

# Jaclyn S. Piatak

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## Appointments and Affiliations

### University of North Carolina at Charlotte

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| Professor, Department of Political Science and Public Administration | 2024 – present |
| Associate Professor  | 2019 – 2024    |
| Assistant Professor  | 2013 – 2019    |

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| Honors Faculty, Honors College             | July 2024 – present |
| Core Faculty, PhD in Public Policy Program | 2015 – present      |
| Core Faculty, Gerald G. Fox MPA Program    | 2013 – present      |

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| Center for Community, Heritage, & the Arts (CHArt) |              |
| Co-Lead, Social Impact of the Arts                 | 2024—present |

### Arizona State University

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| Research Fellow, Center for Organizational Research and Design (CORD) | 2018 – present |
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| Co-Editor, <i>Nonprofit and Voluntary Sector Quarterly</i> | July 2022 – present |
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### Cambridge University Press

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| Co-Editor, Public and Nonprofit Management Element Series | 2025 – present |
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## Education

### PhD American University

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| Public Administration, Fields: Public Policy, Research Methods | May 2013 |
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### MPP Johns Hopkins University

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| Certificates: Nonprofit Studies, Health Policy | May 2007 |
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### BA Providence College

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| Political Science, Minor: Business Studies, Public Administration, Writing | May 2005 |
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## Books

Piatak, J. & Sowa, J. (2024). [\*Volunteer Management: A Strategic Approach\*](#). New York: Routledge.

- ♦ Academy of Management's Public and Nonprofit Division Best Book Award (2025)

Piatak, J.S. & Holt, S.B. (2021). [\*Public Service Motivation and Public Opinion: Examining Antecedents and Attitudes\*](#). Public and Nonprofit Administration Elements Series. Cambridge University Press.

- ♦ Review in *Public Administration*, 100(2): 451-453
- ♦ American Society of Public Administration's Section on Personnel Administration and Labor Relations Outstanding Book Award (2022)

Barnow, B.S., Trutko, J.W., & **Piatak, J.S.** (2013). [Occupational Labor Shortages: Concepts, Causes, Consequences, and Cures](#). Kalamazoo, MI: Upjohn.

- ♦ Reviews in *Economic Development Quarterly*, 28(3) & *Labor Studies Journal*, 39(1)

## Articles

\* Denotes a student/alumni co-author

**Piatak, J.**, McDonald, J., Portillo, S., & Mohr, Z. (2025). [Race, gender, and rules: How intersectionality and congruence shape leadership perceptions](#). *International Public Management Journal*, 1-15.

Boyd, N. M., & **Piatak, J.** (2025). [Testing the conceptual boundaries of public service motivation and sense of community responsibility: Prosocial actions in community and political engagement](#). *Public Management Review*, 1-21.

**Piatak, J.** & Jensen, C. (2024). [Public values and sector service delivery preferences: Public preferences on contracting from simple to complex human services](#). *Public Administration Review*, 84(5), 948-965.

**Piatak, J.**, Mohr, Z., & Leland, S. (2024). [Blame Dynamics across the Organizational Hierarchy and Sectors: How a Staffing Shortage and Ownership Shape Blame for Nursing Homes in Crisis](#). *International Public Management Journal*, 27(1): 18-37.

Jensen, C. & **Piatak, J.** (2024). [Public Service Motivation and Trust in Government: An Examination across the Federal, State, and Local Levels in the United States](#). *The American Review of Public Administration*, 54(2), 107-118. (Lead Article)

Mohr, Z., McDonald, J., **Piatak, J.** & Leland, S. (2024). [Is government escaping blame? the effect of contracting and victim attributes in a prisoner transportation experiment](#). *Public Management Review*, 26(11): 3082-3103.

Mohr, Z., Olivares, A.\*, & **Piatak, J.** (2024). [Are Public Spaces Welcoming to All? A Conjoint Experiment on Cultural Representation and Inclusionary Practices in Museums](#). *Public Administration*, 102(3), 841-859.

Holt, S. & **Piatak, J.** (2023). Job Sector or PSM? [Examining the relative effects of sector and public service motivation on prosocial behavior](#). *Public Management Review*, 25(12): 2370-2401

**Piatak, J.** & Carman, J. (2023). [Unpacking the Volunteer Experience: The Influence of Volunteer Management on Retention and Promotion of the Organization](#). *Journal of Public and Nonprofit Affairs*, 9(3), 278-296. (Lead Article)

**Piatak, J.** (2023). [Do Sociocultural Factors Drive Civic Engagement? An Examination of Political Interest and Religious Attendance](#). *Nonprofit Policy Forum*, 14(2), 185-204.

Chattopadhyay, J. & **Piatak, J.** (2023). [Do Opinions of Policy Target Population Deservingness Correlate to Public Service Motivation? Insights from Medicaid](#). *American Review of Public Administration*, 53(1), 3-22. (Lead Article)

- Prince, W.\* & **Piatak, J.** (2023). [By the Volunteer, For the Volunteer: Volunteer Perspectives of Management Across Levels of Satisfaction](#). *Nonprofit and Voluntary Sector Quarterly*, 52(5), 1191-1209.
- McDonald, J. & **Piatak, J.** (2022). [Penalties for Going Against Type: How sexism shapes voters' perceptions of candidate character](#). *Behavioral Science & Policy*, 8(2), 47-56.
- Piatak, J.**, McDonald, J. & Mohr, Z. (2022). [The Role of Gender in Government and Nonprofit Workplaces: An Experimental Analysis of Rule Compliance and Supervisor](#). *Public Administration Review*, 82(3): 556-569.
- Piatak, J.**, Mohr, Z & McDonald, J. (2022). [Rule Formalization, Gender, and Gender Congruence: Examining Prosocial Rule Breaking for Internal and External Stakeholders](#). *International Public Management Journal*, 25(4): 566-584.
- Olivares, A.\* & **Piatak, J.** (2021). [Exhibiting Inclusion: An Examination of Race and Ethnicity and Museum Participation](#). *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 33(1), 121-133.
- Piatak, J.S.** & Pettijohn, S.L. (2021). [Government-nonprofit funding relationships in human services: Differences in cost-reimbursement and fixed-cost agreements](#). *Journal of Strategic Contracting and Negotiation*, 5(3), 131-152.
- Piatak, J.** & Mikkelsen, I.\* (2021). [Does Social Media Engagement Translate to Civic Engagement Offline?](#) *Nonprofit and Voluntary Sector Quarterly*, 50(5): 1079-1101.
- Piatak, J.S.** & Pettijohn, S.L. (2021). [Within Source Diversification When the Going Gets Tough: Examining Alterations to Human Service Nonprofit Funding by Levels of Government](#). *Journal of Health and Human Services Administration*, 44(1): 45-66.
- Leland, S., Mohr, Z & **Piatak, J.** (2021). [Accountability in Government Contracting Arrangements: Experimental Analysis of Blame Attribution across Levels of Government](#). *American Review of Public Administration*, 51(4): 251-262.
- Nelson, A.\* & **Piatak, J.** (2021). [Intersectionality, Leadership, and Inclusion: How do Racially Underrepresented Women Fare in the Federal Government?](#) *Review of Public Personnel Administration*, 41(2) 294-318.
- Leland, S., Chattopadhyay, J., Maestas, C. & **Piatak, J.** (2021). [Policy Venue Preference and Trust in Government in Federal Systems](#). *Governance*, 34(2): 373-393.
- Piatak, J.**, Sowa, J., Jacobson, W. & McGinnis, Johnson, J. (2021). [Infusing Public Service Motivation \(PSM\) Throughout the Employment Relationship: A Review of PSM and the Human Resource Management Process](#). *International Public Management Journal*, 24(1): 86-105.
- Piatak, J.S.** & Holt, S.B. (2020). [Prosocial Behaviors: A Matter of Altruism or Public Service Motivation?](#) *Journal of Public Administration Research and Theory*, 30(3), 504-518.
- Piatak, J.S.** & Holt, S.B. (2020). [Disentangling Altruism and Public Service Motivation: Who Exhibits Organizational Citizenship Behavior?](#) *Public Management Review*, 22(7): 949-973. (Lead Article)

Maestas, C., Chattopadhyay, J., Leland, S., & Piatak, J. (2020). [Fearing Food: The Influence of Risk Perception on Public Preferences for Uniform and Centralized Regulation Policy](#). *Policy Studies Journal*, 48(2), 447-468.

Piatak, J.S., Douglas, J.W., & Raudla, R. (2020). [The Role Perceptions of Government Professionals: The Effects of Gender, Educational Field, and Prior Job Sector](#). *Public Management Review*, 22(10): 1515-1534.

Piatak, J., & Mohr, Z. (2019). [More gender bias in academia? Examining the influence of gender and formalization on student worker rule following](#). *Journal of Behavioral Public Administration*, 2(2). (Lead Article)

Piatak, J., Dietz, N., & McKeever, B. (2019). [Bridging or Deepening the Digital Divide: Influence of Household Internet Access on Formal and Informal Volunteering](#). *Nonprofit and Voluntary Sector Quarterly*, 48(2S) 123S–150S.

- ♦ Review in Research to Practice of *e-Volunteerism*, XIX (3).

LeRoux, K., Piatak, J., Romzek, B., & Johnston, J. (2019). [Informal Accountability in Children's Service Networks: The Role of Frontline Workers](#). *Human Service Organizations: Management, Leadership & Governance*, 43(3): 188-204.

- ♦ 2019 Mary Parker Follett Award from *Human Service Organizations*

Piatak, J. (2019). [Weathering the Storm: The Impact of Cutbacks on Public Employees](#). *Public Personnel Management*, 48(1) 97–119.

- ♦ 2019 Best Article Award from *Public Personnel Management*

Piatak, J.S., Romzek, B.S., LeRoux, K.M., & Johnston, J.M. (2018). [Managing Goal Conflict in Public Service Delivery Networks: Does Accountability Move Up and Down or Side to Side?](#) *Public Performance & Management Review*, 41(1): 152-176.

Piatak, J., Mohr, Z., & Leland, S. (2017). [Bureaucratic Accountability in Third-Party Governance: Experimental Evidence of Blame Attribution during Times of Budgetary Crisis](#). *Public Administration*, 95(4): 976-989.

Piatak, J.S. (2017). [Sector Switching in Good Times and in Bad: Are Public Sector Employees Less Likely to Change Sectors?](#) *Public Personnel Management*, 46(4): 327-341. (Lead Article)

Piatak, J.S. (2017). [Understanding the Implementation of Medicaid and Medicare: Social Construction and Historical Context](#). *Administration & Society*, 49(8), 1165-1190.

Piatak, J.S. (2016). [Time Is on My Side: A Framework to Examine When Unemployed Individuals Volunteer](#). *Nonprofit and Voluntary Sector Quarterly*, 45(6): 1169-1190.

Piatak, J.S. (2016). [Public Service Motivation, Prosocial Behaviours, and Career Ambitions](#). *International Journal of Manpower*, 37(5): 804-821.

Piatak, J.S. (2015). [Altruism by Job Sector: Can Public Sector Employees Lead the Way in Rebuilding Social Capital?](#) *Journal of Public Administration Research and Theory*, 25(3): 877-900.

Romzek, B.S., LeRoux, K.M., Johnston, J.M., Kempf, R., & **Piatak, J.S.** (2014). [Informal Accountability in Multi-Sector Service Delivery Collaborations](#). *Journal of Public Administration Research and Theory*, 24(4): 813-842. (Lead Article)

## Book Chapters

Pierson-Bonin, R.\* & **Piatak., J.** (2025). Making Sense of Gender Equality in the Public Sector: Do Economic Downturns and Recovery Impact Social Equity in the Workplace? In Elias, N., D'Agostino, M.J., & Holmes, M. (Eds.), *Making Sense of Identity and Equity in Public Sector Workplaces*. New York: Routledge.

Hamidullah, M., **Piatak., J.**, & Chen, Y. (2024). DEI and Human Resources Management. In Sabharwal, M., McCandless, S., & Viswanath, S (Eds.) *Handbook on Diversity, Equity and Inclusion in Public Administration*. Cheltenham, UK: Edward Elgar Publishing.

**Piatak, J.S.** & Holt, S.B. (2023). Disentangling Altruism and Public Service Motivation: Who Exhibits Organizational Citizenship Behavior? In Boyd, N.M. (Ed.) *Public Service Motivation Beyond the Boundary of Public Management*. New York: Routledge.

**Piatak, J.** (2022). Employee motivation across job sectors. In Stazyk, E.C. & Davis, R.S. (Eds.) *Research Handbook on Motivation in Public Administration*, 122-136. Northampton, MA: Elgar.

Johnson, J.M., **Piatak, J.S.**, & Ng, E. (2017). Managing Generational Differences in Nonprofit Organizations. In Word, J.K.A. & Sowa, J.E. (Eds.), *The Nonprofit Human Resource Management Handbook: From Theory to Practice*. New York: Routledge.

## Encyclopedia Entries

**Piatak, J.** (2023). Digital Divide. In K. Kerns & J. Wang (Eds.) *Encyclopedia of Nonprofit Management, Leadership and Governance*. Cheltenham, UK: Edward Elgar Publishing.

## External Grants

Co-Principal Investigator, Contract with the City of Charlotte, Arts & Culture Office, 2024-2025  
Assessment and Evaluation of Opportunity Fund Grants (\$70,000)

Lead: Vaughn Schmutz. Co-PIs: Jaclyn Piatak, Luis Tejada, Meg Whalen, Beth Murray, Janaka Lewis, and Margaret Quinlan.

Principal Investigator, Research Grants in the Arts, National Endowment for the Arts (NEA),  
January 2023 – December 2024

Advancing Inclusion in Museums: An Experimental Study of Representation and Arts  
Participation (\$140,000)

Principal Investigator, Scholarly Research in Association Management Grant, American Society  
of Association Executives (ASAE) Foundation, 2019-2020

Representation and Inclusion in Associations: An Examination of Board Diversity and  
Volunteer Management (\$7,500)

## Internal Grants

Co-Principal Investigator, Faculty Research Grant, UNCC, 2022-2023  
Omnibus on Behavioral Public Administration using the Cooperative Election Study (\$16,000)

Faculty Research Grant, UNCC, 2019-2020  
Equity in Volunteer Recruitment (\$7,120)

Women + Girls Research Alliance Seed Funding, UNCC, 2019  
Who Abides by Workplace Rules? An Examination of Gender and Gender Congruence in Rule Following (\$4,500)

Chancellor's Diversity Challenge Fund, UNCC, 2016-2017  
Gender and Politics: Advancing Inclusion in Academia, Research, and Practice (\$1,000)

Principal Investigator, Women + Girls Research Alliance, UNCC, 2014-2015  
Gender, Employment Sector, and Displacement: An Examination of Mecklenburg County during the Jobless Recovery Period (\$5,600)

## Invited Talks

Experimental Examinations of Prosocial Rule Breaking, Governance and Management Research Speaker Series, Indiana University, December 6, 2024

Strategic Volunteer Management, Philanthropy Research Workshop, Lilly Family School of Philanthropy, Indiana University Indianapolis, September 17, 2024

Advancing Inclusion: An Experimental Study of Representation and Arts Participation, ARNOVA Arts & Culture Common Interest Group meeting, May 8, 2024

Public Values and Sector Service Delivery Preferences: Public Preferences on Contracting from Simple to Complex Human Service, Public Policy and Administration Research Colloquium Florida International University, March 15, 2023

Understanding Public Service Delivery Preferences: An Examination of Public Values, Trust in Government, and Public Service Motivation, American University, Admitted Student Day, March 24, 2022

Government-nonprofit funding relationships in human services with Sarah Pettijohn. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Section on Public Policy, Politics, and Law (PPPL), May 7, 2021

Blame Attribution: Contracting and Context, American University, PhD seminar in Behavioral Public Administration, March 29, 2021

Bridging or Deepening the Digital Divide: Internet Access and Volunteering. University of Dayton, Pi Alpha Alpha Honors Award Ceremony, March 19, 2018

## Conference Presentations

Full listings from 2020-present

2025

- ♦ Hines, R., Jensen, C., Leland, S., & **Piatak, J.** Fear or Loathing: Are Climate Change Level of Government Preferences Driven by Risk Exposure, Values, or Partisanship? Public Management Research Conference (PMRC), June 25-28, 2024, Seoul, South Korea.
- ♦ Breaugh Bossdorf, J., Ripoll Pascual, G., Mohr, Z., & **Piatak, J.** Identity, Attitudes, and Affirmative Action: Insights from a Conjoint Experiment in College Admissions. International Research Society for Public Management (IRSPM), April 7-9, 2025, Bologna, Italy.
- ♦ Breaugh Bossdorf, J., Ripoll Pascual, G., Mohr, Z., & **Piatak, J.** Identity, Attitudes, and Affirmative Action: Insights from a Conjoint Experiment in College Admissions. American Society for Public Administration (ASPA), March 28-April 1, 2025, Washington, DC.
- ♦ **Piatak, J.** & Jensen, C. Safeguarding Merit: Citizen Support for Civil Service Protections Against Political Interference. Political Polarization and its Policy Consequences. March 27-28, 2025, University of Maryland.
- ♦ McDonald, J., Mohr, Z., & **Piatak, J.** Gender, Position, and Messaging: An Examination of Policy Support and Perceptions of Leaders. Southern Political Science Association (SPSA), January 8-11, 2025, San Juan, Puerto Rico.
- ♦ Jensen, C. & **Piatak, J.** Authoritarian Attitudes and Public Service Motivation: Exploring Trust in Multilevel Governance. Southern Political Science Association (SPSA), January 8-11, 2025, San Juan, Puerto Rico.
- ♦ Jensen, C. & **Piatak, J.** Does Leadership Style Influence Public Evacuations? Examining Public Compliance and Trust across Levels of Government. Southern Political Science Association (SPSA), January 8-11, 2025, San Juan, Puerto Rico.

2024

- ♦ Boyd, N., Nowell, B., & **Piatak, J.** Trust across Government & Community: The Role of Public Service Motivation & Sense of Community Responsibility. Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 21-23, 2024, Washington, DC.
- ♦ Olivares, A. & **Piatak, J.** Representation and Arts Participation: Examining the Role of Diverse Leaders & Relatable Object Labels. Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 21-23, 2024, Washington, DC. (Honorable Mention: Best Poster Award)
- ♦ Jensen, C. & **Piatak, J.** Public Attitudes Toward Merit-Based Protections in U.S. Civil Service: Insights from the 2023 Cooperative Election Survey. Southeastern Conference on Public Administration (SECoPA), September 18-21, 2024, University of Memphis.
- ♦ Sowa, J. & **Piatak, J.** The Call for Strategic Volunteer Management: Centering the Volunteer in the Volunteering Experience. Southeastern Conference on Public Administration (SECoPA), September 18-21, 2024, University of Memphis.
- ♦ **Piatak, J.** & Olivares, A. Advancing Inclusion: An Experimental Study of Representation and Arts Participation. Visitor Studies Association, July 16-18, 2024, Saint Paul, Minnesota.
- ♦ **Piatak, J.** & Olivares, A. Advancing Inclusion: An Experimental Study of Representation and Arts Participation. Public Management Research Conference, June 26-29, 2024, Seattle, Washington.

2023

- ♦ **Piatak, J.**, McDonald, J., Mohr, Z., & Portillo, S. The Influence of Race, Gender, and Intersectionality on Leadership Perceptions: Examining Employee Rule Following, Trust,



and Trait Assessments. Public Management Research Conference (PMRC), June 27-30, 2023, Utrecht, Netherlands.

- ♦ Boyd, N. & **Piatak, J.** Testing the Conceptual Boundaries of Public Service Motivation, Sense of Community, and Sense of Community Responsibility: Prosocial Actions in Voluntary, Political, and Community Engagement. Public Management Research Conference (PMRC), June 27-30, 2023, Utrecht, Netherlands.
- ♦ Favero, N., Jensen, C., Kim, M., & **Piatak, J.** What Should Public Organizations Prioritize? Exploring Different Value Hierarchies among the Public. Midwest Political Science Association (MPSA) Conference, April 13-16, 2023, Chicago, IL.

## 2022

- ♦ Carman, J. & **Piatak, J.** Valuing Volunteer Coordinators: Volunteer Management Capacity and Volunteer Efforts during COVID-19. Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 17-19, 2022, Raleigh, NC.
- ♦ Holt, S. & **Piatak, J.** Always Serving? Examining PSM as a Moderator of Volunteerism Across Sectors. Understanding our Philanthropic Commons Conference, September 28-October 1, 2022, Sundance, UT.
- ♦ Mohr, Z., Olivares, A., & **Piatak, J.** Fostering Inclusive Museums: A Conjoint Experiment on Representation and Inclusionary Practices. Academy of Management (AoM), August 5-9, 2022 (virtual).
- ♦ Jensen, C. & **Piatak, J.** Understanding Public Service Delivery Preferences: An Examination of Public Values, Trust in Government, and Public Service Motivation. Public Management Research Conference (PMRC), May 25-28, 2022, Phoenix, AZ.
- ♦ Jensen, C. & **Piatak, J.** The Influence of Public Service Motivation on Trust in Multilevel Governance. International Research Society for Public Management (IRSPM) Conference, April 19-22, 2021 (virtual).

## 2021

- ♦ **Piatak, J.** & Chattopadhyay, J. Deservingness of Medicaid Recipients: The Influence of PSM, Racial Attitudes, and Social Construction on Public Perceptions. North Carolina Political Science Association /North Carolina Public Administration Association, February 26, 2021 (virtual).
- ♦ Leland, S., **Piatak, J.**, & Mohr, Z. Is the Government on the Right Track? Examining Citizen Credit Giving in a Transit Contracting Survey Experiment. American Society of Public Administration (ASPA) Conference, April 9-15, 2021 (virtual).
- ♦ Holt, S. & **Piatak, J.** Always Serving? Examining PSM as a Moderator of Volunteerism Across Sectors. International Research Society for Public Management (IRSPM) Conference, April 20-23, 2021 (virtual).
- ♦ **Piatak, J.**, Mohr, Z. & Leland, S. Blame Dynamics in Crises: An Experiment on How Staffing Shortages and Sector Shape Blame Attributions. AU Social Equity and Public Administration: The Behavioral Perspective, April 30-May 1, 2021 (virtual).
- ♦ **Piatak, J.** & Mohr, Z. When Do Employees Break Rules? The Role of Stakeholder Deservingness Across Government and Nonprofit Sectors. Public Management Research Conference (PMRC), Jun 23-26, 2021 (virtual).
- ♦ **Piatak, J.** Panelist on Taking Advantage of the City - Undergraduate Curriculum in Urban Serving Universities. Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Conference, October 28-29, 2021, (virtual).
- ♦ **Piatak, J.** & Carman, J. Volunteer Satisfaction: The Role of Volunteer Characteristics & Organizational Support. Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 18-20, 2021, Atlanta, GA.



- ♦ **Piatak, J.** Diversity and Inclusion in Association Boards. Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 18-20, 2021, Atlanta, GA.

2020

- ♦ Prince, W.\* & **Piatak, J.** A Volunteer Perspective on How to Improve Volunteer Management. Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 12-14, 2020 (virtual).
- ♦ **Piatak, J.**, McDonald, J., & Mohr, Z. The Role of Gender in Government and Nonprofit Workplaces: An Experimental Analysis of Rule Compliance and Supervisor Trust. George Washington University Symposium, Beyond Representative Bureaucracy: Race, Gender and Social Equity in Governance. September 25-26, 2020 (virtual).
- ♦ **Piatak, J.** Do Sociocultural Factors Drive Civic Engagement? An Examination of Political Knowledge and Religiosity. 2020 ARNOVA and Independent Sector Symposium on Public Policy for Nonprofits and Philanthropy. May 18, 2020 (virtual).
- ♦ Leland, S., Mohr, Z., & **Piatak, J.** Escaping Blame: Accountability and Prisoner Neglect. North Carolina Political Science Association (NCPSA), February 21, 2020, Raleigh, NC.

Conferences

- ♦ Academy of Management (2017, 2019, 2022, 2024)
- ♦ American Political Science Association (2011-2012)
- ♦ American Society for Public Administration (2011, 2019, 2021)
- ♦ Association for Budgeting and Financial Management (2011, 2019)
- ♦ Association for Research on Nonprofits and Voluntary Action (2010-present)
- ♦ Association for Public Policy and Management (2006, 2011-2014, 2019)
- ♦ International Research Symposium on Public Management (2011, 2014, 2018, 2021, 2022)
- ♦ Midwest Political Science Association (2011-2013, 2017, 2019, 2023)
- ♦ Network of Schools of Public Policy, Affairs, and Administration (2021)
- ♦ North Carolina Political Science Association (2015, 2020-2021)
- ♦ Office of Personnel Management (OPM) Research Summit (2017)
- ♦ Public Management Research Conference (2011, 2015, 2017, 2019, 2021-present)
- ♦ Southeastern Conference for Public Administration (2013-2016, 2018)
- ♦ Transatlantic Dialogue (2014)

## Teaching

University of North Carolina at Charlotte, Dept. of Political Science and Public Administration

- ♦ MPAD 6000: Volunteer Management
- ♦ MPAD 6104: Public Organizations and Management
- ♦ MPAD 6134: Human Resources Management
- ♦ MPAD 6187: Advanced Seminar in Public Management Problem Solving
- ♦ MPAD 6188: Research Applications in Public Administration
- ♦ MPAD 6820: Independent Study on Research Applications in Public Administration
- ♦ POLS 3126: Introduction to Public Administration (Undergraduate, LEADS designation)

University of North Carolina at Charlotte, MPA Public and Nonprofit Management Academy

- ♦ Collaborating Across Sectors and Engaging Stakeholders
- ♦ Strategic Human Resource Management

Undergraduate Research Scholar Faculty Advisor

- ♦ Lawrence Stevens, Spring 2023

- ♦ Breanna Duquette, Part-time Summer 2021
- ♦ Myia Legrande, Part-time Summer 2021
- ♦ Jake Weist, Summer 2020, presented a poster of our work at ARNOVA 2020

#### Doctoral Dissertation Committees

- ♦ Robert Pinka, PhD in Public Policy, UNC Charlotte (Chair; Defended 2024)
- ♦ Tina Zhao, University of Illinois – Chicago, PhD in Public Administration (Defended 2020)
- ♦ Samuel Grubbs, PhD in Public Policy, UNC Charlotte (Defended 2016)
- ♦ Jennifer Wienke, PhD in Public Policy, UNC Charlotte (Defended 2016)

#### Masters Capstone and Thesis Committees

- ♦ Jillian Mueller, Master of Arts in Public Administration (Chair; Defended 2019)
- ♦ Marie Daramy, Master of Arts in Liberal Studies (Defended 2016)

#### Undergraduate Honors Thesis Committees

- ♦ Aanya Lilly (Chair; Defended 2024)

#### University of Missouri, Harry S. Truman School of Public Affairs (2016-2018)

- ♦ Pub\_AF 8520: Human Resource Management and Development in the Public and Nonprofit Sectors (Online)

#### American University, Department of Public Administration and Policy (2013)

- ♦ Introduction to Public Administration and Governance (Undergraduate)

## Service to the Discipline

#### *Review of Public Personnel Administration*

- ♦ Associate Editor (January 2021 – July 2022)
- ♦ Associate Editor for Book Reviews (2018 – 2020)

Associate Editor, New Voices Section, *Journal of Public and Nonprofit Affairs* (2021 – 2022)

#### Current Editorial Boards

*American Review of Public Administration* (2021 – present)  
*Human Service Organizations: Management, Leadership & Governance* (2021 – present)  
*Journal of Behavioral Public Administration* (2020 – present)  
*Journal of Public Administration Research and Theory* (2022 – present)  
*Journal of Strategic Contracting and Negotiation* (2018 – present)  
*Public Administration Review* (2022 – present)  
*Public Administration Quarterly* (2024 – present)  
*Public Personnel Management* (2020 – present)

#### Journal Committees

- ♦ 2021 Best Paper Award Committee, *Human Service Organizations: Management, Leadership & Governance* (2022)
- ♦ 2020 Best Paper Award Committee, *Public Personnel Management* (2021)
- ♦ 2017 Best Paper Award Committee, *Journal of Strategic Contracting and Negotiation* (2019)

#### Academy of Management (AoM), Public and Nonprofit Division

- ♦ Best Article Award Committee (2024, 2025)
- ♦ Keith G. Provan Distinguished Scholar Award Committee (2023)

- ♦ Chair, Professional Development Workshops (PDW) (2022)
- ♦ Chair (elected), Best Dissertation Committee (2021)
- ♦ Best Dissertation Committee (2020)
- ♦ Co-Chair, Doctoral Student Consortium (2019)
- ♦ Best Article Committee (2019)
- ♦ Faculty Mentor, Doctoral Student Consortium (2018, 2020)
- ♦ Conference Proposal Reviewer (2015 – 2021, 2024)
- ♦ Conference Panel Chair (2019)

American Political Science Association (APSA), Public Administration Section

- ♦ Chair, Herbert Kaufman Best Paper Award (2023)

American Society for Public Administration (ASPA)

- ♦ Nominating Committee, Section on Personnel Administration and Labor Relations (2025)
- ♦ Board Member (elected), Section on Personnel Administration and Labor Relations (2020-2023)

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

- ♦ Board of Directors (2022 – Present)
- ♦ Theories, Issues and Boundaries Section (TIBS)
  - Past Chair (2023)
  - Member, Perlmutter Best Paper Award Committee (2023)
  - Member, Elections Committee (2023)
  - Chair (2022)
  - Chair, Elections Committee (2022)
  - Chair Elect (elected) (2021)
  - Board Member (elected) (2019 – 2020)
  - Member, Perlmutter Best Paper Award Committee (2019)
- ♦ Mentor, Doctoral Workshop (2022)
- ♦ Local Arrangements Committee (2022)
- ♦ Speaker/Mentor, Emerging Scholars Professional Development Workshop (2018-2019)
- ♦ Member, Diversity Committee (2015 – 2018)
- ♦ Track Chair, Voluntarism and Volunteering, ARNOVA Conference (2015, 2016)
- ♦ Conference Panel Chair (2013, 2014, 2016, 2018, 2019)

Public Management Research Association (PMRA)

- ♦ Panelist, Pre-Doctoral Workshop (2023, 2024)
- ♦ Conference Panel Chair (2015, 2017, 2021)
- ♦ Conference Proposal Reviewer (2015, 2020, 2021)

Association for Public Policy Analysis and Management (APPAM)

- ♦ Reviewer, Public and Non-Profit Management and Finance track (2023-2025)
- ♦ Conference Panel Chair and Discussant (2016)

Southeastern Conference for Public Administration (SECoPA)

- ♦ Conference Panel Chair (2013)

Invited Participant, Academic Women in Public Administration Workshop, University of Washington, March 17, 2016

## Manuscript Reviewer

- ♦ *Administrative Theory & Practice*
- ♦ *Administration & Society*
- ♦ *American Politics Research*
- ♦ *American Political Science Review*
- ♦ *American Review of Public Administration*
- ♦ *Human Service Organizations: Management, Leadership & Governance*
- ♦ *International Journal of Manpower*
- ♦ *International Journal of Public Administration*
- ♦ *International Public Management Journal*
- ♦ *International Review of Administrative Sciences*
- ♦ *Journal of Behavioral Public Administration*
- ♦ *Journal of Public Administration Research and Theory*
- ♦ *Journal of Public Affairs Education*
- ♦ *Journal of Public & Nonprofit Affairs*
- ♦ *Journal of Strategic Contracting and Negotiation*
- ♦ *Nonprofit Management & Leadership*
- ♦ *Nonprofit and Voluntary Sector Quarterly*
- ♦ *Public Administration*
- ♦ *Public Administration Review*
- ♦ *Public Administration Quarterly*
- ♦ *Public Integrity*
- ♦ *Public Management Review*
- ♦ *Public Performance & Management Review*
- ♦ *Public Personnel Management*
- ♦ *Publius*
- ♦ *Review of Public Personnel Administration*
- ♦ *Social Forces*
- ♦ *Social Science Research*
- ♦ *Voluntary Sector Review*
- ♦ *VOLUNTAS*

## Service to the University

### University

- ♦ Admissions Committee, Public Policy PhD Program (2021 - present)
- ♦ Reviewer, Dean's Prize Committee for Best Honors Capstone (2025)
- ♦ Judge, Graduate Research Symposium (2025)
- ♦ Judge, Graduate Dean's Distinguished Dissertation Award (2024)
- ♦ Faculty Chair, #NinerNationGives Faculty/Staff Campaign (2022)
- ♦ Chair, Faculty Research Grants Committee (Elected to 2-year term; AY 2020-2022)
- ♦ Mentor, New Faculty Mentoring Program (AY 2019 - 2020)
- ♦ Reviewer, Social Science, Business, Health and Education Subcommittee, Faculty Research Grants Committee (AY 2019 - 2020)
- ♦ W+GRA Executive Director Search Committee (Fall 2019)
- ♦ W+GRA Symposium Planning Committee (AY 2019 - 2020)
- ♦ Provost's Taskforce to Develop a Professional Liberal Arts Degree (2019)
- ♦ Advisory Board Member, Women + Girls Research Alliance (2016 – 2019)
- ♦ Poster Judge, Summer Undergraduate Research Symposium (2018, 2023)

### Department

- ♦ Supervising Student Research Taskforce (AY 2024-2025)
- ♦ Department Chair Review Committee (AY 2024-2025)
- ♦ Department Review Committee (AY 2022 - 2023)
- ♦ MPA Diversity Committee (2021 - present)
- ♦ MPA Marketing Committee (Chair 2014 – 2016, 2019 – present)
- ♦ Chair, MPA Search Committee (AY 2022-2023)
- ♦ Chair, MPA Search Committee (Fall 2020)
- ♦ Junior Observer, Department Executive Committee (AY 2017 - 2018)
- ♦ MPA 6188 Committee Chair to Redesign (AY 2017 - 2018)
- ♦ Junior Observer, Department Review Committee (AY 2014 - 2015)
- ♦ MPA Director Search Committee (Fall 2015)
- ♦ MPA Alumni Board (AY 2014 - 2015, Spring 2016)
- ♦ Pi Alpha Alpha Advisor (AY 2013 - 2014)
- ♦ MPA Search Committee (Fall 2013)

## Service to the Community

Board Member, Central Piedmont Chapter of American Society for Public Administration (2018 – present)

Judge, Region of Excellence Award, Centralina Regional Council, September 2024.

Poster Judge, Black PhD Network Conference, October 26, 2018.

Speaker

- ♦ Volunteerism – How Can We Help? Leadership Cabarrus. August 22, 2024.
- ♦ UrbanCORE / CHART Community Engagement Showcase on Advancing Inclusion in Museums, March 29, 2024.
- ♦ North Carolina Association of Volunteer Administrators Conference on Volunteer Recruitment and Motivation, September 29, 2021.
- ♦ Research Presentation, Women + Girls Research Alliance 2021 Summit, March 10, 2021.
- ♦ Women in Public Service Leadership, Women + Girls Research Alliance. Research and Practice Panel Series. December 8, 2020.
- ♦ Metrolina Association of Volunteer Administrators on Organizational Policies & Risk Management, July 18, 2019.
- ♦ Charlotte-Mecklenburg Nonprofit Human Resource Managers on Employee Engagement, April 4, 2019.
- ♦ Metrolina Association of Volunteer Administrators on Volunteer Motivations, January 17, 2019.
- ♦ Central Piedmont Chapter of ASPA on UNCC MPA Program, January 11, 2018.
- ♦ UNCC's Organizational Science Program's Current Topics Panel on Sexual Harassment, January 8, 2018.
- ♦ Moderator, Professionalism in the Workplace Panel, Gerald G. Fox Alumni/Student Conference, October 26, 2018.
- ♦ Central Piedmont Chapter of ASPA on Faculty Research, January 14, 2016.
- ♦ Central Piedmont Chapter of ASPA on Public Employee Election and Campaign Policies, September 10, 2015.
- ♦ Wages and Work Panel at Economic Mobility for Women + Girls: From Research to Practice + Policy, April 14 + 15, 2016 in Charlotte, NC.

## Media

First Day Podcast (April 6, 2025). [Volunteers and Fundraising](#). The Fundraising School, Lily School of Philanthropy, Indiana University.

Piatak, J.S. (February 5, 2025). [President Trump's actions on federal employees undo years of progress and may mean lasting damage for the US civil service](#). *London School of Economics USAPP Blog*.

Interview with WalletHub (November 2022) on Volunteering for their [Charity Calculator](#).

Interview with GrantStation (May 12, 2022) on [Advancing Diversity and Inclusion in Association Boards](#).

Piatak, J. (February 2022). Recruitment Strategies for Targeted Audiences. *The Volunteer Management Report*, 27(2): 5.

SAGE Business & Management Podcast. (August 13, 2019). [PPM Research Spotlight Episode 1](#).

Piatak, J. (November 23, 2018). [Weathering the Storm: The Impact of Cutbacks on Public Employees](#). *Business and Management INK*.

Piatak, J. (October 17, 2018). [Layoffs in the public sector have these very different consequences: Government must do more to protect public sector employees from downturns](#). *Apolitical*.

Piatak, J. (June 19, 2017). [Are Public Sector Employees Less Likely to Change Sectors?](#) *Business and Management INK*.

Piatak, J. (May 30, 2017). [Declining Volunteering and the Pressing Need to Ask Others for Help](#). *NVSO Blog*.

Piatak, J.S. (May 23, 2014). [Public Sector Employees Volunteer More, and May be able to Pave the Way to Rebuilding Social Capital in the U.S.](#) *London School of Economics USAPP Blog*.

Barnow, B.S., Trutko, J.W., & Piatak, J.S. (April 2013). How Do We Know Occupational Labor Shortages Exist? *Employment Research*, 20(2): 4-6.

## Honors and Awards

|           |  |
|-----------|--|
| 2025      | Academy of Management's Public and Nonprofit Division Best Book Award  |
| 2025      | Jonathan West Outstanding Scholar Award, Section on Personnel Administration & Labor Relations of the American Society of Public Administration        |
| 2024      | Honorable Mention, ARNOVA Best Poster Award  |
| 2023      | Star Service Award, <i>Public Personnel Management</i>   |
| 2022      | Outstanding Book Award, Section on Personnel Administration and Labor Relations, American Society of Public Administration                             |
| 2021      | Outstanding Reviewer Award, Public and Nonprofit Division, Academy of Management   |
| 2020      | Best Article Award in 2019, <i>Public Personnel Management</i>   |
| 2020      | Mary Parker Follett Award, Best theory-informed research article in 2019, <i>Human Service Organizations: Management, Leadership, &amp; Governance</i> |
| 2016      | Junior Faculty Development Award, UNC Charlotte  |
| 2013      | Secretary's Exceptional Achievement Award, U.S. Department of Labor  |
| 2012      | ARNOVA Doctoral Fellowship   |
| 2012      | The Neil and Ann Kerwin Competitive Dissertation Fellowship  |
| 2012      | Pi Alpha Alpha Honor Society   |
| 2011      | Charles H. Levine Ph.D. Student Research Award, American University  |
| 2010      | Recovery and Reinvestment Act Award, U.S. Department of Labor  |
| 2009      | Secretary's Exceptional Achievement Award, U.S. Department of Labor  |
| 2009-2013 | American University School of Public Affairs Fellowship  |

## Professional Experience

|   |                     |
|---|---------------------|
| U.S. Department of Labor, Occupational Safety and Health Administration | Washington, DC      |
| Program Analyst, Office of State Programs                               | June 2007-June 2013 |

AmeriCorps (formerly Corporation for National & Community Service) Washington, DC  
Research Assistant, Research & Policy Development May 2006-April 2007

National Summer Learning Association (formerly Center for Summer Learning) Baltimore, MD  
Research Associate October 2005-May 2006

State of Rhode Island, Office of Health and Human Services Providence, RI  
Research Assistant January 2005-May 2005