

CURRICULUM VITAE

BERT GEORGE (20/10/1987, Kortrijk, Belgium)

Erasmus University Rotterdam



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PROFESSIONAL EXPERIENCE

Assistant Professor in Public Management (Tenure Track): Department of Public Administration and Sociology, Erasmus University Rotterdam, August 2016 – Present

Guest Professor in Public Management (10%): Faculty of Economics and Business Administration, Ghent University, December 2018 - Present

PhD Student in Business Economics: Faculty of Economics and Business Administration, Ghent University, January 2013 - November 2016

ING International Talent Program/Management Trainee: ING Group, December 2011 - December 2012

Research Internship: Strategy & Development Department, Antwerp Port Authority, April 2011 - August 2011

INTERNATIONAL EXPERIENCE

Invited seminars or lectures: Aarhus University (Denmark) – February 2017, Universidad Pablo de Olavide (Spain) – June 2017, Queen Margaret University (Scotland) – April 2018, FHR School of Governance (Suriname) – October 2018, Austrian Federal Performance Management Office (Austria) – December 2018

Missions for the OECD Directorate for Education and Skills: Country review Wales (July 2017), country review Georgia (June 2018), country review United Arab Emirates (planned February 2019)

Visiting PhD Student: Laboratory for Public Management and Policy, City University of Hong Kong, April – May 2016

Visiting PhD Student: Laboratory for Public Management and Policy, City University of Hong Kong, December 2014 – March 2015

TEACHING EXPERIENCE

Guest lectures:

- 2017, 2018: Class on strategy in the public sector, Radboud University Nijmegen, 1st bachelor public administration

Teaching at Erasmus University Rotterdam (2016-2018):

- Strategic public management, master in public management, average evaluation of **8.5 out of 10**
- Organization & behaviour, executive master in public administration, average evaluation of **8.5 out of 10**
- International public management, master in international public management & policy, average evaluation of **8.6 out of 10**
- Public management & organizational change, executive master in public administration, average evaluation of **8.5 out of 10**
- Core themes II public management, research master in public administration and organizational science, average evaluation of **4.3 out of 5**
- Master thesis supervision: 17 successfully defended theses
- PhD thesis co-supervision: 2 PhD students (ongoing)

SERVICE DELIVERY

Co-chair of the EGPA permanent study group on *Strategic Management in Government*

Co-chair of the IRSPM 2016 panel on *Experiments, Replication and Knowledge in Public Management Research*

Co-chair of the IRSPM 2018 panel on *Strategic Management and Performance in the New Public Governance Era*

Ad-hoc reviewer for *Public Management Review*, *Review of Public Personnel Administration*, *International Public Management Journal*, *Public Administration*, *Public Administration Review*, *International Journal of Public Sector Management*, *Journal of Public Administration Research and Theory* and *Public Policy and Administration* ([verified overview via Publons](#))

Expert consultant for the OECD – Directorate for Education and Skills – project on the School as Learning Organization and country reviews (Wales, Georgia, United Arab Emirates)

Frequent seminars on public management issues to (international) groups of civil servants

Program director Master in Public Management at Erasmus University Rotterdam

Member of the Testing Committee at Erasmus School of Social and Behavioural Sciences

EDUCATION

Doctorate: January 2013 – November 2016: PhD Business Economics (Ghent University)

Title: *Unravelling the determinants of strategic planning effectiveness in public organizations.*

Master: 2012: MSc Business Administration, Strategic Management (Ghent University), Summa Cum Laude, Greatest Honours (*first of my class*)

Bachelor: 2012: BSc Business Administration, Major Finance and Risk Management & Management and IT (Ghent University)

Certificates: 2018: Basic Qualification Teaching (Erasmus University Rotterdam)
2017: CEFRL – English – C2
2016: University Teaching – Introduction (Ghent University)
2016: Advanced Multilevel Analysis for the Social Sciences (Ghent University)
2016: Experimental Design (IPVW, Ghent University)
2015: Introduction to R (IPVW, Ghent University)
2014: Multilevel Analysis with HLM (IPVW, Ghent University)
2014: Applied Linear Regression (IPVW, Ghent University)
2013: Advanced Academic English (UCT, Ghent University)
2012: Financial Risk Management (Vlerick Business School)
2012: Project Management, PRINCE2 Foundation (APMG-International)

AWARDS AND HONOURS

Professor: Runner Up – Best Papers published in 2017 in Public Management Review – awarded at IRSPM 2018 Conference
Top Reviewer Award at the annual Academy of Management (AOM) Conference 2017 – Public and Nonprofit Division

Doctorate: Best Paper Award at the annual PhD Symposium of the European Group for Public Administration 2013 (EGPA)
Best Paper Award at the annual European Academy of Management (EURAM) Conference 2016 – Public Management SIG

Master: Award Best Student in Business Administration 2011
Award Best Dissertation in the field of General Economics 2011
Industry Champion in the Business Strategy Game 2011

Bachelor: Selected member of the Unizo Summer Academy 2010
Award for Best Product or Service at the Young Entrepreneurs do Information Technology Competition 2008 (Junior Chamber International Gent Artevelde)

SUMMARY OF PUBLICATIONS

A full list of my publications can be found in Appendix A.

- Popular press mentions: 4 – including De Morgen and BBC Wales
- Books: 1 – published by OECD publishing
- SSCI-articles: 15 – including 3 in top 10% journals
- Book chapters: 2 – in a Dutch and English edited book
- Popular or professional articles: 7 – including Knack.be and socialevraagstukken.nl

REFERENCES FROM INTERNATIONAL SCHOLARS AND PRACTITIONERS

Prof. dr. Richard M Walker
Chair Professor Public Management
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Prof. dr. John M Bryson
Presidential Professor Planning & Public Affairs
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Dr. Martin Baekgaard
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APPENDIX A – OVERVIEW OF PUBLICATIONS

Research mentioned in the popular press

2018 School funding: ‘Inequality could hamper’ new curriculum roll-out, BBC Wales.

2018 Asiel voor een Syrier? De Morgen.

2018 Een fusie vult de gemeentekas niet, De Morgen.

2017 Zowel linkse als rechtse politici discrimineren bij aanwervingen, De Morgen.

Books

OECD. 2018. *Developing Schools as Learning Organisations in Wales*, OECD Publishing: Paris.

Publications in journals indexed by the Social Sciences Citations Index

2018

Baekgaard, Martin, and Bert George. 2018. “Equal Access to the Top? Representative Bureaucracy and Politicians’ Recruitment Preferences for Top Administrative Staff” *Journal of Public Administration Research and Theory* Forthcoming.

Desmidt, Sebastian, Kenn Meyfrootd, and Bert George. 2018. “Shared Strategic Cognition in Flemish City Councils: The Relevance of Political and Demographic Group Characteristics” *Public Management Review* Forthcoming.

George, Bert, and Sebastian Desmidt. 2018. “Strategic-Decision Quality in Public Organizations: An Information Processing Perspective” *Administration & Society* 50 (1): 131-156.

George, Bert, Martin Baekgaard, Adeliën Decramer, Mieke Audenaert, and Stijn Goeminne. 2018. “Institutional Isomorphism, Negativity Bias and Performance Information Use By Politicians: A Survey Experiment” *Public Administration* Forthcoming.

George, Bert, Sebastian Desmidt, Eva Cools and Anita Prinzie. 2018. “Cognitive Styles, User Acceptance and Commitment to Strategic Plans in Public Organizations: An Empirical Analysis” *Public Management Review* 20 (3): 340-359.

George, Bert, Steven Van de Walle, and Gerhard Hammerschmid. 2018. "Institutions or Contingencies? A Cross-Country Analysis of Management Tool Use by Public-Sector Executives" *Public Administration Review* Forthcoming.

Goeminne, Stijn, and Bert George. 2018, "New Development: Determinants of Financial Performance in Public Organizations" *Public Money & Management* Forthcoming.

Kools, Marco, Pierre Goudard, Bert George, Bram Steijn, and Victor Bekkers. 2018. "The Relationship between the School as a Learning Organisation and Staff Outcomes: A Case Study of Wales" *European Journal of Education* Forthcoming.

2017

Audenaert, Mieke, Bert George, and Adeliën Decramer. 2017. "How a Demanding Employment Relationship Relates to Affective Commitment in Public Organizations: A Multilevel Analysis" *Public Administration* Forthcoming.

George, Bert. 2017. "Does Strategic Planning "Work" in Public Organizations? Insights from Flemish Municipalities" *Public Money & Management* 37 (7): 527-530.

George, Bert, and Sanjay K Pandey. 2017. "We Know the Yin- But Where is the Yang? Towards a Balanced Approach on Common Source Bias in Public Administration Scholarship" *Review of Public Personnel Administration* 37 (2): 245-270.

George, Bert, Sebastian Desmidt, Poul Aaes Nielsen, and Martin Baekgaard. 2017. "Rational Planning and Politicians' Preferences for Spending and Reform: Replication and Extension of A Survey Experiment" *Public Management Review* 19 (9): 1251-1271.

2016

Audenaert, Mieke, Adeliën Decramer, Bert George, Bram Verschuere, and Thomas Van Waeyenberg. 2016. "When employee performance management affects individual innovation in public organizations: The role of consistency and LMX" *The International Journal of Human Resource Management* Early View.

Desmidt, Sebastian, and Bert George. 2016. "Do We See Eye to Eye? The Relationship Between Internal Communication and Between-group Strategic Consensus: A Case Analysis" *Management Communication Quarterly* 30 (1): 84-102.

George, Bert, Sebastian Desmidt, and Julie De Moyer. 2016. "Strategic Decision Quality in Flemish Municipalities" *Public Money & Management* 36 (5): 317-324.

Book chapters in international books

George, Bert, and Sebastian Desmidt. 2014. "A State of Research on Strategic Management in the Public Sector: An Analysis of the Empirical Evidence" In *Strategic Management in Public Organizations : European Practices and Perspectives*, ed. Paul Joyce and Anne Drumaux, 151-172. New York, NY, USA: Routledge.

Book chapters in national books

George, Bert, and Sebastian Desmidt. 2013. “Strategische Planning Als Dominante Benadering Van Strategisch Management” In Strategisch Management : Een Handboek Voor De Publieke Sector, ed. Sebastian Desmidt and Aimé Heene, 175–219. Leuven: LannooCampus.

Popular or professional press articles

George, Bert, and Martin Baekgaard. 2017. “Ook lokale politici discrimineren” socialevraagstukken.nl

George, Bert, and Kenn Meyfrootd. 2016. “Terrorisme Aanpakken Vraagt Strategisch Staatsmodel” Knack.be

George, Bert. 2017. “DISSERTATIES – Unraveling the determinants of strategic planning effectiveness in public organizations” Bestuurskunde – Aflevering 3

George, Bert. 2016. “Doctorandus in de kijker: Bert George” VOSEKO Magazine

George, Bert. 2014. “‘Under My Umbrella’ in Hong Kong: Ongelijkheid En Sociale Immobilititeit Als Vruchtbare Protestakkers” Knack.be

George, Bert, and Sebastian Desmidt. 2013. “Het Strategisch Meerjarenplan” OCMW Visies 2: 23–26.

Desmidt, Sebastian, and Bert George. 2013. “De Essentie Van Strategisch Management” OCMW Visies 2: 6–11.