

March 2019

CURRICULUM VITAE

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Assistant Professor

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Educational Background

The University of Texas at Dallas. May 2018
Department of Public and Non-Profit Management
Doctor of Philosophy in Public Affairs

Dissertation Title: Enhancing Retention of Women,
Minorities, Employees with Disabilities: An
Organizational Inclusion Perspective
Dissertation Chair: Dr. Meghna Sabharwal
Committee Members: Dr. R. Paul Battaglio Jr., Dr. Doug
Goodman, Dr. Doug Kiel, and Dr. Donald F. Kettl

Tata Institute of Social Sciences, Mumbai, India. May 2010
School of Management and Labor Studies.
Master of Arts in Globalization & Labor

Thesis Title: Gendered Bargaining for Public Space: A
Case Study of SEWA Ladies Market
Thesis Supervisor: Dr. Mouleshri Vyas

Fergusson College, University of Pune, India. May 2008
Department of Political Science
Bachelor of Arts in Political Science

Employment background

Assistant Professor at Institute of Public Service, College of Arts and September 2018-
Sciences, Seattle University present

March 2019

Adjunct Professor at Institute of Public Service, College of Arts and Sciences, Seattle University	July 2018- September 2018
Graduate Teaching Assistant and Instructor at The University of Texas at Dallas, Richardson, Texas	August 2014-May 2018
Senior Research Associate at the National Corporate Social Responsibility Hub, Tata Institute of Social Sciences, Mumbai, India	November 2011 – August 2014
Assistant Manager at the Computer Society of India, Mumbai, India	April 2010 – November 2011
Researcher at CLIPS India Foundation, Mumbai, India	January 2010 – March 2010
Intern at Self Employed Women’s Association, Delhi, India	June 2009 – November 2009

Research Interests: Organizational Behavior and Theory, International and Comparative Public Administration, Human Resources Management, Social justice, Diversity, and Inclusion

Publications

1. **Chordiya Rashmi**, Meghna Sabharwal, Jeannine E. Relly, and Evan M. Berman. “Organizational Protection for Whistleblowers: A Cross National Study.” (Public Management Review, forthcoming).
2. Sean McCandless, Nicole Elias, and **Rashmi Chordiya**. “Administrative Decision-making amid Competing Public Sector Values: Confederate Statue Removal in Baltimore” (Journal of Public Affairs Education, forthcoming)
3. **Chordiya, Rashmi**. 2018. “Are Federal Child Care Programs Sufficient for Employee Retention? Critical Examination from a Gendered Perspective.” *The American Review of Public Administration*, October, 0275074018804662.
<https://doi.org/10.1177/0275074018804662>. [33 Reads]
4. **Chordiya, Rashmi**, Meghna Sabharwal, and R. Paul Battaglio. 2018. “Dispositional and Organizational Sources of Job Satisfaction: A Cross-National Study.” *Public Management Review*, November, <https://doi.org/10.1080/14719037.2018.1544274>. [69 Reads]

5. **Chordiya, Rashmi**, Meghna Sabharwal, and Doug Goodman. 2017¹. "Affective Organizational Commitment and Job Satisfaction: A Cross-National Comparative Study." *Public Administration* 95 (1): 178-95. doi:10.1111/padm.12306. [1,122 Reads, 29 Citations]
6. **Chordiya, Rashmi**. 2017. "Book Review: Women in Public Administration: Theory and Practice." *Review of Public Personnel Administration* 37 (3): 369–72. doi:10.1177/0734371X17723402. [7 Reads]
7. **Chordiya, Rashmi**. 2016. "What You Think About Yourself Matters: The Importance of Self-Efficacy for Public Employees' Job Satisfaction." *PA TIMES Online*. August 19. <http://patimes.org/matters-2/>.

Works under review

Research focused on Workplace Diversity and Inclusion

1. **Chordiya Rashmi** "Racial Differences in Federal Employees' Turnover Intentions: Is Perceived Organizational Support and Organizational Justice the Key?" (Review of Public Personnel Administration, Revise and Re-submit)
2. **Chordiya Rashmi** "Organizational Inclusion and Retention of Employees with Disabilities" (Review of Public Personnel Administration, Revise and Re-submit).

Works in progress

Research focused on International and Comparative Public Administration in the Asia-Pacific and the Caribbean countries

1. **Chordiya Rashmi**, Meghna Sabharwal, and Charlene Roach. "Impact of New Public Management Reforms on Performance Management Systems: A Cross National Study".
2. Charlene L. Roach, Wayne-Charles-Soverall, **Rashmi Chordiya**, and Meghna Sabharwal. "Examining the Impact of PSM & Leadership on Turnover Intentions of Government Employees in Barbados."

¹ For articles published between July 2016 and June 2018, this article was among Public Administration journal's top 20 most downloaded papers.

3. Charlene L. Roach, Wayne-Charles-Soverall, Meghna Sabharwal, and , **Rashmi Chordiya**.
“Examining the Impact of Ethics on Performance in Barbados.”
4. Charlene L. Roach, Wayne-Charles-Soverall, Meghna Sabharwal, and , **Rashmi Chordiya**.
“Culture and Performance in a Caribbean Public Service Context.”

Professional Recognitions and Honors

- 2018 Section on Personnel Administration and Labor Relations (SPALR) Dissertation Award received at 2018 ASPA annual conference in Denver, CO
- [2017 Network of Schools of Public Policy, Affairs, and Administration’s \(NASPAA\) Staats Emerging Scholar Award](#) received at 2017 NASPAA annual conference in Washington D.C.
- 2017 Section on International and Comparative Administration’s David Gould Scholarship at ASPA conference, Atlanta
- 2017 Section for Women in Public Administration Scholarship at ASPA conference, Atlanta
- 2017 Larry D. Terry Graduate Scholarship, School of Economic, Political and Policy Sciences (EPPS), UT Dallas
- Participated in American Society for Public Administration’s Fifth International Young Scholars Workshop, July 2016 in Cape Town, South Africa
- Received Best Paper-Honorable Mention Award at American Society for Public Administration’s Fifth International Young Scholars Workshop, July 2016 in Cape Town, South Africa
- 2016 Founders Fellow of the American Society for Public Administration (ASPA), Seattle, 2016
- 2016 Vibhooti Shukla Graduate Fellowship, School of Economic, Political and Policy Sciences (EPPS), UT Dallas
- EPPS Graduate Studies Scholarship (Fall 2014 till Present) at UT Dallas
- EPPS Graduate Teaching Assistant (Fall 2014 till Present) at UT Dallas
- PhD Research Small Grant at UT Dallas, September 2017; February 2016; April 2015

Professional Engagements

Professional Development Trainings/ Webinars

Social Equity, Diversity, and Inclusion (SEDI)

Social Equity, Diversity, and Inclusion (SEDI) is a collaborative effort among American Society for Public Administration's (ASPA) Sections to create and promote knowledge, and build a network of invested individuals and groups around issues of social equity, diversity, and inclusion. It was initiated by **Rashmi Chordiya**. It was convened by **Rashmi Chordiya**, Sean McCandless, and Nicole Elias. It is co-sponsored by ASPA sections-COMPA, LGBTAA, SDSJ, SHHSA, SPALR, SNAPS, and SWPA.

- **Rashmi Chordiya**, Nicole Elias, and Sean McCandless. Workshop on Social Equity, Diversity, and Inclusion for the North Eastern Conference of Public Administration (NECoPA), Baltimore, November 2018
- **Rashmi Chordiya**, Nicole Elias, and Sean McCandless. March 2018. Convened and coordinated a collaborative² ASPA presidential panel on 'Ally Training for Social Equity: Understanding and Promoting Diversity and Inclusion in Public Administration' for ASPA's 79th annual conference in Denver, Colorado. It was co-sponsored by ASPA National and ASPA sections-COMPA, LGBTAA, SDSJ, SPALR, SNAPS, and SWPA.
- **Rashmi Chordiya**, Nicole Elias, and Sean McCandless. March 2019. Convened and coordinating the 2nd Annual ASPA Social Equity Diversity and Inclusion (SEDI) Workshop for ASPA's 80th annual conference in Washington D.C. The workshop is entitled "**Doing the Work: An Equity Minded Approach to Inclusion and Justice in Public Administration**" and will be co-developed and facilitated by Brandi Blessett and Tia Sherèe Gaynor of the University of Cincinnati. It was co-sponsored by ASPA sections-COMPA, LGBTAA, SDSJ, SHHSA, SPALR, SNAPS, and SWPA.

Navigating Public Administration Careers

- **Rashmi Chordiya**, Patricia Soler, and Erica Lee. Co-developed and hosted an [ASPA webinar on "Public Sector Careers beyond Academia". January 31st, 2019 at 1:00 p.m. EST](#). Registrations=138; Attendees= 58; Average rating for the webinar effectiveness=.91 out of 1
- **Rashmi Chordiya**. Invited panelist for a session entitled "The Job Search" at ASPA's 2019 Students and New Professionals Summit, Washington D.C., March 2019.

Other Invited Speaking Engagements:

- UTD's School of Economic, Political and Policy Sciences' Expert Panel: How to be a Great Teaching Assistant
- Invited Guest Speaker for UTD's Public and Nonprofit Management Department's Brown Bag sessions on "Public Administration Conferences" and "Academic Job Market"

² The training was attended by 60 ASPA conference participants.

Executive Leadership Positions with American Society for Public Administration

- Chair for ASPA's Student and New Administration Professionals Section (2018-2019)
- National audit committee member for ASPA (2017, 2018)
- Secretary for ASPA's Section on International and Comparative Administration (2017-2019)
- Board Member: ASPA' Section for Women in Public Administration (2018-2021)
- Member of ASPA 2017 Founders' Fellow Committee's Mentoring Working Group

Academic paper presentations at professional meetings

1. **Chordiya Rashmi**, Meghna Sabharwal, and Charlene Roach. "Impact of New Public Management Reforms on Performance Management Systems: A Cross National Study". To be presented at American Society for Public Administration, March 8th-12, Washington D.C.
2. Charlene Roach, Meghna Sabharwal, and **Chordiya Rashmi**. "The Impact of Values on Ethical Behaviors of Public Servants". To be presented at American Society for Public Administration, March 8th-12, Washington D.C.
3. Sean McCandless, **Rashmi Chordiya**, Nicole Elias. New Frontiers of Social Equity, Diversity, and Inclusion in MPA Programs. To be presented at the annual conference of The Network of Schools of Public Policy, Affairs, and Administration (NASPAA), Atlanta, Georgia, October 10-13, 2018
4. Charlene Roach, Meghna Sabharwal, Wayne Charles-Soverall, and **Rashmi Chordiya**. Cultural Impacts on Performance in Caribbean Public Organizations. Caribbean Studies Association Conference, June 4-8th 2018
5. Charlene Roach, Meghna Sabharwal, Wayne Charles-Soverall, and **Rashmi Chordiya**. Organizational Performance and Culture: A Comparative Analysis of Two Islands. The American Society for Public Administration (ASPA) Annual Conference, Denver, Colorado, March 8-12, 2018.
6. **Chordiya Rashmi**. Are Federal Child Care Programs Sufficient for Employee Retention: A Critical Examination from Gendered Perspective? The Southeastern Conference for Public Administration (SECoPA) Annual Conference, Hollywood Beach, Florida, October 4-7, 2017.
7. **Chordiya Rashmi**, Meghna Sabharwal, Jeannine E. Relly, and Evan Berman. Protecting Whistleblowers as an Anti-Corruption Strategy: A Multi-Dimensional Approach. The

- Southeastern Conference for Public Administration (SECoPA) Annual Conference, Hollywood Beach, Florida, October 4-7, 2017.
8. Charlene Roach, Meghna Sabharwal, Wayne Charles-Soverall, and **Rashmi Chordiya**. Culture and Performance in a Caribbean Public Service Context. Caribbean Studies Association 42nd Annual Conference, Nassau Bahamas, June 5-10th 2017.
 9. **Chordiya Rashmi**, Meghna Sabharwal, and Evan Berman. New Public Management Reforms and Job Satisfaction: A Cross Country Comparison. The American Society for Public Administration (ASPA) Annual Conference, Atlanta, Georgia, March 17-21, 2017.
 10. Charlene L. Roach, Wayne-Charles-Soverall, Meghna Sabharwal, and **Rashmi Chordiya**. Examining the Impact of PSM & Leadership on Turnover Intentions of Government Employees in Barbados. ASPA Annual Conference, Atlanta, Georgia, March 17-21, 2017.
 11. **Chordiya Rashmi**, Meghna Sabharwal and Paul Battaglio. Examining the Dispositional and Organizational Sources of Job Satisfaction. Southeastern Conference for Public Administration (SECoPA) Annual Conference, Raleigh, North Carolina, October 13-16, 2016.
 12. **Chordiya Rashmi**, Meghna Sabharwal, Jeannine E. Relly, and Evan Berman. Impact of Ethical Leadership and Legal Human Resources Practices on the Work Environment of Public Employees in South Asia. ASPA Annual Conference, Seattle, Washington, March 18-22, 2016.
 13. **Chordiya Rashmi**, Meghna Sabharwal and Paul Battaglio. Does Transformation-Oriented Leadership Impact Overall Job Satisfaction? Importance of Institutional Mechanisms. ASPA Annual Conference, Seattle, Washington, March 18-22, 2016.
 14. Charlene M. L. Roach, Wayne Charles-Soverall, Akhentoolove Corbin, Meghna Sabharwal, and **Rashmi Chordiya**. The Impact of Leadership on Public Service Motivation in Barbados. ASPA Annual Conference, Seattle, Washington, March 18-22, 2016.
 15. **Chordiya Rashmi**, Meghna Sabharwal, and Doug Goodman. Job Satisfaction and Organizational Commitment among Mid-Career Public Managers: A Comparative Study between India and the United States. SECoPA Annual Conference, Charleston, South Carolina, September 30-October 3, 2015.

16. **Chordiya Rashmi**, Meghna Sabharwal and Paul Battaglio. Determinants of Job Satisfaction among Public Managers in India. SECoPA Annual Conference, Charleston, South Carolina, September 30-October 3, 2015.
17. **Chordiya Rashmi**, James Harrington and Evgenia Gorina. Fiscal Consequences of Underachievement under NCLB: A Case of Texas School Districts. Western Social Science Association (WSSA) Annual Conference, Portland, Oregon, April 8-11, 2015.

Panel Discussant:

- **Chordiya, Rashmi**. "Role of Lived Experience, Politics, Language in Effective and Democratic Public Service." Role: Discussant. 2018 Annual ASPA Conference. Denver, Colorado

Ad-hoc journal reviewer for:

Public Administration Review, Public Management Review, Review of Public Personnel Administration

Professional Memberships

- Pi Alpha Alpha Honor Society (PAA)
- American Society for Public Administration (ASPA) (2015-Present)
 - Student and New Administration Professionals Section (SNAPS)
 - Section on International and Comparative Administration (SICA)
 - Section for Women in Public Administration (SWPA)
 - Section on Personnel Administration and Labor Relations (SPALR)
 - Section on Democracy and Social Justice (DSJ)
 - The LGBT Advocacy Alliance

Service

Institute of Public Service, College of Arts and Sciences, Seattle University

1. Served on MPA Curriculum Committee (2018-2019)
2. Served during two faculty searches for Institute of Public Service (2018, 2019)

Course taught

Organizational Theory and Behavior, Human Resources Management, Managing Diversity, and Inclusion in the Workplace.

Teaching Experience

Seattle University

Graduate Courses

Course Number	Title	Quarter/s
PUBM 5110	Understanding Organizations	Summer 2018, Fall 2018, Winter 2019
PUBM 5220	Human Resources Management	Winter 2019
PUBM 5910	Managing Diversity and Inclusion in the Workplace	Summer 2018, Spring 2019

Undergraduate Courses

Course Number	Title	Quarter/s
PUBA 2020	Citizenship and Society	Fall 2018

The University of Texas at Dallas

Course Number	Title	Semester/s
PA 3380	Organizations: Theory and Behavior (Online Class)	Fall 2017, Spring 2018
PA 3333	Human Resources Management	Spring 2017
PA 3380	Organizations: Theory and Behavior	Fall 2016

Invited Guest Lecturer

PA 6326: Decision Tools for Public Managers (*Topic: Linear Programming*)

PA 4370: Leadership (*Topic: Gender and Leadership*)

Past Work Experience in India

Tata Institute of Social Sciences (TISS), Mumbai, India November 2011 – August 2014

1. **Senior Research Associate** at National Corporate Social Responsibility Hub (NCSR Hub). This organization was established by Department of Public Enterprises, Government of India (GoI) at TISS to facilitate CSR initiatives of public enterprises.
 - Engaged with multiple stakeholders including Department of Public Enterprises, Government of India (GOI), various state-owned enterprises/multinational corporations, government bodies at district and local administrative levels, target beneficiary communities, implementing non-governmental organisations, to advise and facilitate collaborative partnerships on the CSR initiatives of public sector enterprises
 - Conducted research studies to assess needs of the target communities, pre-intervention baseline assessments, and evaluate outcomes and impacts of CSR project

interventions. (Worked on 11 research projects across 10 states of India covering 23 districts and 150 villages including the backward and insurgency affected areas). A mixed methods and qualitative research approach was applied while conducting these studies. These studies helped companies make evidence based decisions on their CSR initiatives, to conduct mid-course corrections, and to identify potential areas of CSR interventions.

2. **Consultant from TISS** for All India Council of Technical Education (AICTE) for preparation of the *Report on Status of Technical Education in India*
3. **Consultant from TISS** in working with States where a National Policy on Higher Education, 2013 was being implemented.
4. **Team member** in the preparatory and planning process for Academic Leadership Academy in India as a part of collaborative effort between TISS and Rutgers University under Obama-Singh Knowledge Initiative (OSKI). Participated as a delegate under the OSKI for a study tour to Rutgers and College of Education at Penn State where recent trends in higher education policies in USA and potential opportunities for collaboration between to the two countries were discussed and formalized.
5. **Principal Co-ordinator** for One-Week In-Service Training Programmes for Mid- Career Indian Administrative Officers as well as State Administrative Officers. These trainings are conducted by Tata Institute of Social Sciences for Department of Personnel and Training, Government of India and also for the State governments

Selected Reports written for National Corporate Social Responsibility Hub, TISS, Mumbai, India

1. 2012-Need Assessment Study in Khandwa District, Madhya Pradesh, commissioned by NHDC Ltd.
2. 2012-Need Assessment Study in Narainpur district, Chhattisgarh, commissioned by Rail Vikas Nigam Ltd. (co-authored)
3. 2012-Impact Assessment Study of Fame India and Yashaswini Swavalamban Trust, commissioned by Duetsche Bank
4. 2013-Need Assessment Study in Banihal and Doda district, Jammu and Kashmir, commissioned by IRCON International Ltd. (co-authored)
5. 2013-Need Assessment Study in Nagpur district in Maharashtra and Chhindwara district in Madhya Pradesh, commissioned by Western Coal Fields Ltd. (co-authored)
6. 2013-Impact Assessment and Evaluation of CSR Projects at RCF Thal and RCF Trombay Units, Commissioned by Rashtriya Chemical Fertilizers (RCF) (co-authored)

7. 2013-Impact Assessment of GAIL-IL&FS Skill Development Centres, commissioned by Gas Authority of India Limited (co-authored)
8. 2013-Impact Assessment of GAIL-Sulabh International Total Sanitation Campaign, commissioned by Gas Authority of India Limited (co-authored)
9. 2013-Impact Assessment of HPCL CSR projects of FY- 2012-13, commissioned by Hindustan Petroleum Corporation Limited (co-authored)
10. 2013-Concurrent Evaluation Report for CSR Projects for FY- 2012-13, commissioned by Goa Shipyard Limited (co-authored)

Computer Society of India, Mumbai, India

April 2010 – November 2011

Worked as an **Assistant Manager (Membership Services and Development)** at Computer Society of India, which is a professional body for Information Technology professionals in India. Key role included management of membership services and its development at a national level (CSI).

Clips India Foundation, Mumbai, India

January 2010 – March 2010

Worked as **Researcher** for Social Impact Assessment Study of Solid Waste Management Project of Mumbai Metropolitan Region Development Authority (MMRDA). Conducted (ex-ante) social impact assessment in 25 villages of Ambarnath and Shilphata areas in vicinity of Mumbai city and was involved in drafting of report commissioned by MMRDA

Self Employed Women's Association, Delhi, India (Intern) June 2009 – November 2009

Engaged as a co-coordinator of the Street Vendor's Programme of SEWA Delhi, and as a principal coordinator for the SEWA Ladies Market to establish exclusive market for 200 women vendors in Delhi. The market was envisioned to provide women vendors with opportunities to earn livelihood with dignity. Responsibilities also included liaising and negotiating with the Municipal Corporation of Delhi for the provision of licenses to street vendor members of SEWA Delhi under the National Street Vendors' Policy. This work also culminated into Master's thesis which was entitled "Gendered Bargaining for Public Space: Case Study of SEWA Ladies Market".