy.

Justin B. Bullock and Arnold Vedlitz (2015). Framing and Policy Support for Hydraulic Fracturing: A Survey Experiment. Paper presented at the Southern Political Science Association Conference 2015, Panel: Public Opinion on Emerging Issues, January 15-17, 2015, New Orleans, LA.

Justin B. Bullock and W. David Bradford (2014). The Differential Effect of Bonus Structures on the Likelihood that Physicians Accept New Patients by Insurance Type. Paper presented at the Association for Public Policy Analysis & Management Conference 2014, November 5-8, 2014, Albuquerque, NM.

Justin B. Bullock (2014). Performance in the Public Sector: A Look at Federal Improper Payment Rates. Paper presented at the Academy of Management 2014, August 1-5, 2014, Philadelphia, PA.

Justin B. Bullock (2014). Theory of Bureaucratic Error. Paper presented at the Academy of Management 2014, August 1-5, 2014, Philadelphia, PA.

Justin B. Bullock and W. David Bradford (2014). The Differential Effect of Bonus Structures on the Likelihood that Physicians Accept New Patients by Insurance Type. International Health Economics Association 2014, July 14-16, 2014, Dublin, Ireland.

Justin B. Bullock and Grace B. Adams (2014). Predicting Street-Level Bureaucratic Error: The Case of Improper Payments in the U.S. Unemployment Insurance Program. Paper presented at the Midwest Political Science Association 2014, Panel: Welfare and Social Insurance Policy, April 3-6, 2014, Chicago, Illinois.

Justin B. Bullock. (2014) Performance in the Public Sector: A Look at Federal Improper Payment Rates. Paper presented and panel chair at the Southern Political Science Association 2014, Panel: All Policy is Implementation, January 9-11, 2014, New Orleans, Louisiana.

Justin B. Bullock and Grace B. Adams. (2013). Bounded Rationality and Discrimination? An Investigation of Systematic Errors in Unemployment Insurance Payment. Paper presented at the Association for Public Policy Analysis & Management Conference 2013, Panel: The Consequences of Health, Flood, and Employment Insurance, November 7-9, 2013, Washington D.C.

Justin B. Bullock and Grace Bagwell Adams. (2013). Predicting Street-Level Bureaucratic Error: The Case of the United States Unemployment Insurance Program. Paper presented at the European Group on Public Administration 2013, PSG XIII: Public Policy September 11-13, 2013, Edinburgh, Scotland – UK.

Justin B. Bullock, Jesper R. Hansen, and David J. Houston.(2013). Sector Differences in Employees Perceived Importance of Income and Job Security: Can Hofstede's Cultural Dimensions and Economic Factors Explain International Differences? Paper presented at the Public Management Research Conference 2013, Panel: Sector Differences-Public, Private, and Beyond, June 20-22, 2013, Madison, WI.

Justin B. Bullock, Justin M. Stritch, and Hal G. Rainey. (2013) Do Sector Differences Hold Across Countries? An International Comparison of Public and Private Employees' Work Orientations. Paper presented at the Public Management Research Conference 2013, Panel: Public v. Private Sector Divisions and Comparisons, June 20-22, 2013, Madison, WI.

Justin B. Bullock and Ping Zhang. (2013). A Theoretical Costs Approach to Public Management: Tradeoff between External Costs and Decision-Making Costs. Paper presented at the Southern Political Science Association 2013, Panel: Managing Public Agencies in Difficult Times, January 3-5, Orlando, FL.

Justin B. Bullock. (2013). Prospect Theory, Cognitive Biases, and Public Management: Towards a Better Understanding of the Decision-making Process of Public Managers. Paper presented at the Southern Political Science Association 2013, Bureaucratic Politics and Public Management Sponsored by the SPSA Research Section: Mini-Conference, Panel: Theoretical Innovations in Public Management 1, January 3-5, 2013, Orlando, FL.

Robert Christensen, Rebecca Nesbit, and **Justin B. Bullock.** (2012). Too Many or Too Few? Longitudinal Analysis of the Supply and Demand of Nonprofit Organizations. Paper presented at the annual conference for the Association for Research on Nonprofit Organizations and Voluntary Action 2012, Panel: Supply and Demand, Competition and Survival in Nonprofit Markets, November 15-17, 2012, Indianapolis, Indiana.

Justin B. Bullock, Jeffrey B. Wenger, and Vicky M. Wilkins. (2012). Street-Level Bureaucrat's Belief in a Just World: A Global Perspective. Paper presented at the annual conference of the Midwest Political Science Association 2012, Panel: Theorizing Mass Politics and Public Policy, April 12-15, Chicago, IL.

Justin B. Bullock and Justin M. Stritch. (2012). The Public and The Private: Are there Cross-national Similarities in the Work Orientations of the Employees within these Sectors. Paper presented at the annual conference of the Midwest Political Science Association 2012, Panel: Public Service Motivation, April 12-15, Chicago, IL.

Justin B. Bullock and Justin M. Stritch. (2012). The Public & The Private: Are There Cross-National Similarities In The Work Orientations of The Employees Within These Sectors. Paper presented at The 12th Annual Graduate Student Association Interdisciplinary Conference 2012, March 23, University of Georgia, Athens, GA.

M.V. Hood, Jennifer McDermott, **Justin B. Bullock,** Perry Joiner, Mark Owens, Paul Carlsen. (2011). One-Stop to Victory? North Carolina's New Reform & Barack Obama's Victory in the 2008 General Election. Paper presented at the annual conference of the Midwest Political Science Association 2011, Panel: Analysis of Contemporary Campaigns, March 31-April 3, Chicago, IL.

Tyler P. Reinagel and **Justin B. Bullock**. (2010). City Service Provision in Georgia: Revenue Structure and Propensity for Contracting. Paper presented at the annual conference for the Urban Affairs Association 2010, Panel: Public Service Provision, March 10-13, 2010, Honolulu, HI.

Papers in Process

Justin B. Bullock and Arnold Vedlitz. Policy Tools for Water Management: A Look at Political Feasibility and Legitimacy.

Justin B. Bullock, Bryce D. Hannibal, and Kent Portney. Mental Model of the Food, Energy, Water Nexus.

Justin B. Bullock and W. David Bradford. Identifying Fraud in Home Health Agencies: Using HHA Compare Data to Predict Fraudulent Medicare Payments.

Laura Dague, Hye-Chung Kum, **Justin B. Bullock**, Michael A. Morrisey. Hospitals Mergers and Hospital Performance

Ulrich Thy Jensen and **Justin B. Bullock**. Observed vs. Latent Methods in Public Administration Research.

Ulrich Thy Jensen and **Justin B. Bullock**. Nonlinear Effects in Public Management and Public Administration.

Ann O'M Bowman and **Justin B. Bullock**. Federalism and Policy Tools: A Look at Determinants of Support.

Justin B. Bullock. A Formal Model of Accountability.

Textbook in Process

Raymond Robertson and **Justin B. Bullock**. Econometrics for Public Policy and Public Administration Students.

Grants

Bush School and School of Public Health Seed Money. Laura Dague, Hye-Chung Kum, **Justin B. Bullock**, Michael A. Morrisey. Hospitals Mergers and Hospital Performance. Amount: \$20,000.

Diversity Matters Seed Grant. **Justin B. Bullock** (Principal Investigator), Blease Graham, Domonic Bearfield, Matthew Upton, Holly Kasperbauer, Priscilla Barbour. Amount: \$3,000.

Invited Talks

Bush School of Government and Public Service Brownbag Series: “Decreasing Improper Payments in US Unemployment Insurance Program: The (relatively) Successful Approach of the Department of Labor.” March 23, 2015. College Station, TX.

Aarhus University Department of Economics and Business Public Sector Research Seminar: “Are Sector Differences in Organizational Behavior Global? Empirical Evidence from Cross-Country Studies Using ISSP Data.” March 9, 2015. Aarhus, DK.

Guest Speaker for the professionalization seminar series on professional behavior on the job market for the **Project for Equity, Representation, and Governance** for Texas A&M University, Department of Political Science (October 16, 2014)

Presentation for the **Project for Equity, Representation, and Governance** for Texas A&M University, Department of Political Science (September 8, 2014).

Data Projects

Primary Investigator, **United States Federal Improper Payments and Program Characteristics**, the Bush School of Government & Public Service, Texas A&M University (Fall 2014-present)

Co-investigator, **Water-Food-Energy Nexus Survey**, sponsored by the Institute for Science, Technology, and Public Policy at the Bush School of Government & Public Service, Texas A&M University (Spring 2015-present)

Research Associate, **National Administrative Study Project-X**, helped construct survey sample, method, and questions. I worked for the principal investigator, Professor Barry Bozeman (2011-2013)

Project Manager, **Unemployment Insurance Data Project Data Project**, collected, organized, and stored state-level policy and economic data for all 50 states for over 25 years. I worked for the principal investigator, Professor Jeffrey Wenger (2011-2013)

Competitions

National Invitation Public Policy Challenge Participant, hosted by the **University of Pennsylvania’s Fels Institute of Government**. We worked to develop stronger networks among providers in the food assistance community in Athens-Clarke County, Georgia. We were awarded a \$5,000 prize for our concept (Spring 2013)

Service

Advisor to The Bush School Student Government Association's Diversity and Inclusion Committee (Fall 2016-present)

Moderated a Faculty-Led Engaged Learning Activity for the Bush School's Public Service Institute's prospective student conference, (Fall 2016).

Reviewer for *Journal of Public Administration Research & Theory*, *International Public Management Journal*, *Administration & Society* (Fall 2016)

Reviewed applications for the 2016 Diversity Fellowship for the Office for Graduate and Professional Studies

Organized The Bush School of Government and Public Service's Weekly Quantitative Brown Bag (Fall 2015-present)

Academic Advisor for numerous MPSA students (Spring 2015-present)

Member of Social Media Committee for the Public Management Research Association (January 2015-present)

Editor of Social Media for *Journal of Public Administration Research and Theory* (Summer 2014-present)

Organized a yearly team of students from The Bush School of Government and Public Service to participate in the *National Invitation Public Policy Challenge*, hosted by the **University of Pennsylvania's Fels Institute of Government**. (Fall 2015-present)

Reviewer for *Aggies Commit to Graduate and Professional Student Educational Experiences and Fellowship* of the Texas A&M University Graduate and Professional Student Council (Fall 2015)

Reviewer for *International Public Management Journal* (Fall 2015)

Reviewer for *Public Administration Review* (Fall 2015)

Reviewer for the *Journal of Public Administration Research and Theory* (Fall 2015)

Committee Member for the search committee for a Nonprofit faculty member for The Bush School of Government and Public Service's Department of Public Service and Administration (Fall 2015-Spring 2016)

Served on the Midwest Political Science Association Program Committee as a section head (Fall 2015-Spring 2016)

Served on the Southern Political Science Association Jewell Award Committee (Fall 2015-Spring 2016)

Attended the Bush School Career Services' 1st Annual Career Services Day in Austin (March 17, 2015)

Attended the inaugural meeting of the Texas chapter of the Scholars Strategy Network (March 3, 2015)

Committee Member for the admissions committee for MPSA students (Spring 2015)

Committee Member for the search committee for a Nonprofit faculty member for The Bush School of Government and Public Service's Department of Public Service and Administration (Spring 2015)

Participated in recruitment weekend for the MPSA program (February 21, 2015)

Conducted approximately 10 interviews (outside of recruitment weekend) of applicants to the MPSA program (February 17, 2015 – February 27, 2015)

Panelist The Bush School of Government and Public Service's panel for students interested in PhD programs (Fall, 2014)

Hosted the PSAA Department's first Brown Bag session of the fall. Hosted and moderated a talk by Dr. Richard Yamada. (October 20, 2014)

Represented the Public Service and Administration Department of The Bush School of Government and Public Service at the First-Year Career Session as a *faculty expert* (October 10, 2014)

Advised Dr. Tackett-Gibson's capstone group on integrating network analysis into their consulting project (September 29, 2014)

Serving as a dissertation committee member for Kendall Funk in the Texas A&M University's Department of Political Science (June 6, 2014 – Present).

Represented **The Bush School of Government and Public Service** at the 9th Annual Community Agency breakfast for nonprofits in College Station and Bryan, Texas (September 16, 2014).

Co-president for the **Doctoral Students of Public Administration** for The University of Georgia, Department of Public Administration and Policy. Duties included: developing stronger professional ties between students and faculty, orchestrating monthly open meetings and other various activities (Fall 2010-Spring 2012).