

Curriculum Vitae
Prof. Dr. Gerhard Hammerschmid

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HIGHER 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's degree in business administration (lic. oec. HSG)
University of Business Administration St. Gallen (Universität St Gallen)

POSITIONS

- Current position Professor of Public and Financial Management, Hertie School of Governance,
since 09/2008
- 2002-2008 Assistant professor at the Institute for Public Management, WU Vienna
- 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 (part-time) at the Department of General Management and
Management Control, WU Vienna
- 1997 Visiting Scholar at the University of Technology Sydney

UNIVERSITY SERVICES

- 2011 Chair of Selection Committee for Professor of Organisation, Management and Leadership
Member of Selection Committee for Professor of E-Governance and Innovation
- since 2010 Speaker for Research Cluster Organisation, Management and Leadership, Hertie School of Governance
- since 2009 Programme Director Executive Master of Public Management (EMPM) a joint programme with University of Potsdam
Head of EMPM Academic Council, EMPM Application Committee and EMPM Examination Committee
all Hertie School of Governance
- since 2008 Member of Academic Council, EMPM Directorate, Academic Senate and enlarged executive board, all Hertie School of Governance
- 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
- 2002-2008 Examiner for public management diploma exams at WU Vienna

PROFESSIONAL SERVICES

Organiser of Berlin Public Management and Governance Research Colloquium
(joint colloquium of Hertie School of Governance, Humboldt University and University of Potsdam)

Scientific Director of the Institut für den öffentlichen Sektor e.V. (funded by KPMG)

Editorial Board Member:

International Journal of Public Administration
International Review of Administrative Sciences
Verwaltung & Management

Membership in Professional Boards:

National Representative in the Management Committee EU COST Action IS0601
Comparative Research into Current Trends in Public Sector Organization (CRIPO)
Kuratorium des KDZ – Zentrum für Verwaltungsforschung

Reviewer/Evaluator:

Organisation Studies
Academy of Management Annual Conference (Division OMT)
International Journal of Public Sector Management
International Journal of Public Administration
International Review of Administrative Sciences
der moderne staat
Jubiläumsfonds der Österreichischen Nationalbank
Belgian Federal Science Policy Office
Swiss National Science Foundation

Membership in Professional Bodies

Verband der Hochschullehrer für Betriebswirtschaft (VHB) – WK ÖBWL
Academy of Management (Division OMT)
European Group of Organizational Studies (EGOS)
CEMS Interfaculty Group “Public Management and Governance” (associated member)
European Group of Public Administration (EGPA)
International Research Society of Public Management (IRSPM)
International Public Management Network (IPMN)

RESEARCH

Research Interests:

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

Current Research Projects:

Impact of New Public Management & Public Sector of the Future
Public Corporate Governance - Steering and Control of Corporatisations and Agencies
Public Sector Leadership in Germany
Public Service Motivation

Grants and External Funds

- 2011-2013 Coordination for Cohesion in the Public Sector of the Future”, research project as part of the EU FP 7 program; project lead lies at the HSoG together with Erasmus University Rotterdam; other academic partners in this 3-year project are University of Bergen, Bocconi University, University of Cantabria, Cardiff University, Corvinus University Budapest, University of Exeter, Katholieke Universiteit Leuven and Tallinn University of Technology
- 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
- 2009-2010 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
- 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
- 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
- 2005-2006 Public Private Partnerships: International Good Practices for Large City Management, Research project financed by the Jubiläumsfonds der Stadt Wien
- 2005 One year grant for support of habilitation at WU Vienna
(Kuratoriumsförderung zur Entlastung von WU-Habilitand/inn/en)

Invited Talks and Presentations (since 2006; selection)

- 2011 Perzeption von Performance Management in der deutschen Ministerialverwaltung. Herbsttagung der WK ÖBWL, Hamburg September 2011
- 2011 Strategische Steuerung und Controlling von ÖPPs, ÖPP Summer School, Universität Potsdam, Potsdam September 2011
- 2011 Public Sector Leadership in Germany - Results from a Recent Top Executive Survey. IASIA Annual Conference, Rome June 2011
- 2011 Increasing the efficiency and effectiveness in public governance: How successfully is Europe coping with the challenge?. International conference hosted by the Office of the Prime Minister of Lithuania, Vilnius May 2011
- 2011 Verwaltungsführung heute: Ergebnisse einer bundesweiten Führungskräftebefragung, Verdi Führungskreis öffentlicher Dienst „Aktive Führung für eine leistungsfähige Verwaltung“, Berlin April 2011
- 2011 Strategische Führung in der öffentlichen Verwaltung. Fortbildungsakademie des Landes NRW, Herne April 2011
- 2011 Transforming Public Services in Germany – Slow but Steady Wins the Race? Conference “Transforming Public Services: Caught Between Legitimacy and Efficiency” hosted by Erasmus University Rotterdam, Rotterdam March 2011
- 2010 Public Sector Leadership Challenges – Current Experiences in Germany. Presentation and discussion with Danish public sector senior executives hosted by the Danish Embassy Berlin, Berlin November 2010
- 2010 Gibt es ein Führungsproblem im öffentlichen Sektor? 7. Symposium für Personalmanagement im öffentlichen Sektor „Führung – Anspruch und Wirklichkeit“, FHöV NRW, Gelsenkirchen November 2010
- 2010 Haushaltsvollzug/-steuerung unter neuen Vorzeichen – das Ende der globalen Minderausgabe? Messe “Moderner Staat 2010”, Berlin October 2010
- 2010 Wirkungsorientierung bei der Steuerung und Kontrolle von Ausgliederungen und nachgeordneten Dienststellen, Herbsttagung Österreichische Verwaltungswissenschaftliche Gesellschaft, Vienna 2010.
- 2010 Balancing Decentralisation and Accountability - Reform Initiatives to Strengthen Accountability and Secure Policy Coherence, GTZ Summer School, Berlin 2010
- 2010 Thesen zur Modernisierung des Haushalts- und Rechnungswesen in Zeiten der Haushaltskonsolidierung. Veranstaltungsreihe Wissenschaft trifft Praxis, Hessische Staatskanzlei, Wiesbaden 2010
- 2010 Herausforderungen des Performance Management – internationale Perspektiven. Evening speech einer Benchmarking-Konferenz organisiert von der Deutschen Sektion des International Institute of Administrative Sciences, der KGSt und der Hochschule Speyer, Köln 2010
- 2009 Public Corporate Governance Kodices in Deutschland – Aktuelle Entwicklungen und Erfolgsfaktoren. Jahrestagung der Schweizerischen Gesellschaft für Verwaltungswissenschaften, Baden/Switzerland, November 2009
- 2009 Verwaltungsmodernisierung in Österreich – Stand und Perspektiven. Führungskräfteforum Innovatives Management, Lübeck/Germany, September 2009
- 2009 Leadership and Reforms in a Political Context – International Perspectives and Lessons Learned from Other Capitals. Keynote Speech for public managers from the city of Copenhagen, Copenhagen Business School, Copenhagen/Denmark, June 2009
- 2009 Managerial Autonomy and Performance of Agencies in Austria. High-Level COST-CRIPO Meeting, Brussels/Belgium, April 2009
- 2008 Evaluation der Flexibilisierungsklausel und Folgerungen in Hinblick auf die Haushaltsrechtsreform. Forum Finanz des Finanzministeriums, Vienna, October 2008 (based on a report with Markus Höllner und Isabell Egger-Peitler)
- 2007 The Impact of individual assessments on organisational performance in the public services of the EU Member States. 49th Meeting of Directors General responsible for Public Administration, Lisbon, December 2007 (together with Christoph Demmke)

- 2007 Status der Verwaltungsreform in Österreich. Bilanz und Ausblick. Euregia Bodensee, Kongress für Standort- und Regionalmanagement, Friedrichshafen, June 2007
- 2006 Dezentralisierung und Verantwortung – Veränderungen und Konsequenzen für das Personalmanagement. Managementforum 2006, Zentrum für Verwaltungsmanagement, Vienna, October 2006 (together with Renate E. Meyer)
- 2006 Decentralisation and Accountability as Focus of Public Administration Modernisation. A Comparative European Perspective. 1st European Summit on Modernizing Government, Speyer, August 2006
- 2006 Decentralisation and Accountability as Focus of Public Administration Modernisation. A Comparative European Perspective. 46th Meeting of Directors General responsible for Public Administration, Vienna, May 2006 (together with Christoph Demmke und Renate Meyer)

TEACHING EXPERIENCE

Hertie School of Governance

- since 2009 Introductory Seminar: Governance & Management in the 21st Century (Core Course within the EMPM programme)
 - Performance Management (Core Course within the EMPM programme)
 - Human Resource Management (Core Course within the EMPM programme)
 - Financial Management and Management Control (Core Course within the EMPM programme) (together with Christoph Reichard & Jan van Helden)
 - Performance Management Approaches for Effectiveness and Efficiency (Elective within the EMPM Programme)
 - Leadership and Personnel Management (Elective within the EMPM programme) (together with Michael Meyer from WU Vienna)
 - London Workshop (part of EMPM programme)
 - Public Management Tools: Design, Application and Impact (Elective within the Master of Public Policy programme)
- All course with overall evaluation >85% (School benchmark for 100% target fulfilment)

WU Vienna

- 2006-2011 Public Management IV: Projekt- und Methodenseminar
2010 award for “excellence in teaching” from the Vienna University of Economics and Business
- 2005-2011 Public Management II: Instrumente und Konzepte des Public Management
- 2006-2009 Block Seminar on PPPs within the CEMS Master of International Management (together with other member of CEMS IFG Public Management and Governance)
- 2005-2008 Public Management VI: Praxisdialog
- 1996-1997 International Summer School: Organisational Behaviour
- 1994-2004 PS ABWL Unternehmensführung und Controlling
- 1996-2000 PS ABWL Personal und Unternehmensführung: Development of Leadership Skills

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

- since 2009 leadership module in training programs for international civil servants

Federal Academy (Verwaltungsakademie des Bundes / Zentrum für Verwaltungsmanagement)

- since 2007 Concept and management of Public Management Programme “Public Management and Governance” (together with Renate Meyer)
- 2004-2008 Advancement Course (Aufstiegskurs) for federal government employees, Module Public Management

2003-2005 Controlling in Public Administration; executive course within the Management Programme

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

since 2006 Führungskräftenachwuchslehrgang, Module Public Management (together with Renate Meyer)

since 2007 Managementlehrgang für Dienststellenleiter/innen sowie deren Stellvertreter/innen der Wiener Stadtverwaltung, Module Public Management (together with Renate Meyer)

Salzburg Management, University of Salzburg Business School

2004-current International Executive Compact Program „General Management - Public Management“

2003 Strategic Management in Public Administration; course within executive program „On Top for Public Management“

International Know-How Transfer of Austrian Chamber of Commerce

2004-2007 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

others

2011 Führungskräfteakademie des Hessischen Kultusministeriums

2007 International Summer School Cracow, organised by Copenhagen Business School

2006-2008 Leadership Development in the City Leoben (public management modules)

2006 Donauuniversität Krems, Professional MBA New Public Management, Module on „Internationale Trends des Controllings in der öffentlichen Verwaltung“

EXPERTISE

since 2009 Development of a cost accounting and controlling system for the Austrian Parliament; commissioned by the Austrian parliamentary administration

2011 Vorschlag zur Konzeption eines E-Government Kompetenzzentrums, commissioned by]init[AG

2009-2010 Evaluation of the German Gender Equality Law, Evaluation report submitted to the German Bundestag financed by the German Ministry for Family, Senior Citizens, Women and Youth

2002-2008 Expert designing and managing public tenders for management consulting services in the public sector for Federal Ministry of Finance (8) and Land Styria (1) (both Austria); content covering areas such as budget savings, change management, IT project management, privatisation, establishment of new procurement agency, information campaign, hospital management

2008 Impact of Budgetary Flexibilization and Autonomization on Agency Performance Evaluation study commissioned by the Austrian Federal Chancellery

2007-2008 Feasibility study for the introduction of a management accounting system (KLR) for the Austrian Parliament; commissioned by the Austrian parliamentary administration

2006 Expertise for project team government reform in Canton Aargau (Switzerland); Client: Staatskanzlei des Kantons Aargau

2005-2006 World Bank financed project on integrated planning (corporate and business plan) in the Bulgarian Registry Agency (# 4619-BUL); coordinated by Center for Legal Competence (CLC); assignment as expert for financial analysis and public management reform

2004-2005 EU PHARE Twinning Project (RO 2003/IB/OT-03) on institutional reform of the cadastre and real property rights registration system in Romania; coordinated by Center for Legal Competence (CLC); assignment as expert for financial and institutional analysis

- 2004 Worldbank financed project "Comparative Analysis and Review of Real Property Registration and Cadastre Systems in Eastern and South-Eastern Europe" (Trust Fund # TF030454); coordinated by Center for Legal Competence (CLC); assignment as expert for financial analysis
- 2000 Member of evaluation team for the ÖkoBusiness Plan Wien; role as controlling expert for the City of Vienna (MA 22)
- 1998 Scientific expert for questionnaire-survey and report on „The Use of Performance Indicators in the European Union“ commissioned and financed by the Austrian EU-Presidency; presentation of report at the Meeting of the Directors-General of Public Service in Vienna