

MICHELE TANTARDINI

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EDUCATION

- 2012 - 2016 Ph.D. Public Affairs. **Florida International University, Miami, FL (U.S.A.)**.
GPA 4.0.
- Dissertation: *Organizational social capital and performance information use: Analyzing the relationship and its implications for public management*, directed by Dr. Allan Rosenbaum, Dr. John F. Stack, Dr. Alexander Kroll, Dr. Emel Ganapati.
- RESEARCH INTERESTS: Public Management, Performance Management, Human Resource Management, Organizational Behavior and Theory.
- TEACHING INTERESTS: Public and Nonprofit Management, Performance Management/Productivity Improvement, Research Methods.
- 2010 MSc cum laude; Management of Public Administrations and International Institutions. **Università Commerciale Luigi Bocconi, Milano (Italy)**. Thesis: *The effects of market liberalization of the Italian water sector: An empirical analysis*. GPA 4.0.
- 2008 B.A. Economics and Management of Public Administration and International Institutions. **Università Commerciale Luigi Bocconi, Milano (Italy)**. Thesis: *The Chinese health care system: Equity in the financing system*. GPA 3.96.
- 2007 Summer Study Abroad Program on Human Capital Services promoted by Bocconi University. **Simon Fraser University, Vancouver, BC (Canada)**.

ACADEMIC APPOINTMENTS

- 2016- Present Assistant Professor of Public Administration, **The Pennsylvania State University, Middletown, PA**
School of Public Affairs
- 2012-2016 Graduate Teaching and Research Assistant, **Florida International University, Miami, FL**
· Department of Public Administration
- 2011-2012 Teaching Assistant, **Università Commerciale Luigi Bocconi, Milano (Italy)**

· Department of Policy Analysis and Public Management

2010-2012 Research Assistant, *SDA Bocconi School of Management, Milano (Italy)*

· Department of Public Administration

PUBLICATIONS

Valotti, G., Galli, D., Giacomelli, G., & Tantardini, M. (2015). *Spending Review e qualità della spesa pubblica*. Milano, Egea.

Tantardini, M. & Kroll, A. (2015). The role of organizational social capital in performance management. *Public Performance and Management Review*.

Tantardini, M. & Garcia-Zamor, J.C. (2014). Organizational social capital and anticorruption policies: An exploratory analysis. *Public Organization Review*, 15(4), 599-609.

Lecci, F., Rotolo, A., & Tantardini, M. (2013). Performance management: Letteratura di riferimento ed esperienze internazionali e nazionali. In AA. VV. (Eds.), *La valutazione delle performance per il governo strategico delle Aziende Sanitarie Pubbliche* (pp. 25-44). Milano, EGEA.

Galli, D., Tantardini, M., & Valotti, G. (2012). Spending review: Un metodo per migliorare la qualità della spesa. *Economia & Management*, 6, 1-7.

Tantardini, M. (2012). Regno Unito. In G. Valotti (Eds.), *Quale performance? Indicatori e sistemi di misurazione in uso nei Ministeri di sette Paesi OCSE. Proposte per le amministrazioni centrali italiane* (pp. 23-46). Milano: EGEA.

Tantardini, M. (2012). Australia. In G. Valotti (Eds.), *Quale performance? Indicatori e sistemi di misurazione in uso nei Ministeri di sette Paesi OCSE. Proposte per le amministrazioni centrali italiane* (pp. 69-88). Milano: EGEA.

Tantardini, M. (2012). Germania. In G. Valotti (Eds.), *Quale performance? Indicatori e sistemi di misurazione in uso nei Ministeri di sette Paesi OCSE. Proposte per le amministrazioni centrali italiane* (pp. 131-142). Milano: EGEA.

Tantardini, M. (2012). Finlandia. In G. Valotti (Eds.), *Quale performance? Indicatori e sistemi di misurazione in uso nei Ministeri di sette Paesi OCSE. Proposte per le amministrazioni centrali italiane* (pp. 143-158). Milano: EGEA.

REVISE AND RESUBMIT MANUSCRIPTS

Kroll, A., & Tantardini, M. "Motivating and retaining government employees: The role of organizational social capital". Quantitative analysis of how organizational social capital contributes to motivate and retain public employees. The results shows a non-linear relationship between organizational social capital, motivation and turnover in federal public

employees. Submitted to the International Public Management Journal in October, 2015: Revise and Resubmit.

Prysmakova, P., Tantardini, M., & Potkański, T. “The Role of Financial Performance in Motivating Polish Municipal Employees”. Empirical analysis that shows how organizational financial performance has a positive association with public service motivation. The relationship is tested using a sample of five Polish cities. Submitted to Review of Public Personnel Administration in February, 2016.

Tantardini, M., Guo, H., & Ganapati, E. “The role of social capital in public administration financial performance.” Empirical analysis that shows how social capital has a positive association with financial performance in Florida County Governments. Submitted to Public Performance & Management Review in February, 2016.

COURSES TAUGHT

- Spring 2014 and Spring 2015 PAD 4140: Introduction to Management of Public and Non Profit Organizations
- This course provides an overview and insight into management of public organizations. It encompasses multiple approaches toward providing effective management. Both theoretical and actual management techniques are reviewed and evaluated.
 - **81.3% of my students assessed me overall as an excellent or very good instructor**
- Spring 2013 and Fall 2013 PAD 4723: Applied Research Methods for Policy and Management
- The course introduces students to the principles and techniques of applied research methods. Topics include: research design, sampling, critical evaluation, basic research ethics, experiments and quasi-experiments, reliability and validity surveys, design implementation, qualitative and quantitative methods, secondary analysis evaluation and presentations.

CONFERENCE PRESENTATIONS

- 2015 “Motivating and retaining government employees: The role of organizational social capital.” Public Management Research Association Conference, Minneapolis, MN, June 2015.
- 2015 “Organizational social capital and performance information use: Analyzing the relationship and its implications for public management.” American Society for Public Administration, Annual Conference, Chicago, IL, March 2015.
- 2014 “Organizational social capital: Concept, measurement, and relevance for performance-management research”. Transatlantic Dialogue, Annual Conference, Lugano, TI (Switzerland), June 2014.

- 2014 “Organizational social capital and bureau configuration: The missing link for an effective and efficient public administration.” Public Administration Theory Network, Annual Conference, Miami, FL, May 2014.
- 2014 “Rise and fall of non-profits in the aftermath of disasters: Evidence from Hurricane Katrina.” American Society for Public Administration, Annual Conference, Washington D.C., March 2014.
- 2013 “Making democracy work. Social capital, popular sovereignty and public administration.” Public Administration Theory Network, Annual Conference, San Francisco, CA, April-May 2013.
- 2011 “Performance measurement in central government administrations: a comparative analysis through Italian lenses.” European Group of Public Administration, Annual Conference, Bucharest (Romania), September 2011.

CONSULTING EXPERIENCE

- 2011-2012 Junior Consultant, **FormezPA, Roma (Italy)**
- Actively participated in the following projects:
 - “Valutazione della Performance” Project. Development of the performance measurement and management system for the cities belonging to the European Union Convergence Program.
 - “Rinnova” Project. Development of the performance measurement and management system for the counties belonging to the European Union Convergence Program.
- 2010-2012 Junior Consultant, **SDA Bocconi School of Management, Milano (Italy)**
- Department of Public Administration. Actively participated in the following projects:
 - City of Bergamo (Italy). Development of the performance measurement and management system.
 - County of Campobasso (Italy). Development of the performance measurement and management system.
 - County of Brescia (Italy). Development of the performance measurement and management system

GOVERNMENT EXPERIENCE

- 2010 *Research Intern, Ministry of Economy and Finance of the Italian Republic – Department of the Treasury – Economic and Financial Analysis Directorate, Roma (Italy)*
- Research field: The management of local public services: the environmental and economic impacts of the transition from direct allocation to tender allocation of local public services. The case of Italy and a comparison between European countries.

SERVICE

- 2015 – 2016 *Member of the Board of Directors, American Society for Public Administration South Florida Chapter.*
- 2013-2015 *Member of the Board as Student Representative, American Society for Public Administration South Florida Chapter.*
- 2000-2003 /
2004-2005 *Student Representative, Archiepiscopal “Alessandro Volta” High School, Lecco (Italy)*

HONORS AND AWARDS

- 2016 J.C. Garcia Zamor Best Paper Award, ASPA Conference 2016
- 2015 Florida International University Dissertation Year Fellowship
- 2015 Morris W. H. Collins Award
- It recognizes the most outstanding paper written by doctoral candidates in the SECoPA region.
- 2015 ASPA Founder Fellowship

HONOR SOCIETIES

- 2015 – Present Phi Kappa Phi Honor Society
- 2014 – Present Pi Alpha Alpha Honor Society
- 2013 - Present Golden Key International Honour Society

PROFESSIONAL AFFILIATIONS

- 2015-Present Public Management Research Association (PMRA)
- 2015-Present Association for Public Policy Analysis and Management (APPAM)
- 2012-Present American Society for Public Administration – ASPA South Florida Chapter

OTHER SKILLS

Languages: Italian (mother tongue), English (fluent)

Scientific Application Softwares: STATA 14, NVIVO 10