

# JOHN D. MARVEL

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## PROFESSIONAL APPOINTMENTS

Associate Professor, School of Public Affairs, American University, August 2023 – present

Associate Professor, Schar School of Policy & Government, George Mason University, August 2019 – May 2023

Assistant Professor, Schar School of Policy & Government, George Mason University, August 2013 – August 2019

Fellow, Civic Leadership Education and Research (CLEAR) Initiative, Sol Price School of Public Policy, University of Southern California, April 2024 – present

Fellow, Office of Evaluation Sciences ([oes.gsa.gov](http://oes.gsa.gov)), United States Government, October 2017 – September 2018

- Designing field experiments to evaluate federal programs and policies
- Formerly the White House Social & Behavioral Sciences Team

Visiting Assistant Professor, School of Public Affairs, American University, August 2012 – July 2013

## EDUCATION

PhD, Public Administration, American University, 2012

MPP, Public Policy, American University, 2011

BA, Economics (*magna cum laude*), Amherst College, 2003

## RESEARCH AND TEACHING INTERESTS

Public management, inequality in organizations, leader emergence, race and gender in organizations, organizational behavior, human resource management, work motivation, citizen evaluations of government performance

## PUBLICATIONS

### Peer-Reviewed Journal Articles

- **John D. Marvel.** (forthcoming). The interaction of inequality and diversity in front-line work teams. *International Public Management Journal*.
- **John D. Marvel.** (2023). Sex, race, and the allocation of credit in dispersed work teams: Whose contributions to team success get noticed and whose get neglected. *Journal of Public Administration Research and Theory*, 33(4), 578–592.
- Fengxiu Zhang and **John D. Marvel.** (2022). COVID-19 morbidity, vaccine side effects, and vaccine hesitancy among African Americans. *Natural Hazards Review*, 23(4), 04022027.
- **John D. Marvel.** (2022). Incentive distributions in heterogeneous work groups. *International Public Management Journal*, 25(3), 454–476.
- William G. Resh, Cynthia Barboza-Wilkes, and **John D. Marvel.** (2022). Procedural environment of public engagement: An induced recall experiment of local government employees. *Public Management Review*, 24(10), 1545–1568.
- **John D. Marvel.** (2021). Equality of opportunity? Sex, race, and occupational advantages in promotion to top-level management. *Journal of Public Administration Research and Theory*, 31(2), 363–380.
- **John D. Marvel.** (2020). Evolution and egalitarianism: A behavioral account of managers' performance pay decisions. *Journal of Behavioral Public Administration*, 3(2), 1–13.
- William G. Resh, **John D. Marvel**, and Bo Wen. (2019). Implicit and explicit motivation crowding in prosocial work. *Public Performance & Management Review*, 42(4), 889–919.
- **John D. Marvel** and William G. Resh. (2019). An unconscious drive to help others? Using the Implicit Association Test to measure prosocial motivation. *International Public Management Journal*, 22(1), 29–70.
- William G. Resh, **John D. Marvel**, and Bo Wen. (2018). The persistence of prosocial work effort as a function of mission match. *Public Administration Review*, 78(1), 116–125.
- **John D. Marvel.** (2018). Change agents or cogs in the machine? Female managers and unofficial gender equality in federal agencies. *Public Performance & Management Review*, 41(2), 328–364.
- **John D. Marvel.** (2017). Not seeing eye to eye on front-line work: Manager-employee disagreement and its effects on employees. *Public Administration Review*, 77(6), 904–918.

- **John D. Marvel** and Robert J. McGrath. (2016). Congress as manager: Oversight hearings and agency morale. *Journal of Public Policy*, 36(3), 489–520.
- **John D. Marvel**. (2016). Unconscious bias in citizens' evaluations of public sector performance. *Journal of Public Administration Research and Theory*, 26(1), 143–158.
  - Winner of the American Society for Public Administration's Joseph Wholley Distinguished Scholarship Award for outstanding scholarship on performance in public and nonprofit organizations
- **John D. Marvel** and Amanda M. Girth. (2016). Citizen attributions of blame in third-party governance. *Public Administration Review*, 76(1), 96–108.
- **John D. Marvel**. (2015). Public opinion and public sector performance: Are citizens' beliefs about performance evidence-based or the product of anti-public sector bias? *International Public Management Journal*, 18(2), 209–227.
- Martin Baekgaard, Caroline Baethge, Jens Blom-Hansen, Claire A. Dunlop, Marc Esteve, Morten Jakobsen, Brian Kisida, **John D. Marvel**, Alice Moseley, Søren Seritzlew, Patrick Stewart, Mette Kjaergaard Thomsen, and Patrick J. Wolf. (2015). Conducting experiments in public management research: A practical guide. *International Public Management Journal*, 18(2), 323–342.
- **John D. Marvel**. (2015). Gender congruence and work effort in manager-employee relationships. *Public Administration Review*, 75(3), 455–468.
- **John D. Marvel** and William G. Resh. (2015). Race, client demographics, and bureaucratic discretion. *American Review of Public Administration*, 45(3), 281–310.
- **John D. Marvel**. (2014). The Boston Marathon bombings: Who's to blame and why it matters for public administration. *Public Administration Review*, 74(6), 713–725.
- **John D. Marvel** and David W. Pitts. (2014). What we talk about when we talk about management effects: A substantively motivated approach to panel data estimation. *International Journal of Public Administration*, 37(3), 183–192.
- William G. Resh and **John D. Marvel**. (2012). Loopholes to load-shed: Organizational cheating, representative bureaucracy, and contract management. *International Public Management Journal*, 15(4), 525–547.
- David W. Pitts, **John D. Marvel**, and Sergio Fernandez. (2011). So hard to say goodbye? Turnover intention among U.S. federal employees. *Public Administration Review*, 71(5), 751–760.

### *Book Chapters*

- Robert F. Durant and **John D. Marvel**. (2011). Politics, bureaucratic dynamics, and public policy. In Donald C. Menzel and Harvey L. White (Eds.), *The state of*

*public administration: Issues, challenges, and opportunities* (pp. 335-350). Armonk, NY: M.E. Sharpe.

- **John D. Marvel.** (2010). Congressional oversight. In Beryl Radin and Joshua Chanin (Eds.) *What do we expect from our government?* (pp. 171-176). Lanham, MD: Lexington Books.

### Other

- Jared Abbott, Fred DeVeaux, Leanne Fan, Carissa Guadron, Dustin Guastella, Galen Herz, Matthew Karp, **John Marvel**, Katherine Rader, Faraz Riz, and Isaac Rabani. (2023). *Trump's kryptonite: How progressives can win back the working class.* Center for Working-Class Politics.

Media coverage:

- *New York Times*, <https://www.nytimes.com/2023/06/13/briefing/democrats-elections-poll.html?smid=nytcore-ios-share&referringSource=articleShare>
  - Jared Abbott, Leanne Fan, Dustin Guastella, Galen Herz, Matthew Karp, Jason Leach, **John Marvel**, Katherine Rader, Faraz Riz. (2021). *Commonsense solidarity: How a working-class coalition can be built, and maintained.* Center for Working-Class Politics.
- Media coverage:
- *New York Times*, <https://www.nytimes.com/2021/11/09/briefing/swing-voters-us-elections.html>
  - *Washington Post*, <https://www.washingtonpost.com/politics/2021/11/16/trailer-democrats-say-build-back-better-can-save-them-does-their-data-back-that-up/>
  - *Wall Street Journal*, <https://www.wsj.com/articles/democrats-face-the-woke-elections-socialists-critical-race-theory-schools-aoc-virginia-11636669165>
  - Fengxiu Zhang and **John D. Marvel.** (2021) *Overcoming COVID-19 vaccine hesitancy in Black communities: Less fear, more hope.* *Natural Hazards Center Quick Response Grant Report Series*, 331. Boulder, CO: Natural Hazards Center, University of Colorado Boulder. Available at: <https://hazards.colorado.edu/quick-response-report/overcoming-covid-19-vaccine-hesitancy-in-black-communities>
  - William G. Resh, Tima Moldogaziev, and **John D. Marvel.** How Trump's brand equity mattered when credit-claiming: A new experiment gives answers. <https://medium.com/3streams/how-trumps-brand-equity-mattered-when-credit-claiming-b13027401089>

- **John D. Marvel.** (2014). In the wake of public crises, political “blame games” can lead to bad public policies. London School of Economics American Politics and Policy blog (USApp). <http://bit.ly/1z0BcLc> (invited)
- **John D. Marvel,** Deanna M. Lyter, Pia Peltola, Greg A. Strizek, and Beth A. Morton. (2007). *Teacher attrition and mobility: Results from the 2004-05 Teacher Follow-Up Survey* (NCES 2007-307). Washington, DC: U.S. Government Printing Office.

## RESEARCH IN PROGRESS

### *Manuscripts Under Review*

**John D. Marvel.** The paradox of meritocracy: System justification and inequality in federal agencies. (*revise and resubmit*)

William G. Resh, Jochelle Grieves Siew, Temirlan T. Moldogaziev, and **John D. Marvel.** Assessing political brand equity in policy: Trump and the CDC’s ‘Slow the Spread’ campaign card. (*revise and resubmit*)

### *Working Papers*

**John D. Marvel.** Leadership as noticing and rewarding individuals’ contributions to team performance.

**John D. Marvel.** Who stands out in teams?

**John D. Marvel.** Gender, contingency, and leadership styles in performance pay.

**John D. Marvel.** Distance, demographics, and team cohesion in public sector organizations.

**John D. Marvel** and Shelena Keulemans. The reproduction of inequality in organizational leadership.

## MEDIA

*The Christian Science Monitor*, Caitlin Babcock, February 7, 2025, “Federal return-to-work deadlines are here. Who is coming back to the office?”

*The 51st*, Eden Harris, January 23, 2025, “Local federal workers react to Trump’s new work policies: ‘People were sobbing in the halls’”

## CONFERENCE AND WORKSHOP PAPERS AND PARTICIPATION

Academy of Management: 2016

American Political Science Association: 2010, 2011, 2012, 2014, 2015, 2019

American Society for Public Administration: 2014, 2019 (as panel chair)

Association for Public Policy Analysis and Management: 2009, 2011, 2014, 2015, 2024

Colloquium on Behavioral Public Administration: Royal Netherlands Academy of Arts and Sciences, 2016 (by invitation)

Elevating Public Service Motivation Conference: Brigham Young University, 2019

International Perspectives on Public Policy and Administration Conference, Seoul National University and George Mason University, 2020

International Research Society for Public Management, 2023 (Budapest, Hungary), 2024 (Tampere, Finland)

Leiden University, Netherlands, Fall 2023 (invited talk)

Midwest Political Science Association: 2010, 2011, 2013, 2014, 2015, 2016, 2018, 2019, 2022

National Association of Schools of Public Affairs and Administration: 2009, 2012, 2013

Public Administration Review (PAR) Symposium on Behavioral Approaches to Bureaucratic Red Tape and Administrative Burden: George Washington University, May 2018 (by invitation)

Public Management Research Association: 2011, 2013, 2016, 2017 (as panel chair), 2019, 2021, 2022, 2023, 2024

Roundtable on the President's Management Agenda, Georgetown University, fall 2022 (by invitation)

Southern Political Science Association: 2014, 2018, 2023

United States Office of Personnel Management Research Summit: Connecting Research and Policy, 2016, 2017

United States Military Academy Conference on Cadet Attitudes, 2021 (by invitation)

Washington, DC Area Public Management Consortium, 2022 (American University), 2024 (George Washington University), 2025 (Georgetown University)

Workshop on Experiments in Public Management: Aarhus University, 2013 (by invitation)

Workshop on Developing an Academic-Federal Human Capital Research Protocol, 2018, Office of Management and Budget (by invitation)

World Bank Speaker Series, Public Employment and Management, 2020 (by invitation)

## GRANTS

Jared Abbot (PI) and **John Marvel** (CO-PI), Winning working class votes, follow-up, Jacobin Foundation, \$18,000, June 2022

Jared Abbot (PI) and **John Marvel** (CO-PI), Winning working class votes, Jacobin Foundation, \$18,000, December 2020

Fengxiu Zhang (PI) and **John Marvel** (CO-PI), Surviving COVID-19: Risk factors and risk perception in Black communities, Quick Response Research Award supported by the Natural Hazards Center at the University of Colorado-Boulder with the support of the National Science Foundation, \$2,000, December 2020

## HONORS AND AWARDS

Winner of the Robert Cleary Award for Excellence in Public Affairs Research, 2024

Winner of the American Society for Public Administration's Joseph Wholey Distinguished Scholarship Award for outstanding scholarship on performance in public and nonprofit organizations, 2017

MPA Faculty of the Year Award, George Mason University (by MPA student vote), 2014 – 2015

National Association of Schools of Public Affairs and Administration (NASPAA) Emerging Scholars Award, August 2012

Neil and Ann Kerwin Competitive Dissertation Fellowship (\$5,000), August 2011 – May 2012

Charles H. Levine Ph.D. Student Research Award, March 2011

Gill Family Foundation Competitive Dissertation Scholarship (\$10,000), December 2011

Passed with distinction, Public Administration Comprehensive Exam, September 2010

## TEACHING EXPERIENCE

### *American University*

GOVT 310: Introduction to Political Research (undergraduate)

PUAD 601: Quantitative Methods for Policy Analysis I (MPP/MPA)

PUAD 602: Quantitative Methods for Policy Analysis II (MPP/MPA)

PUAD 665: Managing Human Capital Assets (MPP/MPA)

PUAD 684: Organizational Analysis (MPP/MPA)

PUAD 718: Seminar in Public Management (PhD)

### *George Mason University*

PUAD 502: Administration in Public and Non-Profit Organizations (MPA)

PUAD 520: Organization Theory and Management Behavior (MPA)

PUAD 729: Seminar in Theories of Public Administration (PhD/MPA)

PUAD 729/PUBP 710: Advanced Research Methods for Policy and Management (PhD/MPA/MPP)

- Coverage of experimental and nonexperimental approaches to causal inference and public program evaluation, including field experiments, survey experiments, lab experiments, natural experiments, propensity score matching, regression discontinuity, instrumental variables, and difference-in-differences

PUBP 805: Foundations of Social Science for Public Policy (PhD)

GOVT 300: Research Methods & Analysis (undergraduate)

GOVT 351: Administration in the Political System (undergraduate)

GOVT 355: Public Personnel Administration (undergraduate)

GOVT 490: The Politics of Policy Implementation (undergraduate)

## PROFESSIONAL EXPERIENCE

Research Associate, American Institutes for Research (Washington, DC), August 2004 – August 2007

Education Policy Fellow, Institute for Education Leadership (Washington, DC), October 2004 – August 2005

Mathematics Teacher, Grades 9-12, West Nottingham Academy (Colora, MD), August 2003 – August 2004

## SERVICE

### *Field*

Member, American Political Science Association, Public Administration Section Executive Council, 2014 – 2017

Selection committee, Riccucci-O'Leary award for best article on diversity in either the *Journal of Public Administration Research and Theory* or *Perspectives on Public Management and Governance*, 2022

### *American University*

2024 – 2025: Public Administration Faculty Search Committee (chair)

2023 – 2024: Public Administration Faculty Search Committee

2023 – 2024: Dean's Strategy Committee

2023 – 2024: MPA Admissions Committee

2023 – : PhD Qualifying Committee

2024 – : Student Poster Committee

2024 – : Admitted Students Engagement Panel

2024 : Kerwin Fellowship Election Committee



*George Mason University*

- 2013 – 2014: Graduate Admissions Committee
- 2013 – 2014: American Politics Qualifying Exam Committee
- 2014 – 2015: Public Administration Curriculum Committee
- 2015 – 2016: American Politics Qualifying Exam Committee
- 2016 – 2017: Graduate Admissions Committee
- 2016 – 2017: Public Policy Qualifying Exam Committee
- 2017 – 2018: Public Administration Qualifying Exam Committee (chair)
- 2017 – 2018: Graduate Admissions Committee
- 2017 – 2018: Political Methodology Faculty Search Committee
- 2018 – 2019: MPA Director Faculty Search Committee
- 2018 – 2019: Public Administration Qualifying Exam Committee
- 2018 – 2019: Public Administration Qualifying Exam Reading List Committee
- 2017 – 2019: Curriculum Committee
- 2019 – 2020: Public Administration Faculty Search Committee (chair)
- 2020 – 2021: Public Policy PhD Admissions Committee
- 2020 – 2021: Public Policy Qualifying Exam Committee
- 2021 – 2022: Public Policy PhD Admissions Committee
- 2022 – 2023: Renewal Liaison Committee, Fengxiu Zhang (chair)
- 2022 – 2023: Public Administration Faculty Search Committee (chair)
- 2021 – 2023: Renewal, Promotion, and Tenure Committee

*Journal Reviewer*

*Administration & Society, American Journal of Political Science, American Review of Public Administration, Applied Economics, Congress and the Presidency, Governance, Government Information Quarterly, Housing and Society, International Journal of Innovation Studies, International Public Management Journal, International Review of Administrative Sciences, Journal of Behavioral Public Administration, Journal of European Public Policy, Journal of Institutional Economics, Journal of Public Administration Research and Theory, Journal of Public and Nonprofit Affairs, Journal of Public Policy, Journal of Social Psychology, Local Government Studies, Perspectives on Public Management and Governance, Policy Studies Journal, Political Behavior, Public Administration: An International Quarterly, Public Administration Review, Public Management Review, Public Performance & Management Review, Public Personnel Management, Review of Public Personnel Administration, Service Industries Journal, Social Science Journal, Studies in Higher Education, Voluntas: International Journal of Voluntary and Nonprofit Organizations*

*Grant Reviewer*

European Research Council, 2021

Israel Science Foundation, 2022

*Conference Proposal Reviewer*

Public Management Research Conference, 2020, 2021, 2022

Association for Public Policy Analysis and Management, 2025

*Book Reviewer*

Cambridge University Press, Westphalia Press

**STUDENTS SUPERVISED**

*American University*

Sangwon Ju

Rachel Cho

*Dissertation Committees (George Mason University)*

Jim Szymalak (PhD 2015, University of Wisconsin-LaCrosse)

Jeffrey Curry (PhD 2015, U.S. Department of Defense)

Yulia Krylova (PhD 2017)

Eric Litton (chair, PhD 2017)

Scott Atherley (PhD 2019)

Sara Hoffman

Doug Penhallegon

Chloe Yang

*Student Field Committees (George Mason University)*

Eric Litton

**REFERENCES**

Available upon request