

CURRICULUM VITAE

Dr. Rashmi Vijay Chordiya  
Associate Professor,  
Public Affairs and Nonprofit Leadership  
Seattle University

**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**

Associate Professor, Department of Public Affairs and Nonprofit Leadership September 2024-  
(Formerly Institute of Public Service), College of Arts and Sciences, Seattle Present.  
University

Assistant Professor, Department of Public Affairs and Nonprofit Leadership September 2018-  
(Formerly Institute of Public Service), College of Arts and Sciences, Seattle August 2024.  
University

Adjunct Professor at Department of Public Affairs and Nonprofit Leadership (Formerly 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

**Publications (\*co-authored with current or former students)**

***Books and Book Chapters***

1. **Chordiya, Rashmi**, and Meghna Sabharwal. 2024. *Managing Diversity, Equity, and Inclusion in Public Service Organizations: A Liberatory Justice Approach*. 1st edition. New York: Routledge.
2. **Chordiya, Rashmi**, and Adana Protonentis\*. 2024. “Disability-Affirming Diversity, Equity, and Inclusion.” In *Handbook on Diversity, Equity, and Inclusion in Public Administration*, edited by Meghna Sabharwal, Sean A. McCandless, and Shilpa Viswanath, 78–107. Northampton: Edward Elgar Publishing.
3. Sabharwal, Meghna, and **Rashmi Chordiya**. Forthcoming. “Doing Equity Work ‘Equitably’: How an Intersectional Approach Helps.” In *Achieving Social Equity: From Problems to Solutions*, edited by Mary E. Guy and Sean A. McCandless, 2nd edition. Irvine, California: Melvin & Leigh, Publishers.

***Peer-Reviewed Journal Articles***

1. **Chordiya, Rashmi**, and Adana Protonentis\*. 2024. “Healing from Intersectional White Supremacy Culture and Ableism: Disability Justice as an Antidote.” *Journal of Social Equity and Public Administration* 2 (1): 127–52.

2. **Chordiya, Rashmi**, Stephanie Dolamore, Jeannine M. Love, Erin L. Borry, Adana Protonentis\*, Brendan Stern, and Geoffrey Whitebread. 2024. "Staking the Tent at the Margins: Using Disability Justice to Expand the Theory and Praxis of Social Equity in Public Administration." *Administrative Theory & Praxis* 46 (1): 95–120.
3. Emas, Rachel, Stephanie Dolamore, Peter A. Jones, Darrell Lovell, Geoffrey Whitebread, and **Rashmi Chordiya**. 2024. "Imposter Phenomenon & Belonging in Master of Public Administration Students in the US Context." *Journal of Public Affairs Education*, 1–28.
4. **Chordiya, Rashmi**, and Larry Hubbell. 2023. "Fostering Internal Pay Equity Through Gender Neutral Job Evaluations: A Case Study of the Federal Job Evaluation System." *Public Personnel Management* 52 (1): 25–47.
5. **Chordiya, Rashmi**. 2022. "A Study of Interracial Differences in Turnover Intentions: The Mitigating Role of Pro-Diversity and Justice-Oriented Management." *Public Personnel Management* 51 (2): 235–60.
6. **Chordiya, Rashmi**. 2022. "Organizational Inclusion and Turnover Intentions of Federal Employees with Disabilities." *Review of Public Personnel Administration* 42 (1): 60–87.
7. Protonentis, Adana\*, **Rashmi Chordiya**, and ChrisTiana ObeySumner\*. 2021. "Centering the Margins: Restorative and Transformative Justice as Our Path to Social Equity." *Administrative Theory & Praxis* 43 (3): 333–54.
8. **Chordiya, Rashmi**, Meghna Sabharwal, Jeannine E. Relly, and Evan M. Berman. 2020. "Organizational Protection for Whistleblowers: A Cross-National Study." *Public Management Review* 22 (4): 527–52.
9. Elias, Nicole M., Sean McCandless, and **Rashmi Chordiya**. 2019. "Administrative Decision-Making amid Competing Public Sector Values: Confederate Statue Removal in Baltimore, Maryland." *Journal of Public Affairs Education* 25 (3): 412–22.
10. **Chordiya, Rashmi**. 2019. "Are Federal Child Care Programs Sufficient for Employee Retention? Critical Examination from a Gendered Perspective." *The American Review of Public Administration* 49 (3): 338–52.
11. **Chordiya, Rashmi**, Meghna Sabharwal, and R. Paul Battaglio. 2019. "Dispositional and Organizational Sources of Job Satisfaction: A Cross-National Study." *Public Management Review* 21 (8): 1101–24.
12. **Chordiya, Rashmi**, Meghna Sabharwal, and Doug Goodman. 2017. "Affective Organizational Commitment and Job Satisfaction: A Cross-National Comparative Study." *Public Administration* 95 (1): 178-95.

**Book Reviews and Magazine articles**

1. **Chordiya, Rashmi.** 2017. "Book Review: Women in Public Administration: Theory and Practice." *Review of Public Personnel Administration* 37 (3): 369–72.
2. **Chordiya, Rashmi.** 2016. "What You Think About Yourself Matters: The Importance of Self-Efficacy for Public Employees' Job Satisfaction." *PA TIMES Online*. August 19.

**Works under review and in the Pipeline**

1. **Chordiya, Rashmi,** Erna Ruijter, Sean McCandless, Adana Protonentis\*, Imane Hijal-Moghrabi, Shilpa Viswanath, and Meghna Sabharwal. "A Case for Liberatory Public Service in Public Performance Measurement and Management." (Under Review, Public Performance Management Review)
2. Charlene Roach, **Chordiya Rashmi,** Romeo Abraham, and Meghna Sabharwal. "Enhancing Performance-Oriented Management: The Effect of New Public Management Reforms". (Revise and Resubmit at Public Administration and Development)
3. **Chordiya, Rashmi** and Meghna Sabharwal. "Towards a Liberatory Public Service: An Agenda for Theory, Research, and Praxis." (In Preparation for Perspectives on Public Management and Governance).
4. **Chordiya Rashmi** and Venkatesh Kumar. Liberatory Public Service in Action: An Examination of Equitable Livelihood Programs in the United States and the Indian Contexts (In preparation).

**Courses:** Organizational Theory and Behavior, Human Resources Management, Workplace Diversity and Social Justice, Liberatory Justice in Management Practices.

**Professional Development for Trauma-Informed Healing Centered Embodied Social Justice Leadership**

Foundations in Somatic Abolitionism with Education For Racial Equity  Two-Day Certificate Program	Completed. Spring 2022.
Art of Holding Space with Heather Plett at the Embody Lab  8 Hour Certificate Program	Completed. Spring 2022.
Integrative Somatic Trauma Therapy Program with the Embody Lab 60 hours Certificate Program	Completed. Fall 2021
Embodied Social Justice Leadership Program with the Embody Lab  50 hours Certificate Program	Completed Summer 2021.

## **Professional Recognitions and Honors**

### ***National and International Awards and Recognitions for Scholarship***

1. 2020 Section for Women in Public Administration (SWPA) Dissertation Award
2. 2018 Section on Personnel Administration and Labor Relations (SPALR) Dissertation Award received at 2018 ASPA annual conference in Denver, CO
3. 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.
4. 2017 Section on International and Comparative Administration's David Gould Scholarship at ASPA conference, Atlanta
5. 2017 Section for Women in Public Administration Scholarship at ASPA conference, Atlanta
6. 2017 Larry D. Terry Graduate Scholarship, School of Economic, Political and Policy Sciences (EPPS), UT Dallas
7. Recognized as a Young Scholar of Public Administration and invited to American Society for Public Administration's Fifth International Young Scholars Workshop, July 2016 in Cape Town, South Africa
8. 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
9. 2016 Founders Fellow of the American Society for Public Administration (ASPA), Seattle, 2016
10. 2016 Vibhooti Shukla Graduate Fellowship, School of Economic, Political and Policy Sciences (EPPS), UT Dallas
11. EPPS Graduate Studies Scholarship (Fall 2014 till Present) at UT Dallas
12. EPPS Graduate Teaching Assistant (Fall 2014 till Present) at UT Dallas
13. PhD Research Small Grant at UT Dallas, September 2017; February 2016; April 2015

### ***University Level Awards and Recognitions for Teaching and Scholarship***

1. 2024 Roundglass India Center's Raman Family Faculty Grant
  - a. Project Title: Liberatory Public Service in Action: Case Studies from the United States and India
2. 2022-24 Provost's Fellow for Seattle University's Reigniting Strategic Directions Initiative
3. 2022 College of Arts & Sciences Summer Faculty Research Fellowship.
  - a. Project Title: "Healing from White Supremacy Culture: Lessons from Disability Justice Movement".
4. 2021-22 Seattle University's Center for Jesuit Education's Endowed Mission Award.
  - a. Project Title: "Developing Embodied Pedagogy: Holding Space for Healing Centered Learning."
5. 2021 Provost's Award for Inaugural Anti-Racist Curriculum Development Initiative
6. 2019-2020 College of Arts & Sciences Student Assistantship Award.
7. 2020 College of Arts & Sciences Summer Faculty Research Fellowship.
  - a. Project Title: "Enhancing Performance-Oriented Management: The Effect of New Public Management Reforms."

## **Professional Service and Engagements**

### ***Editorial Board and Associate Editor***

1. Administrative Theory and Practice: Associate Editor for Social Justice (January 2024 till present)
2. Review of Public Personnel Administration: Editorial Board Member (January 2024 till present)
3. Public Administration and Development: Editorial Board Member (January 2024 till present)

### ***Ad-hoc Journal Reviewer (for over 10 journals)***

Journal of Public Administration Research and Theory, Administrative Theory and Praxis, Public Administration and Development, Public Administration Review, Public Management Review, Public Personnel Management, Review of Public Personnel Administration, Public Administration Quarterly, Journal of Public and Nonprofit Affairs, Journal of Public Affairs Education, Journal of Social Equity and Public Administration.

### ***Service to the University***

#### **Seattle University**

- Conference Committee Member for Seattle University's Mellon Foundation Conference on 'Race, Racialization, and Resistance: Curriculum, Pedagogy, and History' (March 2024 – April 2025). Conference Date: April 25-27, 2025
- Served as a panelist and/or facilitator for Mission Integration focused gatherings such as Colleagues in Jesuit Education (March 5<sup>th</sup>, 2024) and Mission Day (April 11<sup>th</sup>, 2024). My panel presentation and facilitated breakout session focused on highlighting the importance of practices and rituals to bring Ignatian values into life in our classrooms and our organizational contexts.
- New Faculty Institute's: Planning Team Member: January – September 2024
- Provosts Fellow for Goal 4: Inclusive Excellence | Reigniting Strategic Directions for Seattle University (Spring 2022 till Spring 2024)
- Working Committee Member for Seattle University's LIFT SU Goal 3 on Recruitment and Retention of BIPOC Faculty (Spring 2022 till Spring 2023)
- Search Committee Member for Hiring of Seattle University's Assistant Vice President for Diversity and Inclusion. (Fall 2021 till Spring 2022)
- Committee Member and College of Arts and Sciences Representative to Seattle University's Open Education Resources Committee (Winter 2022 till Spring 2022)
- Advisory Committee Member for Seattle University's Center for Faculty Development's Strategic Planning Group (January 2021 till present)
- Member of the Seattle University's Presidential Committee for Sustainability at Center for Environmental Justice and Sustainability (January 2021 till Spring 2022)
- Member of Seattle University's Presidential Committee for Sustainability's Academic Subcommittee at Center for Environmental Justice and Sustainability (April 2021 till Winter 2022)
- Served on the faculty panel for Leaders' Day for the Sullivan Leadership Program (Spring 2021)
- Served as a panel moderator and advisor for the Career Engagement Office's Engaged Employer Symposium (August 2021)

***Service to the College***

**College of Arts and Sciences, Seattle University**

- Committee Member for Dean's Budget Advisory Committee (Fall 2022- till present)
- Committee Member for 2023 College of Arts & Sciences Summer Faculty Research Fellowship.
- Committee Member for 2021 College of Arts & Sciences Summer Faculty Research Fellowship.

***Service to the Department***

**Public Affairs and Nonprofit Leadership (PANL), College of Arts and Sciences, Seattle University**

1. Planning Committee Member: Inaugural Event for Public Affairs and Nonprofit Leadership Department on April 25<sup>th</sup>, 2024
2. Served as a panelist with invited guest speaker, Ms. Adana Protonentis and Dr. Tanya Hayes on Public Affairs and Nonprofit Leadership's Theory to Practice Conversation on 'Healing from White Supremacy Culture: Lessons from Social Justice Movement Frameworks'. (Winter 2024)
3. Co-Convended Institute of Public Service's 'Theory to Practice' Conversation Series (Fall 2022- Winter 2023)
4. Served as a panelist with Mr. Bobby Humes and Dr. Tanya Hayes on IPS's Theory to Practice Conversation on 'How Can Managers Advocate for and Foster Pay Equity? (Winter 2023)
5. Co-creating a Diversity and Social Justice Certification program (Winter 2023- till present)
6. Served on MPA program's Diversity Equity and Inclusion Committee (2018- till present)
7. Served on MPA Curriculum Committee (2018 till present)
8. Served on Institute of Public Service's Committee for Equity in Guest Speaker Compensation
9. Served during two faculty searches for Institute of Public Service (2018, 2019)

***Service to Professional Organizations***

**Board Member and Executive Leadership Positions with American Society for Public Administration**

1. Board Member: ASPA's South Asian Section For Public Administration (2024- till present)
2. Chair for ASPA's Student and New Administration Professionals Section (2018-2019)
3. Secretary for ASPA's Section on International and Comparative Administration (2017-2019)
4. Board Member: ASPA' Section for Women in Public Administration (2018-till present)
5. Member of ASPA 2017 Founders' Fellow Committee's Mentoring Working Group

**Other Service to the American Society for Public Administration**

1. Served as a Track Reviewer for the American Society for Public Administration Conference 2021
2. National audit committee member for ASPA (2017, 2018)

***Professional Memberships***

- American Society for Public Administration (ASPA) (2015-Present)
  - Section for Women in Public Administration (SWPA)

- Student and New Administration Professionals Section (SNAPS)
- Section on Democracy and Social Justice (DSJ)
- The LGBT Advocacy Alliance
- South Asian Section For Public Administration (SASPA)
- Section on Personnel Administration and Labor Relations (SPALR)
- Pi Alpha Alpha Honor Society (PAA)

### ***Convened or Facilitated 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 collaborative<sup>1</sup> ASPA presidential panel on 'Ally Training for Social Equity: Understanding and Promoting Diversity and Inclusion in Public Administration' for ASPA's 79<sup>th</sup> 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 2<sup>nd</sup> Annual ASPA Social Equity Diversity and Inclusion (SEDI) Workshop for ASPA's 80<sup>th</sup> 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 31<sup>st</sup>, 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.

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<sup>1</sup> The training was attended by 60 ASPA conference participants.



**Academic paper presentations and facilitations at professional meetings**

1. **Rashmi Chordiya** and Meghna Sabharwal (with Erna Ruijter, Sean McCandless, Adana Protonentis, Imane Hijal-Moghrabi, and Shilpa Viswanath). "*A Case for Liberatory Public Service in Public Performance and Management*". To be presented at the American Society for Public Administration Conference. Washington D.C. March 28- April 1<sup>st</sup>, 2025.
2. **Rashmi Chordiya**, and Meghna Sabharwal. "*Liberatory Public Service: A Framework for Equity, Justice, and Inclusion*". To be presented at the American Society for Public Administration Conference. Washington D.C. March 28- April 1<sup>st</sup>, 2025.
3. **Rashmi Chordiya**, and Meghna Sabharwal. "Building Diverse, Equitable, and Inclusive Systems: A Liberatory Public Service Approach". Presented at the Public Management Research Conference. Seattle, Washington. June 26-29, 2024.
4. **Rashmi Chordiya**, Meghna Sabharwal, Adana Protonentis, and Jessica Sowa. "Theory and Praxis of Liberatory Justice in Public Service Organizations: Rewards, Challenges, and the Way Forward". Percolator Session at the Public Management Research Conference. Seattle, Washington. June 26-29, 2024.
5. Meghna Sabharwal, Gina Scutelnicu, Shahrin Upoma, and **Rashmi Chordiya**. "Pathways of International Scholars in U.S. Academia: Conversations with Public Administration Scholar" Percolator Session at the Public Management Research Conference. Seattle, Washington. June 26-29, 2024.
5. Alexis Kennedy, Nuri Heckler, **Rashmi Chordiya**, Carol RedWing, and Anthony Starke. "Answering the Call for Change: Developing and Teaching Social Equity Courses in Public Administration". Roundtable at the 2023 Public Administration Theory Network Annual Conference: The Great Renewal of Theory, Praxis, and Pedagogy, Portland, Oregon. June 8-11, 2023
6. Mary Guy, Lindsey McDougle, and Jessica Sowa. "Scholarly Survival in an Era of Academic Censorship". Journal Editors Plenary Roundtable facilitated by Melissa Gomez Hernandez and **Rashmi Chordiya**. At the 2023 Public Administration Theory Network Annual Conference: The Great Renewal of Theory, Praxis, and Pedagogy, Portland, Oregon. June 8-11, 2023
7. **Chordiya Rashmi**: selected and sponsored to participate in the Social Equity Summit, October 6-8, 2022, Charlottesville, Virginia.
8. **Chordiya Rashmi** "A Crucial Conversation on the Necessity of Critical Race Theory in the Public Sector". Invited as a Panelist at the National Academy of Public Administration's, 21<sup>st</sup> Annual Social Equity Leadership Conference. June 8-10, 2022.
9. **Chordiya Rashmi** "Including People with Disabilities in Public Administration: Designing a Call to Action". Co-Presented at Network of Schools of Public Policy, Affairs, and Administration's (NASPAA) (Virtual) Annual Conference, October 2021.
10. **Chordiya Rashmi** and Larry Hubbell. "Fostering Internal Pay Equity: A Case Study of the Federal Job Evaluation System." Presented at American Society for Public Administration Annual Conference April 2021.
11. Charlene Roach, **Chordiya Rashmi**, and Meghna Sabharwal. "New Public Management Reforms: A Cross National Study of Organizational and Employee Outcomes". Presented at American Society for Public Administration Annual Conference April 2021.

12. **Chordiya Rashmi** and Larry Hubbell. "Are Federal Pay Equity Structures Equitable? A Critical Examination." To be presented at American Society for Public Administration, Anaheim, CA., April 3-7<sup>th</sup>, 2020 (Conference Cancelled due to COVID-19 pandemic).
13. Charlene Roach, **Chordiya Rashmi**, and Meghna Sabharwal. "New Public Management Reforms: A Cross National Study of Organizational and Employee Outcomes". To be presented at Public Management Research Conference, Hawaii, June 24-27<sup>th</sup>, 2020. (Cancelled due to COVID-19 pandemic).
14. Charlene Roach, **Chordiya Rashmi**, and Meghna Sabharwal. "Impact of New Public Management Reforms on Performance Management Systems: A Cross National Study". To be presented at American Society for Public Administration, Anaheim, CA., April 3-7<sup>th</sup>, 2020.
15. Charlene Roach, Meghna Sabharwal, and **Chordiya Rashmi**. "The Impact of Values on Ethical Behaviors of Public Servants". Presented at American Society for Public Administration, Washington D.C., March 8th-12, 2019.
16. Charlene Roach, **Chordiya Rashmi**, Meghna Sabharwal, and Charlene Roach. "Impact of New Public Management Reforms on Performance Management Systems: A Cross National Study". Presented at American Society for Public Administration, Washington D.C., March 8th-12, 2019.
17. Sean McCandless, **Rashmi Chordiya**, Nicole Elias. New Frontiers of Social Equity, Diversity, and Inclusion in MPA Programs. Presented at the annual conference of The Network of Schools of Public Policy, Affairs, and Administration (NASPAA), Atlanta, Georgia, October 10-13, 2018
18. 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
19. 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.
20. **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.
21. **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.
22. Charlene Roach, Meghna Sabharwal, Wayne Charles-Soverall, and **Rashmi Chordiya**. Culture and Performance in a Caribbean Public Service Context. Caribbean Studies Association 42<sup>nd</sup> Annual Conference, Nassau Bahamas, June 5-10th 2017.
23. **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.
24. 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.

25. **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.
26. **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.
27. **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.
28. 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.
29. **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.
30. **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.
31. **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

**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 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 liasoning 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".