

## Research Publications

### **Books:**

1. Nicolas A. Valcik, Ted Benavides, and **Meghna Sabharwal**. A Public Administrator's Guide to Human *Resources Information Systems*. Springer Publishing. Contract signed for December 2020.
2. Joseph Cayer and **Meghna Sabharwal**. (2016). *Public Personnel Administration* (6<sup>th</sup> Ed.). Birkdale Publishers Inc.
3. **Sabharwal, Meghna** and Evan M. Berman (2013). (Eds.). *Public Administration in South Asia: India, Bangladesh, and Pakistan*. Taylor and Francis. (Book review published in *Public Administration Review* by Gerald Caiden, 73(3), 540-546).

### **Articles in refereed journals (\* = current or former student):**

<https://scholar.google.com/citations?user=2RNwgFwAAAAJ&hl=en>

Citations – 1,691; h-index – 17; i-10 index - 20

1. Tai Anh Vu, Geoff Plimmer, Evan M. Berman and **Meghna Sabharwal**. 2019. Managing employee performance in transition economies: A study of Vietnamese public organizations. *Public Administration and Development*. doi: <https://onlinelibrary.wiley.com/doi/abs/10.1002/pad.1850>. IF -1.25
2. Chordiya Rashmi\*, **Meghna Sabharwal**, Jeannine E. Rely, and Evan M. Berman. 2019. "Protecting Whistleblowers as an Anti-Corruption Strategy: A Multidimensional Approach." *Public Management Review*. doi: <https://www.tandfonline.com/doi/full/10.1080/14719037.2019.1599058>. IF – 3.152
3. Maria D' Agostino, Helisse Levine and **Meghna Sabharwal**. 2019. "Gender in negotiation in public organizations: Do MPA programs prepare future public administrators to negotiate for the 21st century global workplace?" *Journal of Public Affairs Education*. doi: 10.1080/15236803.2019.1579594
4. **Sabharwal, Meghna**, L. Douglas Kiel, and Imane-Hijal Moghrabi\*. 2019. "Wellness Programs in U.S. Local Governments: Scope, Program Offerings, Organizational Support and the Elements of Program Success" *Review of Public Personnel Administration*, 39(1), 24-45. IF – 2.444
5. Aikaterini Anestaki\*, **Sabharwal, Meghna**, Kenneth D. Connelly\*, and N. Joseph Cayer 2019. "Race and Gender Representation in Presidential Appointments, SES, and GS Levels, During Clinton, Bush, and Obama Administrations." *Administration and Society*, 51(2), 197-228. doi: 10.1177/0095399716655376. IF- 1.761

6. **Meghna Sabharwal**, Maria D'Agostino, Helisse Levine, and Tiffany Nguyen\*. 2018. "Inclusive Work Practices: Turnover intentions among LGBT employees of the U.S. federal government." *American Review of Public Administration*. Published online December 12, 2018. <https://doi.org/10.1177/0275074018817376>. Recipient of the Best Paper Award, LGBT advocacy action section, ASPA 2019. IF – 2.466
7. Chordiya, Rashmi\*, **Meghna Sabharwal**, and Paul Battaglio. 2018. "Dispositional and Organizational Sources of Job Satisfaction: A Cross-National Study." *Public Management Review*. Published online November, 2018. doi: [10.1080/14719037.2018.1544274](https://doi.org/10.1080/14719037.2018.1544274). IF - 3.152
8. Fazle Rabbi\* and **Meghna Sabharwal**. Independent Regulatory Authorities: Consequence of incremental policy change or punctuated equilibrium?" 2018. *Indian Journal of Public Administration* 64(4) 664-685. Published online September 3, 2018 doi: <https://doi.org/10.1177/0019556118790705>
9. Roli Varma and **Meghna Sabharwal**. 2018. "International Collaboration: Experiences of Indian Academics after Returning from the United States." to *Perspectives on Global Development and Technology* 17(5-6) 593-613.
10. **Sabharwal, Meghna**, Helisse Levine and Maria D'Agostino. 2018. "A Conceptual Content Analysis of 75 Years of Diversity Research in Public Administration." *Review of Public Personnel Administration* 38(2) 248-267. IF – 2.444
11. Arguelles, Ariel\* and **Meghna Sabharwal**. 2018. "Health Care for All: An Overview of the Affordable Care Act's Medicaid Expansion in the USA." *Indian Journal of Public Administration* 64(2), 174-192. <https://doi.org/10.1177/0019556117750895>
12. Moghrabi, Imane-Hijal\* and **Meghna Sabharwal**. 2018. "Ethics in American Public Administration: A Response to a Changing Reality." *Public Integrity*, 20(5), 459-477 <https://doi.org/10.1080/10999922.2017.1419053> (Recognized as high vote winner for the best article in 2018)
13. Moghrabi, Imane-Hijal\* and **Meghna Sabharwal**. 2017. "The Role of the Information Society in Promoting a Better and a More Democratic Governance." *Journal of Public Administration and Governance*, 7(4) 132-146.
14. **Sabharwal, Meghna** and Roli Varma. 2017. "Grass Is Greener on the Other Side: Return Migration of Indian Engineers and Scientists in Academia" *Bulletin of Science, Technology and Society*, 37(1), 34-44.
15. Imran Hameed, Abdul Karim Khan, **Meghna Sabharwal**, Ghulam Ali Arain, and Irfan Hameed. 2017. "Managing Successful Change Efforts in Public Sector: Employees' Readiness for Change Perspective." *Review of Public Personnel Administration*. doi: <https://doi.org/10.1177/0734371X17729869>. IF – 2.444

16. Khan, Abdul Karim, Quratulain, Samina, and **Meghna Sabharwal**. 2017. "Procedural Fairness, Public Service Motives and Employee Work Outcomes: Evidence from Pakistani Public Service Organizations" *Review of Public Personnel Administration*. doi: <https://doi.org/10.1177/0734371X17718029>. IF – 2.444
17. **Sabharwal, Meghna** and Roli Varma. 2017. "Are Asian Indian Scientists And Engineers in Academia Faced With A Glass Ceiling?" *Journal of Ethnographic & Qualitative Research* 12(1), 50-62.
18. **Sabharwal, Meghna**, Helisse Levine and Maria D' Agostino. 2017. "Differences by Gender in Leadership Styles of MPA Directors." *The Journal of Public Affairs Education* 23(3), 869-884.
19. **Sabharwal, Meghna** and Roli Varma. 2017. "Convergence or Divergence: Practice of Science by Migrant Faculty in India and the United States," *Science, Technology, & Human Values* 42(5), 775-794. IF-2.941
20. Moghrabi, Imane-Hijal\*, **Meghna Sabharwal**, and Evan M. Berman. 2017 "The Importance of Ethics to Organizational Performance in Employment at Will States." *Administration and Society*, 49(9), 1346-1374. IF- 1.761
21. Chordiya, Rashmi\*, **Sabharwal, Meghna**, and Doug Goodman. 2016. "Affective Organizational Commitment and Job Satisfaction: A Cross-National Comparative Study." *Public Administration*, 95(1), 178-195. IF-2.870
22. Kwang Bin Bae\*, **Sabharwal, Meghna**, Amy E. Smith, and Evan M. Berman. 2016. "Does Demographic Dissimilarity Matter for Perceived Inclusion? Evidence from Public Sector Employees." *Review of Public Personnel Administration*, 37(1), 4-22. IF-2.444
23. **Sabharwal, Meghna** and Roli Varma. 2016. "Return Migration to India: Decision-Making Process among Scientists and Engineers." *International Migration* 54(4) 177-190. IF-0.773
24. Lee, Young-Joo and **Sabharwal, Meghna**. 2016. "Education–Job Match, Salary, and Job Satisfaction across the Public, Non-Profit, and For-Profit Sectors: Survey of recent college graduates." *Public Management Review* 18(1) 40-64. IF- 3.152
25. **Sabharwal, Meghna** and Roli Varma. 2015. "Transnational Research Collaboration: Expatriate Indian Scientists and Engineers Connecting with the Peers in India." *East Asian Science, Technology and Society: An International Journal*. 9(3), 275-293. Duke University Press.
26. **Sabharwal, Meghna** and Roli Varma. 2015 "Scientific Diaspora: Stay Plans of Indian Faculty in the United States." *Perspectives on Global Development and Technology* 14(3) 368-387.

27. **Sabharwal, Meghna**. 2015 “From Glass Ceiling to Glass Cliff: Women in Senior Executive Service.” *Journal of Public Administration Research and Theory* 25(2) 399-426. IF- 3.907
28. **Sabharwal, Meghna**, Imane Hijal-Mograbhi\*, and Marcene Royster\*. 2014. “Preparing Future Public Servants: Role of Diversity in Public Administration.” *Public Administration Quarterly* 38(2).
29. **Sabharwal, Meghna**. 2014. “Is diversity management sufficient? Organizational inclusion to further performance.” *Public Personnel Management* 43(2) 197-217. IF- 1.364. **Most Read article on PPM.**
30. Berman, Evan, **Meghna Sabharwal**, [Chun-Yuan Wang](#), [Jonathan West](#), [Yijia Jing](#), [Chung-Yuang Jan](#), [Wei Liu](#), [Alex Brillantes](#), [Chung-An Chen](#) and Ricardo Gomes. 2013. “The Impact of Societal Culture on the Use of Performance Strategies in East Asia: Evidence from a comparative survey.” *Public Management Review* 15(8) 1065-1089. IF – 3.152
31. **Sabharwal, Meghna** and Iris Geva-May. 2013. “Advancing Underrepresented Populations in the Public Sector: Approaches and practices in the Instructional Pipeline.” *Journal of Public Affairs Education* 19(4), 657–679 **Recipient of the best paper award for 2013 JPAE.**
32. **Sabharwal, Meghna**. 2013. Guest Editor. “Introduction: Immigration and its Impact on Human Capital Development.” *Journal of Comparative Policy Analysis* 15(4) 293-296. IF – 1.862
33. **Sabharwal, Meghna** and Qian Hu. 2013. “Participation in University-Based Research Centers: Is it Helping or Hurting Researchers?” *Research Policy*, 42(6-7): 1301-1311. IF- 4.661
34. **Sabharwal, Meghna**. 2013. “Comparing Research Productivity Across Disciplines and Career Stages.” *Journal of Comparative Policy Analysis*, 15(2): 141-163. IF – 1.862
35. West, Jonathan, Loo-See Beh, and **Meghna Sabharwal**. 2013. “Charting Ethics in Asia-Pacific HRM: Does East Meet West, Ethically?” *Review of Public Personnel Administration*, 33(2): 185-204. (IF 0.900) **Recipient of the best paper award for 2013 ROPPA.** IF – 2.444
36. **Sabharwal, Meghna**. 2013. “Productivity and Leadership Patterns of Female Faculty Members in Public Administration.” *The Journal of Public Affairs Education*, 19(1): 73-96.
37. **Sabharwal, Meghna**. 2011. “High-Skilled Immigrants: How Satisfied are Foreign-Born Scientists and Engineers Employed at American Universities?” *Review of Public Personnel Administration*, 31(2): 143-170. IF – 2.444

38. **Sabharwal, Meghna**. 2011. "Job Satisfaction Patterns of Scientists and Engineers by Status of Birth." *Research Policy*, 40 (6): 853-863. IF – 4.661
39. Corley, Elizabeth A. and **Meghna Sabharwal**. 2010. "Scholarly Collaboration and Productivity Patterns in Public Administration: Analyzing Recent Trends." *Public Administration*, 88(3): 627-648. IF – 2.870
40. **Sabharwal, Meghna** and Elizabeth A. Corley. 2009. "Faculty Job Satisfaction across Gender and Discipline." *The Social Science Journal*, 46(3): 539-556. IF – 1.010
41. Relly, Jeannine and **Meghna Sabharwal**. 2009. "Perceptions of Transparency of Government Policy Making: A Cross-National Study." *Government Information Quarterly*, 26(1): 148-157. *Listed as the Most Cited Article in GIQ*. IF – 4.009
42. **Sabharwal, Meghna** and Elizabeth A. Corley. 2008. "The Categorization of Minority Groups in Academic Science and Engineering." *Journal of Women and Minorities in Science and Engineering*, 14(4): 427-446.
43. Corley, Elizabeth A. and **Meghna Sabharwal**. 2007. "Foreign-Born Academic Scientists and Engineers: Producing More and Getting Less Than Their U.S.-Born Peers?" *Research in Higher Education*, 48(8), 909-940. IF – 1.792
44. **Sabharwal, Meghna**. 2005. "Factors Affecting Persistence Rates among Arizona State University Freshmen and Implications for Policymaking." *Perspectives in Public Affairs*, 2: 21-33.

**Articles appearing as chapters in edited volumes:**

1. Charlene M. L. Roach, Shahrin S. Upoma\*, **Meghna Sabharwal** and Hugo Renderos. HR reforms in the US, Caribbean, Latin America, Asia and Europe selected for inclusion in the *Handbook of Public Administration*, 4th Edition (accepted).
2. Maria D'Agostino, **Meghna Sabharwal** and Helisse Levine. Characterization of Women and Leadership in Public Administration was selected for inclusion in the textbook, *Practicum in Public Administration* (accepted).
3. **Sabharwal, Meghna** and Roli Varma (accepted). "Do Borders Matter? Transnationalism and Indian Return Migration of High Skilled Workers." In *Routledge Handbook of Indian Transnationalism*. Taylor and Francis (forthcoming).
4. Nicolas A. Valcik and **Meghna Sabharwal**. 2017. "Human Resources Data: Trials, Tribulations and Determination in Obtaining and Using Accurate Personnel Data in Public Sector" *Global Encyclopedia of Public Administration, Public Policy, and Governance*

5. **Sabharwal, Meghna.** 2017. "Asians as Model Minorities: A myth or reality among Scientist and Engineers in Academia?" In "*People's Movements in the 21st Century - Risks, Challenges and Benefits*," Ingrid Muenstermann (Ed.), InTech, doi: 10.5772/66827. ISBN 978-953-51-5113-5.
6. **Sabharwal, Meghna** and Roli Varma. 2016. "Why one stays? Why one returns? Indian immigrant engineers and scientists in the United States." In *International Migration: Politics, Policies and Practices*. NOVA Publishers. New York, NY.
7. **Sabharwal, Meghna.** "Research Productivity and Career Trajectories of Women in Public Administration." *Women in Public Administration: Theory and Practice*. Maria J. D'Agostino and Helisse Levine, Editors, Sudbury, MA: Jones & Bartlett Learning, 2010.

**Other writings (not including abstracts):**

1. **Sabharwal, Meghna.** 2015. Book review of "Cultural Competency for Public Administrators." *Review of Public Personnel Administration*, 35(2), 208-211
2. **Sabharwal, Meghna.** 2007. Book review of "Foundations of Qualitative Research: Interpretive and Critical Approaches." *The Social Science Journal*, 44(3): 582-584.