

CURRICULUM VITAE

PERSONAL DETAILS

Name: Prof.dr. Zeger van der Wal
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Twitter: [@Prof_Zeger](https://twitter.com/Prof_Zeger)



EDUCATION

- 2008 **PhD, Public Administration** (with distinction, *cum laude*)
VU University Amsterdam, the Netherlands
Dissertation: Value Solidity. Differences, Similarities, and Conflicts between the Organizational Values of Government and Business.
- 2001 **MA, Political Science**
University of Amsterdam (UvA)

ACADEMIC APPOINTMENTS

- 2016- **Full Professor, Ien Dales Chair (0.4 FTE)**
Faculty of Governance and Global Affairs, Leiden University, the Netherlands
- 2018- **Distinguished Visiting Professor**
Schwarzman Scholars Program, Tsinghua University, Beijing, China
- 2022- **Senior Fellow**
Lee Kuan Yew School of Public Policy, National University of Singapore (NUS)
- 2020-2022 **Adjunct Professor**
Lee Kuan Yew School of Public Policy, National University of Singapore (NUS)
- 2015-2016 **Assistant Dean (Research)**
Lee Kuan Yew School of Public Policy, National University of Singapore (NUS)
- 2012-2020 **Associate Professor (tenured)**
Lee Kuan Yew School of Public Policy, National University of Singapore (NUS)
- 2008-2012 **Assistant Professor (tenured)**
Dept. of Governance Studies, VU University Amsterdam, The Netherlands

CIVIL SERVICE APPOINTMENTS

- 2002-2003 **Project Secretary and Policy Advisor**
Regional Health Council, Province of Southern Holland
- 2001-2002 **Policy Advisor**
Municipality of Amsterdam, Dept. of Welfare and Sports

ANCILLARY ACTIVITIES

- 2020- **Member, Supervisory Board** (Raad van Advies)
Huis voor Klokkenluiders
- 2020- **Member, Integrity Advisory Committee Finance** (Commissie Integriteit Financiën)
Ministerie van Financiën

FELLOWSHIPS

- 2014- **Fellow**
Arizona State University (ASU), Center for Organizational Research and Design
- 2014, 2009 **Visiting Fellow**
Australia National University (ANU), School of Social Science Research
- 2011 **Visiting Research Fellow**
Syracuse University, Maxwell School of Citizenship and Public Affairs
- 2007 **Visiting Scholar**
American University Washington DC, School of Public Affairs

MANAGEMENT, LEADERSHIP, AND SERVICE

Faculty of Governance and Global Affairs, Leiden University

2019-2021 Academic Director, *Certified Public Manager Program (CPM)*©, Leiden University

Lee Kuan Yew School of Public Policy, National University of Singapore

2018 Program Chair, *Public Management Research Conference*, 16th Edition (265 participants)
2017 Member, Strategic Planning Committee, *Public Management Research Association*
2015-2016 Assistant Dean (Research)
2015-2016 Member, Senior Management Meeting (SMM)
2015-2020 Member, Faculty Recruitment Committee (FRC)
2015-2020 Member, Research Excellence Committee (REC)
2015-2020 Member, School Disciplinary Board
2015 Organizer and Co-chair of International Workshop *Design Issues in Public Private Partnerships*, 10-11 April 2015 (36 participants)
2014 Organizer and Chair of International Workshop *4th Biennial Public Values Research Consortium Workshop*, 4-6 June 2014 (25 participants)
2014- Admissions and Recruitment Committee: GSPP, Nazarbayev University, Kazakhstan
2013-2020 Member, Student Admissions Committee
2012-2020 Co-chair, Member, Faculty Teaching Excellence Committee (TEC)

VU University Amsterdam

2011-2012 Coordinator and Program Manager Executive Education
2009-2012 Co-chair, Netherlands Institute of Government (NIG) Colloquium *Good Governance*
2009-2010 Member of PhD Fund Committee
2009 Co-organizer of International Conference *Governing Good and Governing Well*, VU University Amsterdam, 28-30 May 2009 (125 participants)

AWARDS AND SCHOLARSHIPS

2018 Best Article 2017 Award *Public Integrity*
2016 Best Article 2015 Award *Asia Pacific Journal of Public Administration*
2015 NUS Annual Teaching Excellence Award (ATEA) 2013/2014
2014 LKYSPP Faculty Teaching Excellence Award (FTEA) 2014
2013 Humanities and Social Sciences Faculty Research Fellowship (NUS)
2008 National Postdoc Award Netherlands Institute of Government (NIG)

GRANTS (IN USD)

2021	Municipality of Rotterdam (Co-PI), contract research	159,000
2019	UWV (PI), contract research	122,000
2017	MOE AcrF Tier-1 Grant	22,400
2016	NUS Thematic Research Collaboration Grant (PI)	35,000
2016	NUS ACRF Grant (PI)	51,000
2014	HSS Event Fund Grant	13,700
2014	LKYSPP Conference Grant	43,700
2014	HSS Research Fellowship	30,300
2012-14	NUS Research Support Grants (PI)	23,000
2013	Singapore Ministry of Education Tier 1 Start-Up Grant (PI)	136,000
2011	VU Support grant for writing VIDI proposal (PI)	8,600
2008-9	NIG Research Colloquium and Activation Grants (PI)	19,400
2008	NIG Postdoc Competition (Winner)	132,000

EXECUTIVE EDUCATION AND CONSULTING

I manage an active executive education & consulting portfolio with over 100 engagements to date in Australia, Brunei, Cambodia, China, Estonia, Hong Kong, Hungary, India, Japan, Kazakhstan, Malaysia, Mongolia, the Netherlands, New Zealand, Oman, the Philippines, Qatar, Russia, Saudi Arabia, Singapore, Taiwan, Thailand, UAE, USA & Vietnam.

Recent clients include:

United Nations Development Program (UNDP)	Central Bank of the Republic of the Philippines
Toyota Motors Asia Pacific	National Bank of Hungary (MNB)
VISA	GIZ
World Economic Forum (WEF)	Ministry of the Interior (BZK), the Netherlands
Malaysia Anti Corruption Commission (MACC)	Australia New Zealand School of Government
Monetary Authority Singapore	UBS
Civil Defense Force, Singapore	The Executive Council, Government of Dubai
Civil Service College, Singapore	Civil Service Development Institute, Taiwan
Indian Economic Service (IES)	LSE Enterprise

In the past decade, I have participated as a curriculum developer, program leader, and instructor in 100+ executive education programs with over 3500 participants, and an average evaluation score of 4.4.

PUBLICATIONS

Total Number of Publications	Refereed International Journal Articles	First/ single author	Average SSCI Impact Factor (2021)	Web of Science Citations (excluding self)	Scopus citations (excluding self)	Google Scholar Citations	Web of Science H-index (excluding self)	Scopus H-index (excluding self)	Google Scholar H-index (excluding self)	RG-score
131	47	26	2.43	532	659	3353	13	13	29	1,466

Refereed Journal Articles

1. **Van der Wal, Z.** & A. Mussagulova (2023). Developing public service motivation in the non-Western world. Asia Pacific Journal of Public Administration 45 (3): 244-247.
2. Virani, A., & **Z. Van der Wal** (2023). Enhancing the Effectiveness of Public Sector Performance Regimes. A Proposed Causal Model for Aligning Governance Design with Performance Logics. Perspectives on Public Management and Governance 6 (1): 54-65.
3. George, B. & **Z. Van der Wal** (2023). Does Performance-Related-Pay Work? A Meta-Analysis of Public Administration Evidence. Policy Design and Practice 6 (3): 299-312.
4. Mussagulova, A. & **Z. Van der Wal** (2022). Public Service Motivation: Global Knowledge, Regional Perspective. Asia Pacific Journal of Public Administration 44 (3): 191-194.
5. Demircioglu, M.A. & **Z. Van der Wal** (2022). Leadership and Innovation: What's the Story? The Relationship between Leadership Support Level and Innovation Target. Public Management Review 24 (8): 1289-1311.
6. Nair, S., El-Taliawi, O.G. & **Z. Van der Wal** (2021). Public Policy Schools in the Global South: A Mapping and Analysis of the Emerging Landscape. Policy Sciences 54: 371-395.
7. Mussagulova, A. & **Z. Van der Wal** (2021). "All Still Quiet on the Non-Western Front?" Public Service Motivation Scholarship in Non-Western Contexts: 2015-2020. Asia Pacific Journal of Public Administration 43 (1): 23-46.
8. Haque, S.M., **Van der Wal, Z.** and Van den Berg, C. (2021). Comparative Studies in Public Administration Intellectual Challenges and Alternative Perspectives Public Administration Review 81 (2): 344-348.
9. **Van der Wal, Z.**, Van den Berg, C. and S.M. Haque (2021). Comparative Public Administration in a Globalized World. Moving Beyond Standard Assumptions to Increased Understanding. Public Administration Review 81 (2): 295-298.
10. **Van der Wal, Z.**, A. Mussagulova & C.A. Chen (2021). Path Dependent Public Servants. Comparing the Influence of Traditions on Administrative Behaviour in Developing Asia. Public Administration Review 81 (2): 308-20.
11. **Van der Wal, Z.** (2020). Being a Public Manager in Times of Crisis. The Art of Managing Stakeholders, Political Masters, and Collaborative Networks. Public Administration Review 80 (5): 759-764.
12. **Z. Van der Wal** & M.A. Demircioglu (2020). Public Sector Innovation in the Asia Pacific –Trends, Challenges, and Opportunities. Australian Journal of Public Administration 79 (3): 271-278.
13. **Z. Van der Wal** & M.A. Demircioglu (2020). More Ethical, More Innovative? The Effects of Ethical Culture and Ethical Leadership on Realized Innovation. Australian Journal of Public Administration 79 (3): 386-404.
14. **Van der Wal, Z.** & Mussagulova, A. (2020). Are Asian Public Affairs Students Different? Comparing Job Sector Attitudes and Sector Preference Between Public Affairs Students at an Asian and Dutch University. Journal of Public Affairs Education 26 (2): 150-170.
15. Mussagulova, A. & **Van der Wal, Z.** (2019). Reforming while maintaining job security: a good idea? The case of the Kazakhstani public service. Policy Design and Practice 4 (2): 400-417.
16. Mussagulova, A., **Van der Wal, Z.** & Chen, C.A. (2019). What's Wrong with Job Security? Public Administration and Development 39 (3): 121-132.
17. El-Taliawi, O.G. & **Z. Van der Wal** (2019). Developing Administrative Capacity. An Agenda for Research and Practice. Policy Design and Practice 2 (3): 243-257.
18. Bloemen, P., Van der Steen, M. & **Z. Van der Wal** (2019). Thinking a Century Ahead. Effective Anticipatory Policy Design in the Dutch Delta. Policy and Society 38 (1): 58-76.
19. Reynaers, A.M. & **Z. Van der Wal** (2018). Do Partners in PPPs view Public and Private Management Differently? Re-examining Boyne's Hypotheses in the Context of Collaboration. Australian Journal of Public Administration 77 (2): 294-308.
20. De Graaf, G. & **Z. Van der Wal** (2017). Without Blinders. Public Values Scholarship in Economics, Law, and Political Science: Content and Contribution to Public Administration. Public Integrity 19 (3): 196–218. **Best Paper Award.**

21. **Van der Wal, Z.** (2017). Ethos Reinforced, Government Endorsed? Comparing Pre-Entry and Post-Entry Values, Motivations, Sector Perceptions, and Career Preferences of MPA Students in Asia. Journal of Public Affairs Education 23 (4): 935-958.
22. **Van der Wal, Z.** (2017). Future Business and Government Leaders of Asia. How do They Differ and What Makes Them Tick? Journal of Business Ethics 142 (3): 603-616.
23. **Van der Wal, Z.** (2017). Small Countries, Big Performers. In search of shared strategic Public Sector HRM Strategies in Successful Small Countries. International Journal of Public Administration 40 (5): 443-458.
24. **Van der Wal, Z.** (2016). Public Values Research in the 21st Century. Where we are, where we haven't been, and where we should go. International Journal of Public Administration 39 (1): 1-5.
25. **Van der Wal, Z.,** Graycar, A. & K. Kelly (2016). See no Evil, Hear no Evil? Assessing Corruption Risk Perceptions and Strategies of Victorian Public Bodies. Australian Journal of Public Administration 75 (1): 3-17.
26. Van Steden, R., **Van der Wal, Z.** & K.M. Lasthuizen (2015). Overlapping Values, Mutual Prejudices. Empirical research into the ethos of police officers and private security guards. Administration & Society 47 (3): 220-243.
27. **Van der Wal, Z.** (2015). "All Quiet on the Non-Western Front?" A Systematic Review of Public Service Motivation Scholarship in Non-Western Contexts. Asia Pacific Journal of Public Administration 37 (2): 69-86. **Best Paper Award.**
28. **Van der Wal, Z.** & L. Yang (2015). Confucius meets Weber or "Managerialism takes all"? Comparing Civil Servant Values in China and the Netherlands. International Public Management Journal 18 (3): 411-436.
29. **Van der Wal, Z.,** T. Nabatchi & G. de Graaf (2015). From Galaxy to Universe? A Cross-Disciplinary Review and Analysis of Public Values Publications From 1969 to 2012. American Review of Public Administration 45 (1): 13-28.
30. **Van der Wal, Z.** (2014). Elite Ethics. Comparing Public Values Prioritization between Administrative Elites and Political Elites. International Journal of Public Administration 37 (14): 1030-1043.
31. Yang, L. & **Van der Wal, Z.** (2014). Rule of Morality vs. Rule of Law? An Exploratory Survey Study of Civil Servant Values in China and the Netherlands. Public Integrity 16 (2): 187-206.
32. Perry, J.L., De Graaf, G., **Van der Wal, Z.** & C. Van Montfort (2014). Returning to our Roots: "Good Government" evolves to "Good Governance". Public Administration Review 74 (1): 27-28.
33. **Van der Wal, Z.** (2013). Mandarins vs. Machiavellians? On Differences Between Work Motivations of Political and Administrative Elites. Public Administration Review 73 (5): 749-759.
34. **Van der Wal, Z.** & A. Oosterbaan (2013). Government or Business? Identifying determinants of MPA and MBA students' career preferences. Public Personnel Management 42 (2): 239-258.
35. Jelovac, D., **Van der Wal, Z.** & A. Jelovac (2011). Business and Government Ethics in the 'New' and 'Old' EU. An Empirical Account of Public-Private Value Congruence in Slovenia and the Netherlands. Journal of Business Ethics 103 (1): 127-141.
36. **Van der Wal, Z.** (2011). The Content and Context of Organizational Ethics. Public Administration 89 (2): 644-660.
37. **Van der Wal, Z.,** G. de Graaf & A. Lawton (2011). Competing Values in Public Management. Introduction to the Symposium Issue. Public Management Review 13 (3): 331-41.
38. De Graaf, G. & **Z. Van der Wal** (2010). Managing Conflicting Public Values. Governing with Integrity and Effectiveness. American Review of Public Administration 40 (6): 623-630.
39. Van Thiel, S. & **Z. Van der Wal** (2010). Birds of a Feather? The Effect of Organizational Value Congruence on the Relationship between Ministries and Quangos. Public Organization Review 10 (4): 377-397.
40. **Van der Wal, Z.** & E.J.Th. van Hout (2009). Is Public Value Pluralism Paramount? The Intrinsic Hybridity and Multiplicity of Public Values. International Journal of Public Administration 32 (3): 220-231.
41. De Graaf, G. & **Z. Van der Wal** (2008-9). Introduction: The Need for Methodological Rigor and Diversity in Administrative Ethics Research Methods. Public Integrity 11 (1): 5-8.
42. **Van der Wal, Z.,** A. Pevkur & K. Vrangbaek (2008). Public Sector Value Congruence among Old and New EU Member-states? Empirical evidence from the Netherlands, Denmark and Estonia. Public Integrity 10 (4): 313-29.
43. **Van der Wal, Z.** & L.W.J.C. Huberts (2008). Value Solidity in Government and Business. Results of an Empirical Study on Public and Private Sector Organizational Values. American Review of Public Administration 38 (3): 264-285.
44. De Graaf, G. & **Z. Van der Wal** (2008). On Value Differences Experienced by Sector Switchers. Administration & Society 40 (1): 79-103.
45. **Van der Wal, Z.,** G. de Graaf & K. Lasthuizen (2008). What's Valued Most? A comparative empirical study on the differences and similarities between the organizational values of the public and private sector. Public Administration 86 (2): 465-482.

46. **Van der Wal, Z.** & G. de Graaf (2006-7). The bureaucrat, the Businessperson, and the Perception of Each Other's Values. Empirical Notions on the Other Sector's Most Important Organizational Values. Public Integrity 9 (1): 45-62.
47. **Van der Wal, Z.**, L.W.J.C. Huberts, J.H.J. van den Heuvel & E.W. Kolthoff (2006). Central Values of Government and Business: differences, similarities, and conflicts. Public Administration Quarterly 30 (3): 314-364.

Edited Special Issues and Symposia

48. Mussagulova, A. & **Z. Van der Wal** (2022). Public Service Motivation: Global Knowledge, Regional Perspective. Asia Pacific Journal of Public Administration 44 (3): 191-270.
49. **Van der Wal, Z.**, Van den Berg, C. and S.M. Haque (2021). Special Issue: Comparative Public Administration in a Globalized World. Public Administration Review 81 (2): 295-348.
50. **Van der Wal, Z.** and M. Demircioglu (2020). Special Issue: Public Sector Innovation in the Asia Pacific. Australian Journal of Public Administration 79 (3): 269-404.
51. **Van der Wal, Z.** (Ed.) (2016). Special Issue: Public Values Research in the 21st Century. International Journal of Public Administration 39 (1): 1-86.
52. De Graaf, G., **Van der Wal, Z.** & Van Montfort, C. (Eds.) (2014). Symposium: Good Governance as Managing Conflicting Public Values. Public Administration Review 74 (1): 27-86.
53. **Van der Wal, Z.**, G. de Graaf & A. Lawton (Eds.) (2011). Special Issue: Management of Competing Values and Ethical Decisions. Public Management Review 13 (3): 331-477.
54. De Graaf, G. & **Z. Van der Wal** (Eds.) (2010). Symposium Issue: Good Governance: A Case of Doing Good and Doing Well. American Review of Public Administration 40 (6): 623-760.
55. De Graaf, G. & **Z. Van der Wal** (Eds.) (2008-9). Symposium Issue: Research Methods in Administrative Ethics. Perspectives and Techniques. Public Integrity 11 (1): 5-78.

Books

56. Uijlenbroek, J. & **Z. Van der Wal** (Eds.) (2019). Staat van de Ambtelijke Dienst (STAD). Technische en Sociale Innovatie. Den Haag: CAOP.
57. **Van der Wal, Z.** (2018). Integriteit 2025. Integriteitskwesties aan de horizon en hun implicaties. Den Haag: CAOP.
58. Karre, P.M., Schillemans, T., Van der Steen, M. & **Z. Van der Wal** (Eds.) (2017). De Toekomst van de Bestuurskunde. Den Haag: BoomBestuurskunde. ISBN: 9789462367753.
59. **Van der Wal, Z.** (2017). The 21st Century Public Manager. London: MacMillan Education. ISBN: 9781137507433.
60. Lawton, A., **Z. Van der Wal** & L.W.J.C. Huberts (Eds.) (2015). Ethics in Public Policy and Management. A Global Research Companion. London: Routledge. ISBN: 9780415725286.
61. **Van der Wal, Z.** (2013). Organizational Ethics Across Sectors. Comparing Values and Value Dilemmas between Government and Business Organizations. Saarbrücken: LAP-Publishing. ISBN: 3659403075.
62. Van den Heuvel, J.H.J, Huberts, L.W.J.C., **Van der Wal, Z.** & K. Steenbergen (2010). Integriteit van het Lokaal Bestuur. Raadsgriffiers en gemeentesecretarissen over integriteit. Den Haag: Lemma. ISBN: 9789059316188.
63. **Van der Wal, Z.** (2008). Value Solidity. Differences, Similarities and Conflicts Between the Organizational Values of Government and Business. Amsterdam: VU University. ISBN: 978 90 9022991 1.

Book Chapters

64. **Van der Wal, Z.** (2021). Future Challenges Related to Public Service Provision. In: Steijn, B. & E. Knies (Eds). Research Handbook of HRM in the Public Sector.
65. **Van der Wal, Z.** (2020). Singapore's Corrupt Practices Investigations Bureau: Guardian of Public Integrity. In: Fahy, L. Boin, A. & P. 't Hart (Eds.) Guardians of Public Value. How Public Organizations Become and Remain Institutions. London: Palgrave Macmillan, 63-86.
66. **Van der Wal, Z.** (2020). Trends and Drivers of Public Administration in the 21st Century. In: Graycar, A. (Eds.) Handbook on corruption, ethics and integrity in public administration. Edward Elgar, 10-28.
67. **Van der Wal, Z.** (2020). The Public Servant of the Future: Section Introduction. In: The Palgrave Handbook of the Public Servant. London: Palgrave Macmillan.
68. **Van der Wal, Z.** (2020). Competing Values in Public Administration. In: Peters, B.G. & I. Thynne (Eds.) The Oxford Research Encyclopedia of Public Administration. Oxford: Oxford University Press.
69. Karre, P.M., Schillemans, T., Van der Steen, M. & **Z. Van der Wal** (2020). The Study of Public Administration in the Netherlands. In: Bouckaert, G. & W. Jann (Eds). European Perspectives for Public Administration: The Way Forward. Leuven: Leuven University Press, 403-420.

70. **Van der Wal, Z.** (2019). The Value of Huberts' Work on Values. In: De Graaf, G. (Ed.) It is al about integrity, stupid. Studies on, about ot inspired by the work of Leo Huberts. Den Haag: BJU, .
71. Lawton, A., **Z. Van der Wal** & L.W.J.C. Huberts (2015). The Scope and Scale of Ethics in Public Policy and Management. In: Lawton, A., **Z. Van der Wal** & L.W.J.C. Huberts (Eds.) Ethics in Public Policy and Management. A Global Research Companion. London: Routledge, 3-14.
72. Lawton, A., **Z. Van der Wal** & L.W.J.C. Huberts (2015). Towards a Global Ethics: Wishful Thinking or a Strategic Necessity? In: Lawton, A., **Z. Van der Wal** & L.W.J.C. Huberts (Eds.) Ethics in Public Policy and Management. A Global Research Companion. London: Routledge, 327-344.
73. De Graaf, G. & **Z. Van der Wal** (2015). Managing Conflicting Public Values. Governing with Integrity and Effectiveness. In: B. Guy Peters & J. Pierre (Eds.) Public Administration. London: SAGE.
74. **Van der Wal, Z.** (2014). What Drives Public Managers in Tough Governance Settings? In: Governing Asia. World Scientific, 197-205.
75. **Van der Wal, Z.** (2014). Harmony in Hierarchy? How Politicians and Public Managers Prioritize Crucial Public Values. In: J. Guthrie, G. Marcon, S. Russon, and F. Farnetti (Eds.) Public Value Management, Measurement, and Reporting. Bingley: Emerald Publishing Group, 243-268.
76. Huberts, L.W.J.C. & **Z. Van der Wal** (2014). What is Valued in Politics and Administration. In: L.W.J.C. Huberts (Ed.) The Integrity of Governance. What it is, what we know, what is done and where to go. Basingstoke: Palgrave Macmillan, 79-109.
77. De Graaf, G. & **Z. Van der Wal** (2013). The Loyalties of Public Sector Professionals. Empirical Evidence from Dutch Municipalities. In: Noordegraaf, M. & B. Steijn (Eds.), Professionals under Pressure. The Reconfiguration of Professional Work in Changing Public Services. Amsterdam: Amsterdam University Press, 145-160.
78. **Van der Wal, Z.** (2009). A Two-Pronged Methodological Approach for Measuring Public and Private Sector Organizational Core Values: The Importance of Content and Context. In: Cox, R. (Ed.) Ethics and Integrity in Public Administration. New York: M.E. Sharpe, 212-235.
79. Maesschalck, J., **Z. Van der Wal** & L.W.J.C. Huberts (2008). Public Service Motivation and Ethical Conduct. In: J. Perry & A. Hondeghem (Eds.) Motivation in Public Management: The Call of Public Service. Oxford: Oxford University Press, 157-176.

Refereed Journal Articles (Dutch)

80. Douglas, S, Steen, T. & **Z. Van der Wal** (2019). Positieve Bestuurskunde. Naar een robuust positief perspectief op de overheid. Bestuurskunde 28 (3): 3-10.
81. **Van der Wal, Z.** (2019). 'Macho meritocratie' Singapore. Vijf lessen uit het genadeloze streven naar ambtelijke excellentie. Bestuurskunde 28 (1): 56-65.
82. **Van der Wal, Z.** (2016). De 21^e eeuwse overheidsmanager. Bestuurskunde 25 (3): 78-89.
83. **Van der Wal, Z.** (2012). Elite Ethiek. Hoe politici en topambtenaren invulling geven aan publieke waarden. Beleid en Maatschappij 39 (3): 258-279.
84. **Van der Wal, Z.** (2012). Minder belastingen èn minder begrotingstekort: Een onmogelijk partnerschap? Bestuurskunde 21 (3): 90-94.
85. **Van der Wal, Z.**, R. van Steden & K. Lasthuizen (2012). Overlappende waarden, wederzijdse vooroordelen. Empirisch onderzoek naar de mores van politieagenten en particuliere beveiligers. Beleid en Maatschappij 39 (1): 25-42.
86. **Van der Wal, Z.**, G. de Graaf & C. van Montfort (2011). Introductie: Goed Bestuur als Management van Spanningen tussen Publieke Waarden. Bestuurskunde 20 (2): 2-4.
87. De Graaf, G., A. Reynaers, V. van Doeveren & **Z. Van der Wal** (2011). Goed Bestuur als Management van Spanningen tussen Publieke Waarden. Bestuurskunde 20 (2): 5-11.
88. **Van der Wal, Z.** & A. Oosterbaan (2010). Bestuur of Bedrijf: Waar willen studenten werken en waarom? Bestuurskunde 19 (2): 58-69.
89. **Van der Wal, Z.** (2009). Waardevastheid in Bestuur en Bedrijf. Een empirisch portret van organisatiewaarden in openbaar bestuur en bedrijfsleven. Bestuurskunde 18 (2): 84-94.
90. **Van der Wal, Z.**, Van Hout, E.J.Th., A.J. Kwak & M. Oude-Vrielink (2007). Introductie Themanummer. Managers en Professionals. Waarden in een hybride praktijk. Bestuurskunde 16 (4): 2-8.
91. **Van der Wal, Z.** (2006). Kernwaarden in Openbaar Bestuur en Bedrijfsleven. Een overzicht van de meest genoemde organisatiewaarden in bestuurskundige en bedrijfskundige literatuur, gedragscodes en onderzoek. Beleidswetenschap 20 (2): 48-63.
92. **Van der Wal, Z.** (2005). Morele Verwarring in het Openbaar Bestuur. Bestuurskunde 14 (3): 13-20.

Edited Special Issues and Symposia (Dutch)

93. Douglas, S., T. Steen & **Van der Wal, Z.** (2019). Positieve Bestuurskunde. *Bestuurskunde* 28 (3).
94. **Van der Wal, Z.**, G. de Graaf & C. van Montfort (Eds.) (2011). Goed Bestuur als Management van Spanningen tussen Publieke Waarden. Thema. *Bestuurskunde* 20 (2): 2-62.
95. **Van der Wal, Z.**, Van Hout, E.J.Th., A.J. Kwak & M. Oude-Vrielink (Eds.) (2007). Managers en Professionals. Waarden in een hybride praktijk. *Bestuurskunde* 16 (4): 2-52.

Book Chapters (Dutch)

96. **Van der Wal, Z.** & C. Schott (2018). Motivaties en Integriteit. In: Van Noort, W., Groeneveld, S., Van der Hoek, M., Schalk, J. & J. van der Voet (Eds). *Publiek Management*. Bussum: Coutinho, pp. 85-97.
97. **Van der Wal, Z.** (2017). De 21^{ste}-eeuwse Overheidsmanager. In: Karre, P.M., Schillemans, T., Van der Steen, M. & Z. Van der Wal (Eds). *De Toekomst van de Bestuurskunde*. Den Haag: BoomBestuurskunde.
98. **Van der Wal, Z.** (2017). Vijfentwintig jaar integriteit en integriteitsbeleid: Van 'Dales' tot Rutte II. In: Uijlenbroek, J. (Eds.) *Staat van de Ambtelijke Dienst 2017. De motiverende overheid anno 2017*. Den Haag: CAOP, 61-73.
99. Huberts, L.W.J.C., J.H.J. Van den Heuvel & **Z. Van der Wal** (2016). Integriteitsschendingen openbaar bestuur. In: Almelo, A.E., A.B. Hoogenboom, E.R. Muller & M. Pheijfer (Eds.) *Fraude*. Den Haag: Kluwer, 185-212.
100. Huberts, L.W.J.C., J.H.J. Van den Heuvel & **Z. Van der Wal** (2012). Integriteitsschendingen. In: Van den Heuvel, J.H.J., L.W.J.C. Huberts & E.R. Muller (Eds.) *Integriteit en Integriteitsbeleid in Nederland*. Den Haag: Kluwer, 149-168.
101. **Van der Wal, Z.** (2012). Waarden en Integriteit. In: Van den Heuvel, J.H.J., L.W.J.C. Huberts & E.R. Muller (Eds.) *Integriteit en Integriteitsbeleid in Nederland*. Den Haag: Kluwer, 87-102.
102. Heres, L. & **Z. Van der Wal** (2012). Wil de ethische toezichhouder nu opstaan? In: Minderman, G., Goodijk, R. & S. Van den Berg (Eds.) *Waar is de raad van Toezicht? Deel II. Een bundel van visies en ideeën*. Den Haag: BoomLemma, 221-236.
103. **Van der Wal, Z.** (2010). Publieke deugd, private zonde? Morele opvattingen van topmanagers in de publieke en private sector. In: Verheij, S. & E. Karssing (Eds.) *Jaarboek Integriteit 2011*, 30-39.
104. **Van der Wal, Z.** & R. van Es (2004). Zoeken naar nieuwe verhoudingen: de Brent Spar. In: R. van Es (Ed.) *Communicatie en Ethiek. Organisaties en hun publieke verantwoordelijkheid*. Amsterdam: Boom, 86-98.
105. Huberts, L.W.J.C., K. Lasthuizen, R. van Steden & **Z. Van der Wal** (2004). Dilemma's van dienders. Workshops over prestatiecontracten, beleidsvrijheid, burgers en gedogen. In: B.A.M. van Stokkum & L.G.H. Gunther Moor (red.) *Onoprechte handhaving? Prestatiecontracten, beleidsvrijheid en politie-ethiek*. Dordrecht: Stichting Maatschappij, Veiligheid en Politie, 91-97.

Professional Publications

106. **Van der Wal, Z.** (2023). Durven we elkaar nog wel aan te spreken? *Binnenlands Bestuur*. 9 januari 2023. <https://www.binnenlandsbestuur.nl/bestuur-en-organisatie/integriteit-moet-meer-zijn-dan-codes-en-regelingen>
107. **Van der Wal, Z.** (2021). I-woord gaat langer mee indien zorgvuldig gebruikt. *Binnenlands Bestuur*. 11 november, 2021. <https://www.binnenlandsbestuur.nl/bestuur-en-organisatie/opinie/ingezonden/i-woord-gaat-langer-mee-indien-zorgvuldig.18892954.lynxk>
108. **Van der Wal, Z.** (2019). Integriteit in de Netwerksamenleving. *Binnenlands Bestuur*. 8 oktober 2019.
109. **Van der Wal, Z.** (2019). Nieuwe kwesties vragen om ontspannen benadering. *Binnenlands Bestuur*. 28 maart 2019.
110. Groot, H. & **Z. Van der Wal** (2019). De (on)zin van screening. *Binnenlands Bestuur* 2: 18-21.
111. **Van der Wal, Z.** & A. Mussagulova (2017). *Motivation of Public Servants in Kazakhstan*. Singapore: Global Center for Public Service Excellence, UNDP. Consulting Report, 54 pages.
112. **Van der Wal, Z.** & A. Mussagulova (2017). *Motivation of Public Servants in Pakistan*. Singapore: Global Center for Public Service Excellence, UNDP. Consulting Report, 47 pages.
113. **Van der Wal, Z.** & A. Mussagulova (2017). *Comparing the Motivation of Public Servants in Pakistan and Kazakhstan*. Singapore: Global Center for Public Service Excellence, UNDP. Consulting Report, 37 pages.
114. **Van der Wal, Z.** (2017). *De 21e-eeuwse Overheidsmanager. Een reis door tijd, plaats en context*. Inaugurele rede. Den Haag: CAOP.
115. **Van der Wal, Z.** (2016). Voorwoord. In: BIOS. *Teaching Professional Ethics: Shaping Civil Servants Integrity Education in University-level Public Administration Programmes*. The Hague: BIOS.
116. **Van der Wal, Z.** (2014). *Human Capital Development in the Singapore Public Service. Key Lessons and Take-Aways*. Research Paper prepared for Oman Conference "Human Resources and Preparations for the Future". Published Commissioned Research Report, 33 pages.

117. **Van der Wal, Z.** (2014). Scoping for International Studies on Public Service Motivation in Developing Countries. Singapore: Global Center for Public Service Excellence, UNDP. Consulting Report, 37 pages.
118. **Van der Wal, Z.** (2014). How to Manage Moral Dilemmas at Work. Challenge Magazine March/April: 36.
119. Van den Heuvel, J.H.J., L.W.J.C. Huberts & **Z. Van der Wal** (2011). Raadsgriffiers en gemeentesecretarissen over integriteitsbeleid. Audit Magazine Juni (2): 27-29.
120. Van Steden, R., **Z. Van der Wal** & K. Lasthuizen (2010). Wederzijdse vooroordelen, overlappende waarden. Een onderzoek naar de beroepsoriëntatie en professionele waarden van politieagenten en particuliere beveiligers. Amsterdam: VU University.
121. **Van der Wal, Z.** (2009). Voorbij verantwoordelijkheid en verantwoording? In: RMO. Stem Geven Aan Verankering. Over de legitimering van maatschappelijke dienstverlening. Den Haag: RMO, 79-130.
122. **Van der Wal, Z.** (2009). Different sectors, similar values. Stanford Social Innovation Review 7 (1): 15.
123. **Van der Wal, Z.** & L.W.J.C. Huberts (2006). Mode of Must. Integriteit in Bestuur en Bestuurskunde. Maatschappij en Politiek 37 (2): 5-7.
124. **Van der Wal, Z.** & M. Vermeulen (2005). Waarden in het Openbaar Bestuur. Openbaar bestuur 15 (4): 2-6.
125. **Van der Wal, Z.** (2005). Er is nog een lange weg te gaan naar duurzaamheid en dienstbaarheid. Waardeoriëntatie manager vooral traditioneel. Elan 12: 48-50.
126. Van der Veer, J. & **Z. Van der Wal** (2005). Integriteit. Welkom in het mijnenveld van de moraal. www.kennislink.nl
127. **Van der Wal, Z.** (2005). Wat van waarde is in overheidsorganisaties. Survey onderzoek bij de Algemene Bestuursdienst (ABD). Amsterdam: Vrije Universiteit.
128. **Van der Wal, Z.** (2005). Wat van waarde is in het Nederlandse bedrijfsleven. Survey onderzoek bij het Nederlands Centrum voor Directeuren en Commissarissen (NCD). Amsterdam: VU University.

Book Reviews

129. **Van der Wal, Z.** (2021). Bestuurskundige en veranderkundige lessen uit het leven van Arthur Docters van Leeuwen. Bestuurskunde 30 (3): 91-94.
130. **Van der Wal, Z.** (2013). In het zonnetje zetten van hen die in de schaduw staan. Review of 'Marathonlopers rond het Binnenhof. Topambtenaren bij het rijk 1970-2010.' (R. Bekker). Beleid en Maatschappij 40 (1): 81-85.
131. **Van der Wal, Z.** (2009). Public Value Privatized? The Need for a Continuous Emphasis on How to Actualize the Public Interest. Review of 'Public Values and Public Interest.' (B. Bozeman). Public Administration Review 69 (1): 167-168.

EDITORIAL MEMBERSHIPS AND REVIEWING

Editorial Board Memberships

2020-	<i>Harvard Business Review</i>
2017-	Palgrave Pivot Series <i>Foundations of Government and Public Administration</i>
2016-2018	<i>Perspectives on Public Management and Governance</i> (founding board member)
2015 -	<i>Public Administration Review</i> (2015-2016 Associate Editor)
2015 -	<i>International Journal of Public Sector Management</i>
2015 -	<i>International Journal of Public Administration</i>
2015 -	<i>Asia Pacific Journal of Public Administration</i>
2014 -	<i>American Review of Public Administration</i>
2014 -	<i>Public Integrity</i>
2013 -	Palgrave-Macmillan Series in <i>Public Management and Leadership</i> (2017: series editor)
2011 -	<i>Bestuurskunde</i> (in Dutch: <i>Public Administration</i>)

Ad Hoc Reviewing

International Public Management Journal, Journal of Business Ethics, Journal of Public Administration Research and Theory, Perspectives on Public Management and Governance, Policy Studies Journal, Public Administration, Public Administration Review, Public Management Review, Public Money and Management, Social Sciences Quarterly

PROFESSIONAL MEMBERSHIPS

2013-2014	Executive Member Ethics Section American Society for Public Administration (ASPA)
2011 -	Member Public Management Research Association (PMRA)
2010 -	Member International Research Society for Public Management (IRSPM)
2008 -	Senior Research Member Netherlands Institute of Government (NIG)
2008 -	Member American Society for Public Administration (ASPA)

TEACHING

Leiden University

2022-2023	MPA Elective Public Leadership Across Borders
2021-2022	MPS Elective Vergelijkend Publiek Management
2020-2021	MPS Core Module Strategisch Management [Strategic Management] <u>Evaluation result: 4.6</u>
2019-2020	MPS Core Module Strategisch Management [Strategic Management] <u>Evaluation result: 4.7</u>
2018-2019	MPA Elective Comparative Public Management <u>Evaluation result: 4.9</u>

Tsinghua University, Schwarzman College

2022-2023	Leadership in Public Organizations <u>Evaluation result: (dept. average)</u>
2021-2022	Leadership in Public Organizations <u>Evaluation result: 4.68 (dept. average 4.34)</u>
2020-2021	Leadership in Public Organizations <u>Evaluation result: 4.68 (dept. average 4.34)</u>
2019-2020	Leadership in Public Organizations <u>Evaluation result: 4.68 (dept. average 4.34)</u>
2018-2019	Leadership in Public Organizations <u>Evaluation result: 4. (dept. average 4.)</u>

National University of Singapore

2021-2022	Elective Leadership in the Age of Disruption <u>Evaluation result: 4.8 (dept. average 4.5)</u>
2020-2021	Elective Leadership in the Age of Disruption <u>Evaluation result: 4.5 (dept. average 4.1)</u>
2019-2020	Elective Leadership in the Age of Disruption <u>Evaluation result: 4.6 (dept. average 4.2)</u>
2018-2019	MPA Core Module Public Management <u>Evaluation result: 4.5 (dept. average 4.2)</u>
2018-2019	Elective Understanding and Managing Corruption <u>Evaluation result: 4.6 (dept. average 4.2)</u>
2016-2017	MPA Core Module Public Management (coordinator) <u>Evaluation result: 4.3 (dept. average 4.0)</u>
2016-2017	MPP Core Module Policy Challenges (co-lead) <u>Evaluation result: 3.7 (dept. average 4.0)</u>
2016-2017	MPP Core Module Public Administration and Politics (coordinator) <u>Evaluation result: 4.19 (dept. average 4.14)</u>
2015-2016	MPP Core Module Policy Challenges (co-lead) <u>Evaluation result: 3.967 (dept. average 4.243)</u>
2014-2015	MPA Core Module Public Management (co-lead) <u>Evaluation result: 4.379 (dept. average 4.269)</u>
2013-2014	MPA Core Module Public Management (co-lead) <u>Evaluation result: 4.539 (dept. average 4.299)</u>
2013-2014	MPP Gateway Module Foundations of Public Management (co-lead) <u>Evaluation result: 4.592 (dept. average 4.201)</u>
2013-2014	MPM Core Module Public Management (coordinator) <u>Evaluation result: 4.604 (dept. average 4.252)</u>
2013-2014	Elective Good Governance and Ethics Management (coordinator) <u>Evaluation result: 4.519 (dept. average 4.252)</u>
2012-2013	MPP Core Module Policy Analysis Exercise <u>Evaluation result: 5 (dept. average 4.025)</u>

- 2012-2013 MPA Core Module **Managing the Public Sector** (coordinator)
Evaluation result: **4.515** (dept. average 4.121)
- 2012-2013 MPP Core Module **Introduction to Public Policy and Analysis** (co-lead)
Evaluation result: **3.793** (dept. average 4.025)
- 2012-2013 MPP Core Module (Seniors) **Public Management and Leadership** (coordinator)
Evaluation result: **3.435** (dept. average 4.025)

Executive Education (Faculty Lead)

- 2019 *7 Skills for Public Leaders*
Evaluation result: **4.623** (program average: 4.32)
- 2019 *Executive Leadership Program, State Courts, Singapore*
Evaluation result: **4.32** (program average: 4.32)
- 2018 *Executive Leadership Program, State Courts, Singapore*
Evaluation result: (program average: 4.32)
- 2017 *Executive Leadership Program, State Courts, Singapore*
Evaluation result: **4.39** (program average: 4.32)
- 2016 *Collaborating with Stakeholders: From Engagement to Collaboration*
Evaluation result: **4.35** (program average: 4.27)
- 2015 *Senior Management Program*
Evaluation result: **4.67** (program average: 4.59)
- 2014 *Senior Management Program*
Evaluation result: **4.84** (program average: 4.51)
- 2013 Executive Program *Cultivating Effective Performance Management Systems*, Public Service Commission, Sri Lanka
Evaluation result: **4.62** (program average: 4.19)

Netherlands Institute of Government (NIG)

PhD Courses

- 2022-2023 PhD Skills Course **Getting it Published**
Evaluation result: **4.**
- 2021-2022 PhD Skills Course **Getting it Published**
Evaluation result: **4.0**
- 2020-2021 PhD Skills Course **Getting it Published**
Evaluation result: **4.0**
- 2019-2020 PhD Skills Course **Getting it Published**
Evaluation result: **4.0**
- 2017-2018 PhD Skills Course **Getting it Published**
Evaluation result: **4.56**
- 2016-2017 PhD Skills Course **Getting it Published**
Evaluation result: **4.40**
- 2015-2016 PhD Skills Course **Getting it Published**
Evaluation result: **4.10**
- 2013-2014 PhD Skills Course **Getting it Published**
Evaluation result: **4.35**
- 2012-2013 PhD Skills Course **Getting it Published**
Evaluation result: **4.94**
- 2011-2012 PhD Skills Course **Getting it Published**
Evaluation result: **3.94**

VU University Amsterdam

Executive Education

- 2013 Executive Program **Public Identity and Public Leadership** (in Dutch)
Postgraduate students Professional Governance
Evaluation result: **4.60** (program average: 4.40)

Graduate courses

- 2010 Master Seminar **Ethics of Governance** (fulltime day program)
Evaluation result: **4.11** (FSW average 3.92)
- 2006 Master Seminar **Ethics of Governance** (part-time evening program)
Evaluation result: **4.17** (FSW average 3.82)

2006	Master Seminar <i>Ethics of Governance</i> (fulltime day program) <u>Evaluation result: 4.65 (FSW average 3.82)</u>
	<u>Undergraduate courses</u>
2012	Bachelor course <i>Bachelor thesis</i> <u>Evaluation result: 4.48 (FSW average 3.91)</u>
2011	Premaster Course <i>Dynamics in Governance and Policy</i> (coordinator) <u>Evaluation result: 4.04 (FSW average 3.92)</u>
2010	Premaster Course <i>Research Practicum Public Administration</i> (coordinator) <u>Evaluation result: 4.42 (FSW average 4.01)</u>
2010	Premaster Course <i>Dynamics in Governance and Policy part I</i> (coordinator) <u>Evaluation result: 4.20 (FSW average 4.01)</u>
2010	Bachelor course <i>Bachelor thesis</i> <u>Evaluation result: 4.33 (FSW average 3.91)</u>
2009	Premaster Course <i>Research Practicum Public Administration</i> <u>Evaluation result: 4.10 (FSW average 3.91)</u>
2009	Bachelor course <i>Bachelor thesis</i> (not evaluated)
2008	Premaster Course <i>Research Practicum Public Administration</i> <u>Evaluation result: 4.09 (FSW average 4.01)</u>
2008	Premaster Course <i>Dynamics in Governance and Policy part II</i> <u>Evaluation result: 4.21 (FSW average 4.01)</u>
2008	Bachelor Course <i>Bachelor thesis</i> (not evaluated)
2006	Bachelor Course <i>Public Administration and Organization Science</i> <u>Evaluation result: 4.46 (FSW average 4.01)</u>
2004	Bachelor Course <i>Introduction in Public Administration</i>

STUDENT SUPERVISION

PhD supervision

2016-2021	Committee member, Altaf Aziz Virani, LKYSPP, NUS; defended on
2019	Committee member and Secretary, Eduard Schmidt, FGGA, Leiden University
2019	Committee member, Sophie Bijloos, Erasmus University; defended on 04-07-2019
2018	Committee member, Tanachia Ashikali, FGGA, Leiden University; defended on 20-11-2018
2016-2019	Committee member, Ola El Taliawi, LKYSPP, NUS; defended on 18-03-2019
2015-2016	Supervisor, Elena Reshetova, LKYSPP, NUS; defended on 28-04-2017
2010-2015	Supervisor, Lijing Yang, University of Amsterdam; defended on 11-06-2015
2012-2014	Supervisor, Jan Jacob Seifert, LKYSPP, NUS; defended on 21-11- 2014
2013	Internal examiner of Allen Lai, LKYSPP, NUS

Thesis Supervision

2005-2012	Supervision of 40 Master theses (20 as supervisor; 20 as second reader)
2010	National master thesis award in Public Administration 2009 (awarded to A. Oosterbaan, acted as first supervisor)
2008	NBN Rabo scriptieprijs 2008 (awarded to H.L. Paanakker, acted as second supervisor)

INVITED GUEST LECTURES AND SPEAKING INVITATIONS

2019	<u>Renmin University, Beijing, China</u> , 27 March, Invited seminar <i>Leadership and Innovation: What's the Story?</i>
2018	<u>Graduate School of Public Policy, Nazarbayev University</u> , 2 October, Invited seminar <i>The 21st Century Public Manager</i>
2018	<u>Russian Presidential Academy for the Economy and Public Administration (RANEPA)</u> , 23 July, Masterclass <i>The 21st Century Public Manager</i>
2018	<u>Russian Presidential Academy for the Economy and Public Administration (RANEPA)</u> , 20 July, Masterclass <i>The 21st Century Public Manager</i>
2018	<u>ANZSOG, Brisbane, Australia</u> , 20 June, Masterclass <i>Leading in a Volatile World</i>
2018	<u>ANZSOG, Brisbane, Australia</u> , 20 June, Masterclass <i>Leading in a Volatile World</i>
2018	<u>ANZSOG, Brisbane, Australia</u> , 19 June, Seminar <i>Leading in a Volatile World</i>
2018	<u>ANZSOG, Wellington, New Zealand</u> , 15 June, Keynote <i>The 21st Century Public Manager</i>
2018	<u>Russian Presidential Academy for the Economy and Public Administration (RANEPA)</u> , 29 May, Keynote <i>The 21st Century Public Manager</i>
2017	<u>ANZSOG, Auckland, New Zealand</u> , 14 November

- 2017 Invited keynote: *Managing in a VUCA World*
ANZSOG, Wellington, New Zealand, 13 November
- 2017 Invited keynote: *What works and what hurts? Managing Ethics and Integrity in Government*
Certified Accountants Association Australia & New Zealand (CAANZ), Canberra, Australia, 10 November
- 2017 Invited masterclass: *Good and Bad Governance*
Public Service Commission, Commonwealth, Canberra, Australia, 9 November
- 2017 Invited roundtable: *Who wants to Work for Government (Anyway)?*
Crawford School of Public Policy, ANU, Canberra, Australia, 9 November
- 2017 Invited keynote: *Managing in a VUCA World*
Ayala Corporation, Manila, the Philippines, 6 October
- 2017 Invited keynote: *A Culture of Corporate Sustainability*
Korean Standards Association, Seoul, South Korea, 15 September
- 2017 Invited keynote: *Management Innovation for Public Sector Organizations*
Indonesia Development Forum, Jakarta, Indonesia, 9 August
- 2017 Invited TED Talk: *Ending the Vicious Cycle of Corruption and Inequality*
School of Management, Victoria University Wellington, New Zealand, 24 May
- 2016 Invited lecture: *The 21st Century Public Manager*
Malaysia Anti Corruption Academy, Kuala Lumpur, Malaysia, 12 October
- 2016 Invited workshop: *Certified Integrity Officer's Training Program*
Talent Development Institute for Local Government (TDILG), Taiwan, 1 September
- 2016 Invited keynote speech: *Innovation in Public Management*
Civil Service Development Institute Taiwan, Taiwan, 31 August,
- 2016 Invited keynote speech: *Innovation in Public Management*
Flinders University, Adelaide, Australia, 19 April
- 2015 Invited keynote speech: *The 21st Century Public Manager.*
Malaysia Anti Corruption Academy, Kuala Lumpur, Malaysia, 24 October
- 2015 Invited workshop: *Certified Integrity Officer's Training Program*
Utrecht School of Governance, Utrecht, the Netherlands, 8 May
- 2014 Presentation: *Small Countries, Big Performers?*
Crawford School Governance Seminars, Canberra, Australia, 10 December
- 2014 Presentation: *Political vs. Administrative Elites. Drivers and Values.*
Malaysia Anti Corruption Academy, Kuala Lumpur, Malaysia, 22 October
- 2014 Invited workshop: *Certified Integrity Officer's Training Program*
Oman Human Resource Forum, Muscat, Oman, 19-21 October
- 2014 Extended speaking invitation: *Human Capital Development in Singapore*
Civil Service College, Singapore, 16 October
- 2014 Invited seminar: *Sharing of Best Practices on Values and Ethics in the Workplace.*
Royal School of Cambodia, Phnom Penh, Cambodia, 28 August
- 2014 Extended speaking invitation: *Evolution in Integrity Management Systems*
PKNS 3rd International Integrity Conference, KL, Malaysia, 19 August
- 2014 Extended speaking invitation: *Evolution in Integrity Management Systems*
Ministry of Finance, Institute of Financial Training, Hanoi, Vietnam, 12 August
- 2013 Extended speaking invitation: *Motivation in Public Management*
UNDP Global Center for Public Service Excellence, Singapore, 19 November
- 2013 Presentation at workshop *Public Service Motivation and Diversity*
School of Global Affairs and Public Policy, American University in Cairo
 3 October, Webinar with faculty and students on *Good Governance*
- 2013 City University Hong Kong, Hong Kong SAR, 11 March
- 2012 Presentation at workshop *Integrity Management: Theory and Practice*
Seoul National University, Seoul, Korea, 10-12 December
- 2012 Paper presentation at *IAS Study Group Workshop 'Trust in Government'*
Nanyang Technological University (NTU), Singapore, 18 October
- 2012 Guest Lecture Undergraduate course *Human Resource Management*
Remnin University, Beijing, P.R. China, 10-26 July
- 2010 *Summer Course: Innovations in Public Management*
National University of Singapore (NUS), Singapore, 12 January
- 2009 Extended speaking invitation: *Values and Motives of Those with Public Power*
Parliamentary Studies Centre, Canberra, Australia, 30 November
- 2009 Extended speaking invitation as presenter in *Panel International Experience*
University of Sydney, Sydney, Australia, 20 November
- 2009 Extended speaking invitation: *Elite Ethics. What's Valued Most?*
City University of Hong Kong, Hong Kong SAR, 18 November
- 2009 Extended speaking invitation: *Elite Ethics.*
Annual Conference of Public Administration, 25-26 May, Amsterdam, The Netherlands
- 2009 Invited workshop presenter: *Public virtues, private sins?*
US Air Force Academy, Colorado Springs, USA, 7-8 January
- 2009 Guest lectures *Bachelor Seminar Public Administration*
United States Airforce Academy, 9 January, Colorado Springs, Colorado, USA
- 2009 Extended speaking invitation at lunch seminar *What's Valued Most?*

- 2008 [Rutgers University](#), Newark, USA, 8 September
Guest lecture *Ph.D. Seminar Research Design*
- 2008 [University of Illinois](#), Chicago, USA, 12 September
Guest lecture *Master Seminar Organizational Theory*
- 2007 [University of Georgia](#), Athens, USA, 3 December
Extended speaking invitation: *Values in Governmental and Corporate Decision-Making*
- 2007 [International Congress on Ethics](#), 5-7 February, Ottawa, Canada
Extended speaking invitation for workshop: *Emerging Ethics Research*
- 2005 [Senior Civil Service \(ABD\)](#), 14 September, The Hague, The Netherlands, Presentation: *Wat van waarde is in overheidsorganisaties*

CONFERENCE PRESENTATIONS

- 2018 [PMRC 2018](#), 30 May-2 June, Singapore
Presenter and panel chair (6 panels): *Would I do this if I didn't get Paid?*
- 2017 [PMRC 13th Biennial Conference](#), 8-10 June, Washington DC, USA
Paper: *Ethos Reinforced, Government Endorsed?*
- 2017 [IRSPM XXI](#), 19-21 April, Budapest, Hungary
Paper: *Do partners in PPPs view public and private management differently?*
- 2016 [IRSPM XX](#), 13-15 April, Hong Kong PRC
Paper: *Worlds Apart? Worlds Aligned?*
- 2016 [Annual ASPA Conference](#), 18-22 March, Seattle, USA
Presenter and chair: *Ethos Reinforced, Government Endorsed?*
- 2014 [Next Steps for Public Administration](#), 16-18 Nov, Guangzhou, China
Paper: *Confucius versus Weber or "Managerialism takes all"?*
- 2014 [Annual EGPA Conference](#), 10-12 September, Speyer, Germany
Paper: *Small Countries, Big Performers?*
- 2014 [PMRC 2014: When Policy meets Administration](#), 29-30 June 2014, Seoul, ROK
Paper: *Confucius versus Weber or "Managerialism takes all"?*
- 2014 [Annual ASPA Conference](#), 14-18 March, Washington DC, USA
Paper: *Self-selection vs. Socialization?*
- 2013 [PMRC 11th Biennial Conference](#), 20-22 June, Madison, USA
Panel chair and presenter: *Traditional Flavors or Global Convergence?*
- 2013 [IRSPM XVII](#), 10-12 April, Prague, Czech Republic
Co-chair, organizer, and presenter: Track 17, *PSM, Public Values, and Red Tape*
- 2012 [Public Value Consortium Workshop 2012](#), 3-5 June, Chicago, USA
Paper: *From Galaxy to Universe?*
- 2012 [IRSPM XVI](#), 11-13 April, Rome, Italy
Co-chair, organizer, and presenter: Tracks 17 and 38
- 2011 [Annual NIG Conference](#), 1-2 December, Rotterdam, The Netherlands
Co-chair and organizer: *Panel 1 'Good Governance'*
- 2011 [International Symposium on Ethical Leadership \(ISEL\)](#), 22-24 October, Chengdu, China
Paper: *Rule of Morality vs. Rule of Law?*
- 2011 [PMRC 10th Biennial Conference](#), 2-4 June, Syracuse, USA
Chair, organizer, and presenter: *Panel Researching public Values*
- 2011 [IRSPM XV](#), 11-13 April, Dublin, Ireland
Paper: *Elite Ethics*
- 2010 [Annual NIG Conference](#), 25-26 November, Maastricht, The Netherlands
Co-chair and organizer: *Panel 1 'Good Governance'*
- 2010 [Public Values Consortium Workshop 2010](#), 10-12 June, Oegstgeest, The Netherlands
Paper: *Elite Ethics*
- 2010 [Annual ASPA Conference](#), 9-13 April, San Jose, USA
Paper: *Values and Motives of Those with Public Power*
- 2009 [2009 ANU Leadership Conference](#), 26-27 November, Canberra, Australia
Extended speaking invitation as presenter in *Panel on Ethics and Leadership*
- 2009 [Annual NIG Working Conference](#), 12-13 November, Leiden, The Netherlands
Co-chair and organizer: *Panel 1 'Good Governance'*
- 2009 [International PSM Conference](#), 7-9 June, Bloomington, Indiana, USA
Paper presentation: *PSM, NPM and their Relationship to OCB*
- 2008 [Annual NIG Conference](#), 20-21 November, Enschede, The Netherlands
Co-chair and organizer: *Panel 1 'Public Values: The Next Step'*
- 2008 [Minnowbrook III Conference](#), 4-6 September, Syracuse, U.S.A.
Paper: *The Letter or the Spirit?*
- 2008 [Public Values Consortium Workshop](#), 28-31 May, Copenhagen, Denmark
Paper: *The Letter or the Spirit?*
- 2008 [Annual ASPA Conference](#), 7-11 March, Dallas, USA
Paper: *Which Values Dominate Governmental and Corporate Decision-Making?*
- 2007 [Annual NIG Conference](#), 8 November, Tilburg, The Netherlands
Paper: *Organizational Value Congruence between Ministries and Quangos*
- 2007 [Transatlantic Workshop Ethics and Integrity of Governance](#), 21-23 March, Maryland, USA

- Paper: *A Two-pronged Methodological Approach for Measuring Public and Private Sector Organizational Core Values*
 2006 Annual NIG Conference, 9 November, Amsterdam, The Netherlands
 Paper: *What's Valued Most?*
- 2006 Annual EGPA Conference, 6-9 September, Milan, Italy
 Paper: *What's Valued Most?*
- 2005 NDPA Conference, 10-11 November, Oegstgeest, The Netherlands
 Paper: *Researching Values. Epistemological, ontological and methodological reflections*
- 2005 1st TAD on Ethics and Integrity of Governance, 2-5 May, Leuven, Belgium
 Paper: *What's Valued Most?*
- 2004 Annual EGPA Conference, 1-4 September, Ljubljana, Slovenia
 Paper: *Central Values of Government and Business*

MEDIA, OP-EDS, COLUMNS

- 2019 Interview with *Binnenlands Bestuur* (21-02-2019). Diversiteit vraagt Ethisch Leiderschap. <https://www.binnenlandsbestuur.nl/ambtenaar-en-carriere/nieuws/diversiteit-vraagt-ethisch-leiderschap.9608839.lynkx>
- 2018 Op-ed with *World Economic Forum* (17-10-2018). Could Robots do Better than our Current Leaders? <https://www.weforum.org/agenda/2018/10/could-robot-government-lead-better-current-politicians-ai/>
- 2018 Interview with *Dr Kelder & Co* (21-07-2018). Singapore, het beste land ter wereld? <https://www.nporadio1.nl/dr-kelder-en-co/uitzendingen/596660-2018-07-21>
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PROFESSIONAL EDUCATION AND DEVELOPMENT

- 2016 **Harvard Business Case Method Teaching Seminar, Part II (Advanced)**
Harvard Business School, Cambridge, USA
- 2015 **Harvard Business Case Method Teaching Seminar, Part I**
Harvard Business School, Cambridge, USA
- 2011 **University Teaching Qualification (BKO)**
VU University, Amsterdam, the Netherlands
- 2003-2006 **NIG PhD training program**
Netherlands Institute of Government (NIG)
- 2005 **Writing English for Publication**
Language Center VU University
- 2004 **Summer Course in Survey Research Methods**
Essex Summer School in Social Science Data Analysis