

## Curriculum Vitae Prof. Dr. Gerhard Hammerschmid

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### PERSONAL DATES

date of birth: July 22<sup>nd</sup>, 1969 (Salzburg)  
nationality: Austria  
private address: Gipsstraße 12, 10119 Berlin, Germany  
tel: +49 (0)176 831 944 81

### POSITIONS

Current Professor of Public and Financial Management, Hertie School of Governance,  
(since 09/2008)  
incoming director of a “Center for Digital Governance” at the Hertie School of  
Governance

2012-2014 Associate Dean, Hertie School of Governance

2012 Visiting Professor at the Australian New Zealand School of Government, Melbourne, and  
the Department of Business and Politics, Copenhagen Business School

2002-2008 Assistant Professor at the Institute for Public Management, WU Vienna  
Examiner for public management diploma exams

2000-2002 Assistant to the General Secretary at the Federal Ministry of Agriculture, Forestry,  
Environment and Water Management, tasks: project management for restructuring of  
ministry (integrating two formerly independent ministries) and implementation of new  
management instruments

1994-2000 Research Assistant (half-time) at the Department of General Management and  
Management Control, WU Vienna

1997 Visiting Scholar at the University of Technology Sydney

### DEGREES and EDUCATION

2008 Appointment as Professor of Public and Financial Management  
(joint appointment by Hertie School of Governance and University Potsdam;  
title warranted by the Berlin Senate for Education, Science and Research)

2002 Federal Administrative Academy (Verwaltungsakademie des Bundes)  
Examination for public administration services (Dienstprüfung A-Laufbahn)

2000 Doctoral degree in business administration (Dr. rer. soc. oec.)  
WU Vienna University of Economics and Business (WU Vienna)

1993 Master degree in business administration (lic. oec. HSG)  
University of Business Administration St. Gallen (Hochschule St Gallen)

## UNIVERSITY SERVICES

- 2016-2017 Member of PhD Committee, EMPA Examination Committee, Speaker of the Organization, Management and Leadership Research Cluster
- 2010-2016 Chair of Selection Committee for Professorship of Organization, Management and Leadership (2011) and for Junior Professorship of Public Management (2016)  
Member of Selection Committees for 6 different Professorship positions (2010-2015)
- 2009-2014 Programme Director Executive Master of Public Management (EMPM; joint program with University Potsdam) and member of enlarged Hertie School management board  
Head of EMPM Academic Council, EMPM Application Committee and EMPM Examination Committee
- 2006-2008 Member of Department Conference, Department for Management at WU Vienna
- 2003-2008 Academic advisor of exchange programs (e.g. Utrecht University) at WU Vienna

## PROFESSIONAL SERVICES

- Scientific Director of the Institut für den öffentlichen Sektor e.V. (funded by KPMG) (since 2008)
- Head of Jury of Kommunalwissenschaftlicher Preis der „Carl und Anneliese Goerdeler-Stiftung“ (Carl-Goerdeler-Preis) for excellent dissertations/PhD-theses in the field of local government (since 2013)
- Member of the Advisory Board to the Zukunftskongress Staat & Verwaltung (since 2014)
- Member of Board of Trustee of KDZ – Zentrum für Verwaltungsforschung, Vienna (since 2010)
- Member of the Jury of the European Public Sector Award and the Austrian Verwaltungspreis

### Editorial Board Member:

- Perspectives on Public Management and Governance
- International Journal of Public Administration
- International Review of Administrative Sciences
- Verwaltung & Management

### Conference Organisation

- Co-Chair of the EGPA Standing Group II: Performance in the Public Sector (since 2016)
- 17th IRSPM Annual Conference 2013 in Prague (convenor panel track, together with Sandra van Thiel, Philippe Bezes and Koen Verhoest)
- 14th IRSPM Annual Conference 2010 in Bern (convenor panel track, together with Renate E. Meyer and Kuno Schedler)
- 25th EGOS Colloquium 2009 in Barcelona (convenor subtheme 28, together with Per Laegreid and Tamyko Ysa)
- Organising Committee for the 23rd EGOS Colloquium 2007 at WU Vienna

### Reviewer/Evaluator:

- Academy of Management Annual Conference (Division OMT)
- Journal of Public Administration Research and Theory (JPART)
- Public Administration Review
- Organization Studies
- Public Administration
- International Journal of Public Sector Management
- International Journal of Public Administration
- International Review of Administrative Sciences
- dms - der moderne staat
- Jubiläumsfonds der Österreichischen Nationalbank
- Belgian Federal Science Policy Office
- Swiss National Fonds for Science

### Membership in Professional Bodies

Academy of Management (Division OMT)  
European Group of Public Administration (EGPA)  
European Group of Organizational Studies (EGOS)  
Verband der Hochschullehrer für Betriebswirtschaft (VHB) – Wissenschaftliche Kommission  
ÖBWL Öffentliche Betriebswirtschaftslehre  
International Research Society of Public Management (IRSPM)  
Deutsche Sektion der Internationalen Verwaltungswissenschaftlichen Gesellschaft  
Österreichische Verwaltungswissenschaftliche Gesellschaft (ÖVG)

## **RESEARCH**

### Research Interests:

Public management, public administration reform, comparative public administration, performance management, public sector innovation, public sector leadership, public service motivation, organization theory, new institutionalism

### Publications

→see publication list below

### Research Grants and Third Party Funding

- 2017-2020 “Transforming into Open, Innovative and Collaborative Governments“ (TROPICO), EU H2020 funded research project that aims to comparatively examine how public administrations are transforming towards collaboration in policy design and service delivery and digitalization; joint project with University of Bergen (coordinator), University of Roskilde, University of Potsdam, Erasmus University Rotterdam, Technical University Tallinn, Central European University, University of Grenoble, University of Zaragoza, University of Antwerp and Catholic University Leuven.  
role: lead of Work Package  
see: <http://tropico-project.eu/>  
budget: total € 2.7 mio.; own share: € 404 000
- 2017-2018 Analysing the Impact of the System of Outcome Oriented Management in the Austrian Federal Government, Evaluation study commissioned by the Austrian Federal Chancellery  
budget: € 39 000  
role: project lead
- 2016-2018 “Developing Better Country Knowledge on Public Administration and Institutional Capacity Building in the EU Member States (EUPACK)”, project contracted by DG Employment, Social Affairs and Inclusion; Consortium partners European Institute of Public Administration (EIPA) and Ramboll Management Consulting  
role: key policy expert coordinating a team of 28 country experts in all EU Member States  
budget: total € 1.7 mio., own share € 150 000
- 2013-2016 “Learning from Innovation in Public Sector Environments (LIPSE)” EU FP 7 funded research project ( No. 320090); lead lies at Erasmus University Rotterdam; other academic partners in this 4-year project are Ecole Nationale d'Administration, ESADE, KU Leuven, Luigi Bocconi Commercial University, Matej Bel University Banská Bystrica, National School of Political Studies and Public Administration, Radboud University Nijmegen, Roskilde University, Tallinn University of Technology and The University of Edinburgh;  
see [www.lipse.org](http://www.lipse.org)  
budget: total during € 2.474 mio.; own share: € 220 000  
role: lead of dissemination Work Package
- 2015 A global expert survey on public infrastructure; joint project of the Hertie-School of Governance and the OECD for the 2016 Governance Report on Public Infrastructure.  
budget: € 20 000  
role: project lead (for survey)

- 2013-2018 Annual German wide public administration survey on that status quo of public sector reform and digitalisation in German government (Zukunftspanel Staat & Verwaltung) in association with German Ministry of Interior; commissioned by Wegweiser Strategy and Research GmbH  
budget: € 85 000  
role: project lead
- 2014-2015: "Performance Audit and Policy Evaluation: On the Same or Parallel Tracks?" (REG\_RS\_214); academic mentoring for a project as part of the Regional Research Promotion Programme in the Western Balkans (RRPP) commissioned by the Swiss Agency for Development and the Université de Fribourg  
budget for mentoring: SFr 47 610  
role: project lead for mentoring
- 2011-2014 "Coordination for Cohesion in the Public Sector of the Future", EU FP 7 funded research project (No. 266887) lead lies at the Hertie School together with Erasmus University Rotterdam; other academic partners are University of Bergen, Bocconi University, National Center for Scientific Research (CNRS), University of Cantabria, Cardiff University, Corvinus University Budapest, University of Exeter, Katholieke Universiteit Leuven and Tallinn University of Technology;  
see [www.cocops.eu](http://www.cocops.eu)  
budget: total funding 2.6 mio.; own share: € 350 000  
role: joint coordinator of overall project and lead of Work Package 3
- 2012-2013 Providing Academic expertise for the development of a Transformation Readiness/Capacity Index for a study "Public Service for the Future" commissioned by Accenture Research  
budget: € 40 000  
role: project lead
- 2009-2011 Evaluation of the German Gender Equality Law (2. Erfahrungsbericht zum BGleIG sowie 5 Gremienbericht des Bundes), Evaluation study financed by the German Ministry for Family, Senior Citizens, Women and Youth  
budget: € 125 000  
role: project lead
- 2008-2010 Public Corporate Governance - Steering and Control of Corporatisations and Agencies Research Project financed by Jubiläumsfonds der Österreichischen Nationalbank and part of the EU COST Action Program IS0601 "Comparative Research into Current Trends in Public Sector Organization (CRIPO)"; at WU Vienna  
budget: € 87 000  
role: project lead
- 2009 Public Sector Leadership in Germany – Executive Survey  
Research project in cooperation with researchers from University Potsdam and University Leipzig and supported by the Institut für den öffentlichen Sektor  
budget: € 10 000  
role: project lead
- 2008 Impact of Budgetary Flexibilization and Autonomization on Agency Performance  
Evaluation study commissioned by the Austrian Federal Chancellery  
budget: € 25 000  
role: project lead
- 2007-2008 Public Sector Motivation and Public Management Reform  
Research project and empirical survey with the City of Vienna and financed by the Jubiläumsfonds der Stadt Wien  
budget: € 20 000  
role: project lead
- 2007-2008 The Impact of Individual Assessments on Organisational Performance in the Public Services of the EU Member States; Study commissioned and financed by the Portuguese EU Presidency in cooperation with EIPA  
budget: 10 000 €  
role: researcher
- 2006 Expertise for project team government reform in Canton Aargau (Switzerland);  
Client: Staatskanzlei des Kantons Aargau  
budget: SFr 20 000  
role: project lead

- 2005-2006 Public Private Partnerships: International Good Practices for Large City Management, Research project financed by the Jubiläumsfonds der Stadt Wien  
budget: 20 000 €  
role: project lead
- 2005 One year grant for support of habilitation at WU Vienna  
(Kuratoriumsförderung zur Entlastung von WU-Habilitand/inn/en)

## TEACHING EXPERIENCES

### Hertie School of Governance (all courses in English)

- Public Management and Leadership II (Elective within the MPP Program)
- Public Management Tools: Design, Application and Impact (Elective within the MPP-Program)
- Human Resource Management in the Public Sector (Elective within the MPP-Program)
- Strategic and Performance Management (Core Course within the EMPA-Program; co-teaching)
- Human Resource Management (Core Course within the EMPA-Program)
- Performance Management Approaches for Effectiveness and Efficiency (Elective within the EMPA-Program)
- Managing Organizational Change (Elective within the EMPA-Program; co-teaching)
- London Workshop (part of the EMPA Program; co-teaching)
- Financial Management and Management Control (Core Course within the EMPM Program; co-teaching)
- Leadership and Personnel Management (Elective within the EMPM-Program; co-teaching)

First advisor of about 75 EMPA master theses and 50 MPP master theses.

### WU Vienna

(all courses at graduate level)

- Blocked Seminar on PPPs within the CEMS Master of International Management (together with other member of CEMS IFG Public Management and Governance)
- Public Management IV: Projekt- und Methodenseminar (together with Isabell Egger-Peitler and Peter Grünenfelder)  
2010 award for „excellence in teaching“ from the Vienna University of Economics and Business
- Public Management II: Instrumente und Konzepte des Public Management
- Public Management VI: Praxisdialog
- PS ABWL Unternehmensführung und Personal: Theorie und Praxis eines Change Management in der öffentlichen Verwaltung
- PS ABWL Unternehmensführung und Controlling (in total 38 seminars with more than 1.200 students)  
part of a “Controlling compact-program” which was awarded the WU Vienna best seminar award in 1996
- PS ABWL Personal und Unternehmensführung: Development of Leadership Skills

### Executive Teaching

#### University Potsdam - Potsdam Centrum für Politik und Management (PCPM)

Leadership and performance management modules in training programs for international civil servants and in GIZ summer school

#### Federal Academy (Verwaltungsakademie des Bundes / Zentrum für Verwaltungsmanagement)

Coordinator and lecturer for „Public Management and Governance“ program; public management module in advancement course (Aufstiegskurs) for federal government employees; seminar: Controlling in Public Administration

Fortbildungsakademie des Landes NRW/Akademie Mont-Cenis: Strategische Führung in der Landesverwaltung

Public Administration Academy of the City of Vienna (Verwaltungsakademie der Stadt Wien)

Führungskräftenachwuchslehrgang: Module Public Management;  
Managementlehrgang für Dienststellenleiter/innen sowie deren Stellvertreter/innen der Wiener Stadtverwaltung: Module Public Management

Salzburg Management, University of Salzburg Business School

International Executive Compact Program „Public Management“: Performance Management, Strategic Management in Public Administration

International Know-How Transfer of Austrian Chamber of Commerce

About 30 Management-Trainings in Romania, Serbia, Albania, Russia in the areas of accounting, controlling, capital budgeting and finance within the International Know-How Transfer Program of the Austrian Chamber of Commerce

Tailorized Seminars for Customized Offers at the Hertie School, the Education Department (Kultusministerium) Hesse, City of Leoben

## **POLICY ADVICE AND CONSULTANCY**

Accenture Research

Aga Khan Foundation

Austrian EU-Presidency

Austrian Federal Chancellery

Austrian Federal Ministry of Finance

Austrian Parliament

Center for Legal Competence (CLC)

European Commission

EU Phare/Twinning

Physikalisch-Technische Bundesanstalt

Portuguese EU Presidency

US Aid/Indonesian Government

World Bank

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