

# Sebastian R. Jilke

Rutgers University-Newark  
School of Public Affairs and Administration  
111 Washington Street  
Newark, NJ, 07102  
United States of America

Phone: +1 973-353-3706  
Cell: +1 201-892-0317  
Email: [sebastian.jilke@rutgers.edu](mailto:sebastian.jilke@rutgers.edu)  
Twitter: @SebJilke  
Homepage: [www.sebastianjilke.net](http://www.sebastianjilke.net)

## Academic Positions

- |             |   |
|-------------|---|
| From 2016   | <b>Rutgers University-Newark, School of Public Affairs and Administration</b><br><i>Assistant professor</i>   |
| 2010 – 2015 | <b>Erasmus University Rotterdam, Department of Public Administration</b><br>December 2014 – December 2015   <i>Postdoctoral researcher (1fte)</i><br>December 2010 - November 2014   <i>Research associate (1fte)</i> |
| June 2013   | <b>Cardiff Business School, Centre for Regional and Local Government Research</b><br><i>Visiting researcher</i>   |
| March 2013  | <b>Katholieke Universiteit Leuven, Centre for Sociological Research</b><br><i>Visiting researcher</i>   |

## Academic Affiliation

- |           |  |
|-----------|--|
| From 2016 | <b>Center for Experimental and Behavioral Public Administration</b><br><i>Co-Founder &amp; Faculty Co-Director</i> |
|-----------|--|

## Education

- |             |   |
|-------------|---|
| 2015        | <b>Erasmus University Rotterdam, the Netherlands</b><br>PhD in <i>Public Administration (cum laude, i.e., with highest distinction)</i> |
| 2007 – 2010 | <b>Zeppelin University, Germany</b><br>MA in <i>Public Management and Governance (Minor: Corporate Management and Economics)</i>        |
| 2004 – 2007 | <b>University of Applied Sciences in the German Red Cross, Germany</b><br>BA in <i>Social Management</i>                                |

## Academic Publications

### Books

2. James, O., **Jilke, S.** & G. Van Ryzin (eds.) (2017): *Experiments in Public Management Research: Challenges and Contributions*. Cambridge: Cambridge University Press.
1. **Jilke, S.** (2015): *Essays on the microfoundations of competition and choice in public service delivery*. Rotterdam: PhD Dissertation.

*Special/ Virtual Issues & Symposia*

3. James, O., **Jilke, S.** & G. Van Ryzin. (eds.) (2017): Behavioral and Experimental Public Administration. Symposium at *Public Administration*, 95(4).
2. **Jilke, S.**, Van de Walle, S. & S. Kim. (eds.) (2016): Towards an Experimental Public Administration. Symposium at *Public Administration Review*, 75(1).
1. Tummers, L., Olsen, A., **Jilke, S.** & S. Grimmelikhuijsen. (eds.) (2016): Behavioral Public Administration. Virtual Issue at *Journal of Public Administration Research and Theory*.

*Journal Articles*

21. **Jilke, S.**, Van Dooren, W. & S. Rys<sup>1</sup>. (forthcoming): Discrimination and Administrative Burden in Public Service Markets: Does a Public-Private Difference Exist? *Journal of Public Administration Research and Theory*, in press.
20. **Jilke, S.** & L. Tummers. (forthcoming): Which Clients are Deserving of Help? A Theoretical Model and Experimental Test. *Journal of Public Administration Research and Theory*, in press.
19. Voorberg, W.<sup>1</sup>, **Jilke, S.**, Tummers, L. & V. Bekkers. (forthcoming): Financial Rewards Do Not Stimulate Co-Production: Evidence from Two Experiments. *Public Administration Review*, in press.
18. **Jilke, S.** (forthcoming): Citizen Satisfaction under Changing Political Leadership: The Role of Partisan Motivated Reasoning. *Governance*, online first.
17. James, S., **Jilke, S.** & G. Van Ryzin. (2017): Behavioural and Experimental Public Administration: Emerging Contributions and New Directions. *Public Administration*, 95(4): 865-873.
16. **Jilke, S.**, Petrovsky, N., Meuleman, B. & O. James. (2017): Measurement Equivalence in Replications of Experimental Findings: Guidance on How and When to Determine Equivalence. *Public Management Review*, 19(9): 1293-1310.
15. Fernandez-Gutierrez, M., James, O. & **Jilke, S.** (2017): Competition and Switching in Public Service Markets: Can They Reduce Inequalities? *Regulation & Governance*, 11(1): 41-63.
14. Grimmelikhuijsen, S., **Jilke, S.**, Olsen, A. & L. Tummers. (2017): Behavioral Public Administration: Combining insights from Public Administration and Psychology. *Public Administration Review*, 77(1): 45-56.
13. **Jilke, S.**, Van Ryzin, G. & S. Van de Walle (2016): Responses to Decline in Marketized Public Services: An Experimental Evaluation of Choice-Overload. *Journal of Public Administration Research and Theory*, 26(3): 421-432.
12. **Jilke, S.** (2016): Job satisfaction and regime change: Evidence from a natural experiment. *International Public Management Journal*, 19(3): 370-396.
11. Tummers, L., Olsen, A., **Jilke, S.** & S. Grimmelikhuijsen (2016): Introduction to the Virtual Issue on Behavioral Public Administration. *Journal of Public Administration Research and Theory*, 1-3.
10. **Jilke, S.**, Van de Walle, S. & S. Kim. (2016): Generating Usable Knowledge through an Experimental Approach to Public Administration. *Public Administration Review*, 76(1): 69-72.
9. James, O., **Jilke, S.**, Petersen, C. & S. Van de Walle (2016): Citizens' Blame of Politicians for Public Service Failure: Experimental Evidence about Blame Reduction through Delegation and Contracting. *Public Administration Review*, 76(1): 83-93.

---

<sup>1</sup>Graduate Student

8. Andrews, R. & **S. Jilke** (2016): Social services and social cohesion in Europe: Exploring the effects of service quality and economic strain. *Journal of Social Policy*, 45(1): 119-140.
7. **Jilke, S.** (2015): Choice and Equality: Are vulnerable citizens worse-off after liberalization reforms? *Public Administration*, 93(1): 68-85.
6. **Jilke, S.**, Meuleman, B & S. Van de Walle (2015): We need to compare, but how? Comparative public administration and measurement equivalence. *Public Administration Review*, 75(1): 36-48.
5. Van de Walle, S., Steijn, A. & **S. Jilke** (2015): Extrinsic motivation, PSM and labour market characteristics: A multilevel model of public sector employment preference in 26 countries. *International Review of Administrative Sciences*, 81(4).
4. Andrews, R., **Jilke, S.** & S. Van de Walle (2014): Economic strain and social cohesion in Europe: Does institutional trust matter? *European Journal of Political Research*, 53(3): 559-579.
3. Van de Walle, S. & **S. Jilke** (2014): Savings in public services after the financial crisis: A multilevel analysis of drivers of public preferences in the EU27. *International Review of Administrative Sciences*, online first.
2. **Jilke, S.** (2013): What shapes citizens' evaluations of their public officials' accountability? Evidence from local Ethiopia. *Public Administration and Development*, 33(5): 389-403.
1. **Jilke, S.** & S. Van de Walle (2013): Two-track public services? Citizen's voice behavior towards liberalized services in the EU15. *Public Management Review*, 15(4): 465-476.

### Book Chapters

10. James, O., **Jilke, S.** & G. Van Ryzin (2017): Introduction: Experiments in Public Management Research. In: James, O., S. Jilke & G. Van Ryzin (eds.). *Experiments in Public Management Research: Challenges and Opportunities*. Cambridge: Cambridge University Press.
9. James, O., **Jilke, S.** & G. Van Ryzin (2017): Causal Inference and the Design and Analysis of Experiments. In: James, O., S. Jilke & G. Van Ryzin (eds.). *Experiments in Public Management Research: Challenges and Opportunities*. Cambridge: Cambridge University Press.
8. **Jilke, S.** & G. Van Ryzin (2017): Survey Experiments for Public Management Research. In: James, O., S. Jilke & G. Van Ryzin (eds.). *Experiments in Public Management Research: Challenges and Opportunities*. Cambridge: Cambridge University Press.
7. James, O. & **S. Jilke** (2017): Citizen and Users' Responses to Public Service Failure: Experimentation About Blame, Exit and Voice. In: James, O., S. Jilke & G. Van Ryzin (eds.). *Experiments in Public Management Research: Challenges and Opportunities*. Cambridge: Cambridge University Press.
6. James, O., **Jilke, S.** & G. Van Ryzin (2017): Conclusions - Towards an Experimental Public Management? In: James, O., S. Jilke & G. Van Ryzin (eds.). *Experiments in Public Management Research: Challenges and Opportunities*. Cambridge: Cambridge University Press.
5. Olsen, A., Tummers, L., Grimmelikhuijsen, S. & **S. Jilke** (2017): Behavioral Public Administration: Connecting Psychology with European Public Administration Research. In: Ongaro, E. & S. van Thiel (eds.). *The Palgrave Handbook of Public Administration and Management in Europe*. New York: Palgrave Macmillan.
4. **Jilke, S.**, Van der Voet, J. & S. Van de Walle (2016): Administrative reforms in the Netherlands: Managerialism, collaboration and implications for future reform capacity. In: Hammerschmid, G., Van de Walle, S., Andrews, R. & Bezes, P. (eds.). *Public Administration Reforms in Europe: The View from the Top*. Cheltenham: Edgar Elgar.

3. Curry, D., Hammerschmid, G., **Jilke, S.** & S. Van de Walle (2016): The State and Perceptions of Public Sector Reforms in Europe. In: Massey, A. & K. Johnston (eds). *The International Handbook of Public Administration and Governance*. Cheltenham: Edgar Elgar.
2. Tummers, L., **Jilke, S.** & S. Van de Walle (2013): Citizens in charge? An overview of the background, facilitators and pitfalls of introducing choice and competition in public services. In: Dwivedi, Y., Shareef, M., Pandey, S. & V. Kumar (eds.). *Public Administration Reformation: Market Demand from Public Organizations*. New York: Routledge.
1. **Jilke, S.**, Bunnar, C. & F. Volgmann (2013): Defekter Föderalismus in Afrika: Eine Bestandsaufnahme [Taking stock of defected federalism in Africa]. In: EZFF (ed.). *Jahrbuch des Föderalismus 2013* [Yearbook of Federalism 2013]. Baden-Baden: Nomos.

### Other Publications

11. Curry, D., **S. Jilke**, Hammerschmid, G. & S. Van de Walle (2014): *Coordinating for Cohesion in the Public Sector of the Future*. COCOPS Policy Brief. Rotterdam: COCOPS
10. Andrews, R., **Jilke, S.** & S. Van de Walle (2014): *The impact of public sector reform in Europe on social cohesion*. COCOPS Policy Brief. Rotterdam: COCOPS.
9. Andrews, R., Downe, J., Guarneros-Meza, V., **Jilke, S.** & S. Van de Walle (2013): *Public Management Reforms and Emerging Trends and Effects on Social Cohesion*. COCOPS Research Report. Rotterdam: COCOPS.
8. **Jilke, S.**, Van de Walle, S. & R. van Delft (2013): *Public Sector Reform in the Netherlands – Views and Experiences from Senior Executives*. COCOPS National Report for The Netherlands. Rotterdam: Erasmus University Rotterdam.
7. Clifton, J., Diaz-Fuentes, D., Fernandez-Gutierrez, M., James, O., **Jilke, S.** & S. Van de Walle (2013): *Satisfaction, Voice and Choice in European Public Services*. COCOPS Policy Brief. Rotterdam: COCOPS.
6. Dan, S., **Jilke, S.**, Pollitt, C., van Delft, R., Van de Walle, S. & Thiel, S. van (2012): *Effects of privatization and agencification on citizens and citizenship: an international comparison*. Background Study. Den Haag: Enquete Commission of the Parliamentary Inquiry by the Dutch Senate into the Effects of Privatization and Agencification of Public Services.
5. Clifton, J., Diaz Fuentes, D., Fernandez-Gutierrez, M., James, O., **Jilke, S.** & Van de Walle, S. (2012): *Regulatory reform for services of general interest and trends in citizen satisfaction*. COCOPS Project Report Rotterdam: Erasmus University Rotterdam.
4. **Jilke, S.** (2010): *Wild-West Politics - German development policy quo vadis?* La Gazette Cournot, 53: 20-22.
3. Wegener, A., **Jilke, S.**, Butcher, C. & G. Yaron (2010): *Woreda City Government Benchmarking Survey III: Synthesis Report*. Report on behalf of the World Bank and the Ministry of Capacity Building of the Government of Ethiopia: Addis Ababa.
2. **Jilke, S.** & A. Gaudi (2010): *Basic access to social services in African LDCs*. Recurrent publication on behalf of UNECA: Addis Ababa.
1. **Jilke, S.** (2010): *Equal Access to Basic Services in African LDCs: The need for coherent, inclusive and effective Policy Frameworks*. zu | wuerfe discussion paper, Zeppelin University: Friedrichshafen.

*Under Review*

Government Funding Does Neither Crowd-out Nor Crowd-in Private Donations: A Social Media Experiment (together with Jiahuan Lu, Chengxin Xu & Shugo Shinohara).

Do market-based reforms affect citizenship behavior? Service ownership, users' identities and co-production (together with Oliver James).

*Work in Active Progress*

Administrative Responsiveness and Racial Discrimination: An Experimental Audit of Public School Choice (together with Sinah Kang).

Are more options always a good thing for citizens? An experimental study of school choice, performance and satisfaction (together with Ivan Lee & Oliver James).

Does inserting private competitors increase public service performance? Evidence from New Jersey's public school system (together with Jongmin Shon).

Ownership status and the perceived quality of public service organizations: Evidence from a survey experiment (together with Thomas Herda, Ivan Lee & Jongmin Shon).

Does work effort for public versus private organizations differ? Evidence from an online field experiment (together with Simon Calmar Andersen & Oliver James)

Partisan bias and functional responsibility in citizens' satisfaction evaluations of municipal services (together with Martin Baekgaard)

Ethnic Discrimination in Nonprofit Organizations: Evidence from a Field Experiment (together with Wouter Van Dooren)

Cream-skimming and Race in the Charter School Sector: A large-scale Field Experiment.

**Research Grants**

2017	SPAA internal research grant to support the Center for Experimental and Behavioral Public Administration (CEBPA) (Co-Principal Investigator)	(\$14,200)
2016	SPAA internal research grant to support the Center for Experimental and Behavioral Public Administration (CEBPA) (Principal Investigator)	(\$14,800)
2016	SPAA internal research grant to conduct a big-data field experiment on the effects of government funding on private donations (Co-Principal Investigator)	(\$5,000)
2016	Rutgers University-Newark SEED grant to support the Center for Experimental and Behavioral Public Administration (CEBPA) (Co-Principal Investigator)	(\$50,000)
2015	Academic Colloquium Grant by the The Royal Netherlands Academy of Arts and Sciences for organizing a conference on Behavioral Public Administration (Co-Principal Investigator)	(16,500 €)
2011-2014	e-fellows.net scholarship	(non-monetary)
2012	Erasmus Trustfonds grant for EGPA conference participation	(500 €)
2011	NIG travel grant for EGPA conference participation	(800 €)

2011	NIG travel grant for participating Essex Summer School	(1,700 €)
2010	Zeppelin University best MA-thesis award	(1,000 €)
2008	Udo J. Vetter travel grant for participating in a workshop in Nepal	(800 €)

## Invited Talks & Keynotes

2018

University of Oklahoma, Department of Political Science, US (*scheduled*)

University of Minho, School of Economics and Management, Portugal (*scheduled*)

Bocconi University Milan, Department of Policy Analysis and Public Management, Italy

2017

Hebrew University, Federman School of Public Policy and Government, Israel

George Washington University, Trachtenberg School of Public Policy & Administration, US

Yonsei University, Department of Public Administration, South Korea

Seoul National University, Graduate School of Public Administration, South Korea

University of Wisconsin-Madison, Robert M. La Follette School of Public Affairs, US

Seoul National University Graduate School in New York City, US

2016

City University of Hong Kong, Department of Public Policy, Hong Kong

London School of Economics and Political Science, London Seminar Series on Public Policy, UK

Aarhus University, Department of Political Science and Government Denmark

University of Copenhagen, Department of Political Science, Denmark

2015

Hertie School of Governance Berlin, Germany

Swansea University, Department of Politics, UK

Finnish Ministry of Finance, Helsinki. Keynote speech at a conference on the "Role of Public Governance in Inclusive Growth"

2014

Cardiff Business School, UK

Erasmus University Rotterdam, Institute for Social Studies (ISS), The Netherlands

## Conference & Workshop Participation

### *Panel organizer/ (co-)chair*

European Consortium for Political Research graduate conference, 2012.

International Research Society for Public Management Conference, 2015, 2016, 2017, 2018.

Netherlands Institute of Government annual work conference, 2013, 2014.

Public Management Research Association Conference, 2013, 2015, 2016, 2017.

### *Panel discussant*

ASPA-EGPA Transatlantic Dialogue, 2016.

European Group of Public Administration annual conference, 2012, 2013.

Giving Time Research Symposium (University of Exeter), 2015.

### *Papers presented*

American Political Science Association Annual Meeting, 2016.  
ASPA-EGPA Transatlantic Dialogue, 2016.  
Association for Public Policy Analysis & Management Fall Research Conference, 2014, 2015.  
European Consortium for Political Research joint sessions, 2012.  
European Group of Public Administration annual conference, 2011, 2012, 2013, 2016, 2017.  
IIAS study group on Trust and Public Attitudes workshop, 2014.  
International Research Society for Public Management conference, 2011, 2013, 2014, 2015, 2016, 2017.  
Midwest Political Science Association annual conference, 2017.  
Netherlands Institute of Government annual work conference, 2011, 2013, 2014.  
Public Management Research Association Conference, 2013, 2015, 2016, 2017.

## Teaching Experience

### *Rutgers University*

Experimental and Behavioral Public Administration (PhD) (Spring 2017)  
Applied Research Design (online MPA) (Fall 2017; Spring 2017; Winter 2016, 2017)  
Applied Research Design (MPA) (Fall 2016 (two sections), 2017; Spring 2016 (two sections), 2018)  
Capstone (MPA) (Spring 2018)  
Career Explorations in Public Service (BA) (Spring 2018)  
Research Design and Program Evaluation for Public and Nonprofit Management (RU-N undergraduate program [BA] at Northeast Normal University, China) (Summer 2017)

### *Erasmus University*

Strategic Management in the Public Sector (MA, together with Harry Geerlings) (Spring 2015)  
International Public Management (MA, together with Walter Kickert) (Fall 2013, 2014)  
International Public Management Reform (MA, together with Steven Van de Walle) (Fall 2012, 2013)  
International Governance (MA) (Spring 2012, 2013)

## Student Supervision

### *Dissertation Chair*

Ivan Lee (Rutgers University-Newark, US [SPAA])

### *Dissertation Committees*

Chengxin Xu (Rutgers University-Newark, US [SPAA])  
Sabine Rys (University of Antwerp, Belgium [political science]); (Defense: Feb, 2018)  
Jose Manuel Alonso (University of Cantabria, Spain [economics]); (Defense: Sept, 2015)

*Independent Studies (PhD-level)*

Ivan Lee (SPAA) (Fall 2017 - Spring 2018); Hyuk Yang (SPAA) (Fall 2016 - Spring 2017)

**Academic Service***Service to the Profession*

- |                  |   |
|------------------|---|
| Since 2016       | Founding Editor <i>Journal of Behavioral Public Administration</i>  |
| Since 2016       | Member of the Editorial Board of the <i>International Public Management Journal</i>   |
| Since 2016       | Co-Founder and Administrator of the Mailing List of the Experimental and Behavioral Public Administration Network   |
| Since 2015       | Co-chair of the EGPA Permanent Study Group on Behavioral Public Administration  |
| Since 2014       | Member of the PMRA Twitter team   |
| 2014 – 2017      | Co-chair of the IIAS Study Group III on Trust and Public Attitudes  |
| 2015, 2016, 2017 | PMRC pre-conference workshop co-organizer on 'Experiments in Public Administration Research'  |
| 2017             | Best Article Award Committee Member of the <i>Public and Nonprofit Division of the Academy of Management</i>  |
| 2016             | Co-organizer of the Academic Colloquium on <i>Behavioral Public Administration: Combining Insights from Psychology and Public Administration</i> at the Dutch Royal Academy of the Arts and Sciences in Amsterdam (the Netherlands) |
| 2016             | Academic co-chair of the Transatlantic Dialogue 12 in Ghent (Belgium)   |
| 2014             | IIAS study group on Trust and Public Attitudes workshop co-organizer 'Citizen Attitudes and Behaviors from an Experimental Perspective: Towards an Experimental Public Administration?' in Speyer (Germany)                         |
| 2014             | Workshop co-organizer on 'Public officials' trust in citizens' in Rotterdam (the Netherlands)   |

*Article Manuscript Reviewer for:* Academy of Management annual meeting; Administration & Society; American Journal of Political Science; American Political Science Review; Annals of Cooperative and Public Economics; Australian Journal of Public Administration; Central European Journal of Public Policy; Frontiers in Psychology (section Quantitative Psychology and Measurement); Governance; International Journal of Public Sector Management; International Public Management Journal; International Review of Administrative Sciences; Publius - The Journal of Federalism; Review of Public Personnel Administration; Journal of Public Administration Research and Theory; Local Government Studies; Public Administration; Public Administration Review; Public Performance & Management Review; Public Management Review; Public Policy & Administration; Regulation & Governance

*Book Reviewer for:* Routledge Public Management Textbook Series

*Reviewer for Research Projects:* Israeli Science Foundation



*University/ Departmental Service***Rutgers University**

Since 2018	Teaching Evaluation Committee (SPAA)
Since 2017	International Affairs Committee (SPAA)
Since 2016	Research Advisory Committee to the Vice Chancellor for Research & Collaborations (RU-N)
Since 2016	Research Committee (SPAA)
Since 2016	MPA Committee (SPAA)
Since 2016	Co-Director, Center for Experimental and Behavioral Public Administration
2017	Evaluator for the Honors Living-Learning Community at Rutgers-Newark
2017	Review Committee for the RU-N Initiative for Multidisciplinary Research Teams (IMRT) Awards

**Erasmus University**

2012-2014	Coordinator of the Erasmus University Rotterdam Department of Public Administration Seminar Series in Research Methodology
2012	Selection committee member for a post-doc position at the Erasmus University Rotterdam Department of Public Administration

**Media Coverage**

10. Erasmus Magazine (Issue 12, 2015). *"Overdaad aan keuze leidt tot minder overstappers"*, print article about my PhD research in weekly science magazine of Erasmus University.
9. Binnenlands Bestuur (02 April 2015). *"Afschaffing ambtenarenstatus compenseren"*, internet article about Van de Walle, Steijn & Jilke (2015).
8. energiebusiness.nl (01 April 2015). *"Onderzoek: Energieconsument stapt minder snel over"*, internet article about my PhD research.
7. de Volkskraant (24 March 2015). *"Minder overstaapers door grotere keus nutsbedrijven"*, print article about my PhD research in one the largest national daily newspapers.
6. energiea.nl (24 March 2015). *"Energieconsument schiet in kramp bij grote keuze uit leveranciers"*, internet article about my PhD research.
5. rtlnieuws.nl (24 March 2015). *"Juist minder overstaapers door grotere keus nutsbedrijven"*, internet article about my PhD research.
4. Reformatorisch Dagblad (20 March 2015). *"Overstappen? Mits het niet te ingewikkeld is"*, print article about my PhD research in national daily newspaper.
3. Business Radio Nederland (18 March 2015) Interview about my PhD research in national radio show.
2. ScienceGuide.nl (17 march 2015). *"Overdaad aan keuze remt"*, internet article about my PhD research.
1. nu.nl (17 March 2015). *"Keuzestress bindt klant aan energiebedrijf"*, internet article about my PhD research.

## Languages & Computing Skills

Languages	German (native), English (fluent), Dutch (basic) and Portuguese (basic)
Software	MS Office Applications, L <sup>A</sup> T <sub>E</sub> X, Stata, MLwiN, Mplus, LatentGOLD, SPSS, R

## Methods Training

2015	<b>GESIS Methods Workshop</b> Introduction to Modern Causal Inference
2011, 2012, 2013	<b>Essex Summer School in Social Science Data Analysis</b> Panel Data Analysis of Microdata, Advanced Multilevel Analysis with Applications, Multivariate Data Analysis, Regression Analysis
2012	<b>ECPR Winter School in Methods and Techniques</b> Multilevel Analysis
2011, 2012	<b>NIG short courses</b> Bayesian Analysis for Social Scientists, Survey Analysis

## Contract Research & Consulting

Contract Research	<i>Enquete Commission</i> of the Parliamentary Inquiry by the Dutch Senate into the Effects of Privatization and Agencification of Public Services (together with Christopher Pollitt, Steven Van de Walle & Sandra Van Thiel)
Consultancies	Interpublic Consultancy, The World Bank, UK Department for International Development (DFID)