

# MADINAH F. HAMIDULLAH, Ph.D.

---

Associate Professor  
School of Public Affairs and Administration (SPAA)  
Rutgers University- Newark  
111 Washington Street, CPS 329  
Newark, NJ 07102  
E-mail: [mfhamidu@rutgers.edu](mailto:mfhamidu@rutgers.edu)  
Phone: 919-824-7343

## **Education**

---

- Ph.D.            Public Administration, University of Georgia (2009)
- Exam Fields: Public Management, Public Administration, and Public Policy
- Generation X or Next: Generational Differences and the Public Sector Workforce.*  
Committee Chair: Barry Bozeman, PhD (University of Georgia)
- M.P.A.            Public Administration, University of North Carolina at Charlotte (2005)
- B.A.              Dance and Political Science, University of North Carolina at Charlotte (2003)

## **Academic Positions**

---

- Fall 2021- Present            Associate Professor, Rutgers University- Newark
- Fall 2017-August 2021            Associate Research Professor, Rutgers University- Newark
- Fall 2012-August 2018            Director of Undergraduate Program in Public and Nonprofit Administration
- Fall 2009-August 2017            Assistant Professor, Rutgers University-Newark
- Fall 2008-May 2009            Dissertation Completion Fellow, University of Georgia
- Spring 2007                    Instructor, Introduction to Public Administration, University of Georgia
- Aug. 2005- May 2008            Graduate Research Assistant, Department of Public Administration and Policy, University of Georgia
- Aug. 2003- May 2005            Graduate Assistant, Department of Political Science, University of North Carolina at Charlotte  
*Course Taught:* Research Methods Lab (Undergraduate)

## **Areas of Specialization and Teaching Interests**

---

- Leadership
- Public Management

- Human Resource Management
- Experiential Learning (Internship Supervision)
- Nonprofit Administration and Management
- Diversity, Equity, Inclusion and Belonging
- Organization Theory

## **Publications**

---

Kim, Min Hyu, Van Ryzin, Gregg G., & Hamidullah, Madinah F. (2022) "The effect of Obama's election on minority employees of federal agencies." *International Journal of Public Administration*, <https://doi.org/10.1080/01900692.2022.2061991>.

Hamidullah, Madinah F., Yun, Jung Ah (Claire), McDougle, Lindsey M., Shon, Jongmin, Yang, Hyuk & Davis, Ashley. (2021) "Exploring Individual Predictors of Variation in Public Awareness of Expressive and Instrumental Nonprofit Brands." *Journal of Philanthropy and Marketing*, <https://doi.org/10.1002/nvsm.1710>.

Hamidullah, Madinah F., Riccucci, Norma M. & Lee, Ivan P. (2020) "Closing the Gender Pay Gap at the Local Level of Government: An Experimental Study." *Public Management Review*, <https://doi.org/10.1080/14719037.2020.1722207>.

Hamidullah, Madinah F. and Rodas, Mauricio A. (2019) "Going Beyond Study Abroad: An Introduction to United States and Chinese Joint Undergraduate Degree Programs and Public Affairs Application." *Journal of Public Administration Education*. <https://doi.org/10.1080/15236803.2019.1680063>.

Yun, Jung Ah (Claire), Hamidullah, Madinah F. & Lindsey M. McDougle (2019) An analysis of gender differences in public administration doctoral dissertation research, *Journal of Public Affairs Education*, DOI: [10.1080/15236803.2019.1565593](https://doi.org/10.1080/15236803.2019.1565593)

Shon, Jongmin, Hamidullah, Madinah F., & McDougle Lindsey. (2018) "Revenue Structure and Spending Behavior in Nonprofit Organizations." *American Review of Public Administration*, DOI: [10.1177/0275074018804562](https://doi.org/10.1177/0275074018804562).

Hamidullah, Madinah F., Van Ryzin, Gregg G., & Li, Huafang. (2016). "The agreeable bureaucrat: personality and PSM." *International Journal of Public Sector Management*, 29(6), 582–595. <https://doi.org/10.1108/IJPSM-12-2015-0218>

Hamidullah, Madinah F. and Riccucci, Norma M. (2017). "Intersectionality and Family-Friendly Policies in the Federal Government: Perceptions of Women of Color." *Administration & Society*, 49(1). <https://doi.org/10.1177/027507401715623314>

Hamidullah, Madinah F., Riccucci, Norma M. and Pandey, Sanjay. (2015). "Women in City Hall: Gender Differences and Managerial Values". *American Review of Public Administration*, 45(3), 2470-262. <https://doi.org/10.1177/0275074013498464>.

Hamidullah, Madinah F., Wilkins, Vicky & Meier, Kenneth J. (2009). "Hoping for the Dick Vermeil Effect: How Prior Performance Influences the Selection Decision." *Public Organization Review*, 9(1), pages 1-14. <https://doi.org/10.1007/s11115-008-0062-7>.

## **Books**

Hamidullah, Madinah F. *Undergraduate Public Affairs Education: Educating Future Generations of Public and Nonprofit Administrators*. (Editor, Fall 2021, Routledge Press)

Riccucci, Norma M., Naff, Kathy, & Hamidullah, Madinah F. 2020. *Public Management in Government: Politics and Process, 8<sup>th</sup> Edition*, Routledge Press.

Hamidullah, Madinah F. 2016. *Managing the Next Generation of Public Employees: Public Solutions Handbook*. New York and London, Routledge: Taylor & Francis Group.

## **Book Chapters**

Madinah F. Hamidullah & Northover, Farha Z. (2018) "Diversity in the Public Workforce." In Ali Farazmand (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer. [https://doi.org/10.1007/978-3-319-31816-5\\_3061-1](https://doi.org/10.1007/978-3-319-31816-5_3061-1).

Hamidullah, Madinah F. 2016. "The Baby Boomer Legacy: Challenges of Managing a Multi-Generational Public Workforce", in *Public Personnel Management: Current Concerns, Future Challenges, Sixth Edition*, NY: Longman Press, editor Norma M. Riccucci.

Hamidullah, Madinah F. 2011. "The Baby Boomer Legacy: Challenges of Managing a Multi-Generational Public Workforce", in *Public Personnel Management: Current Concerns, Future Challenges, Fifth Edition*, NY: Longman Press, editor Norma M. Riccucci.

Hamidullah, Madinah F. 2015 "Prominent Scholars in Public Administration Profile: Norma Riccucci", in *The Encyclopedia of Public Administration and Policy: Third Edition*, CRC Press, editors Melvin J. Dubnick and Domonic A. Bearfield.

## **Works in Progress**

---

Hamidullah, Madinah F., Camarena, Leonor and Norma Riccucci. "Racial and Ethnic Hiring Discrimination in City Government? Evidence from a Survey Experiment" (In Progress)

Hamidullah, Madinah F., Piatak, Jaclyn, and Yiyang Chen "DEI and Human Resource Management", Book Chapter prepared for: Handbook on Diversity, Equity and Inclusion in Public Administration edited by Drs. Meghna Sabharwal, Sean McCandless, and Shilpa Viswanath with Elgar Publishers, UK (Revising for final submission).

Hamidullah, Madinah F., McDougale, Linsey M. & Oatile Ramsay. "No Longer Invisible: A profile of America's Black Women's Associations", In Progress

Yun, Jung Ah (Claire), Viswanath, Shilpa, Hamidullah, Madinah F. & Lindsey M. McDougle. “Social Equity in Public Administration Doctoral Dissertation Research”, In Progress.

McDougle, Lindsey & Hamidullah, Madinah F. “Public Administration Dissertation Bibliometric Study” In Progress

Hamidullah, Madinah F.& Yang, Hyuk. “Public Administration Undergraduate Education: Are Students Prepared to meet the Civil Service World?” In Progress

### **Professional Experience**

---

Administrative Intern, September 2004-July 2005  
City of Charlotte, Solid Waste Services, Charlotte, NC

Graduate Research Assistant, May 2004-August 2004  
Intersectionality (Race, Gender and Class) Research, University of North Carolina at Charlotte

Human Services Counselor May 2004-August 2004  
City of Charlotte, Neighborhood Development, Charlotte, NC

### **Conference Participation-Presenter**

---

Yun, Jung Ah (Claire), Viswanath, Shilpa, Hamidullah, Madinah F. & Lindsey M. McDougle. “Social Equity in Public Administration Doctoral Dissertation Research”, Social Equity Leadership Conference (Virtual) 2022.

Hamidullah, Madinah F. Undergraduate Diversity Research Scholars. ARNOVA (Atlanta, GA) November 2021.

Yun, Jung Ah (Claire), Viswanath, Shilpa, Hamidullah, Madinah F. & Lindsey M. McDougle. “Social Equity in Public Administration Doctoral Dissertation Research”, ASPA (Virtual) 2021.

Hamidullah, Madinah F. Undergraduate Diversity Research Scholars. ARNOVA (Virtual) November 2020.

Hamidullah, Madinah F. “Undergraduate Committee Panel,” NASPAA (Virtual) October 2020.

Hamidullah, Madinah F. Undergraduate Diversity Research Scholars. ARNOVA (San Diego, CA) November 2019.

Hamidullah, Madinah F. “Curriculum Development: Designing Undergraduate Courses and Recruiting Faculty.” NASPAA (Los Angeles, CA) October 2019.

Hamidullah, Madinah F., Riccucci, Norma M. and. Ivan Lee. “Closing the Gender Pay Gap at the Local Level of Government: An Experimental Study.” *PMRC* (Chapel Hill, NC) June 2019.

Hamidullah, Madinah F., Riccucci, Norma M. and. Ivan Lee. "Closing the Gender Pay Gap at the Local Level of Government: An Experimental Study." *ASPA* (Washington, DC) March 2019.

Hamidullah, Madinah F. "Undergraduate Education Panel," *NASPAA* (Atlanta, GA) October 2018.

Hamidullah, Madinah F. "Cities, Art and Revitalization: Arts and Culture Districts." *Public Administration Theory Network* (Cleveland, OH) May 2018.

Newbold, Stephanie P. & Hamidullah, Madinah F. Connecting the Classroom with the Community: A practical Guide for Advancing Public Service and Community Engagement. *Northeast Conference of Public Administration*. (Burlington, VT) November 2017.

Hamidullah, Madinah F. Undergraduate Service Learning and Internship Experiences. *NASPAA* (Washington, DC) October 2017.

Hamidullah, Madinah F. Invited Speaker- Creating a Pipeline for Students of Color to Work in State and Local Government. *NASPAA* (Washington, DC) October 2017.

McDougle, Lindsey & Hamdiullah, Madinah F. Public Administration Dissertation Bibliometric Study. *Annual Transatlantic Dialogue Conference*, Miami, FL (March 2017).

Hamidullah, Madinah F. *Northeast Conference of Public Administration* (Harrisburg, PA) November 2016.

Hamidullah, Madinah F. Director's RoundTable Participant. *NASPAA* (Columbus, OH) October 2016.

Rivera, Melissa and Madinah F. Hamidullah *Sino-US Conference* (Beijing, China) June 2016

Hamidullah, Madinah F. 39<sup>th</sup> *Teaching Public Administration Conference* (Newark, NJ) May 2016.

Shon, Jongmin and Madinah F. Hamidullah. "Revenue Structure and Spending Behavior in Nonprofit Organizations." *Southern Political Science Association* (San Juan, Puerto Rico) January 2016.

Hamidullah, Madinah F., Gregg Van Ryzin and Huafang Li. "Determinants of Personality and Public Service Motivation" *International Society of Public Management* (Birmingham, United Kingdom) April 2015.

Hamidullah, Madinah F. "Let's Move: One Lady, Thousands of Municipalities and an Attempt to Fight Childhood Obesity" *International Society of Public Management* (Prague) April 2013.

Hamidullah, Madinah F. "How Committed is Your Leader?" *International Society of Public Management* (Rome, Italy) April 2012.

Hamidullah, Madinah F., Norma Riccucci and Sanjay Pandey. "Women in City Hall: Gender Differences and Decision Making" *Southeast Conference of Public Administration* (New Orleans, LA) September 2011.

Hamidullah, Madinah F., Norma Riccucci and Sanjay Pandey. "Women in City Hall: Gender Differences and Managerial Values" *Public Management Research Association* (Syracuse, NY) June 2011.

Hamidullah, Madinah F. "Workforce Planning: International Application of Theory and Practice" *International Research Society of Public Management* (Dublin, Ireland) April 2011.

Hamidullah, Madinah F. Participant in Human Resource Management Discussion Circle. *American Society for Public Administration* (Baltimore, MD) March 2011.

Hamidullah, Madinah F. "Workforce Planning: Good Theory or Poor Practice" *Northeast Conference of Public Administration* October 2010.

Hamidullah, Madinah F. "Managing Generational Differences in the Public Service: Who Will Replace the Baby Boomers?" *American Society of Public Administration* (San Jose, CA) April 2010.

Hamidullah, Madinah F. "Generation X or Next: Interest to Serve the Public, Average Duration in Job and Generational Differences" *Minnonbrook III* (Lake Placid, NY) September 2008.

Hamidullah, Madinah F., Vicky M. Wilkins and Kenneth J. Meier. "More Pieces to the Puzzle: Gender, Representative Bureaucracy and the EEOC" *Midwest Political Science Association (MPSA)* (Chicago, IL) April 2008.

Hamidullah, Madinah F., Vicky M. Wilkins and Kenneth J. Meier. "Hoping for the Dick Vermeil Effect: How Prior Performance Influences the Selection Decision," *Public Management Research Conference (PMRC)* (Tucson, AZ) October 2007.

Hamidullah, Madinah F., Vicky M. Wilkins and Kenneth J. Meier. "Hoping for the Dick Vermeil Effect: How Prior Performance Influences the Selection Decision". *Midwest Political Science Association (MPSA)* (Chicago, IL) April 2007.

Hamidullah, Madinah F. "Faith and Funds: Where Has All the Federalism Gone?" *Brothers of the Academy Conference (BOTA)* (Atlanta, GA) October 2006.

Hamidullah, Madinah F. "Faith and Funds: Where Has All the Federalism Gone?" *Southeastern Conference for Public Administrators (SECoPA)* (Athens, GA) September 2006.

### **Discussant/Moderator**

Hamidullah, Madinah F. "Buying Reality with Danilo Yanich/University of Delaware" (Virtual) October 2020

Hamidullah, Madinah F. Citizens' Willingness to Coproduce. *PMRC* (Chapel Hill, NC) June 2019.

Producer: A Philanthropist is....You, Experiential Philanthropy Cooperman College Scholars video <https://youtu.be/dEPWXICODh8> (April 2019)

Hamidullah, Madinah F. Connecting the Classroom with the Community: A practical Guide for Advancing Public Service and Community Engagement. *Northeast Conference of Public Administration*. (Burlington, VT) November 2017.

Moderator: Working Group 4: Strategic management and public services innovation and reforms. 7<sup>th</sup> *Annual Transatlantic Dialogue Conference*, Newark, NJ (June 2011).

Moderator: Examining Various Dimensions of Fiscal Transparency, *First Global Conference on Transparency Research*, Newark, NJ (May 2011).

Chair and Discussant Panel: Cutback Management, *Northeast Conference of Public Administration*, Newark, NJ (October 2010).

### **Invited Lecture/Presentation**

The Gen-Z Global Forum 2021 (Prerecorded Virtual Presentation/Interview), China-US Women's Foundation (April 2021)

RUNIN Seminar of International Talents Training model and Teaching Experience (China-Virtual, December 2020)

Hamidullah, Madinah F. "Anti-Racism in Public Administration", invited panelist, Rutgers –New Brunswick and Kean University Chapters of Pi Alpha Alpha (July 2020)

Hamidullah, Madinah F. "Equity in Public Administration" New Jersey Certified Public Manager Program (virtual) December 2020/January 2021.

Hamidullah, Madinah F., McDougle, Lindsey M., and Newbold, Stephanie. "The Path from Mentee to Mentor: Professional Development Strategies for Success in Academe" *NASPAA NEXT* Facilitator (Atlanta, GA) October 2018.

Managing Generational Differences in the Workplace, New Jersey and Pennsylvania Municipal Managers Association (May 2018)

UNC-Chapel Hill School of Government Summer Series Guest Lecturer (July 2013)

Trinidad Prison Services Leadership Training "Dealing with Generational Differences in a Multi-Generational Workforce- Leading for Change", Trinidad and Tobago Prison Services, Port of Spain. (July 2012)

Chancellor's Annual Research Day "Generational Differences and Organizational Movement", Rutgers University-Newark, (March 2012)

AmeriCorps Public Administration Presentation "Public Administration: Introduction, Education and Careers" (Paterson, NJ) March 9, 2012

### **Professional or International Curriculum Development**

New Jersey Certified Public Manager Program Diversity, Equity, and Inclusion Module Creation (2021)

New Jersey Certified Public Manager Generational Difference Module Creation (2020-present)

Summer and Fall Intensive Teaching Northeast Normal University Changchun, China (June 2016-June 2020)

Certified Public Manager Generational Difference Module Creation (Summer 2016)

### **Academic Memberships**

---

Pi Alpha Alpha National Honor Society of Public Affairs and Administration

Pi Sigma Alpha Political Science Honor Society

The Honor Society of Phi Kappa Phi

Golden Key Honor Society

The National Society of Collegiate Scholars

Who's Who Among Students in American Colleges and Universities

### **Academic and Financial Awards**

---

SPAA Excellence in Faculty Service Award May 2019

Rutgers University Newark Seed Grant Award (2015-2016)

Ph.D. Student of the Year, University of Georgia, May 2009

Dissertation Completion Research Assistantship (\$16,130), University of Georgia, Aug. 2008

Willie T. Loud CH2M Hill Scholarship (\$5000), National Forum for Black Public Administrators, 2006

Departmental Research Assistantship, University of Georgia, August 2005-May 2008

Registration Scholarship, National Forum for Black Public Administrators, 2005, 2008

Registration Wavier, South Eastern Conference of Public Administrators, 2004

### **Professional Memberships and Service**

---

ARNOVA HBCU Initiative Committee Member (Spring 2022-present)

NASPAA Executive Council Member (2021-Present)

Academy of Management Best Article Award Selection Committee (May 2021)

PMRC Program Reviewer (2020/2021)

NASPAA Executive Council Nominating Committee (2020)

ARNOVA Undergraduate Diversity Scholars Program Chair (2019-Present)

NASPAA Undergraduate Committee Chair (2018-2021)

NASPAA NEXT Co-facilitator (2018)

NASPAA Undergraduate Subcommittee Member (2016-2018)

Public Management Research Association (PMRA)

American Society for Public Administration (APSA)

National Forum for Black Public Administrators (NFBPA)

Reviewer University of Kansas Press (2019)

Reviewer Journal of Public and Nonprofit Affairs (2018-Present)

Reviewer American Review of Public Administration (2014-Present)

Reviewer CQ Press (2012-present)

Reviewer Public Administration Review (2009-Present)

Reviewer International Public Management Journal (2009-Present)

Reviewer Review of Public Personnel Administration (2009-Present)



## **Department and University Service**

---

SPAA PhD Committee member (Fall 2022-Present)  
SPAA Undergraduate Committee Member (Fall 2022-Present)  
SPAA Executive Committee (Fall 2021-Present)  
SPAA MPA Committee (Fall 2020-Spring 2022)  
Rutgers Digital Badging Committee (Fall 2019-Present)  
Cooperman College Scholars Faculty Mentor (2018-2020)  
SPAA Undergraduate Assistant Dean Search Committee Member (2018)  
Roper Scholarship in Civic Responsibility Committee Member (Fall 2017-Fall 2018)  
Office of Community Partnership Task Force (2017-2020)  
Cooperman College Scholars Evaluator (2016-2020)  
SPAA Dean Search Committee Member (2016)  
RU-N Undergraduate Success Markers Committee (Spring 2016-Fall 2018)  
Social Justice Minor Planning Committee Seed Grant (Fall 2015-Fall 2017)  
Student-Community Engagement Connection Planning Team (Fall 2016-Spring 2017)  
General Education Committee (2015-2016)  
RU-N Ombudsman feasibility committee (Spring 2016)  
Rutgers Day Planning Committee (Spring 2016)  
Debate Scholarship Selection Committee (2015-2016)  
West Side High School Mentoring class planning committee (2015)  
Part Time Lecturer and Doctoral Student Teaching Training (Summer 2015)  
Co-coordinator SPAA Leadership Lectures (Fall 2014)  
Ronald McNair Faculty Mentor (Summer 2014)  
Newark Faculty Council (Spring 2014-Spring 2016)  
SPAA Strategic Planning Group Member (Summer 2012)  
SPAA Undergraduate Program Director (2012-2018)  
Executive Committee Member PhD Program (Spring 2012-Summer 2015)  
Executive Committee Chair Undergraduate Programs (Spring 2011-Fall 2018)  
Co-Director Virtual Museum of Public Service (Fall 2011-Fall 2012)  
Search Committee Member SPAA Public Management Faculty (Fall 2011)  
Steering Committee Northeast Conference of Public Administration (Fall 2010)

## **Community Engagement**

---

Career Day Guest Speaker, Lincoln Middle School, Newark, NJ (May 17, 2022)  
Greater Newark Chapter of The Moles, Incorporated- General Member (2021-Present)  
BGM Peloton Tread Tribe Moderator (January 2021-Present)  
North Jersey Chapter of the Links, Incorporated- Arts Facet Co-Chair (2018-present)  
City of East Orange Rent Control Board Commissioner (2018-2020)  
Montclair Drifters Incorporated- Treasurer (September 2013-Present)  
BlkSox Bike Collective (June 2012-Present)  
Black Girls Run! North New Jersey Ambassador (May 2011-May 2013)  
Cheerleading Judge Maxson Middle School Plainfield, NJ (December 2012-2014)  
“Lunch Date” Guest Speaker Benjamin Franklin Middle School Teaneck, NJ (November 17, 2011)