

## Ricardo A. Bello-Gómez

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School of Public Affairs and Administration (SPAA)  
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### EDUCATION

Ph.D. in Public Affairs, Indiana University May 2020  
Master of Public Affairs (MPA), Indiana University May 2016  
Especialización in Economics for Engineers, Colombian School of Engineering March 2011  
Bachelor's degree in Chemical Engineering, National University of Colombia September 2007

### ACADEMIC POSITIONS

Rutgers University, School of Public Affairs and Administration Newark, NJ  
*Assistant Professor* Sep. 2023 –

Texas Tech University, Department of Political Science Lubbock, TX  
*Assistant Professor, Public Administration* Aug. 2020 – July 2023

### PUBLICATIONS IN REFERRED JOURNALS

1. Bello-Gomez, R.A., Avellaneda, C, Olvera, J. (2025). Adversarialism and Power-Sharing: The Effect of Political Competition on the Management-Performance Relationship. *Global Public Policy and Governance*.
2. Ramos Pastrana, J.A. and Bello-Gomez, R.A. (2025). The Accountability Effect of Term Limits on Local Government Performance: Performative Signaling of Governmental Action. *Local Government Studies*.
3. Avellaneda, C., Bello-Gomez, R.A., and Olvera, J. (2024). Elected Executives' Preferences for Performance Assessment: A Survey Experiment with Colombian Mayors. *International Journal of Public Administration*. Published online. DOI: <https://doi.org/10.1080/01900692.2024.2369621>
4. Bello-Gomez, R.A. and Avellaneda, C. (2023). Goal Achievement in Municipal Strategic Planning: The Role of Executives' Background and Political Context. *Public Administration Review*, 83(5), 1088-1107. DOI: <https://doi.org/10.1111/puar.13630>
5. Baggetta, M. and Bello-Gomez, R.A. (2023). Can You Sing Your Way to Good Citizenship?: Recreational Association Structures and Member Political Participation. *Social Problems*. DOI: <https://doi.org/10.1093/socpro/spad027>
6. Bello-Gomez, R.A. and Rutherford, A. (2023). Predicting Executive Vacancies: An Organizational Approach. *Public Administration*, 101(1), 236-270. DOI: <https://doi.org/10.1111/padm.12770>
7. Bello-Gomez, R.A. (2023). Human Resources in Multilevel Service Provision Performance: The Role of Field Offices and Local Organizations. *Review of Public Personnel Administration*, 43(1), 3-32. DOI: <https://doi.org/10.1177/0734371X211030320>

8. Bello-Gomez, R.A. and Avellaneda, C. (2022). Credit Claiming and Mayoral Preferences for Project Uptake Amid a Migrant Crisis. *Journal of Public Policy*, 42(4), 757-781. DOI: <https://doi.org/10.1017/S0143814X22000150>
9. Avellaneda, C. Bello-Gomez, R.A. and Gomes, R.C. (2022). Municipal Fiscal Performance: Mayor's Gender and Organizational Human Resources. *Journal of Policy Studies*, 37(3), 39-63. DOI: <https://doi.org/10.52372/jps37303>
10. Bello-Gomez, R.A. and Avellaneda, C. (2022). The Mayor or The People? Indigenous Identity and Differences in Managerial Practices. *Global Public Policy and Governance*, 2(2), 175-202. DOI: <https://doi.org/10.1007/s43508-022-00039-w>
11. Bello-Gomez, R.A. and Avellaneda, C. (2022). Mayoral Preferences for Delegation in Collaborative Arrangements: Issue Salience and Policy Specificity. *Public Management Review*, 24(7), 1048-1074. DOI: <https://doi.org/10.1080/14719037.2021.1883097>
12. Bello-Gomez, R.A. and Sanabria-Pulido, P. (2021). The Costs and Benefits of Duality: Colombia's Decentralization and The Response to The Covid-19 Pandemic. *Brazilian Journal of Public Administration – RAP*, 55, 165-179. DOI: <https://doi.org/10.1590/0034-761220200567>
13. Bello-Gomez, R.A. (2020). Interacting Capacities: The Indirect National Contribution to Subnational Service Provision. *Public Administration Review*. 80(6), 1011-1023. DOI: <https://doi.org/10.1111/puar.13192>
14. Rutherford, A., Mumpower, J., Bello-Gomez, R.A. and Griffin, M. (2019). Understanding Vacancy Time: A Theoretical Framework Informed by Cross-Sector Comparison. *Perspectives on Public Management and Governance*. 2 (1), 3-20. DOI: <https://doi.org/10.1093/ppmgov/gvy005>
15. Wing, C. and Bello-Gomez, R.A. (2018). Regression Discontinuity and Beyond: Options for Studying External Validity in an Internally Valid Design. *American Journal of Evaluation*. 39(1), 91-108. DOI: <https://doi.org/10.1177/1098214017736155>
16. Wing, C., Simon, K., and Bello-Gomez, R.A. (2018). Designing Difference in Difference Studies: Best Practices for Public Health Policy Research. *Annual Review of Public Health*, 39, 453-469. DOI: <https://doi.org/10.1146/annurev-publhealth-040617-013507>
17. Bello, R. and Espitia, J. (2011). Distribución regional de las transferencias intergubernamentales en Colombia 1994-2009. *Documentos y Aportes en Administración Pública y Gestión Estatal*, No. 16. Santa Fe, Argentina. ISSN 1666-4124 and 1851-3727. [In Spanish, translated title: Regional distribution of inter-governmental transfers in Colombia 1994-2009]

## BOOKS

Avellaneda, C.N. and Bello-Gomez, R.A. (Editors, 2024). *Handbook on Subnational Governments and Governance*. Edward Elgar Publishing.

Avellaneda, C. N., Bello-Gomez R.A., and Mendez Mendez, N. (Eds., under contract). *The Elgar Encyclopedia of Latin American Politics*. Edward Elgar Publishing.

### **BOOK CHAPTERS**

Bello-Gomez, R.A. and Cheng, X. 2025. Chapter 9 Intergovernmental Collaboration for Public Service Delivery. In Reddick, C. and Demir, T. (Eds.). *Handbook of Public Service Delivery*. Edward Elgar Publishing.

Bello-Gomez, R.A., Carcamo-Vergara, J. and Gomor dos Santos, E. 2024. Race and Gender in the Brazilian and Colombian Public Administrations. In McCandless, S., Sabharwal, M. and Viswanath, S. (Eds.). *Handbook on Diversity, Equity and Inclusion in Public Administration*. Edward Elgar Publishing.

Avellaneda, C.N. and Bello-Gomez, R.A. (2024). Introduction. In Avellaneda, C.N. and Bello-Gomez, R.A. (Eds.) *Handbook on Subnational Governments and Governance*. Edward Elgar Publishing.

Bello-Gomez, R.A. and Avellaneda, C.N. (2024). Conclusion: Worldwide Challenges for Subnational Governance. In Avellaneda, C.N. and Bello-Gomez, R.A. (Eds.) *Handbook on Subnational Governments and Governance*. Edward Elgar Publishing.

Leyva S., Sanabria-Pulido, P. and Bello-Gomez, R.A. (2024). Unbalanced Multilevel Governance in Colombia: Fiscal Federalism and Political Bargaining with Weak Administrative Decentralization. In Avellaneda, C.N. and Bello-Gomez, R.A. (Eds.) *Handbook on Subnational Governments and Governance*. Edward Elgar Publishing.

Avellaneda, C.N. and Bello-Gomez, R.A. (2020). Policy Analysis for Decision Making in Colombian Local Governments. In Sanabria, P. and Rubaii, N. (Eds). *Policy Analysis in Colombia*. Bristol: Policy Press, University of Bristol.

Sanabria-Pulido, P. and Bello-Gomez, R.A. (2020). Public Sector Reform and Perceptions of Public Servants: An International Longitudinal Review. In Sullivan, H., Dickinson, H., and Henderson, H. (Eds.). *The Palgrave Handbook of the Public Servant*. Palgrave Macmillan.

Avellaneda, C.N., Bello-Gomez, R.A., and Olvera, J. (2020). Explaining Subnational Governance: The Role of Governors' Codified and Uncodified Knowledge. In Glückler J, Herrigel G, Handke M (Eds). *Knowledge for Governance*. Berlin, Heidelberg: Springer.

### **OTHER PUBLICATIONS**

Avellaneda, C. N. and Bello-Gomez, R.A. (2024). Alcances y Desafíos de la Descentralización en América Latina: ¿Qué se ha logrado y qué está por venir? [Reaches and Challenges of Decentralization in Latin America: What has been achieved and what is to come?]. *Revista Iberoamericana de Gobierno Local*. 2024:2.

Sanabria-Pulido, P.P., Bello-Gómez, R.A. and Leyva, S. (2024). Descentralización y Relaciones Intergubernamentales en Colombia: Gobernanza Local y Capacidad Administrativa a Partir de la Constitución de 1991 [Decentralization and Intergovernmental Relations in Colombia: Local

Governance and Administrative Capacity since the 1991 Constitution]. *Revista Iberoamericana de Gobierno Local*. 2024:1.

Avellaneda, C. and Bello-Gomez, R.A. (2023). Latin America: An Opportunity for Globalizing Public Administration Theory. *Management Matters*. (21)1, 2-3. Public Management Research Association.

Bello-Gomez, R.A. (2022). Subnational Governments in Latin America: An Opportunity for Advancing Theory Building and Generalization. *Occasional Paper Series Vol 4, Special issue on Latin America*. Section on International and Comparative Administration, American Society for Public Administration.

Bello-Gomez, R.A. (2022). A Review of Recentralisation in Colombia. *ReVista: Harvard Review of Latin America*.

Avellaneda, C. and Bello-Gomez, R.A. (2021). Introduction to Developing and Emerging Economies Virtual Issue. *Journal of Public Administration Research and Theory* website.

Bello-Gomez, R.A. and Rutherford, A. (2020). Should we care about executive vacancies? *3Streams*.

#### **WORKS UNDER REVIEW**

McCrea, A., Bello-Gomez, R.A., and Kwon, S. Attribution Framing and Citizens' Perceptions of Bureaucracies, Bureaucrats and Public Servants. *Invited to Revise and Resubmit*.

Avellaneda, C., Bello-Gomez, R.A. and Vargas-Gonzalez, J. ¡Viva el presidente! Exploring the Drivers of Rural Housing Allocation: Need or Distributive Politics? *Invited to Revise and Resubmit*.

Ibáñez, D. and Bello-Gomez, R.A. Democratic Backsliding and the Quality of Public Administration: Participation and Contestation in a Cross-National Perspective. *Invited to Revise and Resubmit*.

Avellaneda, C. and Bello-Gomez, R.A. Explaining Mayoral Delegation in Associative Arrangements: Issue Salience and Institutional Context.

#### **WORKS IN PROGRESS**

Sanabria-Pulido, P. and Bello-Gomez, R.A. Survey Assessments of Trust in Government as Channel of Voice: Citizens' Expectations and the Moderating Role of Democracy.

Bello-Gomez, R.A. Politization of Untenured Positions in Colombia and its Effect on Public Service Provision.

Bello-Gomez, R.A. and Lagos-Machuca, N. Public officials' credentials and citizen perceptions of underperformance: Incompetence or corruption?

Mendez Mendez, N., Bello-Gomez, R.A. and Sanabria-Pulido, P.P. The role of issue and government proximity on citizens' trust in government under crisis.

Bello-Gomez, R.A. and Ibáñez, D. Direct and Indirect Effects of Democratic Backsliding on Governance Outcomes: The Role of Public Administration.

Avellaneda, C., Mendez Mendez, N., and Bello-Gomez, R.A. Do Public Servants' Attitudes toward Homosexuals Differ from those of Non-Public Employees? A Worldwide Exploration.

Aldea-Espinoza, M. and Bello-Gomez, R.A. Formal Managerial Qualifications, Mission-Related Experience and their Contribution to Public Performance.

## **INVITED TALKS**

Executive decision-making and local government performance: A Latin American perspective. CUNY John Jay College of Criminal Justice, New York City, April 2025.

Direct and Indirect Effects of Democratic Backsliding on Governance Outcomes: The Role of Public Administration. University of Konstanz (online), November 2024.

Aportes desde las Políticas Públicas a la Administración de Servicios de Salud. *Conferencia VI Encuentro de graduados y jornada de actualización nacional e internacional "Desafíos de la Administración en Salud en el siglo XXI"*, Universidad Pedagógica y Tecnológica de Colombia (online), November 2024.

Toma de Decisiones en la Gerencia Pública: Lecciones desde el Estudio de los Alcaldes Colombianos. *Ier Congreso Internacional de Gestión Pública y Desarrollo Territorial*. Escuela Superior de Administración Pública (ESAP), Neiva, Colombia, September 2024.

Service Provision Effects of Job Positions' (In)stability under Political Patronage. American University - School of Public Affairs, Washington DC, April 2024.

Executive decision-making and local government performance: A Latin American perspective. Northeastern University, Boston (online), February 2024.

Attribution Framing and Citizens' Perceptions of Bureaucracies, Bureaucrats and Public Servants. Getulio Vargas Foundation, Sao Paulo, Brasil (online), May 2023.

Service Provision Effects of Job Positions' (In)stability under Political Patronage. Rockefeller College of Public Affairs and Policy, State University of New York at Albany (online), November 2022.

Estudios contemporáneos sobre la burocracia: Llevando a Weber al siglo XXI. Escuela Superior de Administración Pública (ESAP), Neiva, Colombia (online), May 2022.

Avances en Evaluación de Impacto: Extrapolación de los Diseños de Regresión Discontinua. *III Seminario Internacional de Gerencia Financiera y Tendencias de la Gestión de Proyectos*. Universidad Católica de Colombia and Universidad Autónoma del Perú, Online, June 2021.

Public administration in Colombia: Main features and challenges. Getulio Vargas Foundation, Sao Paulo, Brasil (online), April 2021.

Challenges and lessons of decentralization in Colombia's Covid response. *ICGD2: The Second International Conference on Governance and Development. Governance for Development in Post-Pandemic Communities: Innovations for the New Future*. University of the Philippines Los Baños (online), March 2021.

## CONFERENCE PRESENTATIONS

Avellaneda, C., Mendez Mendez, N., and Bello-Gomez, R.A. Do Public Servants' Attitudes toward Homosexuals Differ from those of Non-Public Employees? A Worldwide Exploration. *International Research Society for Public Management (IRSPM)*, Bologna, April 2025.

Bello-Gomez, R.A. and Ibáñez, D. Direct and Indirect Effects of Democratic Backsliding on Governance Outcomes: The Role of Public Administration. *Midwest Political Science Association (MPSA)*, Chicago, April 2025.

Avellaneda, C., Mendez Mendez, N., and Bello-Gomez, R.A. Do Public Servants' Attitudes toward Homosexuals Differ from those of Non-Public Employees? A Worldwide Exploration. *American Society of Public Administration (ASPA)*, Washington DC, March 2025.

McCrea, A., Bello-Gomez, R.A., and Kwon, S. Attribution Framing and Citizens' Perceptions of Bureaucracies, Bureaucrats and Public Servants. *European Group for Public Administration (EGPA)*, Athens (Greece), September 2024.

Bello-Gomez, R.A. and Lagos-Machuca, N. Public officials' credentials and citizen perceptions of underperformance: Incompetence or corruption? *European Group for Public Administration (EGPA)*, Athens (Greece), September 2024.

Aldea-Espinoza, M. and Bello-Gomez, R.A. Formal managerial qualifications, mission-related experience and their contribution to public performance. *LACSUG - Subnational Governance in Latin America: Challenges and Responses for More Effective Public Management*, Cartagena (Colombia), June 2024.

Bello-Gomez, R.A. Politization of Untenured Positions in Colombia and its Effect on Public Service Provision. *What Works? Understanding Positive Performance and Improvement in Public Sector Organizations in the Global South*. Mexico City, Mexico, June 2024.

Mendez Mendez, N., Bello-Gomez, R.A. and Sanabria-Pulido, P.P. Halo effect or exhaustion? The role of issue proximity and crisis persistence on citizen perceptions of government during the COVID pandemic. *International Research Society for Public Management (IRSPM)*, Tampere, Finland, April 2024.

Aldea-Espinoza, M. and Bello-Gomez, R.A. Formal managerial qualifications, mission-related experience and their contribution to public performance. *Midwest Political Science Association (MPSA)*, Chicago, April 2024.

Bello-Gomez, R.A. Incompetence or corruption? Weberianism, credentialism, and citizen perceptions of government performance. *Association for Public Policy Analysis and Management (APPAM)*, Atlanta, November 2023.

Bello-Gomez, R.A. Service Provision Effects of Job Positions' (In)stability under Political Patronage. *Public Management Research Conference (PMRC)*, Utrecht (The Netherlands), June 2023.

McCrea, A., Bello-Gomez, R.A., and Kwon, S. Attribution Framing and Citizens' Trust in Bureaucracies, Bureaucrats and Public Servants. *Association for Public Policy Analysis and Management (APPAM)*, Washington DC, November 2022.

Bello-Gomez, R.A. Incompetence or corruption? Weberianism, credentialism, and citizen perceptions of government performance. *Public Management Research Conference (PMRC)*, Phoenix, May 2022.

Avellaneda, C. and Bello-Gomez, R.A. Explaining Mayoral Delegation in Associative Arrangements: Issue Salience and Institutional Context. *Public Management Research Conference (PMRC)*, Phoenix, May 2022.

Avellaneda, C. and Bello-Gomez, R.A. Explaining Mayoral Delegation in Associative Arrangements: Issue Salience and Institutional Context. *Latin American Studies Association (LASA)*, online, May 2022.

Bello-Gomez, R.A. Service Provision Effects of Job Positions' (In)stability under Political Patronage. *Midwest Political Science Association (MPSA)*, Chicago/online, April 2022.

Bello-Gomez, R.A. and Avellaneda, C. The Mayor or The People? Indigenous Identity and Differences in Managerial Practices. *American Society of Public Administration (ASPA)*, Jacksonville, March 2022.

Bello-Gomez, R.A., Carcamo-Vergara, J. and Gomor dos Santos, E. DEI in Latin America: Race and Gender in Colombian and Brazilian Bureaucracies in the 21st Century. *American Society of Public Administration (ASPA)*, Jacksonville, March 2022.

Carcamo-Vergara, J. and Bello-Gomez, R.A. Women Representation in The Bureaucracy: A Cross-National Study. *American Society of Public Administration (ASPA)*, Jacksonville, March 2022.

Bello-Gomez, R.A. and Avellaneda, C. Goal Achievement in Municipal Strategic Planning: The Role of Executives' Background and Political Context. Public Administration Review symposium "Harnessing the evolutionary advantage of emergent PM regimes: Strengthening accountability for challenges of modern public administration and governance", virtual boutique conference, January 2022.

Avellaneda, C., Bello-Gomez, R.A. and Vargas-Gonzalez, J. Explaining Resource Distribution in a Rural Social Housing Program: Demand or Politics? *Southern Political Science Association (SPSA)*, Online, January 2022.

Gomes, R.C., Bello-Gomez, R.A. and Avellaneda, C. Municipal Fiscal Performance: Mayor's Gender and Organizational Human Resources. *Southern Political Science Association (SPSA)*, Online, January 2022.

Bello-Gomez, R.A. Service Provision Effects of Job Positions' Stability. *American Political Science Association (APSA)*, Seattle, October 2021.

Bello-Gomez, R.A. and Avellaneda, C. Credit Claiming and Mayoral Delegation Preferences Amid a Migrant Crisis. *International Research Society for Public Management (IRSPM)*, Online, April 2021.

Bello-Gomez, R.A. and Sanabria-Pulido, P. Expanding the Drivers of Self-reported Trust in Civil Servants: Perceptions, Expectations and Voice. *American Society of Public Administration (ASPA)*, Online, April 2021.

Bello-Gomez, R.A. Human Resources in Multilevel Service Provision Performance: The Role of Field Offices and Local Organizations. *American Society of Public Administration (ASPA)*, Online, April 2021.

Avellaneda, C. and Bello-Gomez, R.A. Mayoral Preferences for Delegation in Collaborative Arrangements: Issue Salience and Policy Specificity. *Southern Political Science Association (SPSA)*, Online, January 2021.

Avellaneda, C. and Bello-Gomez, R.A. Mayoral Preferences for Delegation in Collaborative Arrangements: Issue Salience and Policy Specificity. *2nd International Conference of the Experiment Lab for Public Management Research (EXPMR)*, Seoul, Korea (online), December 2020

Bello-Gomez, R.A. and Avellaneda, C. Goal Achievement in Municipal Strategic Planning: Who You Are or Who Is With You? *American Political Science Association (APSA)*, Online conference, September 2020.

Bello-Gomez, R.A. and Avellaneda, C. I'd Rather Do It Myself: An Experiment on Mayoral Preferences for Managerial Autonomy. *Southern Political Science Association (SPSA)*, San Juan, January 2020.

Bello-Gomez, R.A. Bureaucratic Capacity for Service Provision: A Human-Resource Approach to Decentralized Governance. *Southern Political Science Association (SPSA)*, San Juan, January 2020.

Bello-Gomez, R.A. and Avellaneda, C. I'd Rather Do It Myself: An Experiment on Mayoral Preferences for Managerial Autonomy. *Midwest Public Affairs Conference (MPAC)*, Indianapolis, Sept. 2019.

Bello-Gomez, R.A. and Avellaneda, C. I'd Rather Do It Myself: An Experiment on Mayoral Preferences for Managerial Autonomy. *American Political Science Association (APSA)*, Washington DC, August 2019.

Bello-Gomez, R.A., Olvera, J and Avellaneda, C. Adversarialism and Power-Sharing Agreements as Moderators of the Management-Performance Relationship. *Workshop on the Workshop - Ostrom Workshop*, Indiana University, Bloomington, Indiana, June 2019.



- Bello-Gomez, R.A. Interacting capacities: National bureaucracies' contribution to subnational performance. *Workshop on the Workshop - Ostrom Workshop*, Indiana University, Bloomington, Indiana, June 2019.
- Bello-Gomez, R.A. and Rutherford, A. Leaving the pilot seat empty: Determinants of vacancy instances at top executive positions. *Public Management Research Conference (PMRC)*, Chapel Hill, North Carolina, June 2019.
- Bello-Gomez, R.A., Olvera, J and Avellaneda, C. Management in Context: Informal Political Institutions and the Management-Performance Relationship. *International Research Society for Public Management (IRSPM)*, Wellington, New Zealand, April 2019.
- Bello-Gomez, R.A. and Rutherford, A. Leaving the pilot seat empty: Determinants of vacancy instances at top executive positions. *International Research Society for Public Management (IRSPM)*, Wellington, New Zealand, April 2019.
- Bello-Gomez, R.A., Olvera, J and Avellaneda, C. Management in Context: Informal Political Institutions and the Management-Performance Relationship. *Midwest Political Science Association (MPSA)*, Chicago, April 2019.
- Bello-Gomez, R.A. Interacting capacities: National bureaucracies' contribution to subnational performance. *Midwest Political Science Association (MPSA)*, Chicago, April 2019.
- Bello-Gomez, R.A., Olvera, J and Avellaneda, C. Management in Context: Informal Political Institutions and the Management-Performance Relationship. *American Society of Public Administration (ASPA)*, Washington DC, March 2019.
- Bello-Gomez, R.A. Capacity layers and performance: The effect of uneven territorial reach on service provision. *ASU-SNU BK21 International Conference: Evaluating Government Capacity and Competitiveness in Turbulent Times*. Phoenix, January 2019.
- Bello-Gomez, R.A. and Rutherford, A. Leaving the pilot seat empty: Determinants of vacancy instances at top executive positions. *Midwest Political Science Association (MPSA)*, Chicago, April 2018.
- Rutherford, A., Mumpower, J., Bello-Gomez, R.A. and Griffin, M. Understanding Vacancy Time: A Cross-Sector Comparison. *American Political Science Association (APSA)*, San Francisco, August 2017.
- Bello-Gomez, R.A. and Avellaneda, C. The Impact of Decentralization in Public Education Provision: Do Strong Local Governments Make A Difference? *Midwest Political Science Association (MPSA)*, Chicago, April 2017.
- Avellaneda, C. and Bello-Gomez, R.A. Testing the Multiplicative Effect of Mid-level Managerial Size and Turnover on Subnational Government Performance. *Southern Political Science Association (SPSA)*, New Orleans, January 2017.

Avellaneda, C. and Bello-Gomez, R.A. Explaining Regional Government Performance: Political Context or Managerial Capacity? *Midwest Political Science Association (MPSA)*, Chicago, April 2015.

### **ADDITIONAL TRAINING AND RESEARCH SKILLS**

Summer Workshop on Public Sector Organizational Effectiveness. University of Notre Dame – National Science Foundation, Philadelphia, August 2023

Multilevel Models. Inter-university Consortium for Political and Social Research – Summer Program. University of Michigan, Ann Arbor, June-July 2019

Rational choice: Theories of politics and society. Inter-university Consortium for Political and Social Research – Summer Program. University of Michigan, Ann Arbor, June-July 2019

Doctoral Student Professional Development Workshop. Public Management Research Association, Chapel Hill, NC, June 2019

Field research with Colombian mayors (designing and conducting survey experiments, training research assistants, submitting IRB protocol). Cartagena de Indias, Colombia, March 2019

Field research with Colombian mayors and municipal cabinet members (designing and conducting in-depth interviews, submitting IRB protocol). Neiva, Colombia, December 2018

Field research with Mexican and other Latin American mayors (conducting survey experiment). Pachuca, Mexico, August 2017

Field research with Guatemalan mayors (survey experiment) – Antigua, Guatemala, January 2017

### **GRANTS**

P.I.: Ricardo A. Bello-Gomez. “*Gang Resistance Education and Training (G.R.E.A.T.) Program Evaluation and Outcomes Study for El Salvador, Honduras, Panama, and Costa Rica*”. United States Department of State - Bureau of International Narcotics and Law Enforcement Affairs. \$1,985,431. Not funded.

### **RESEARCH INTERESTS**

Public Management, Executive Decision-Making, Subnational and Local Governments, Comparative Public Administration, Government Performance, Human Resources and Public Personnel Systems, Social Service Provision, Research Design and Methodology.

### **OTHER PROFESSIONAL EXPERIENCE**

Organization of American States	Washington, DC
<i>Intern at the Department of Economic Development</i>	Jun. – Aug 2015
Data analysis, translations and reports, as well as administrative support for the organization of the XXIII Inter-American Congress of Ministers and High-Level Authorities of Tourism and its Preparatory Meeting.	
Plastilene S.A. - Plastilene Group	Soacha, Colombia
<i>Director of Production Planning and Scheduling</i>	Feb. 2013 – July 2014

Oversaw production planning and scheduling, implemented a performance management system, and led a professional staff of six people.

*Project Leader* March 2011 – Feb. 2013

Led over implementation of SAP technological solutions for production planning and scheduling.

*Logistics Engineer* July 2010 – March 2011

Production scheduling for several sales channels in an integrated plastic films company.

Acerías Paz del Río S.A. – Votorantim Group Nobsa, Colombia

*Production control analyst (trainee)* April 2008 – April 2010

Development, update and implementation of the planning process and performance management system for operations, sales and stocks.

## TEACHING EXPERIENCE

Rutgers University – School of Public Affairs and Administration Newark, NJ

529 – *Performance Measurement and Management* Spring 2025

561 - *Data Analysis for Decision-Making* Fall 2023/2024, Spring 2024/2025, Summer 2024

Texas Tech University – Department of Political Science Lubbock, TX

PUAD 5348 – *Management Science* Spring 2021/2022/2023

POLS 7000 – *Research in Public Administration (Independent study)* Spring 2023

PUAD 5340 – *Public Administration Theory and Practice* Fall 2022

POLS 7000 – *Interlocal Collaboration and Performance (Independent study)* Fall 2022

POLS 7000 – *Public Policy Analysis (Independent study)* Summer 2022

PUAD 5380 – *Pro-Seminar in Public Administration* Spring 2022

POLS 3303 - *Comparative Policy and Public Administration* Spring 2021, Fall 2021

PUAD 5348 - *Comparative Public Administration* Fall 2020/2021

POLS 7000 – *Research in Comparative Governance (Independent study)* Summer 2021

Indiana University – O’Neill School of Public and Environmental Affairs Bloomington, IN

*Instructor – V348 Management Science* Fall 2019, Spring 2020

*Teaching Assistant – V507 Data Analysis and Modeling for Public Affairs* Spring 2016

*Teaching Assistant – V502 Public Management* Fall 2015

*Teaching Assistant – V506 Statistical Analysis for Effective Decision Making* Fall 2015

## TEACHING INTERESTS

Public Management, Comparative Public Administration, Management Science, Data Analysis, Research Design and Methods, Policy Analysis, Program Evaluation

## HONORS AND AWARDS

Emerging Scholar Award, Section on Hispanic Latin American Caribbean Iberian Public Administration, American Society for Public Administration, 2025

Garcia-Zamor Best Paper Award, Section on International and Comparative Administration, American Society for Public Administration, 2021

Institute for Inclusive Excellence fellowship, Texas Tech University, 2020

Gould Scholarship Program, Section on International and Comparative Administration, American Society for Public Administration, 2020

Inclusion Travel Award, Public Management Research Association, 2019

Adam Smith Fellowship, Mercatus Center, George Mason University, 2019  
Garcia-Zamor Best Paper Award, Section on International and Comparative Administration,  
American Society for Public Administration, 2019  
Best Paper in Public Management Award, Association of SPEA PhD Students, School of Public  
and Environmental Affairs, Indiana University, 2019  
Ostrom Fellowship, Ostrom Workshop, Indiana University, 2018  
Best Paper in Public Management Award, Association of SPEA PhD Students, School of Public  
and Environmental Affairs, Indiana University, 2018  
PhD abroad program, Colciencias, Bogotá, Colombia, 2016  
Colfuturo scholarship program, Colfuturo, Bogotá, Colombia, 2014  
International Tuition Reduction Award, School of Public and Environmental Affairs, Indiana  
University, 2014

## **PROFESSIONAL SERVICE**

### *Department/School*

Rutgers University Newark, School of Public Affairs and Administration

- PhD program committee, Fall 2024 - present
- BA program committee, Fall 2023 – Spring 2024
- International committee, Fall 2023 – present
- Brochure committee, Spring 2024 - present
- Non-tenure track review committee, Spring 2024
- Faculty advisor, Public Administration Graduate Association (PAGA), Spring 2024 – present
- Faculty advisor, Phi Alpha Alpha, Spring 2024 – present
- Class observation for PhD candidates and adjunct faculty, Fall 2023 - present

Texas Tech University, Department of Political Science

- MPA admissions committee, Fall 2022 – Summer 2023
- Faculty search committee (4 searches), Fall 2021 – Spring 2023

Indiana University, O’Neill School of Public and Environmental Affairs

- Conference Co-Chair, Association of SPEA PhD Students, 2017-2018

### *University*

Rutgers University

- Graduate School's Dean's Dissertation Fellowship, selection committee, Spring 2024

Texas Tech University

- New Faculty Orientation professional panel, Fall 2021 – Fall 2022
- Faculty advisor, Canterbury Episcopal Campus Ministry, Spring 2021 – Spring 2023

### *Discipline*

Associate Editor, *Review of Public Personnel Administration*, 2024-present

Editorial board member

- *Local Government Studies*, 2025-present

- *State and Local Government Review*, 2025-present
- *Public Administration Quarterly*, 2024-present
- *International Journal of Public Administration*, 2022-2024

Organizing committee member,

- LACSUG Conference “Subnational Governance in Latin America: Challenges and Responses for More Effective Public Management”, Cartagena, Colombia, June 2024

Section Chair/Co-Chair

- Section 62. Public Administration, Midwest Political Science Association (MPSA), 2023
- Section Co-Chair, Section 73. Subfield Public Policy and Administration, Midwest Political Science Association (MPSA), 2021
- Roundtable Chair, Midwest Public Administration Caucus (MPAC), Midwest Political Science Association (MPSA), 2021

Discussant/Panel Chair

- Meetings of the Midwest Political Science Association (MPSA), Association for Public Policy Analysis and Management (APPAM), American Society for Public Administration (ASPA)

Award committee member

- Camilla Stivers Award for Best Article in *Perspectives on Public Management and Governance* (PPMG), Public Management Research Association (PMRA), 2023
- Herbert Kaufman Best Paper Award Committee for APSA’s Public Administration Section, 2023

Workshop faculty, Public Management Research Association (PMRA)’s Academic Writing Workshop in Public Management and Policy. Universidad de los Andes, Bogota, Colombia, 2023

Executive board member, Section on International and Comparative Administration (SICA), American Society for Public Administration (ASPA), 2022-2025

Newsletter committee chair, Section on International and Comparative Administration (SICA), American Society for Public Administration (ASPA), 2021-2023

Virtual issue co-editor, “Virtual issue on developing and emerging economies”, *Journal of Public Administration Research and Theory*, 2021

Proposal Reviewer

- Public Management Research Conference (PMRC), 2021, 2023
- Association for Public Policy Analysis and Management (APPAM), 2024

Manuscript Reviewer

- *Journal of Public Administration Research and Theory*, *Public Administration Review*, *Public Administration*, *Public Management Review*, *International Review of Administrative Sciences*, *Local Government Studies*, *Administration and Society*,

*Review of Public Personnel Administration, American Review of Public Administration, State and Local Government Review, Public Performance and Management Review, Perspectives on Public Management and Governance, Journal of Public Policy, Journal of Politics, International Journal of Public Sector Management, Public Administration Quarterly, Journal of Policy Studies, Urban Affairs Review/Forum, Political Research Quarterly, Research and Politics, Journal of Politics in Latin America, Latin American Research Review, American Journal of Evaluation, The Journal of Public Affairs and Development, Cuadernos de Economía*

Book Reviewer

- Routledge, Palgrave Macmillan, Springer, CAF – Development Bank of Latin America and the Caribbean

**STUDENT ADVISING**

Doctoral research

- Rachelle Abboud (PhD Global Affairs, Rutgers University-Newark), 2025-
- Fredy Andrade (PhD Public Management and Policy Modeling, Jorge Tadeo Lozano University, Colombia), 2024-
- Mónica Aldea-Espinoza (PhD Public Administration, Rutgers University-Newark), 2023-
- Julián Felipe Bello López (PhD Social Sciences, Universidad Nacional de La Plata, Argentina), 2023-
- Xiaou Cheng (PhD Political Science, Texas Tech University), 2021-
- Freddy Agredo (PhD Public Health, Universidad del Valle, Colombia), 2020-2021

MPA portfolio committee

- Ellyn Anthony (Texas Tech University), 2023
- Jake Beller (Texas Tech University), 2022
- Leanne Draus (Texas Tech University), 2022
- Oluwatosin Tomiwa (Texas Tech University), 2022
- Lenna Smith (Texas Tech University), 2021
- Nicole Patterson (Texas Tech University), 2021
- Michelle Galdámez (Texas Tech University), 2021
- Ashley Hernandez (Texas Tech University), 2021

**PROFESSIONAL MEMBERSHIPS**

Public Management Research Association  
American Society for Public Administration  
Association of Public Policy Analysis and Management  
International Research Society for Public Management  
American Political Science Association  
Midwest Political Science Association  
Southern Political Science Association

**LANGUAGES**

Spanish: native      English: fluent      Portuguese: good working knowledge